



**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 13, 2004  
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 6:10pm 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**

Public Employee Appointment: Certificated, Classified

New Hires

- 1 Charter School Teacher
- 11 Elementary Teachers
- 5 Secondary Teachers
- 1 Special Services Specialist
- 1 TOSA
- 30 Substitutes

Rehires

- 6 Elementary Teacher
- 1 Migrant Education Teacher
- 2 Secondary Teachers

Administrators

- 1 DO Administrator
- 1 Elementary Administrator
- 2 Secondary Administrators

Transfers

- 1 AVCI Teacher
- 1 Elementary Teacher

1 Special Services Specialist  
Promotions  
1 Fam & Child Serv Coord-MGMT  
Permanent Appointments  
1 Bus Driver  
1 Data Entry Specialist  
1 Fam & Child Serv Coord- MGMT  
1 Guidance Assistant  
1 Registration Specialist II  
1 Scholarship Coordinator  
Return to Work  
None  
Additional Assignments  
1 Elementary Teacher  
1 Secondary Teacher  
Extra Period Assignments  
25 Secondary Teacher  
Extra Pay Assignment  
3 Secondary Teachers  
Leaves of Absences  
1 Cafeteria Assistant  
2 Cafeteria Cook/Baker  
1 Campus Safety Coordinator  
10 Elementary Teachers  
1 Instructional Support Aide  
3 Instructional Support Specialist II  
2 Migrant Education Teachers  
1 Office Assistant  
3 Special Services Specialists  
Resignations  
3 Elementary Teacher  
1 Secondary Teacher  
Retirement  
None  
Supplemental Service Agreements  
210 Teachers  
Miscellaneous Action  
1 Computer Support Specialist II

- 1 Groundskeeper II
- 1 Instructional Support Specialist III
- 2 Lead Custodian I
- 1 Lead Custodian II
- 1 Maintenance Specialist I
- 1 Maintenance Specialist III
- 2 Office Manager
- 1 Parent Education Specialist
- Limited Term – Project
- 6 Behavior Technician
- 3 Campus Safety Coordinator
- 1 Computer Laboratory Assistant
- 1 Computer Support Specialist II
- 22 Enrichment Specialist
- 50 Instructional Support Aide
- 4 Instructional Support Specialist I
- 8 Office Assistant II
- Limited Term – Substitute
- 2 Cafeteria Assistant
- 3 Campus Safety Coordinator
- 3 Custodian I
- 1 Executive Asst to Supt-Conf
- 2 Groundskeeper I
- 2 Instructional Support Aide
- 1 Instructional Support Specialist II
- 1 Instructional Support Specialist III
- 3 Office Assistant II
- Provisional
- 1 Administrative Secretary II
- 1 Campus Safety Coordinator
- 2 Instructional Support Aide
- 2 Instructional Support Specialist II
- 1 Office Assistant II
- Exempt
- 2 School Crossing Guard
- 3 Special Project-MEES
- 6 Special Projects-PUPILS
- 11 Yard Duty Supervisor

Students

- 52 Migrant OWE Student
- 17 Student Helper
- 18 Workability Student

Separations from Service

- 4 Bus Driver
- 1 Director of Purchasing
- 1 Heavy Equipment Mechanic
- 1 Instructional Support Specialist I

Rescinds

- 1 Elementary Teacher
- 1 Special Services Specialist

Tenures

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**

**2.6 Pending Litigation**

**2.7 5 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 7:15 pm.

**3.1 Pledge of Allegiance**

Trustee Gray led the Board in the Pledge of Allegiance.

**3.2 Welcome by Board President**

Trustees, Sandra Nichols, Dan Hankemeier, Sharon Gray, Evelyn Volpa, Willie Yahiro, and President Rhea DeHart were present. Trustee Carol Roberts was absent.

President DeHart welcomed everyone to the meeting.

**3.3 Student Recognition**

*Jose Navarro Jaramillo - Alianza Charter School*

Michael Jones – Introduced family members and talked about Jose, who has been at Alianza since kindergarten.

***Anthony Orduño – Amesti Elementary School***

Elaine Parker – introduced family members and talked about Anthony, he has been at Amesti since kindergarten. He always participates in class and is a quiet friend and enjoys hard work.

***Kelsea Parr- Mar Vista Elementary School***

Karen Hedricks and John Mc Gushin – Karen Hendricks introduced the Parr family and student at Mar Vista. Kelsea responds well to all staff and students. She always volunteers in community and hopes to be a lawyer and president of US.

***Lily Wong – Ann Soldo Elementary School***

Sharon Peterson, Principal of Ann Soldo Elementary - Introduction of family and she is trilingual lily excels in all subjects especially in math volunteers in library all teachers and students know lily. Lily had perfect attendance two years.

**4.0 ACTION ON CLOSED SESSION**

**04-05-03** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Roberts absent).

**04-05-04** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Roberts absent).

**04-05-07** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Roberts absent).

**04-05-09** Trustee Gray moved to approve the disciplinary action as recommended by the panel and to pay restitution if warranted. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Roberts absent).

**04-05-10** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Roberts absent).

**5.0 APPROVAL OF THE AGENDA**

Trustee Volpa moved to approve the agenda. Trustee De Hart seconded the motion. The motion passed 6/0/1 (Roberts absent).

**6.0 APPROVAL OF MINUTES**

Trustee Yahiro moved to approve the minutes for September 14, 2004 and September 29, 2004. Trustee Nichols seconded the motion. The motion passed 6/0/1 (Roberts absent).

**7.0 SUGGESTIONS, COMMENTS, AND CONCERNS**

*5 Minutes each*

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

Linda Espejo, PVFT said she was filling in for Carolyn Savino who is under the weather. She thanked the District and Board for all that they are doing during these trying times. The District has not been in this situation since 1993. The Districts' standpoint is to maintain highly qualified teachers.

**7.2 Student Trustee Reports**

Daniel Bellonzi, Pajaro Valley High, reported that they are satisfied with school not sure how long they will be at old Alianza site. They ended ASB elections, and all clubs have started since club day. ELAC Meeting and back to school night went well.

### **7.3 Governing Board Comments**

Trustee Volpa announced that the Aptos Junior High play is here again, all moneys collected go back into drama.

### **7.4 President's Report**

President DeHart reported that Watsonville Art is having a work day 9:00AM to 2:00 PM October 23, 2004 at Freedom school. She attended HA Hyde back to school night they had great food and a raffle. People were excited, she said that was a module school. School introduced new teachers that night. Also attended AME new teacher celebration who introduced new teachers in the community. MAIA organization has funded a scholarship coordinator at WHS and PVH working with families to mentor our students. The position fully funded by MAIA.

### **7.5 Assistant Superintendents' Reports**

None

### **7.6 Associate Superintendent's Report**

None

### **7.7 Superintendent's Report**

Dr. Mays wished Rhea a happy birthday. Reported on budget and cuts to the District. For a total of 13 million that have taken place within the last two years. Also explained why this reduces our flexibility. Normally we had more flexibility in trying to keep our budget solvent. She attended a telecast on the Williams case 2756, so many districts in state that have not been fiscal stringent. Things are getting much tighter less and less local control more state control not just financial but more programmatic. There is less and less local control. The Williams Settlement to take place at the beginning at the year.

## **8.0 VISITOR NON-AGENDA ITEMS**

David Mares – Introduced himself, currently running for Trustee, Area II. Is a concerned parent and that we need to concentrate on parents, and need to learn to communicate.

Georgia Acosta – Introduced herself, currently running to Trustee, was a previous employee and a home school mom with a love for education and strong parental involvement.

Dan Hernandez – Reform committee at WHS, academically all at 800 API with banner Willie the wildcat running towards the 800. Unite everyone together, he who does not risk does not win. We all need to work together as a cohesive plan.

Matsunami – Lives by Pajaro Middle School, something happened at Pajaro Middle School that is not in the paper and wanted to see if it would be talked about here.

Mary Ann Gomez – She always hears that there is a balanced budget. It's the teachers or Classified employees are not on the cutting block with million dollars to cut please reconsider all alternatives.

## **9.0 CONSENT AGENDA**

Trustee Volpa moved to approve the consent agenda. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Roberts absent).

### **9.1 Purchase Orders – 9/10/04 to 10/7/04**

**The Purchase Orders will be available for preview in the Superintendent's Office.**

### **9.2 Warrants – 9/10/04 to 10/5/04**

**The warrants will be available in the Superintendent's Office.**

- 9.3 Office/Classroom Supply Report of Proposals and Award of Contract, RFP #002–04/05.
- 9.4 Radcliff Elementary School Expansion Project  
Lead-Impacted Soil Removal and Off-Site Disposal, Bid # B001-04/05
- 9.5 Community Assessment:  
Part of Refunding Application for March 1, 2005- February 28, 2006
- 9.6 Award of Contract to Extreme Learning Supplemental Educational Services Provider
- 9.7 Application for English Language Acquisition Program Funds
- 9.8 California Mathematics and Science Partnership Professional Development Program Grant
- 9.9 Certificated/Classified Approval (See Closed Session Agenda).

**Recommendation: The Administration recommends approval of the Consent Agenda.**

## 10.0 DEFERRED CONSENT ITEMS

## 11.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

### 11.1 Approval of Bids for Three Middle School Modernization Projects

*Report by Terry McHenry, Associate Superintendent*

*5 Min.*

Terry Mc Henry reported that the State has funded bid on all three sites. Want a bid for all three sites so we could get better pricing. We had one complaint, about the process. We did not get significant award bid at the current price.

Ned Van Valkeburgh– Introduced himself as the field representative for Carpenters Union. Talked about process on bids and giving them the opportunity to break out the bid process.

Board participated with questions and comments. Came to a consensus, that if the bid was not awarded by October 22, 2004 the funds will go back to the State. Talked about cutting all of the bids by 1/3 would we get everything done that is needed? Mr. Mc Henry stated that based on the site is there something we could do on getting bids out, and cost of materials significantly higher than last year.

Trustee Volpa moved to approve the three bids with an understanding that you stay within the budget. President DeHart second the motion. The motion passed 5/0/1 (Trustee Yahiro abstained, Trustee Roberts absent).

### 11.2 Approval of the Updated Design for Aptos High School Bond Project

*Report by Terry McHenry, Associate Superintendent*

*15 Min*

Terry McHenry reviewed preliminary plans and maintain scope that was provided by bond. This has been accomplished with assistance of site staff..

Presentation by Paul Bunton, of Bunton Clifford Associates. Brief presentation of schematic design were two separate buildings and the new design has multiple projects adding two areas of outdoor eating, and adding a snack bar. With a minor modification and exact design from previous design with completion date and timeline. Diane Burbank has approved the plan representing the high school. The architect will need help with the State architect's office. The cost of the project \$15,350,612.

Board participated with questions and comments. Trustee Yahiro asked if that was the original amount? Mr. McHenry stated that the original amount was 19 million, and explained on how we cut 5000 feet. To come up with 4.5 million it was reduced by combining buildings with other buildings and combining bathrooms and changed the overall construction from concrete to steel which a much less expensive. They took a global look at project to reduce the cost.

Trustee Gray moved to approve the motion. Trustee Volpa second the motion. Motion passed 6/0 (Trustee Roberts absent)

**11.3 Appoint/Reappoint Committee Members for North Bond Oversight Committee**  
*Report by Terry McHenry, Associate Superintendent* **5 Min.**

Four current members and two more added. Michael J. Barsi, Tere Carrubba, Vic Marani, Michael Theriot, new members Doug Maher, Christine Amato Quinn.

Trustee Volpa moved to approve the motion. Trustee Gray second the motion. Motion passed 6/0 (Trustee Roberts absent)

**12.0 ITEMS FOR REPORT AND DISCUSSION**

**12.1 Report and discussion Enrollment Projections and Staffing Changes**  
*Report by Terry McHenry, Associate Superintendent and Dorma Baker Assistant Superintendent Human Resources* **10 Min.**

Terry McHenry, reported on dealing with staffing our teaching staff. We staff with ratios, looking at number of student we have. Enrollment projections for our District is very difficult. Gave example of data used to from previous years and use data from CBEDS. The CEBS is what the state uses to count all students in the state on the same date. We then look at trends within each schools site. Trends can increase and also can decrease. We make estimates every Christmas for the following school year. We also have a new population to deal with. The migrant population is more single males coming to the area versus families.

Board participated with questions and comments. Trustee Volpa expressed concern with new housing projects not getting new kids into the new housing. So it seems as though the District has hit a plateau. President DeHart agrees that we are loosing migrant workers but will continue to see an increase in students. President DeHart also talked about marketing our schools. What we should be doing and communicating public relations making parents more aware of services PVUSD offers.

Dorma Baker reported on how and what happens when reviewing staffing. We looks at what the site needs are, and we look at where we are over enrolled. We then place teacher in low enrollment site. We had some schools that had too many teachers. The sites may need to reconfigure classes and not always in the same manner. Also explained on when you need to reconfigure classes, the principle class size advisor committee works with site principal. Principal will meet with parents to work with staff and students, to try to make transition for all involved as smooth as possible.

Trustee Yahiro, commented that when shuffling has to begin we need to follow the contract through out school district. Trustee Gray also commented on administrative procedures that are followed and that the practice has been like this since the early 80's.

Public comment:

Subrina Coffelt – A parent and also and educator. Expressed her concerns on the importance of who is affected by these changes. She has a son was moved twice, once in the middle of the school year. Her son's teacher was a substitute and they were never told.



Trustee Volpa commented that these are not number but kids. It does happen every year at every school. I think we need look at what we do as a District and how we address this issue with parent and how we transition kids and teachers. Need to have a plan in place before next year. Trustee Gray, agrees and need to disclose information to parent and students. We need to formulate a plan. Trustee Nichols commented on informing parents of status of teacher. President DeHart also commented on parents having a right to know the credentialing of teacher. Parents may not like something but if you are upfront and that you have an enrollment problem. Explain, disclose all the information. Trustee Yahiro commented that he does not oppose the need to move or adjust the staff. We just need to inform the parent.

## **12.2 Report and is discussion of Charter Schools**

*Report by Larry Lane, Interim Assistant Superintendent, North Zone*

*50 Min.*

Larry Lane reported that all charter schools would do a presentation.

Marie Roberts – Academic Vocational Charter Institute: Our school is based on the belief that all students will be provided the opportunity to communicate, problem solve, and perform authentic tasks while experiencing academic and vocational instruction. Our students become competitive, competent and highly skilled to meet the demanding standards of our time in the classroom and the work world. Demographics: 97.5% Latino, 2.5% White/European, 75% migrant, 55% low income, 30% of our parents attended some college, 2% of our parents earned a college degree.

Alternative School's Accountability Model: Decrease in Suspension Rate by 50%, Increase in Grade Point Averages by 10%, Increase of Graduation and Attendance Rates  
In 2004: 7% of our students passed the CAHSEE Math, 13% passed the CAHSEE ELA.

Strengths: Hands-on vocational training in the Technology and Aviation programs. Partnerships with the Adult School, Cabrillo College, and PASS allowing a variety of methods for credit completion. Preparation for students transitioning into higher education and career opportunities. Development of individual 10-Year Plans. Low achievers become "Super Seniors."

Goals 2004/05: Increase student enrollment through recruitment. Improve standardized test scores by 10%. Identify a new school site. Increase vocational education opportunities. Increase student performance on assessments.

Board participated with questions and comments. Trustee Volpa would like to revisit and talk about structure of AVCI.

Michael Jones – Alianza: Thanked district for help in transportation. They are still waiting for the computer lab and playground. We were very disappointed that did not receive API target for this year.

Un Mundo Bilingüe Empieza Aquí / A Bilingual World Starts Here. Mastery of the academic skills outlined in the California Standards in Spanish and English. 2. High standards of achievement and behavior are explicitly stated and consistently enforced. Build in each child a sense of responsibility, confidence, pride and self-worth. Appreciation of ethnic diversity, cultural pluralism and individual differences is fostered in the school setting. All constituencies of the school community are involved in decision making. Alianza develops well rounded and capable individuals who will make a contribution to a democratic society. Demographics: 96% Latino, 3% White, 1% Black Free Lunch: 86%, Els: 84%, Average Parent Ed.: 1.63/5.

Strengths: Passionate community committed to Alianza Vision, Standards based curriculum aligned and articulated at each grade level After School Program, Technology infusion,

Collegiality, Collaboration & Shared-decision making. Meaningful parent involvement in our students' education. Consistent and continual review of formative and summative student assessment data to inform our instruction.

Goals/Challenges 2004/05: Maintaining commitment to Alianza Vision in the face of NCLB. Program Improvement Year #1. Recruitment, given our new location, develop middle school program. Resolve legal issues and put 100+% energy into teaching. Adopt new district assessments. Goals: Meet API & AYP Targets, Create Dual School Environment, Complete K-8 program.

Robin Higbee – Linscott: Is a parent participation school collaboratively governed by parents and staff. Our families are 52% White, 38% Latino and 10% African American, Asian, American Indian. 20% of our children are socio-economically disadvantaged. Our enriched, experiential curriculum includes field trips, music, and visual/performing arts.

Achievement: 19 point increase in standardized test scores. Continuous improvement documented through K-8 portfolio assessment and conferencing. Linscott students experience success in high school.

Strengths: Parent participation, Small school environment, Talented, dedicated teaching staff, Enriched, experiential academic program.

Goals/Challenges 2004/05: Full-time administration, Fully funded enrichment programs. Increase in student/family diversity. Increase number of students performing at Proficient and Advanced on CST math scores.

Vicki Carr - Pacific Coast Charter: The vision of PCCS is for all students to pursue their unique individual interests and goals while meeting the requirements of PVUSD and the State of California. Students are encouraged to take responsibility for their own educational goals, develop and refine lifelong learning strategies, excel in areas of special interest, and pursue educational growth at their own pace. Demographics: 252 students enrolled for 2004-2005. Approximately 33% Hispanic or Latino and 57% White (not of Hispanic origin)

Strengths: Six-Year WASC Accreditation, Strong Parent Involvement, Personalized Learning Plans, Distance Learning / Onsite Enrichment Classes, Expanded Facility

Goals/Challenges 2004/05: Develop additional tools to assess school-wide progress toward student achievement of the California State Standards as well as the ESLR's. Evaluate classes, workshops, and activities for their effectiveness related to students' achievement. Strengthen higher level math and middle school enrichment program. Address issues of teenage parents and high mobility rate.

Sue Forson - Watsonville Charter School of the Arts: We are a K-7 free, public charter school dedicated to high academic achievement for all students through the glory of the arts. We believe dance, drama, music, and visual arts are worthy subjects to be studied and mastered, just as reading, math, history, and social studies are essential subjects to know and apply in an educated society. Through partnering these subjects where appropriate, all students experience the California state standards as something they can master. WCSA students take with them an attitude of success to high school and beyond. Demographics: K-6: 120 students, Asian-3%, Black-6%, Filipino-2%, Hispanic-73%, White-16%, English Language Learners: 26%, SES: 43%, Parent ed level: 2.81

Strengths: Stakeholders' commitment to our vision. Staff, parents, and students understand the power of the arts to invigorate the curriculum. 40% increase in enrollment. Continued improvement on our annual state testing. 100% teacher participation in a two week arts

leadership institute given by The California Arts Project this summer, funded by a grant from the California Arts Council to PVUSD.

Challenges & Goals 2004/05: Be true to our vision *and* eliminate our debt as soon as possible. Community outreach for funding is required, challenging for a small, overworked staff and hard working parents. Concern about the increase in district demands and charges. Concern about rising charges in Special Education. Purchase quality textbooks and materials for each class. Create portfolios and arts assessment instruments. Share our arts expertise with each other. Build a strong middle school program. Improve parent, student, staff communication.

### **13.0 UPCOMING BOARD MEETINGS**

#### **13.1 Items for Subsequent Board Meeting Agendas.**

Trustee Yahiro requested an agenda item to discuss Board members' attendance to conferences.

Trustee Volpa commented that she expected it on this agenda and that it needed to be on the next agenda.

**13.2 October 27, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.**

**13.4 November 10, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.**

**13.5 December 8, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.**

#### **14 ADJOURNMENT**

There being no further business to discuss, the meeting was adjourned at 10:55 pm.

---

Secretary