

**September 10, 2014
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

Vice President/Clerk Rivas opened the meeting in public at 6:07 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	
20	Teachers
3	Behavior Technician
2	Instructional Assistant – General
1	Instructional Assistant – Mild/Moderate
11	Instructional Assistant – Moderate-Severe
1	Office Assistant III
Rehires	
3	Teachers
Promotions	
	None
New Hires	
	None
New Substitutes	
13	Substitutes
Administrative Appointments	
	None
Transfers	
	None

Other	
	None
Extra Pay Assignments	
	None
Extra Period Assignments	
	None
Leaves of Absence	
5	Teacher
1	Cafeteria Assistant
1	Office Assistant II
1	<i>Library Media Tech</i>
Retirements	
	None
Resignations/Terminations	
	None
Supplemental Service Agreements	
116	Teacher
Miscellaneous Actions	
	None
Separations From Service	
1	Psychologist
2	Teacher
1	Behavior Technician
1	Instructional Assistant - General
1	Instructional Assistant - Mild/Moderate
1	Instructional Assistant - Moderate/Severe
1	Office Assistant II
Limited Term - Projects	
1	Administrative Secretary I
3	Cafeteria Assistant
1	Groundskeeper I
1	Lead Custodian III
1	Library Media Technician
3	Office Assistant III
1	Site Computer Support Technician

Exempt	
2	Safety Monitor
1	School Crossing Guard
7	Yard Duty
Provisional	
1	Administrative Secretary I
1	Lead Custodian I
3	Office Assistant III
1	Payroll Technician
Limited Term - Substitute	
1	Cafeteria Manager I
1	Campus Safety & Security Officer
1	Custodian I
1	Office Assistant II

2.2 Public Employee Discipline/Dismissal/Release/Leaves

2.3 Negotiations Update

- a. CSEA
- b. PVFT
- c. Unrepresented Units: Management and Confidential
- d. Substitutes – Communication Workers of America (CWA)

2.4 Claims for Damages

2.5 Existing Litigation

2.6 Pending Litigation

2.7 Anticipated Litigation

2.8 Real Property Negotiations

2.9 1 Expulsion

2.10 Superintendent’s Evaluation

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

President De Serpa called the meeting of the Board in public to order at 7:22 PM.

3.1 Pledge of Allegiance

Assistant Superintendent Schekman led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees Leslie DeRose, Maria Orozco, Karen Osmundson, Lupe Rivas, Jeff Ursino and President Kim De Serpa were present. Trustee Willie Yahiro was absent.

3.3 Superintendent Comments

Dorma Baker gave an update regarding class sizes and overages. At this time, class size issues at the elementary level have been resolved and high schools should have theirs finalized by the end of the week.

3.4 Governing Board Comments/Reports Standing Committees Meetings

Trustee DeRose attended Pajaro Valley Prevention and Student Assistance's new intern orientation. She also attended the intergovernmental meeting where many issues related to the city and district were discussed, including completion of Pajaro Valley High.

Trustee Ursino attended a teacher's dinner at North County High where his wife, who is long-term subbing, received an award.

Trustee Orozco will attend the Migrant Head Start and the S4C meeting to participate in College Awareness Week planning. She announced she has started her Masters in Governance through California School Boards Administration.

Trustee Rivas attended the Labor Day picnic and the Parks and Recreation commissioners' thank you event.

Trustee Osmundson attended the Kawakami Watsonville sister city event to welcome Kawakami students. She stated that open houses in her area are taking place at almost the same time; she will try to make most of them and visit as many classrooms as possible.

President De Serpa noted that it was the World's Suicide Prevention Day and asked for a moment of silence for all who have lost their life, especially for the students our district has lost to suicide. She mentioned that October is the National Hispanic Heritage month and would like to honor it with a resolution. She attended a press conference at the Court House to address keeping kids in school; Kenya Edison, Student Services Director, is part of a county-wide coalition with a focus on preventing student from going into the juvenile court system. She added that PVUSD is one of two in Northern California districts that have effective truancy preventative practices.

4.0 APPROVAL OF THE AGENDA

Trustee Ursino moved to approve the agenda. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (Yahiro absent).

5.0 APPROVAL OF MINUTES - Minutes for August 27, 2014

Trustee Rivas moved to approve the minutes for August 27, 2014. Trustee Orozco seconded the motion. The motion passed 6/0/1 (Yahiro absent).

6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT (5 min. per school)

John Mason of Pajaro Valley High School reported a positive start to the school year, including Back to School Night where over 400 parents attended. Many activities were held; suicide prevention week has begun and there are activities planned around this issue. Credit recovery courses and extended learning will begin. He announced that the school has a full-time cross guard for morning and afternoon.

7.0 VISITOR NON-AGENDA ITEMS

Pat Golditch, retired teacher, advocated for teachers who are bilingual and have a BCLAD credential but not getting additional pay. Teachers who have to teach combination classes also deserve additional compensation.

Cammie Ortiz, Norma Ortiz and David Carrillo, students from Watsonville High School, stated that there was a fundraising issue that was not approved by the school and when they were called into the office

they were treated inappropriately by the administration. Administration was not pleased that we asked teachers to accompany us to the meeting. They noted they are seeking an apology from the administration for how they were treated as well as a solution to our matter. This was already discussed with the principal and Mr. Schekman and a lot of solutions were discussed, including moving on. They were disappointed by their leaders and felt that it was not okay that during suicide prevention week administration made them feel unsafe.

8.0 EMPLOYEE ORGANIZATIONS COMMENTS – PVFT, CSEA, PVAM, CWA

Francisco Rodriguez, PVFT president, spoke about class sizes and is pleased that elementary and high school issues with overcrowded classes will be resolved. He is still concerned about special education classes as some are over the 28-student limit set by Education Code. He mentioned that some of the sites are at capacity and the union would like to be part of the planning for the impact of renovation that will require for students or teachers being replaced. In reference to common core standards, need time to adequately implement; there are issues that are coming up that the union can help resolve.

Brian Saxton, PVAM, reported that there is not much difference between a kindergartener and an 8th grader and this has helped his transition from a junior high to an elementary school. He spoke about what is happening at the school and how students are being engaged. He appreciates the support for our staff, including technology, food services. The community appreciated the elimination of reduced lunch fees.

9.0 CONSENT AGENDA

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

9.1 Purchase Orders August 21 – September 3, 2014

9.2 Warrants August 21 – September 3, 2014

9.3 Approve Resolution #14-15-06, 2013-14/2014-15 GANN Limit Calculations.

9.4 Approve Travel for Pacific Coast Charter School Students to Spain and Italy, June 18 – 30, 2015.

10.0 DEFERRED CONSENT ITEMS

None.

11.0 REPORT ITEMS

11.1 Report and discussion on Common Core Implementation Update from Elaine Legorreta, Principal of Watsonville High School, and Tom Hiltz, Principal of MacQuiddy Elementary School.

Report by Susan Perez, Assistant Superintendent, Curriculum & Instruction.

Susan Perez reported that the district is leveraging funds through a grant to do innovative work on capacity to change practices in school to impact student achievement. The work our schools are doing is being modeled.

Elaine Legorreta and Mr. Ryan Jones of Watsonville High School reported that common core is a positive system for whole-brain thinking. She spoke briefly of using Mike Schmoker's book *Focus* to assist in guiding implementation; the three things that work in according to *Focus* are curriculum, effective lessons and authentic literacy-thinking and analyzing information, making argument and come up with new ideas. This affirmed that we were going in the right direction. Data teams were used to ensure that implementation is adequate.

Ryan Jones, teacher, discussed the Literacy Design Collaborative (LDC) toolbox, which has templates to design curriculum and provides subject focus for teacher and students. LDC's cycle includes 4 sections: 1 - What task? 2 -What skills? 3 -What instruction? and, 4- What results? Instruction is no longer a means to the end but rather teaching content as a vehicle to practice skills. Results section calls for a summative essay rather than a multiple choice. This model allows for grading and learning being in control of the student. Mr. Jones addressed how English Learners are benefitting from combining common core with content. With 90 staff members, including ROP and 8 departments, it seems that change is difficult but it is getting done because teachers have been exposed to what students are facing. The development of effective rubrics assist in understanding results.

Ms. Legorreta spoke about three challenges: depth of knowledge, student discussions and level of questioning. Depth of knowledge is the most important to measure instruction. Staff is improving in analyzing data but still struggle to get all data teams to be as efficient as possible. School Improvement Grant funds and literacy coaches are a tremendous resource and have allowed the district to have knowledgeable coaches work with our teachers.

Mr. Jones expressed an appreciation for the coaches and their role; it has been effective, literacy coach. Teachers are becoming literacy coaches and the investment in data team leaders and administrative support with professional development make a difference. Feedback on student work critical for student achievement and rubrics allow staff to provide adequate feedback.

Tom Hiltz offered a brief history and context, noting that the district initiated the process in 2009-10 with Data Teams. Shared leadership and developing positive relationships with teachers make the implementation have a strong structure. Effective leadership is a meaningful component of the process. Mr. Hiltz discussed the importance of early intervention in the core program with extra support for students at lower levels. He commented on the effectiveness of the Response to Intervention program. He outlined the process teachers go through to discuss and plan grade level curriculum and provide input on enrichment efforts. Data teams are critical and with the assistance and support of Paul Bloomberg, a consultant, this has been an effective structure for teacher collaboration.

Public comment:

Sarah Henne, PVFT, starting to hear an increasing number of teachers concerned about the amount of assessments involved in common core. Assessing a student is timely and it needs to be done twice. Sites are handling it differently and some get a substitute for the day to conduct assessments but instructional time is being sacrificed. The Curriculum Committee will address these issues.

Board participated with comments and questions.

11.2 Report and discussion on District's Water Use and Conservation Strategies. ***Report by Brett McFadden, CBO***

Brett McFadden introduced Victor Sandoval, Planning Supervisor/Bond Program, and Steve Okamura, Energy Education Manager, who would be discussing issues associated with the drought.

Mr. Sandoval reported that the district is serviced by five separate water agencies that don't have a way to work together. There are unprecedented measures to conserve water and those could present significant financial and operational implications. Cal Water, servicing Hall District, has no restrictions and no mandated guidelines at this time. Sunny Mesa Water District serving Ohlone and Pajaro Middle schools has no restrictions at this time but the district is mindful that restrictions can happen at any time without notice and it is working to ensure impact to site is mitigated in case restrictions are imposed. The City of Watsonville serves 42 school sites,

including the District Office and children centers. There are several restrictions affecting landscape watering times, use of sprinklers, life labs, and playing fields. Fines can be issued for non-compliance but the district is working to use water within those guidelines. In the northern area Soquel Creek Water serves 4 schools and they have restrictions. All irrigation is to be done by hand or drip irrigation. They are requesting that all water devices be changed to low flow devices and the district is required to install metering devices at play areas. Monthly inspections are to be conducted and recorded and any findings must be repaired within 72 hours. The potential cost due to restrictions is about \$325,490, which excludes labor and installation of metering devices. Soquel Creek Water implementation timeline goes through June 2016.

Steve Okamura spoke of the next steps: going to all sites to look at ways to save water and ensure there are no leaks. 70% of used water is in landscape and grounds. The District will work with water agencies to look at cost and ways of reducing those costs. Operational options, such as intelligent watering systems, will be analyzed to determine the best financial alternatives.

In summary, Mr. McFadden stated that there are three concerns that come up as staff is analyzing this issue: cost, workload, and resource allocation.

Public comment:

Aaron Moore, teacher, asked about the guarantees for fixing non-compliant devices.

The Board participated with comments and questions.

11.3 Report and discussion on Drop Out and Graduation Rate Report – Data from the State of California.

Report by Murry Schekman, Assistant Superintendent, Secondary Education

Murry Schekman stated that the state has a lot of work to do in graduation rates. The district can do better but it is doing well. In drop-out rates, PVUSD is doing a good job in retaining students; he offered a comparison between PVUSD and other surrounding districts where it shows an average drop-out rate. He presented broken down data between high schools in PVUSD and surrounding districts, as well as English Learners drop out and graduation rates. These figures show that PVUSD is doing average and can improve. The district has a Drop-out Committee that reviews data to understand the problem and to review and enhance preventative and intervention measures to reduce risk of dropping out. PVUSD has data for 6 years for 6th graders that can be used to rationalize and mitigate cause and can assist in identifying which levels are the most vulnerable. Mr. Schekman spoke of characteristics of student at risk of dropping out: long term English Learners, which is more than 5 years in PVUSD without reclassification; students with attendance and disciplinary issues; and students underperforming on state assessments or grades. The committee will work on developing an early warning system to work with at risk students. Policy, resources and preventative/intervention measures will be reviewed to ensure students have access to all possible services. All efforts are being done to understand the problem and act to support students and maximize their potential to graduate.

The Board participated with comments and questions.

12.0 ACTION ITEMS

12.1 Report, discussion and possible action to approve the 2013-14 Unaudited Actuals Report.

Report by Brett McFadden, CBO, and Helen Bellonzi, Finance Director

Brett McFadden reported that this item is a component of the budget cycle for districts and shows major fiscal activity through the end of the school year. The document is public and is reviewed by the County Office of Education as well as the district's independent auditor. Auditors visit offices as well as schools as they do random sampling of financial activity. A comparison between June's estimated actuals to unaudited actuals shows a variance under 3%. Mr. McFadden noted

that PVUSD strives to remain under 3%. The ending balance in unaudited actuals is positive 2.8% and an unappropriated reserve positive 2.3%.

In terms of next steps, Mr. McFadden stated that the district will have its annual independent audit, which will also include a bond audit and report. In December staff will present the First Interim Report for the 2014-15 school year. This report will be completed using the newly released Local Control Funding Formula calculator and the multi-year projections will be updated. An analysis on the budget will be presented to the board at the September 24 meeting.

Mr. McFadden requested that the Board approves the 2013-14 Unaudited Actuals Report as presented.

Public comment

Jack Carroll, PVFT, shared how he tries to understand those numbers by selecting a particular item to work with; in looking at total expenses and comparing it between 2012-13 and 2013-14 there is a difference of \$18.4 million. He understands that Special Education accounts for about one-half of the money; another one-half of the remaining funds is due to the way numbers are reported but half of that 9 million is not accounted for.

Board participated with comments and questions.

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

12.2 Report, discussion and possible action to approve the Addition of Special Board Meeting to Interview Board Appointed Personnel Commissioner Candidates on Wednesday, September 24, 5:00 PM to 6:00 PM for Report by Dorma Baker, Superintendent

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

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 as presented. Trustee Ursino seconded the motion. The motion passed 6/0/1 (Yahiro absent).

b. Classified Employees

Trustee DeRose moved to approve the Classified Employee report with the following addition: 1 Library Media Tech under Leaves of Absence. Trustee Ursino seconded the motion. The motion passed 6/0/1 (Yahiro absent).

2.9 1 Expulsion

Action on Expulsions:

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

14-15-003

Trustee DeRose seconded the motion. The motion passed 6/0/1 (Yahiro absent).

14.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2014

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
September	▪ 24	
October	▪ 8 ▪ 22	
November	▪ 12	
December	▪ 10 Annual Org. Mtg.	▪ Approve 1 st Interim Report

15.0 ADJOURNMENT

There being no further items to discuss, the meeting of the Board adjourned to closed session to continue on item 2.9, Superintendent's Evaluation, at 10:27 PM. President De Serpa noted that there would be no action taken on that item.



Dorma Baker
Dorma Baker, Superintendent