



**PAJARO VALLEY UNIFIED SCHOOL DISTRICT
MISSION STATEMENT**

The Mission of the Pajaro Valley Unified School District is to educate and to support learners in reaching their highest potential. We prepare students to pursue successful futures and to make positive contributions to the community and global society.

**FEBRUARY 27, 2002
REGULAR BOARD MEETING
ADOPTED MINUTES**

District Office Board Room
292 Green Valley Road
Watsonville, CA 95076

1.0 OPENING CEREMONY - MEETING OF THE BOARD IN PUBLIC - 6:00PM

1.1 Call to Order

President Roberts called the meeting to order at 6:04 pm at the District Office at 292 Green Valley Road, Watsonville.

1.2 Public comments on closed session agenda.

None

2.0 CLOSED SESSION

2.1 Public Employee Appointment: Certificated, Classified

A Public Employee Appointment: Certificated, Classified

New Hires

2 Elementary Teacher

16 Substitutes

1 Administrative Secretary II

1 Secondary Teacher

Rehires

1 Secondary Teacher

Administrators

1 Secondary Interim Administrator

1 Elementary Interim Administrator

Transfers

1 Elementary Teacher

Promotions

None

Extra Period Assignments

None

Permanent Appointments

1 Administrative Secretary II

1 Instructional Support Aide

Additional Assignments

1 Secondary Teacher

B Extra Pay Assignment

2 Secondary Teachers

C Leave of Absences

1 Administrative Secretary II

1 Bus Driver

1 Cafeteria Manager II

2 Instructional Support Specialist II

1 Office Manager

1 Mechanic

2 Elementary Teachers

1 Secondary Teacher

1 Special Service Specialist

D Denied Leave of Absences

None

E Resignations/Retirements

1 Secondary Administrator

2 Secondary Teacher

F Supplemental Service Agreements

29 Teachers

G Miscellaneous Action

1 Administrative Secretary II

1 Computer Support Specialist III

1 Custodian II

1 Human Resources Technician

1 Testing Specialist II

H Limited Term – Project

5 Enrichment Specialist

1 Guidance Resource Technician

14 Instructional Support Aide

1 Instructional Support Specialist II

- 2 Office Assistant II
- 1 Office Manager
- 2 Registration Specialist I
- I Limited Term - Substitute**
 - 1 Custodian I
 - 2 Human Resources Specialist I
 - 1 Office Assistant II
 - 1 Testing Specialist I
- J Provisional**
 - 2 Campus Safety Coordinator
- K Exempt**
 - 1 Special Projects – MEES
 - 2 Special Projects – PUPILS
 - 1 Yard Duty Supervisor
- L Students**
 - 5 Migrant OWE Student
 - 3 Workability Student
 - 2 Student Helper
- M Separations from Service**
 - 1 Instructional Support Aide
 - 1 Instructional Support Specialist II
- N Industrial Leaves**
 - None
- O Tenures**
 - 44 Elementary Teachers
 - 20 Secondary Teachers
 - 12 Special Service Specialists
- P Rescinds**
 - 3 Secondary Teachers
 - 1 Elementary Teachers
- Q Non-Reelects**
 - 5 Elementary Teachers
 - 5 Secondary Teachers
 - 1 Special Service Specialist
 - 1 Academic Vocational Teacher

- 2.2 **Public Employee Discipline/Dismissal/Release**
 - a) **Non-reelection of Certificated Staff**
 - b) **Recommendation for Tenure Status**
 - c) **Adoption of Resolution # 01-02-25, to Release and Reassign Administrators**

- 2.3 **Claim For Damages**
 - a) **Curt and Nancy Abramsom**

2.4 **6 Expulsions**

3.0 **OPENING CEREMONY – MEETING OF THE BOARD IN PUBLIC – 7:00PM**

President Roberts called the meeting of the Board in public to order at 7:04 pm.

- 3.1 **Pledge of Allegiance**

Trustee Gray led the Board in the Pledge of Allegiance.

- 3.2 **Welcome by Board President**

Trustees Roberto Garcia, Sharon Gray, Sandra Nichols, Dan Hankemeier, Evelyn Volpa, Willie Yahiro, and President Carol Roberts were present.

4.0 **ACTION ON CLOSED SESSION**

Trustee Gray moved to reject claim in item 2.3 a, and to send notice of rejection to Curt and Nancy Abramson. Trustee Hankemeier seconded the motion. The motion passed unanimously.

Action of Expulsions

01-02-48 A move to approve the disciplinary action as recommended by the panel was made by Trustee Gray. Trustee Garcia seconded the motion. The motion passed 6/0/1 (Yahiro).

01-02-51 A move to approve the disciplinary action as recommended by the panel was made by Trustee Gray. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Yahiro).

01-02-54 A move to approve the disciplinary action as recommended by the panel was made by Trustee Gray. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Yahiro).

01-02-55 A move to approve the disciplinary action as recommended by the panel was made by Trustee Gray. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Yahiro).

01-02-56 A move to approve the disciplinary action as recommended by the panel was made by Trustee Gray. Trustee Garcia seconded the motion. The motion passed 6/0/1 (Yahiro).

01-02-57 A move to approve the disciplinary action as recommended by the panel was made by Trustee Gray. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Yahiro).

Trustee Volpa reported that resolution #01-02-25 on item 2.2,C, was approved by a vote of 6/0/1 (Volpa).

Trustee Volpa read the blue sheet additions to certificated and classified staff, item 2.1.

5.0 APPROVAL OF THE AGENDA

Trustee Gray moved to approve the agenda. Trustee Garcia seconded the move. The motion passed unanimously.

In relation to the vote on item 2.2 C, Trustee Yahiro commented that his support for the resolution was made with understanding that the budget committee would look for alternative funding sources and that the issue of transportation between zones be considered when looking at reducing costs.

6.0 STUDENTS OF THE WEEK

The Board honored the following students of the week:

Mika Ingerman – Watsonville Charter School of the Arts
Victor Camacho – Watsonville High School
Ezequiel Mercado – Renaissance High School
Lauren Wallace – Bradley Elementary School

7.0 SUGGESTIONS, COMMENTS, AND CONCERNS

3 minutes each

7.1 Employee Organizations - PVFT, CSEA, and PVAM

PVFT

Carolyn Savino, president of PVFT, said that it is good that the district is looking at ways to increase employees' salaries. She reminded all that as the process goes on everyone should be involved understanding that some things have to give to enhance others, but that it is important to be careful in the process.

CSEA

MaryAnn Gomez, president of CSEA, encouraged members to give recommendations to save money. MaryAnn said that CSEA wants to work closely with the administration and the people who will be affected by these changes.

PVAM

Bob Rasmussen, chair of PVAM and principal at Freedom school, stated that he hopes that the board is cautious against making cuts affecting classrooms.

7.2 Student(s) Trustee Report

Kelly Higginbotham, student trustee for Aptos High School, reported on the 8th grade parent night, and Mardi Gras dance's successful outcome. Kelly said that ASB elections are approaching and concluded by giving an update on sports events.

Alexis Sales, student trustee for Watsonville High School, reported on the kings of heart event, the spelling bee competition, the principal lip sing competition, and sports. She said that the CAHSEE would soon be taking place.

7.3 Governing Board Comments

Trustee Volpa reiterated about her support for the third high school.

Trustee Gray spoke about the legal consequences of false accusations.

Trustee Garcia announced that he received a number of calls from Starlight parents suggesting that New School becomes a charter school and to look for an alternative location. He asked to look into transportation and for ways to balance out the cost more evenly by zone.

Trustee Hankemeier thanked everyone at the elections department for the job of putting him back into the district.

Trustee Nichols spoke of her visit to Mintie White School and was encouraged to visit schools during the day. She added that site visits are effective to gain a more thorough understanding of the programs that take place.

7.4 President's Report
None

7.5 Zone Administrators' Reports
None

7.6 Superintendent's Report
None

8.0 VISITOR NON-AGENDA ITEMS

Tim Moore, community member, spoke about expenses and itemized areas of possible irresponsible expenditures.

Yolanda Raygoza, parent and member of RENACER, a group of parents who support students with special needs. Yolanda spoke against the reduction of services to the students and saying that children would be affected.

Martha Aguirre, parent of special education student, spoke against the proposed cuts.

Steve Foltz, English Teacher, spoke against the layoffs to attract and retain teachers saying that this would be an ineffective way to find funds for increases.

Tony Navarro, special education teacher, spoke against the reduction of psychologists.

Jeanne Herrick, parent and special education teacher, spoke about students have the right to a free and appropriate public education. Jeanne added that as a teacher, she did not want a raise at the expense of other teachers losing their jobs.

Terry Brady-Carothers, teacher and parent, spoke of her concern that so many of the cuts being considered affect SELPA.

Karen Jimenez, community member, commended teachers who don't want a raise at the expense of the children.

At this time, Dr. Casey introduced item 12.2

12.2 Report, discussion, and possible action to approve Consideration and Adoption of Resolution #01-02-26 Reducing and Eliminating Particular Kinds of Services. Report by Clem Donaldson.

Dr. Casey spoke of the stability of the budget at this time and said that the potential of further cuts in the state budget exists. He addressed salary competitiveness and how PVUSD is low when compared to other districts nearby. Dr. Casey added that the administration is looking at some options of alternative funding sources. He continued by stating that layoffs are happening all over,

but that at PVUSD, these potential cuts have to do with increasing salary versus staying in the “black” as other districts must do. He concluded by stating that there is time to look at the budget closely and that recommendations to save money are welcome.

Jenny George, parent of special ed student, spoke of the meaning of trustee for her and against recommended cuts.

Tim Bucy, special ed teacher, spoke of his concern for the possible layoffs at SELPA, specifically the program specialists saying that those positions are vital for the structure of the program.

Kathleen Kilpatrick, school nurse, spoke of the work school nurses do for students and about the many health risks found at schools that school administrators may not be able to handle.

Beth Dawson, school psychologist, spoke about the effect of the possible reduction of school psychologists for students at this district and of the possible violation of student rights. She reminded the board that in the 90’s, the district was under compliance review for the lack of proper assistance.

Doris Takayama, school psychologist, spoke about the psychologists’ mandated job responsibilities for students.

Sean Henry, school psychologist, spoke about the development of appropriate modifications and interventions for special education students and the involvement of psychologists in the development of positive intervention plans, behavior plans, and assault prevention/restraint training.

Stef Seffinger, school psychologist, spoke about the excellent programs that have been developed by psychologists that help students and is cost effective for this district.

Kim Kehres, teacher, and Aptos High Special Class Students, spoke about her class focusing on life skills, including self advocacy. A student from her class read a student petition against possible layoffs.

Sue Logue, hearing impaired specialist, spoke in support of her colleagues and commented on how each of their positions assist students’ educational needs.

Claudia McCauley, program specialist, spoke about the students that she helps; she added that program specialist jobs are an essential and vital piece of SELPA.

Mary Dixon, teacher, spoke in favor of cutting expenses to keep qualified teachers but expressed her concern about the negative effect cuts would have on students. Mary asked the board to look for other funding options.

Cecilia deGiere, program specialist, spoke about the job that program specialists do for the district and for the students throughout the district.

Kimberly Kelly Goddard, program specialist, said that staff in this position keeps the district in compliance.

Dan Hernandez, community member, spoke in full support for special ed.

Linda Maffej, program specialist, spoke against the possible cuts.

Kirk Muldoon, orthopedic specialist, spoke about the consistent support students at PVUSD have with the staff that is now in place.

9.0 CONSENT AGENDA

9.1 Purchase Orders – 2/7/02 to 2/21/02

9.2 Warrants –2/8/02 to 2/21/02

9.3 Approved Revised Job Descriptions for District Attendance Specialist and Attendance Specialist Position. Second Reading.

9.4 Approved Community Foundation donation to Alianza Charter School of \$1,000 to support the teaching of understanding and respect for racial, cultural, and linguistic diversity at the school.

9.5 Approved Community Foundation donation to Pajaro Middle School of \$3,000 to support the teaching of understanding and respect for racial, cultural, and linguistic diversity at the school.

9.6 Approved Certificated/Classified (See Closed Session agenda).

Annie Lozada, Attendance Specialist, spoke about the changes to the job description on item 9.3, saying that duties need to be less clerical and more pertaining to attendance.

President Roberts asked that item 9.3 be tabled for a future meeting to allow more input on the job description.

Trustee Volpa moved to approve the amendment to the consent agenda. Trustee Garcia seconded the motion. The motion passed unanimously.

10.0 DEFERRED CONSENT ITEMS

None

At this time, President Roberts asked for item 12.2 to be moved prior to item 11.0.

12.2 Report, discussion, and possible action to approve Consideration and Adoption of Resolution #01-02-26 Reducing and Eliminating Particular Kinds of Services. Report by Clem Donaldson. (continued public input)

Clem Donaldson, presented resolution #01-02-26, which provides the district with the opportunity to reduce and eliminate particular types of services.

Devi Tong, school nurse, read a letter from a colleague, a nurse and former teacher, which focused on the importance of the two working together. Letter spoke against the proposed cuts.

Olivia Mandilk, director of SELPA, spoke of the formation of this program at the district. Olivia also said that in order to continue the success of SELPA, the district needs to maintain the staff that has been supporting it since the beginning.

Carolyn Savino, president of PVFT, clarified that she was not a part of the decision of these proposed cuts. Carolyn added that we need all staff in this district and that cuts for certificated staff need to be negotiated with the union.

Bonnie Gutierrez, Healthy Start Coordinator, spoke in support of the nurses. She itemized how her department has supported ideas brought forth by board members to increase the health of students. Bonnie asked the board to direct Dr. Casey to look at other funding sources.

Shahe Moutafian, school nurse, stated that the proposed cut of three school nurses jeopardizes the health of all students at the school. He closed his comments by saying that optimal hearing and sight are essential for the ultimate success of our students.

Dan Hernandez, community member, spoke in support of keeping nurses.

Cher Sharp, special ed teacher, stated that many of the teachers who have remained loyal to the district hold the positions that are being threatened.

Tim Moore, community member, said that if these people participated in board meetings all the time, these issues would not exist. He added that the community should be involved and find out how funds are being spent.

Kathleen Kettnick, community member, spoke against the proposed cuts and said that everyone in the district makes a positive contribution to the efficiency of the district.

Robin Butterworth, SELPA employee, spoke against the proposed cuts and said that all positions are essential for the success of the students and the district.

Jeff Richman, school nurse, said that school nurses are a vital part of this district and added that considering cutting 40% of school nurses sends a very negative message to the students.

Wendy Mathias, school nurse, said she works with students with severe disabilities and commented on the health care problems that exist in this district and how the caring for these problems would fall to the hands of classroom teachers if nurses are not available.

Pat Christie, school nurse, said that cuts on the surface may have underlined costs that may not be perceived. She spoke about the duties the school nurse and the legal implications of school nurses.

Janet Bell, former board member and retired pediatrician, spoke in support of keeping the nurses' position and the importance of them and asked the board to avoid cutting positions that give direct service to students.

Debbi Wechsler, parent and co-chair of advisory committee of SELPA, spoke about the risk that the district takes when parents are upset about the needs that are not being met for their students.

MaryAnn Gomez, CSEA president, said that board may already have their minds made up and all the suggestions being made would not be taken into account. She asked that the board and superintendent be a little kinder when addressing public speakers.

Trustee Volpa explained her decision and said that when things are done quickly, they can lead to mistakes. She said that she does not support the recommended cuts.

Trustee Gray said that FICMAT (Fiscal Crisis Management and Assistance Team) would be coming to the district to take a look at our finances. She said that there are areas where money can be saved. She mentioned her concern for liability of non-compliance if nurses are released. She suggested to look at ways to cut costs where it is top-heavy and mentioned technology as an example. She asked that our departments and sites look for ways to save money.

Trustee Garcia, made a motion to extend the meeting until tomorrow to meet the deadline. He said that program specialists, psychologists, and nurses be eliminated from the recommendation list of possible release. He recommended working on a bond for more funds.

Trustee Volpa seconded the recommendation to continue the meeting the following day.

Trustee Nichols expressed her support for voting and resolving the issue tonight and said that the board has a duty to vote in front of the public tonight.

A vote was taken to continue this discussion from tonight. The motion was not approved. 2/5/0 (Volpa, Gray, Hankemeier, Nichols, Roberts).

Trustee Nichols expressed her appreciation for the public's participation. She said she supports altering the list to exclude program specialists, psychologists, and nurses.

Trustee Hankemeier said that he was not happy about having to make cuts but that tough decisions have to be made at some point.

Trustee Nichols moved to approve resolution #01-02-26 with the elimination of program specialists, psychologists, and nurses from the list. Trustee Garcia seconded the motion. The motion was not approved: 2/5/0 (Yahiro, Volpa, Gray, Hankemeier, Roberts).

Trustee Yahiro said that having a SELPA department at the district was the best thing the district ever did. He expressed his concern for the funding for SELPA, which goes through an agonizing funding every year, drawing from other programs.

President Roberts moved to approve the resolution with the elimination of program specialists, psychologists, nurses, elementary assistant principals, and middle school assistant principals from the list. Trustee Garcia seconded the motion. The motion passed 4/3/0 (Yahiro, Volpa, Hankemeier).

Dr. Casey mentioned that the assistant superintendents would be given a layoff notice because some flexibility in the title was needed

President Roberts said that the board did not want any of the assistant superintendents to go.

11.0 ITEMS FOR REPORT AND DISCUSSION

11.1 Report and discussion on CSSA – Crime Report/Discipline Intervention Goals. *Report by Ron Kinninger.*

Ron Kinninger introduced the subject saying that news were good, thanks to the good work of everyone in the district. He continued to itemize the changes in crime reporting in the district and comparing them to state's and county's statistics. He presented a chart which contained information on number of crimes reported by type on incident and by school year.

Trustee Yahiro asked for a report about WHS students, broken down by time the offences were committed.

Karen Jimenez, community member, spoke of her concern about alcohol and marihuana abuse. Karen suggested that NA and AA be available for students to provide assistance.

Dan Hernandez, community member, spoke of his involvement with the initiative to control liquor stores in school neighborhoods.

12.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

- 12.1 Report, discussion, and possible action to approve Resolution #01-02-24 Non-Reelection of certain probationary certificated employees. Report by Clem Donaldson.**
Trustee Volpa moved to approve resolution #01-02-24.

Clem Donaldson clarified that the resolution would include the addition of blue sheet items of 2 elementary teachers and 2 secondary teachers.

Trustee Hankemeier seconded the motion.

Trustee Gray mentioned that she would abstain because of personal relationship to a person on the list.

The motion passed 6/0/1 (Gray abstained).

- 12.3 Report, discussion, and possible action to approve Consideration and Adoption of Resolution #01-02-27 Reducing and Eliminating Classified Employee Services. Report by Clem Donaldson.**

Trustee Gray moved to adopt resolution #01-02-27. Trustee Volpa seconded the motion. The motion passed 6/0/1 (Garcia).

At this point, Dr. Casey mentioned the resolution # 01-02-25 would be amended to reflect action taken on resolution # 01-02-26.

- 12.4 Report, discussion, and possible action for Adoption of Textbooks for Watsonville High School. Report by Ylda Nogue da.**

President Roberts requested this item be approved as a second reading. Trustee Volpa moved to approve this item as a second reading. Trustee Garcia seconded the motion. The motion passed unanimously.

13.0 UPCOMING BOARD MEETINGS

- 13.1 March 14, Regular Scheduled Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA, 6:00 pm.**

Dr. Casey clarified this meeting would be on March 13.

- 13.2 March 20, Special Board Meeting on Facilities, Boardroom, 292 Green Valley Road. Watsonville, CA, 6:00 pm.**

- 13.3 February 27, Regular Scheduled Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA, 6:00 pm.**

President Roberts made the correction this would be for March 27.

- 13.4 Items for Subsequent Board Meeting Agendas**

14.0 ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 10:50 pm.

Secretary