



## 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.

### OCTOBER 9, 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 6:00 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**

- 4 Elementary Teachers
- 4 Secondary Teachers
- 1 Special Services Specialist
- 21 Substitute Teachers

###### **Rehires**

- 1 Elementary Teacher
- 1 Special Services Specialist

###### **Administrators**

None

###### **Transfers**

None

###### **Promotions**

- 2 Bus Driver Specialized
- 1 Career Development Specialist
- 1 Instructional Support Specialist II

###### **Extra Period Assignments**

1 Rover

**Permanent Appointments**

3 Instructional Support Aide  
1 Instructional Support Specialist II  
1 Instructional Support Specialist III  
1 Office Assistant  
1 Parent Education Specialist

**Additional Assignments**

3 Elementary Teachers

**Return to Work**

None

**B Extra Pay Assignment**

3 Activities Directors  
27 Department Chairs  
4 Rovers  
1 Athletic Director  
1 Band Director  
1 Drama Director  
2 Publications Advisors

**Extra Periods**

None

**C Leaves of Absence**

1 Elementary Teacher  
5 Secondary Teacher

**D Returning from Leave of Absences**

None

**E Denied Leaves of Absence**

None

**F Resignations/Retirements**

2 Elementary Teachers  
2 Secondary Teachers

**G Retirements (2002-03)**

None

**H Supplemental Service Agreements**

83 Teachers

**I Miscellaneous Action**

1 Instructional Support Specialist III

**J Limited Term – Project**

- 1 Attendance Specialist
- 1 Enrichment Specialist
- 1 Guidance Assistant
- 4 Instructional Support Aide
- 11 Instructional Support Specialist I
- 1 Library Media Technician
- 1 Office Assistant II
- 1 Parent Education Specialist
- 3 Testing Specialist I

**K Limited Term - Substitute**

- 1 Campus Safety Coordinator
- 13 Custodian I
- 4 Instructional Support Aide

**L Provisional**

None

**M Exempt**

- 2 Babysitter
- 1 Special Project-PUPILS
- 4 Yard Duty Supervisor

**N Students**

- 16 Migrant OWE Student
- 5 Workability Student

**O Separations from Service**

- 1 Administrative Secretary I
- 1 Administrative Secretary III
- 1 Energy Management Technician
- 1 Instructional Support Aide
- 1 Instructional Support Specialist II

**P Industrial Leaves**

None

**Q Tenures**

None

**R Rescinds**

None

**S Non-Reelects**

None

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

**2.3 Negotiations**

- **Bargaining Unit: PVFT; CSEA**
- **District Negotiator: Dorma Baker**

**2.4 6 Expulsions**

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

**3.1 Pledge of Allegiance**

Trustee Hankemeier led the Board in the Pledge of Allegiance.

**3.2 Welcome by Board President**

Trustees Sharon Gray, Sandra Nichols, Dan Hankemeier, Evelyn Volpa, Willie Yahiro, and President Carol Roberts were present; Trustee Garcia was absent. Trustee Volpa left meeting at 9:45 pm and Trustee Gray left meeting at 11:05 pm.

**4.0 ACTION ON CLOSED SESSION**

**02-03-02** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Garcia absent).

**02-03-03** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Garcia absent).

**02-03-05** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Garcia absent).

**02-03-08** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Garcia absent).

**02-03-09** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Garcia absent).

**02-03-04** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Garcia absent).

**5.0 APPROVAL OF THE AGENDA**

Trustee Gray moved to approve the agenda. Trustee Volpa seconded the motion. The motion passed 6/0/1 (Garcia absent).

**6.0 APPROVAL OF MINUTES**

Trustee Volpa moved to approve the minutes for September 18 and September 25. She requested that once the Secretary has recorded the changes suggested by Board members, a copy be made available prior to voting at board meeting. Trustee Hankemeier seconded the motion. The motion passed 6/0/1/1 (Garcia absent, Gray abstained).

## 7.0 STUDENT OF THE WEEK

The Board honored the following student of the week:

- ☞ *Gina Horath – Bradley Elementary School*
- ☞ *Tracy Petznick – Watsonville High School*
- ☞ *Veronica Vizcaino – Renaissance High School*
- ☞ *Jennifer Guerrero – H.A. Hyde Elementary School*

## 8.0 SUGGESTIONS, COMMENTS, AND CONCERNS

### 8.1 Employee Organizations - PVFT, CSEA, and PVAM

**PVFT** – Carolyn Savino, president, spoke about the need to find money to increase teacher salaries. She spoke of her opposition to two upcoming measures on the ballot stating that these tie up funds for education. She spoke in favor of PVUSD's Measure J. She spoke in favor of moving off of year round education and noted that the administrations' plan in achieving the task is a good one.

**CSEA** – Mary Ann Gomez, president, thanked the board for the banner placed in the Boardroom honoring classified employees. She spoke about the need to increase classified employees salary. She commended the Board for hiring a superintendent and for valuing her knowledge; she added that she is happy that Dr. Mays has bought a home in the area.

### 8.2 Student(s) Trustee Report

Eletha Daniels, WHS student trustee, spoke about the various events their student body is planning and the events that have taken place, including a sports update, preparations for homecoming, and end of quarter examinations.

### 8.3 Governing Board Comments

Trustee Volpa noted that Aptos High School homecoming parade was taking place simultaneously to the Board meeting.

Trustee Hankemeier asked that the district maintain track of discretionary funds. He added that he would want to see a lot of participation for Measure J.

### 8.4 President's Report

President Roberts thanked all employees for their attendance to Dr. Mays' reception. She added that Dr. Mays had the opportunity to visit a couple of schools and was impressed.

### 8.5 Zone Administrators' Reports

None.

### 8.6 Superintendent's Report

None.

## 9.0 VISITOR NON-AGENDA ITEMS

Vic Marani, community member, parent, spoke in favor of Measure J and noted that the information sheet that went to parents via students was very concise. He expressed his interest in being part of the citizens oversight committee should Measure J pass, with a request to the administration to begin thinking about the authority that would be granted to this committee.

Jose Sanchez, member of Coalition for Cesar E. Chavez, submitted a letter to the Board and read from it (letter for the record attached to the minutes); the letter addressed the manner a member of the coalition, Evelyn Bedolla, was asked to leave the room at the August 14, 2002 meeting, where the Board was to select a name for the new high school. He asked that the Board works towards a more positive relationship with community members in a near future.

Dan Hernandez, community member, spoke of his concern for student safety with the large number of sex offenders in the valley, which adds to about 114.

Juan Carlos Fonseca, community member, spoke of a state investigation involving the misuse of Charter funds. He noted that the community needs prompt and proper communication that is open and honest.

Magge Rodriguez, student, stated her disappointment when the name of Cesar Chavez was not selected after so many students, including herself, worked tirelessly to obtain signatures.

Inez Rodriguez, student, spoke about the issue of naming the school and her disappointment for not naming the school after Cesar Chavez, a person considered a hero in the community. She noted that no other name had the same support.

Lizette Bedolla, student, spoke about her disappointment when the board did not select the name of Cesar Chavez when there was so much community support.

Francisco Alonzo, student, demanded an apology from President Roberts for the way she treated student Evelyn Bedolla at the August 14 meeting. He requested that Board members take professional development on how to treat people with respect and sensitivity.

Hilda Peralta, student, read a letter from Monica Molina, former PVUSD student, regarding the disappointment of the outcome of August 14 board meeting and the lack of respect shown to supporters of the name Cesar Chavez.

Tom Alejo, Chair of Latino Oversight Committee, spoke of his disappointment for the unprofessional way President Roberts handled the public at the August 14 board meeting.

Sylvia Previtali, member of Committee for Safe Schools, spoke about the movement of clay from Pajaro Valley High to a nearby landfill. She spoke of her disappointment at the May 23, 2001 board meeting, and the lack of respect from the Brown Berets towards people opposing the site.

Peggy Brooks, community member and treasurer for Committee for Measure J, provided an update on measure j to the Board.

Leslie Villaruel, student, spoke about her disappointment for the lack of consideration for students' voices when they stated they wanted the name of Cesar Chavez.

Evelyn Bedolla, student, spoke of how students had the courage to speak before the Board on August 14 meeting on naming the high school, and how the Board did not listen. She added that the decision gave students strength to continue and get involved.

Avrum Alejo, student, spoke of his disappointment for the decision taken when naming the school, noting that it was the most racist decision the board has ever made.

Ana Ibarra, student, spoke about her disappointment for the decision made at the August 14 meeting, stating that as a WHS student, she felt unrepresented. She requested a formal apology from the President of the Board.

Isaac Alejo, student, spoke about the disappointment for the lack of consideration for the youth's desire to name the school after Cesar Chavez, noting that the same people have been involved since the struggle to obtain the site began.

## **10.0 CONSENT AGENDA**

- 10.1 Purchase Orders – 09/20/02 to 10/03/02
- 10.2 Warrants – 09/20/02 to 10/08/02
- 10.3 Approved Kelly Foundation donation of \$1000.00 to H.A. Hyde School for purchase of musical instruments.
- 10.4 Approved Bruce Woolpert Donation of Food and Refreshments for reception following Groundbreaking Ceremony, a value of \$1,250.00.
- 10.5 Approved donation of \$4,000 to Watsonville Charter School of the Arts.
- 10.6 Approved Granite Construction Incorporated Donation of \$500.00 to Support GATE Program.
- 10.7 Approved application for “One Time Only” program improvement funds for Migrant Head Start.
- 10.8 Approved community assessment update for 2002-2003 Migrant Head Start funding application.
- 10.9 Certificated/Classified Approved (See Closed Session Agenda).

Trustee Yahiro requested that item 10.8 be deferred for comments.

Trustee Volpa moved to approve the consent agenda with the addition of blue sheeted items to item 10.9; Trustee Hankemeier seconded the motion; the motion passed 6/0/1 (Garcia absent).

## 11.0 DEFERRED CONSENT ITEMS

### 10.8 Approved community assessment update for 2002-2003 Migrant Head Start funding application.

Trustee Yahiro noted that this is a very important and positive item which will provide funding for pre-school kids.

Ylda Nogueta commented that the program has grown from 300 to 600 students in a year.

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

## Staff Reports

## 12.0 ITEMS FOR REPORT AND DISCUSSION

### 12.1 Report and discussion on State Budget. *Report by Terry McHenry, Interim Superintendent.*

Terry McHenry presented the State Budget. He included information about the State Budget Act and education legislation; the trends of job loss in business services and manufacturing; the State revenue’s volatility; the stock options and capital gains, one-time revenues (as a percent of general fund revenues); the dramatic income tax decline; and the leveled sales tax, which has increased in the past but not this year. He spoke about how the State bridged a \$23 billion gap; the Cost of Living Adjustments’ (COLA) growth and costs, including the net COLA; PERS information; the program reforms that can be expected, including SELPA; the equalization aid expected in 2003-04; the instructional materials funding for books and supplies; the new California staff development programs;

the Federal Programs, including No Child Left Behind; the Charter schools impact, including facility use. He addressed facility issues and the upcoming Proposition 47 State bond, which would allocate \$11 billion for k-12; he said that projects under this proposition would include funding for Radcliff, Landmark, and other modernization projects for this district. He noted that 92 out of 100 measures using Proposition 39 have been successful. He addressed restricted maintenance accounts; deferred maintenance accounts; the State Lottery for 2001-02 and 2002-03, with important ADA discretionary funds; State mandates; and the Master Plan for Education and the committees working on presenting recommendations to the State. He addressed next steps for 2003-04, looking for money growth, and concluded his presentation by speaking about the challenges to balancing the District budget.

Mary Ann Gomez, CSEA president, asked the Board that as they look at the budget they need to remember that classified employees have not received a COLA or a step and column increase. She said that CSEA would be giving suggestions on ways reduce costs and to provide increases.

**12.2 Report and discussion on Hiring Practices. Report by Dorma Baker, Assistant Superintendent, Human Resources.**

Dorma Baker, Assistant Superintendent, Human Resources; Kathryn Benson, Director of Personnel; and Cathy Stefanky, Director of Certificated Personnel presented this item.

Dorma Baker introduced the subject and spoke about pre-employment procedures, hiring process, and recruitment practices. She presented the Board with an official recruitment packet demonstrating the type of information a potential candidate receives. She commented that legislative changes are taking place and that HR is looking for ways to respond to those changes.

Kathryn Benson, spoke about pre-employment and hiring practices. She commented that pre-employment screening was implemented following the Michele Montoya law. She added that PVUSD currently requires a Department of Justice background check for all classified and certificated staff, all substitute classified and certificated employees, all contractors and/or consultant who would have unsupervised access to students, and all identified volunteers. Additionally, she stated that PVUSD currently requires FBI background checks for all employees who have resided in California less than a year.

Mrs. Baker spoke about hiring practices and to the intent of HR to continue its commitment to excellence in teaching. She addressed the key areas for closing the academic gap that involve HR, such as recruitment, hiring and coaching, support structures, and available resources. She spoke about teacher quality through adequate recruitment. Mrs. Baker also spoke about HR goals, including the hiring of quality staff, an effective retention system that includes support, intern programs, and expand career ladders for classified staff.

Cathy Stefanki reported on general advertising and recruitment activities PVUSD HR department participates in.

**13.0 ITEMS SCHEDULED FOR POSSIBLE ACTION**

**13.1 Report, discussion, and possible action to review the Airport Master Plan and provide input on the draft of the District response to the City EIR. Report by Terry McHenry, Interim Superintendent.**

Terry McHenry, introduced the subject stating that the Watsonville Municipal Airport is in the process of updating its master plan and that includes an Environmental Impact Report. He introduced Mr. Don French who presented the airport master plan.



Don French spoke of the master plan over the next twenty years and stated that its purpose is to facilitate an orderly and flexible environmental expansion. He said that if the instrument landing system (ILS) were to have an impact on the site, it would be a positive one. He said that the implementation plan is in five-year increments, up to twenty, for its completion, noting that most of the changes will be occurring during the first ten years. He said that the ILS is designed to make landings during bad weather a lot safer, enhancing the school site. He added that the next phase would be to build and expand hangers, which would bring more jobs and more traffic to Airport Blvd., to add commercial buildings and improve terminal building, which should have little if any impact on the new high school. He continued to speak about the inner-turning zone and how it would affect the school. He spoke about arrival and departure accidents since 1983, which includes fourteen accidents, excluding carrier and military aircraft. He addressed the Safety Compatibility Zones, comprising of 6 zones or guidelines; the new high school is located in zones 2 and 6. He said that zone 6, traffic patterns, has a low likelihood for an accident. He added that when the high school site was originally proposed, he wrote a letter opposing the site as manager of the airport, not for safety reasons but rather for political consequences, such as speaking at the meeting tonight, defending the airport. He presented a map that showed the overlapping area between the site and the traffic patterns expected, with airplanes turning precisely over the high school site.

Bernard Feldman, member of community opposed to airport expansion, submitted a 49-page response to the airport master plan and their EIR. He spoke of safety concerns for the six schools that are in the traffic pattern zones.

Sylvia Previtali, community member, noted that the explanation from Mr. French should have taken place a while ago. She said that noise makes it very difficult for children to learn. She also mentioned that with the landfill expansion pilots would avoid going over the landfill and go over the school. She asked that the District mention in its response that it cannot approve that landfill expansion.

Trustee Nichols clarified that she no longer opposes the high school site. She spoke of her concern about the airport expansion project, noise and safety hazards, stating that she had been assured by John Casey that airplanes would not be allowed to fly over the school. She added that the contour maps clearly show the entire site completely in the flight path. She said that when the site was approved they were informed that there would be a runway expansion as well as the addition of the instrument landing system, but not of the addition of new hangers and taxiways. She spoke of how noise deters learning. She provided guidelines from the American Speech and Hearing Association regarding background noise interfering with learning, especially harmful to language learners. She recommended that a few changes be made to the letter in response to the Airport's EIR.

Terry McHenry noted that the response being proposed addresses safety and sound issues as they relate to the flight path.

**13.2 Report, discussion, and possible action to approve strategy and timeline to move schools off of year round education. Report by Terry McHenry, Interim Superintendent.**

Terry McHenry commented that a board policy to get off of YRE is in place and that it is being followed to get all six schools back to a traditional calendar. He added that housing all-track students could be done with 7 portables, 2 at RHMS and 1 at each of the remaining schools. Further, he said that Radcliff and Landmark would help house students from Ann Soldo School. He said that in a five-year projection, the district can handle housing all students in traditional calendars. He reported that the consensus of staff is to go to traditional year, as it is a more cost-effective option. He spoke of what's

involved in changing existing staff to a traditional year. He said that the administration is working on a process to accommodate all staff to obtain a reasonable pay-check throughout the year. He stated that transportation would also be very much involved in the process, including bell time change and recreating routes. He affirmed that initial dialogue with parents and community shows that most would like to get off of YRE, and that if this is approved tonight, all parents would obtain notice of this well in advance. He reported on the fiscal impact, including the elimination of general fund encroachment. He stated that all staff would be working towards a seamless transition period. He concluded that the recommendation from the administration is to move all six schools into traditional year starting 2003-04.

Rick Desimone of Rolling Hills, Sharon Peterson of Ann Soldo, Dr. Crissey of Lakeview, Gabrielle Summers of Calabasas, all spoke about the various concerns of YRE, including school maintenance, and all spoke of their support for the transition.

Anne Selby, teacher, spoke of her opposition to the plan, stating that overcrowding is inevitable and that the quality of education and student safety would be compromised.

Aurelio Gonzalez, parent, recommended that parents and staff are informed of the plan to go to a traditional school year, and spoke of his concern for the lack of communication from school staff to the community.

Mary Ann Gomez, CSEA president commented that CSEA has been included in the discussion about getting off YRE and that she hopes that most parents are also included.

Dan Hernandez, community member, spoke in favor of getting off of yre.

Trustee Yahiro commented that he has waited 12 years for this transition and that the city informed him that they could help the district more if all schools were in one calendar. He made a motion to approve this item.

Trustee Hankemeier seconded the motion. The motion passed 4/0/3 (Garcia, Volpa, Gray absent)

**13.3 Report, discussion, and possible action to approve teachers on waivers. Report by Dorma Baker, Assistant Superintendent, Human Resources.**

Trustee Hankemeier moved to approve this item. Trustee Yahiro seconded the motion. The motion passed 4/0/3 (Garcia, Volpa, Gray absent).

**13.4 Report, discussion, and possible action to approve job description for Child Welfare and Attendance Specialist. First Reading. Report by Dorma Baker, Assistant Superintendent, Human Resources.**

Kathryn Benson spoke of the need to reclassify current positions to reflect more the responsibilities that are placed on that position.

Mary Ann Gomez, CSEA president asked for the Board's approval for this job description stating that this would allow staff working in this position for growth with a petition to reclassify their positions.

Trustee Hankemeier moved to approve this item. Trustee Yahiro seconded the motion. The motion passed 4/0/3 (Garcia, Volpa, Gray absent).

## **14.0 UPCOMING BOARD MEETINGS**

**14.1 CANCELLED: October 16, Study Session on Hiring Practices/Student Discipline, District Office Boardroom, 282 Green Valley Road, Watsonville, CA, 6:00 pm.**

**14.2 October 23, Regular Scheduled Board Meeting, District Office Boardroom, 282 Green Valley Road, Watsonville, CA 6:00 pm, Closed Session, 7:00 pm Open Session.**

**14.3 November 13, Regular Scheduled Board Meeting, District Office Boardroom, 282 Green Valley Road, Watsonville, CA 6:00 pm, Closed Session, 7:00 pm Open Session.**

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

- **December 4 Board Meeting will take place on Tuesday, December 3 to allow any new Board members interested attending the CSBA's pre-conference.**

**15.0 ADJOURNMENT**

There being no further business to discuss, the meeting was adjourned at 11:25 pm.

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Secretary