



**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.

**APRIL 28, 2004
REGULAR BOARD MEETING
ADOPTED MINUTES**

**District Office - Boardroom
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 DeHart 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

New Hires

4 Substitutes

Rehires

8 Elementary Teachers

1 Migrant Education Teacher

4 Secondary Teachers

Administrators

1 High School Administrator

Transfers

None

Promotions

None

Permanent Appointments

None

Return to Work

None

Additional Assignments

None

Extra Period Assignments

None

Extra Pay Assignment

None

Leaves of Absences

None

Leaves of Absences for 2003-04

- 2 Elementary Teachers
- 1 Resource Teacher
- 1 Campus Safety Coordinator
- 1 Health Services Assistant
- 1 Instructional Support Specialist II

Leaves of Absences for 2004-05

- 1 Elementary Teacher
- 1 Secondary Teacher

Resignations for 2003-04

- 3 Elementary Teachers

Retirement for 2003-04

None

Supplemental Service Agreements

None

Miscellaneous Action

None

Limited Term – Project

- 1 Office Assistant II

Limited Term - Substitute

- 1 Campus Safety Coordinator

Provisional

None

Exempt

- 1 Special Project – MEES
- 9 Special Project – PUPILS
- 2 Yard Duty Supervisors

Students

None

Separations from Service

- 1 Custodian II
- 1 Library Media Technician

2 Office Assistant II

Non-Reelects of Employees for 2003-2004

None

2.2 Public Employee Discipline/Dismissal/Release/Leaves

2.3 Negotiations Update

- a. CSEA
- b. PVFT
- c. Unrepresented Units: Management and Confidential
- d. SCAST

2.4 Claims for Damages

2.5 Existing Litigation

- a. Alianza Court Hearing

2.6 Pending Litigation

2.7 Anticipated Litigation

- One Case

2.8 Extension of Superintendent's Contract

2.9 2 Expulsions

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

President DeHart called the meeting of the Board in public to order at 7:10 pm.

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, Carol Roberts, Evelyn Volpa, Willie Yahiro, and President Rhea DeHart were present.

3.3 Student Recognition

The Board, principals, teachers and families joined in honoring the following students:

- *Hannah Grantz – Aptos Jr. High School*
- *Alondra Pineda-Iniguez – Salsipuedes Elementary School*
- *Angelita Castro – Mintie White Elementary School*

4.0 ACTION ON CLOSED SESSION

Trustee Gray reported out that in the matter of item 2.5 a., Alianza Court Hearing, the board voted 5/1/1 (Nichols nay; DeHart abstained) to appeal the decision handed down April 26, 2004.

Trustee Gray reported out that in the matter of item 2.8, Extension of the Superintendent's Contract, the board voted unanimously to extend the contract for the period of one (1) year.

Trustee Gray reported out that in the matter of item 2.9, Expulsions, there is a correction of 3 expulsions, not 2.

Action on Expulsions

03-04-97 Trustee Gray moved to approve the disciplinary action as recommended by the panel, with the following change in wording to the recommendation: "Full expulsion for the *balance of the 2003-04 school and Fall semester of the 2004-05 school year* with conditions to be met for reenrollment into the District". Trustee Hankemeier seconded the motion. The motion passed unanimously.

03-04-99 Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.

03-04-103 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 Roberts moved to approve the agenda with a request to discuss meeting of June 2nd at the end of the meeting. Trustee Nichols seconded the motion. The motion passed unanimously.

6.0 APPROVAL OF MINUTES

Trustee Gray moved to approve the minutes for April 6, 2004. Trustee Nichols seconded the motion. The motion passed 4/0/3 (Yahiro, Roberts, Volpa abstained)

7.0 SUGGESTIONS, COMMENTS, AND CONCERNS

5 Minutes each

7.1 Employee Organizations - PVFT, CSEA, PVAM and SCAST

Carolyn Savino, PVFT president, cautioned the board on the possible loss of elective and exploratory programs as additional science and math courses are being implemented. She reported that 195 teachers, 16% of bargaining unit, received their layoff notices and said that PVFT is being affected. She said that in terms of the proposed budget reductions, propositions 57 and 58 were supported by many in hope to gain back some of the loss of funds in educations, adding that PVFT would not agree to a salary freeze or the reduction in benefits as out of pocket expenses are already significant.

Steven Martinez, CSEA president, commented that he understands that teachers being laid off do not have credentials or have a voidable contract. He commented on the justifications by administration to explain the 34 positions eliminated by stating that there are 54 vacancies but that they are vacant because they are not appealing to be filled: less hours of work per day or less days per year. He spoke of the valuable work that classified employees do, work for which they are trained. He commented on the history of budgetary cuts to the district, where administrative positions are brought back when budget improves but not classified positions. In conclusion, he said that CSEA supports a management audit but not with School Services, adding that if this company is the one conducting the audit, CSEA wants to work closely with them.

Jan Morris of SCAST commented on the negotiation process, adding that the union has not been offered a living wage, and they are hoping that the district is able to make a decent proposal at their meeting the following month. She gave the board surrounding district salaries for substitute teachers: Gilroy \$120, Hollister, \$110 and Salinas \$100. She concluded by reiterating the importance of the work of substitute teachers.

Miriam Taylor of SCAST added that she would not work for less than \$100 per day.

7.2 Student(s) Trustee Report

Danny Rico, Watsonville High School Student Trustee, welcomed all students to the meeting. He commented on the national news on segregation noting that it is no longer black and white. He reported on the focus of WHS on the upcoming AP tests, on activities, including the prom, cinco de Mayo, drama department's Willie Wanka production, and gave a sports update.

7.3 Governing Board Comments

Trustee Hankemeier spoke about the importance of electives for students who are not planning on attending college and who need to have other options. He welcomed all students to the meeting and asked for volunteers for grad night.

7.4 President's Report

President DeHart reported that open house were taking place and encouraged anyone to attend them.

7.5 Zone Administrators' Reports

None.

7.6 Associate Superintendent's Report

None.

7.7 Superintendent's Report

Dr. Mays reported that she had attended the Migrant Education Parent conference and that it was very well attended, adding that the keynote speaker focused on leadership roles. She said that she also attended a meeting on vocational technical high school, where the notion that if a student is fulfilling A-G requirements they can't have vocational technical requirements was clarified, noting that it is done on an applied manner. She added that five superintendents from Monterey County were present and that each one stated that they too needed to look at their high school classes to ensure technology curricula is included.

8.0 VISITOR NON-AGENDA ITEMS

Dan Hernandez, local activist, offered some ideas for cutting costs. He reported that Parents United was working with the police department regarding the recent shootings near the school, adding that everyone needs to get involved and make a difference. He said that when he wants to find out about any student's progress, he always goes to a classified employee.

Mary Ann Gomez, PVUSD employee, asked why the banner acknowledging CSEA employees was not on the wall and asked the Board to find a more permanent location for it.

9.0 CONSENT AGENDA

Trustee Gray moved to approve the consent agenda, deferring item 9.4. Trustee Volpa seconded adding blue sheet items to item 9.7; 1 administrator. The motion passed 6/0/1 (Volpa abstained).

9.1 Purchase Orders – 4/16/04 to 4/22/04

9.2 Warrants – 4/16/04 to 4/22/04

9.3 Approve, with gratitude, Cliff Skolick donation to PVUSD of computer equipment, an estimated value of \$2,800.00.

9.4 Approve Request to Participate in Research Study by PVUSD CC Infant Toddler Programs.

Deferred.

9.5 Approve Notice of Completion of Portion I Site Work for Pajaro Valley High School.

9.6 Approve Award of Contract for Radcliff Elementary School Site Building Demolition with Lead and Asbestos Abatement.

9.7 Certificated/Classified Approval (See Closed Session Agenda).

10.0 DEFERRED CONSENT ITEMS

9.4 Approve Request to Participate in Research Study by PVUSD CC Infant Toddler Programs.

Trustees participated in a brief discussion on this item, many showing their support for they study. It was determined that this study would be helpful in recognizing the importance of literacy with toddler age, noting that there is very little research in terms of the results of parents reading to their toddlers.

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

11.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

11.1 Report, discussion and possible action to Approve Resolution #03-04-21, PVUSD 2004 Tax and Revenue Anticipation Notes. Report by Terry McHenry, Associate Superintendent.

Terry McHenry noted that this is a standard annual occurrence. Trustee Gray moved to approve the motion. Trustee Hankemeier seconded the motion. The motion passed unanimously.

11.2 Report, discussion and possible action to Approve Implementation of Budget Reductions. Report by Terry McHenry, Associate Superintendent.

Terry McHenry offered an update on the budget status, which reflected what the current condition is believed to be and what the district's projections are. He spoke about the proposed state funding for 2004-05, which includes a 1.84% revenue limit COLA, a 0.9% deficit reduction, and a 25% reduction in equalization aid. In terms of the expected May revise, he reported that the State revenues seemed reasonable; that COLA for all programs, including revenue limit, special education, transportation, and categorical could increase to 2.2% or more; that the 0.9% reduction in 3% deficit could decrease as COLA increases; and that a 25% reduction in equalization is being proposed. He spoke about the process for passing the final state budget, noting that it is expected by June 30th, that there are no bad news expected, that the Governor is expected to hold to his bargain, and that the May revise may work. In reference to budget assumptions for 2004-05, he said that there is an expected revenue increase of a 1.84% COLA, a deficit reduction of 0.9%, a 25% equalization aid reduction, and an increase of 300 ADA. Expenditures wise, Mr. McHenry spoke of step and column increases, a 5% benefit increase, an increase in workers compensation, early retirement expenses and the added positions for Pajaro Valley High and Radcliff schools. He offered assumptions for year 2005-06 and 2006-07, which are required by the county. He spoke of the budget reductions approved for 2004-05 a total of 1,989,000; for 2005-06 a total of \$1,889,000; and for 2006-07 a total of \$1,789,000. These reductions were made in the following categories: Board expenditures; elementary assistant principals; assistant superintendent; district office support; consultants; vacancies; coordinators; district office rent; retirement; department chairs; maintenance supplies; and custodians, reassignments. He addressed the proposed changes to benefits, which included a projected increase for 2004-05, a budgeted increase for 2004-05, and the potential reductions with the least impact by focusing on re-enrollment, on carving out chiropractor and PT, changes on prescriptions, and the elimination of acupuncture. He also noted that the additional approved reductions that were not included in the projections were a 2% salary reduction, a benefits cap and transportation. He commented on potential improvements in revenues for 2005-06, including possible payment of mandated costs of \$1/2 to \$1 million; further reduction of deficit of \$1 to \$2 million; further equalization aid of \$1/2 to \$1.5 million; potential ADA growth; and cost reductions intended to have with the management audit. In conclusion, Mr. McHenry asked the board to approve the recommendation, which included: an addition of \$200,000 for GATE and music in secondary schools; taking the 2% salary reduction off the

table; and to delay benefits cap for \$1 million and transportation reduction for \$1 million to 2006-07 fiscal year, which are to be reconsidered each year until then.

The board asked questions from staff.

Public comment:

Mary Ann Gomez, PUVSD employee, commented that benefit changes is a negotiable item and that the proposed reductions are not to the benefit of classified employees.

The board participated in a brief discussion.

Trustee Hankemeier moved to approve the implementation of budget reductions. Trustee Nichols seconded the motion. A roll call vote was taken and the motion passed 5/2/0 (Volpa, Gray Nay).

11.3 Report, discussion and possible action to Approve South/Central Bond Oversight Committee Membership. Report by Terry McHenry, Associate Superintendent.

Terry McHenry reported there were two oversight committees which have been functioning since March 2003, their role being monitoring expenses in the projects approved in the bond. He indicated that there was a problem in reaching a quorum in the south/central oversight subcommittee, where 2 members have resigned and 3 are not interested in attending. He recommended that three that have not been attending be dismissed and to reduce the committee to the 8 existing members who are interested in participating. He added that the bond is clearly divided in two and combining the two subcommittees would not be reasonable due to the large number of people and the two specific portions of the bond. He concluded by stating that the request is legal in terms of the bylaws approved on the bond.

Trustee Hankemeier moved to approve the release the three members that have not been attending. Trustee Volpa seconded the motion. The motion passed unanimously.

Trustee Volpa moved to reduce the size of committee to eight. Trustee Hankemeier seconded the motion. The motion passed unanimously.

11.4 Report, discussion and possible action to Direct Staff to prepare Policy Regarding Board Directives. Report by Dr. Mary Anne Mays, Superintendent.

Dr. Mays reported that this item surfaced as a result of the confusion of how the administration follows through with directives from the board. The recommendation would be to go through CSBA's policies as well as other districts' policies to look at what's available, understanding the difference between authorizing and directing.

Trustee Roberts moved to approve this item. Trustee Volpa seconded the motion. The motion passed unanimously.

12.0 ITEMS FOR REPORT AND DISCUSSION

None.

13.0 UPCOMING BOARD MEETINGS

13.1 Items for Subsequent Board Meeting Agendas.

Dr. Mays clarified that the June 2nd meeting was added to the schedule to meet the needs of staff as interviewing for administrative positions were taking place.

Terry McHenry added that the June 16 meeting was important to maintain for approval of bids.

Trustee Roberts asked that the meeting be called a special meeting, not regular.

Some Trustees noted that they would be unable to attend the June 2nd meeting. The date was pulled to take a look as to when a special board meeting could be held with the participation of the majority of the Board.

Trustee Yahiro asked 1993 change of the voluntary integration plan item to be placed on the agenda. He also requested that an items on Brown vs. Board of Education be placed on the agenda prior to May 17 to commemorate the 50th anniversary of the court decision.

Trustee Nichols reiterated that she requested an item on integrated schools be placed on the agenda.

Trustee Yahiro also requested an item to honor kids that have gone on and done great things, especially if they were student of PVUSD employees.

13.2 May 12, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.

13.3 May 26, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.

13.4 June 2, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.

13.5 June 16, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.

14.0 ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 9:50 pm.

Secretary