



## **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.

### **JUNE 12, 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 6:02 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**

8 Elementary Teacher

9 Secondary Teachers

5 Substitute Teachers

###### **Rehires**

17 Elementary Teachers

25 Secondary Teachers

4 Children Center Teachers

###### **Administrators**

1 Secondary Administrators

###### **Transfers**

3 Elementary Teachers

###### **Promotions**

1 Administrative Secretary III

1 Office Manager

**Extra Period Assignments**

None

**Permanent Appointments**

1 District Attendance Specialist

**Additional Assignments**

None

**B Extra Pay Assignment**

4 Elementary Teachers

**C Leaves of Absence**

2 Administrative Secretary II

1 Bus Driver

1 Cafeteria Manager II

1 Campus Safety Coordinator

1 Community Services Liaison I

2 Health Services Assistant

1 Instructional Support Aide

1 Instructional Support Specialist I

2 Instructional Support Specialist II

1 Library Media Technician

2 Office Assistant II

1 Secondary Teacher

6 Elementary Teachers

1 Special Services Specialist

**D Returning from Leave of Absences**

None

**E Denied Leaves of Absence**

None

**F Resignations/Retirements**

1 Administrator

1 Special Services Specialist

7 Elementary Teachers

2 Secondary Teachers

1 Academic Vocational Teacher

1 Migrant Education Teacher

**G Retirements (2002-03)**

None

**H Supplemental Service Agreements**

27 Teachers

**I Miscellaneous Action**

1 Administrative Secretary II  
1 Buyer I  
1 Heavy Equipment Mechanic  
1 Instructional Support Specialist I  
1 Office Manager

**J Limited Term – Project**

1 Administrative Secretary I  
2 Career Development Specialist  
7 Instructional Support Aide  
3 Instructional Support Specialist II  
1 Office Assistant I  
1 Office Assistant II  
2 Registration Specialist I  
1 Warehouse Worker II

**K Limited Term - Substitute**

2 Instructional Support Aide  
1 Library Media Technician

**L Provisional**

1 Health Services Assistant  
1 Office Assistant I

**M Exempt**

2 Babysitter  
12 Special Project-MEES  
34 Special Project-PUPILS

**N Students**

14 Migrant OWE Students  
2 Workability Students

**O Separations from Service**

1 Cafeteria Cook/Baker  
1 Groundskeeper I  
3 Instructional Support Aide  
1 Instructional Support Specialist I  
2 Instructional Support Specialist II

**P Industrial Leaves**

None

**Q Tenures**

None

**R Rescinds**

- 2 Secondary Teacher
- 1 Elementary Teacher

**S Non-Reelects**

None

**T Lay Off Bumping/Reassignment**

- 2 Administrative Secretary I
- 2 Attendance Specialist
- 2 Career Development Specialist
- 1 Community Services Liaison II
- 1 Computer Support Specialist I
- 1 Computer Support Specialist II
- 3 Office Assistant II
- 1 Worker's Compensation Coordination

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

**2.3 Negotiations**

- **Bargaining Unit: PVFT; CSEA**
- **District Negotiator: Clem Donaldson**

**2.4 Conference with Real Property Negotiator**

- a) **Edwards Property**
- b) **Radcliff Project**

**2.5 Conference with Leadership Associates**

- **Superintendent Contract, Personnel**

**2.6 Expulsions**

9 Students

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

**3.1 Pledge of Allegiance**

The Board and public participated 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**

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

- 01-02-83** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.
- 01-02-88** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.
- 01-02-89** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Garcia seconded the motion. The motion passed unanimously.
- 01-02-90** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.
- 01-02-91** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.
- 01-02-92** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Garcia seconded the motion. The motion passed unanimously.
- 01-02-93** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.
- 01-02-94** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Garcia seconded the motion. The motion passed unanimously.
- 01-02-95** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.

#### **5.0 APPROVAL OF THE AGENDA**

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

#### **6.0 APPROVAL OF MINUTES**

Trustee Nichols moved to approve the Minutes for May 22, 2002. Trustee Garcia seconded the motion. The motion passed unanimously.

#### **7.0 SUGGESTIONS, COMMENTS, AND CONCERNS**

***3 minutes each***

##### **7.1 Employee Organizations - PVFT, CSEA, and PVAM**

PVFT – Carolyn Savino, President, congratulated the graduating class. She spoke of the need to continue the communication regarding salaries stating that it is difficult to retain the best and brightest teachers with lack of competitive rates.

CSEA – MaryAnn Gomez, President, congratulated the transportation department and the bus drivers for their recent accomplishments in the Roadeo competitions. She read from two letters which requested that documents/contracts be provided to her and noted that these requests were not honored. She spoke of her concern for the lack of negotiation efforts and requested that classified employees do not perform any duties that were

assigned to the positions affected in the recent layoff as it would constitute an “out of class” assignment.

**7.2 Student(s) Trustee Report**

None.

**7.3 Governing Board Comments**

None.

**7.4 President's Report**

President Roberts presented Dr. Casey with farewell gifts on behalf of the Board and the Administration.

**7.5 Zone Administrators' Reports**

None.

**7.6 Superintendent's Report**

Dr. Casey reported that Fiscal Crisis Management and Assistance Team (FCMAT) would be in the District the second week in July. He updated the Board on the groundbreaking ceremony for the NMHS project. In reply to Mrs. MaryAnn Gomez, CSEA's President, Dr. Casey confirmed that the requested documents were provided; additionally, he mentioned that a memo sent to Mrs. Gomez on May 16 indicated the proposed layoffs and the right to discuss its effects.

Clem Donaldson confirmed that those documents were indeed provided to the Union, and all acknowledged the need to meet to discuss the effect of layoffs.

**8.0 VISITOR NON-AGENDA ITEMS**

Steve Martinez, laid off/transferred PVUSD employee, spoke of his concern for the disrespect the Board and District had toward classified employees by having passed a resolution recognizing classified staff at the same time the layoffs were proposed and approved.

Tim Moore, community member, suggested that the CSEA president go to the Accounts Payable department to find out how the District's money is being utilized.

Vicki Grilli, PVUSD employee, stated that the Board needs to be fair in how the Union is treated and noted she hoped that negotiations would continue.

Diane Martinez, PVUSD employee, spoke of her concern for the unfair treatment the Board gives classified employees.

Angilita Lozado, PVUSD employee, spoke of the lack of appreciation for classified employees' work.

Judy Fuller, CSEA secretary, commented on the lack of respect from the Board for classified employees.

Dan Hernandez, community member, commented about the poor leadership the City is providing to the community, noting that it is taking away sites for potential schools. He also spoke in favor of the work of classified employees.

Richard Detterman, counselor at AJrHS, asked who would do the job of the guidance technicians, noting that counselors would not be able to. He questioned why the superintendent is willing to pay for a prep period for athletic directors and said that counselors too need a prep period.

Karell Reader, community member, spoke about a statement by one Board member who was unprofessional when speaking about the New Millennium High School site and questioning the intentions of the Committee for a Safe High School Site. She spoke of her concern for the potential slandering of herself and Mr. Resetar by a Board member and requested an apology. She also spoke about the potential conflict of interest of consultant Catherine Lew.

## **9.0 CONSENT AGENDA**

**9.1 Purchase Orders – 5/17/02 to 6/6/02**

**9.2 Warrants – 5/17/02 to 6/6/02**

**9.3 Approve Standard Based Language Arts Textbooks for Middle Schools. Second Reading.**

**9.4 Approve District GATE Plan and California State GATE Grant Application.**

**9.5 Approve School Site Painting Bid, B-002-02/03 for Ohlone, Starlight, Mintie White, and Watsonville High.**

**9.6 Approve 2002-2003 Consolidation Application for Funding Categorical Aid Program (Part I).**

**9.7 Approve Agreement for Professional Services with Major Counsel for District, Lozano Smith.**

**9.8 Approve Governor’s Reading Institutes, AB 466 California Professional Development Institutes (PDI) 2002-2003 LEA Agreement for Participation.**

**9.9 Mathematics and Reading Professional Development Program for AB 466 – Application Funding for Fiscal Years 2001-2002 and 2002-2003.**

**9.10 Certificated/Classified Approval (See Closed Session agenda).**

Trustee Volpa moved to approve the consent agenda with the additions of blue sheeted items to item 9.10 and deferring item 9.4 for discussion. Trustee Gray seconded the motion. The motion passed unanimously.

## **10.0 DEFERRED CONSENT ITEMS**

**9.4 Approve District GATE Plan and California State GATE Grant Application.**

Trustee Volpa commented that the GATE program has done a great job in reaching all levels of students and moved to approve this item. Trustee Garcia seconded the motion. The motion passed unanimously.

Staff Reports

## **11.0 ITEMS FOR REPORT AND DISCUSSION**

**11.1 Report and discussion on the State Championship School Bus Roadeo held in Sacramento. Report by Jim Miller, Director of Transportation.**

Mr. Jim Miller introduced the Roadeo Team and spoke of their accomplishments during the past four years at the Roadeo competitions.

11.2 **Report and discussion by Leadership Associates and Receiving Input from Board on Process for Superintendent Search. *Report by Terry McHenry.***

Terry introduced Bob Trigg and Jake Abbott of Leadership Associates (L.A.).

Mr. Trigg spoke about the task of selecting the new superintendent. He noted that the contact at the district for any concerns about the process is Terry McHenry. He asked for input from the Board on the suggested timeline as outlined in the back up and the characteristics that Board members may be seeking in a new superintendent. Mr. Trigg noted that L.A. would be also seeking input from the community to establish a profile and recruit potential candidates based on that profile.

Trustee Yahiro asked about the role of Board members throughout the process.

Mr. Trigg said candidates are informed that any communication with Board members is unprofessional. He added that L. A. depends on the Board for maintaining the closed session confidentiality of all applicants.

President Roberts requested to reschedule the governance workshop on August 21 to allow the Board to meet with consultants from 6 – 9 pm.

Trustee Garcia noted a meeting in the evening with community members who work during the day would be appropriate.

Mr. Trigg said that on June 26 an evening open forum from could be held from 7 – 9 pm; he added that e-mail and fax could also be used by community members to give their input. For conducting interviews for selected candidates, Mr. Trigg suggested September 6 and 7. He noted that most Board members should participate in this process.

President Roberts asked all Board members to make an effort to attend those meetings.

Mr. Trigg spoke about the orientation given to Board members prior to the interviews, and of the process for the first and second days of the interviews. He then asked the Board the characteristics that they would like in a superintendent.

Carolyn Savino, PVFT president, asked the Board to include the employee organizations throughout this process.

Trustee Garcia said that he would like someone with appropriate skills and abilities, a bilingual and bicultural person, an instructional leader in curriculum and staff development, someone who has depth of understanding of vocational education programs, someone who knows how to get along with people of diverse backgrounds, who has the ability to work with community groups, and who is a team builder.

Trustee Nichols said that she would like a team builder with the ability to communicate with a diverse community, a trouble shooter and problem solver, someone who can identify the problem and not shy away from naming it and taking action, someone who can scrutinize the organization and correct deficiencies, someone who is open and honest in dealing with the Board and public, someone who promotes safety, and someone who is fair and just that can recognize and value what is right and play by the book.

Trustee Volpa said she would like someone with political knowledge and who knows how to run politics, and someone with leadership and integrity.



Trustee Yahiro said he would want someone with a noted past history in academic achievement.

Trustee Gray said she would like someone with an overall ability that does not necessarily have a doctorate degree in education.

Trustee Hankemeier said he would like someone who can increase test scores who does not necessarily comes from the educational field.

President Roberts said she would like to see the next superintendent embrace the concept of zones that has been successfully established in this district.

## **12.0 ITEMS SCHEDULED FOR POSSIBLE ACTION**

### **12.1 Report, discussion, and possible action to approve Resolution #01-02-36 Ordering Election, Requesting County Elections to Conduct the Elections and Requesting Consolidation of Election of Four PVUSD Trustees. Report by Terry McHenry.**

Trustee Hankemeier moved to approve Resolution #01-02-36. Trustee Garcia seconded this motion. The motion passed unanimously.

### **12.2 Report, discussion, and possible action to approve Resolution #01-02-37 Authorizing the Superintendent to Execute and Record Deed Restrictions and to Offer Easements for the New High School. Report by Terry McHenry.**

Terry McHenry reported that this resolution fulfills a requirement for the Coastal Development Permit, that the District executes and records Irrevocable Offers to Dedicate Easements, Deed Restrictions, and Easements.

Trustee Volpa moved to approve resolution #01-02-37. Trustee Garcia seconded the motion.

Karell Reader, community member, commented that she had noticed some errors and omissions in the initial paperwork for this item and that she hoped the Board was now going to vote on a corrected and complete item.

Terry McHenry confirmed that the easements being presented to the Board had been reviewed by the commission.

A roll call vote was taken and the motion passed 5/2/0 (Gray, Nichols)

### **12.3 Report, discussion, and possible action to approve Resolution #01-02-38 to Declare Intent to Exchange Real Property Between the District and the City of Watsonville. Report by Terry McHenry.**

Terry McHenry reported that the District now owns the site; he added that the City is completing its purchase of northern section and that the District is exchanging a non-usable parcel with a possible usable parcel.

Karell Reader, community member, asked what the use of the exchanged parcel would be.

Terry McHenry clarified the possible use of the various parcels in question.

Karell Reader continued by stating that that particular piece of property should not be acquired until the airport expansion is completed, according to a mandate from Cal-Trans.

Dan Hernandez, community member, said that the coastal commission outlines that the runway should be completed prior to any action on that piece of property.

Trustee Garcia moved to approve this resolution. Trustee Volpa seconded the motion and requested a response on the various points brought up by the speakers.

Trustee Nichols noted her objection to the acquisition of unapproved land, known as the expansion area.

Dr Casey assured the Board that Cal-trans has reviewed Area C and it has been made clear that that parcel will not be used until the runway is completed.

A roll call vote was taken and the motion passed 5/2/0 (Gray, Nichols)

**12.4 Report, discussion, and possible action to approve Resolution # 01-02-35 on Energy Conservation in Order to Receive Energy Assistance Allocation. Report by Terry McHenry.**

Trustee Gray moved to approve resolution #01-02-35. Trustee Hankemeier seconded the motion. The motion passed unanimously.

**12.5 Report, discussion, and possible action to approve Teachers on Waivers. Report by Clem Donaldson.**

Trustee Hankemeier moved to approve this item. Trustee Garcia seconded the motion. The motion passed unanimously.

**12.6 Report, discussion, and possible action to approve Declaration of Need for Fully Qualified Educators. Report by Clem Donaldson.**

Trustee Gray moved to approve this item. Trustee Hankemeier seconded the motion. The motion passed unanimously.

**13.0 UPCOMING BOARD MEETINGS**

**13.1 June 19, Special Study Session on School Facilities Bond, District Office Boardroom, 292 Green Valley Road, Watsonville, CA, 5:00 pm.**

**13.2 June 26, Regular Scheduled Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA, 6:00 pm, Closed Session, 7:00 pm Open Session (Budget action required).**

**13.3 July 10, Regular Scheduled Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA, 6:00 pm, Closed Session, 7:00 pm Open Session (Bond action required).**

**13.4 Items for Subsequent Board Meeting Agendas.**

Trustee Yahiro requested the issue of reorganizations of the school district be placed on the agenda.

Trustee Nichols asked that an item discussing Karell Reader's request on the possible conflict of interest regarding Catherine Lew be placed on the agenda.

**14.0 ADJOURNMENT**

There being no further business to discuss, the meeting was adjourned at 10:06 pm.

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Secretary