



## 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 29, 2005 REGULAR BOARD MEETING ADOPTED MINUTES

District Office - Boardroom  
292 Green Valley Road  
Watsonville, CA 95076

#### 1.0 GOALS STUDY SESSION 5:00 PM-6:15 PM

##### 1.1 **Call to Order**

President DeHart called the goals study session to order at 5:02 pm at the District Office at 292 Green Valley Road, Watsonville.

##### 1.2 **Pledge of Allegiance**

Trustee Gray led the Board in the Pledge of Allegiance.

##### 1.3 **Study Session: Goals – 3<sup>rd</sup> Session**

Mr. Bob Harper reviewed the accomplishments of the previous two study sessions, were goals were established and objectives for goals 1 and 2 were decided upon. He added that the purpose of the current study session was to agree on the objectives for the remaining four goals.

Goal #3: Facilities planning and development will be driven by educational priorities including a safe, healthy and positive school environment for students and staff.

Agreed objective: Form a Facilities Committee to anticipate and accommodate enrollment growth including strategic planning for new schools and configuration. As well as maintain an outstanding level of cleanliness and repair at all school facilities.

Goal #4: Engage and sustain the trust and involvement of the parents and community, to promote programs and strong partnerships which result in high levels of success for each student.

Agreed objective: All schools will be welcoming to family and community. Improve communication with all constituency groups including increased use of various media.

Goal #5: Provide efficient and effective services.

Agreed objective: Develop strategies for effective and efficient services. (Action step: participate in the establishment and implementation of the continuous improvement model developed through the APQC standards).

Goal #6: Attract, develop and retain an excellent professional staff throughout the district.

Agreed objective: Build professional learning communities at the schools, zones and district in which all stakeholders feel respected, valued and are dedicated to each student's success.

Goals study session was adjourned at 5:55 pm.

**2.0 OPENING CEREMONY CLOSED SESSION**

**2.1 Call to Order**

President DeHart called the meeting to order at 6:30 pm.

**2.2 Public comments on closed session agenda**

None.

**3.0 CLOSED SESSION: 6:30 PM (AND AT THE CONCLUSION OF PUBLIC SESSION IF NECESSARY)**

Closed session continued and completed prior to opening of public session.

**3.1 10 Expulsions**

**3.2**

**Public Employee Appointment: Certificated, Classified**

**New Hires**

2 Substitutes

**Rehires**

2 AVCI Teachers  
1 Charter School Teacher  
1 District Office Teacher  
50 Elementary Teachers  
10 Secondary Teachers

**Administrators**

1 Elementary Principal

**Transfers**

7 Elementary Teachers  
21 Secondary Teachers

**Promotions**

1 Office Manager – High School

**Permanent Appointments**

1 Career Development Specialist

**Extra Period Assignments**

1 Secondary Teacher

**Leaves of Absences**

1 Administrative Secretary III  
1 Behavior Technician  
1 Food Services Supervisor – MGMNT  
1 Health Services Assistant  
1 Instructional Support Specialist II  
1 Registration Specialist I

8 Elementary Teachers (05-06)

3 Secondary Teachers (05-06)

**Resignations**

3 Elementary Teacher

1 Special Services Specialist

**Retirement**

1 Secondary Teacher

**Supplemental Service Agreements**

22 Teachers

**Miscellaneous Action**

1 Administrative Secretary III

2 Behavior Technician

1 Groundskeeper II

2 Office Manager

1 Testing Specialist I

**Limited Term – Project**

1 Attendance Specialist

34 Bus Drivers

24 Cafeteria Assistant

2 Cafeteria Cook/Baker

8 Campus Safety Coordinator

1 Delivery Driver

1 Enrichment Specialist

1 Guidance Specialist I

1 Health Services Assistant

1 Library Media Technician

10 Office Assistant II

2 Office Manager

1 Warehouse Worker II

**Limited Term - Substitute**

1 Cafeteria Assistant

1 Campus Safety Coordinator

5 Instructional Support Specialist I

**Provisional**

1 Office Assistant II

**Exempt**

4 Babysitter

13 Special Project – PUPILS

1 Yard Duty Supervisor

**Students**

32 Student Helper

**Separations from Service**

1 Accounting Specialist II

1 Family & Community Services Coordinator – MGMNT

2 Instructional Support Specialist II

1 Library Media Technician

1 Scholarship Coordinator

**3.3 Public Employee Discipline/Dismissal/Release/Leaves/Complaints**

**3.4 Negotiations Update**

a. CSEA

b. PVFT

c. **Unrepresented Units: Management and Confidential**

d. SCAST

**3.5 Claims for Damages**

**3.6 Existing Litigation**

**3.7 Pending Litigations**

**3.8 Anticipated Litigation**

**4.0 OPENING CEREMONY – MEETING OF THE BOARD IN PUBLIC – 7:00PM (AND AT CONCLUSION OF SECOND CLOSED SESSION IF NECESSARY)**

President DeHart called the meeting to order at 7:10 pm.

**4.1 Welcome by Board President**

Trustees Sharon Gray, Doug Keegan, Sandra Nichols, Karen Osmundson, Evelyn Volpa, Willie Yahiro and President Rhea DeHart were present.

Trustee Osmundson led the board in the Pledge of Allegiance.

**5.0 ACTION ON CLOSED SESSION**

***Action on Closed Session:***

**04-05-90** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Keegan seconded the motion. The motion passed unanimously.

**04-05-98** Trustee Gray moved to approve the disciplinary action as recommended by the panel with the change of WHS to “a district school”. Trustee Keegan seconded the motion. The motion passed unanimously.

**04-05-109** Trustee Gray moved to approve the disciplinary action as follows: *Move to accept stipulated agreement as drawn up by legal representatives of the district and the*

*student*. Trustee Keegan seconded the motion. The motion passed 6/0/1 (Volpa abstained).

**04-05-111** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Nichols seconded the motion. The motion passed 6/0/1 (Keegan abstained).

**04-05-112** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Keegan seconded the motion. The motion passed unanimously.

**04-05-113** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Yahiro seconded the motion. The motion passed unanimously.

**04-05-114** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Yahiro seconded the motion. The motion passed unanimously.

**04-05-116** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Yahiro seconded the motion. The motion passed unanimously.

**04-05-120** Trustee Gray moved to approve the disciplinary action as recommended by the panel with the following changes: instead of Lakeview, student's placement should be at the New Alternative Middle School, as well as the following additions: *the board also directs the student to write a letter of apology to the victim*. Trustee Nichols seconded the motion. The motion passed unanimously.

**04-05-122** Trustee Gray moved to approve the disciplinary action as recommended by the District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.

## **6.0 APPROVAL OF THE AGENDA**

Trustee Yahiro moved to approve the agenda. Trustee Volpa seconded the motion. The motion passed unanimously.

## **7.0 APPROVAL OF MINUTES**

Trustee Nichols moved to approve the minutes for June 15, 2005. Trustee Volpa seconded the motion. The motion passed 6/0/1 (Gray abstained).

## **8.0 SUGGESTIONS, COMMENTS, AND CONCERNS**

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

Bobby Salazar, CSEA president, requested that the Board delay action on the implementation of classification study, item 13.2 A.

### **8.2 Governing Board Comments**

None.

### **8.3 President's Report**

None.

### **8.4 Assistant Superintendents' Reports**

None.

**8.5 Associate Superintendent's Report**

None.

**8.6 Superintendent's Report**

None.

**9.0 PUBLIC HEARING: 2005-06 PROPOSED BUDGET**

President DeHart closed regular meeting and opened public hearing on 2005-06 proposed budget.

**9.1 Report by Terry McHenry, Associate Superintendent**

Mr. McHenry reported that the audience and board would be hearing a full report on the 2005-06 proposed budget when action item 13.1 comes up.

**9.2 Questions and Comments from the Board**

No comments

**9.3 Questions and Comments from the Public**

No comments

**9.4 President DeHart Closes Public Hearing and Resumes Regular Board Meeting**

President DeHart closed public hearing and resumed regular board meeting.

**10.0 VISITOR NON-AGENDA ITEMS**

Trina Coffman Gomez, WHS Gradnite chair, passed out flyer with a summary of this year's accomplishments. She said that she heard graduation day might be changed to a Thursday and advocated for keeping it on a Friday for various reasons. She added that there is a Web site documenting the event for the night and that she was pleased with the results and hoped to continue the event on a Friday evening.

Ron Kinninger, CWA Director (retiring), thanked Trustees and colleagues for the 22 years served as an administrator and for the trust placed on him to treat students fairly. He commended trustees for the sacrifices that he witnessed over the year that they and their families make for serving as trustees. He thanked them for the compassion shown to many of the at-risk students and for having created alternative programs. In conclusion, he thanked administrators for their inspiring leadership.

Jane Barr, former board member, spoke about the competent work of Mr. Kinninger and his dedicated work with all the students at-risk. Thanked him for what he has given to the district.

Dan Hernandez, community member, thanked Mr. Kinninger for his integrity and having the well being of students at heart.

**11.0 CONSENT AGENDA**

Trustee Gray asked to defer item 11.12. Trustee Volpa moved to approve the consent agenda deferring 11.12 and with addition of blue sheeted item to item 11.13 of 1 elementary administrator. Trustee Nichols seconded the motion. The motion passed unanimously.

Ylda Noguera, Assistant Superintendent, South Zone, introduced John Hayes, new principal of Ohlone School.

**11.1 Purchase Orders – 6/10/05 to 6/23/05**

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

**11.2 Warrants – 6/10/05 to 6/23/05**

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

- 11.3 Approve SELPA Annual Service and Budget Plan, 2004-05.
- 11.4 Approve School Site Plan Revisions for Radcliff Elementary, Pajaro Middle, Watsonville High, Amesti Elementary, Cesar Chavez Middle, Lakeview Middle, Pajaro Valley High, Valencia Elementary, Linscott Charter, and New School.
- 11.5 Approve Consolidated Application.
- 11.6 Approve ELA Application for 2005-06.
- 11.7 Approve Textbook Adoption for Aptos High School, Second Reading.
- 11.8 Approve Textbook Adoption for Pajaro Valley High School, Second Reading.
- 11.9 Approve Textbook Adoption for Watsonville High School, Second Reading.
- 11.10 Approve Resolution # 04-05-24, Approving Child Development Contract.
- 11.11 Approve Migrant and Seasonal Head Start Supplemental (“One Time Only”) Funding Application (fiscal Year March 1, 2005 – February 28, 2006).
- 11.12 Approve WASC’s Three Year Written Progress Report.  
This item was deferred.
- 11.13 Certificated/Classified Approval (See Closed Session Agenda).

**12.0 DEFERRED CONSENT ITEMS**

**11.12 Approve WASC’s Three Year Written Progress Report.**

Trustee Gray wanted to highlight the accomplishments of the Adult Education program noting that it is quite an achievement to have the accreditation organization issue 6 years without a review request but only a progress report.

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

**13.0 ITEMS SCHEDULED FOR POSSIBLE ACTION**

**13.1 Report, discussion and possible action to approve 2005-06 Proposed Budget.**

*Report by Terry McHenry, Associate Superintendent and Mary Hart, Director of Finance.*

Terry McHenry reported that the District is ending the year with good balance due to early budget reductions, which is sufficient to carry the district through the next two years of decreasing deficit spending and eliminated the need for additional reductions in staff or programs. He reported that the estimated actuals for 2004-05 had a beginning balance of \$13.5 million and an unappropriated reserve of \$3.9 million. He said that the final state budget should be presented by end of June but regardless the proposed budget is based on a worse case scenario. He said that the district would need to adopt a budget revision by September based on actual state budget. He presented the 2005-06 budget assumptions in revenues and expenditures, as well as the multi-year budget and multi years’ assumptions in revenues and expenditures.

The three-year budget summary presented indicated that the district may have a balanced budget for the next three years, which in order to maintain this state, the district needs to curtail increases in benefits over 5% per year, continue monitoring changes implemented by the State in funding, and balance any increase in compensation with reductions in programs or operations.

He continued to explain that there would be a better idea of how the budget will actually be when the ending balance of this year is calculated and when revenues for next year are established. The

potential improvements for 2005-06 include the elimination of STRS payment, payment of mandated costs, further reduction of deficit, and potential ADA growth.

Mr. McHenry addressed the “Live Within Our Means” (LWOM) initiative, which eliminates Prop 98 maintenance of effort restoration in good years; it pays existing maintenance of effort obligation on a one-time basis over fifteen years; and up to four times a year, absent legislative action, the governor via the director of finance can implement across the board reductions in all state appropriations with minimal exceptions. The likely outcomes of LWOM initiative are that education funding reverts to pre-Prop 98 year-by-year appropriations; that extra funding is not incorporated; and that there is little potential for permanently enhancing funding beyond growth/COLA.

Mr. McHenry continued by reviewing with the board the budget book and its contents. The book contains a budget overview, charts showing revenue, expense, balances and staffing ratios, as well as estimated actuals summary for prior year revenues, expenses and balance. It also includes budget assumptions, projected revenue, expenses and overall balance; unrestricted budget allocations by program within sub funds, restricted budget allocations by program; unrestricted and restricted budget allocations, miscellaneous funds budget allocations; and budget assumptions for years 2 and 3.

He asked the board to approve the budget as presented, which verifies that District will make next year and the following two years with the required reserve level.

Dr. Mays thanked the budget committee for their hard work and their recommendations to structurally cut the budget, the board for making the difficult adjustments and cuts, and Terry and Mary for providing the advice and guidance in the past years that allowed the district to have accurate funding.

Board participated with questions and comments. Comments and concerns expressed surrounded charters and programs that encroach on the general fund, and where there is no flexibility

Trustee Volpa moved approve the proposed budget for 2005-06. Trustee Nichols seconded the motion. The motion passed unanimously.

### **13.2 Report, discussion and possible action to approve A) Implementation of the 2002-2005 Classification Study, and B) Realignment of Management/Confidential Positions.**

***Report by Terry McHenry, Associate Superintendent and Kathryn Benson, Director of HR.***

Kathryn Benson reported on the process for a classification study. In 2002-03, the Personnel Commission ordered a classification study to take place. A decision was made to implement the study over a 3 year period. The District administration met with CSEA president to arrive to the decision of which positions would be looked at. An external group noted that there was no input from the employees and it was then decided that there would be a focus group of about 30 people representing thirteen job families. Focus groups met monthly and vast majority of people were able to attend most or all of the meetings. At the end of the first year, the focus group made changes and sent to the commission for approval. Same for years two and three. On June 16, she added, the Personnel Commission approved the two studies. She presented the timeline if board approved implementation: if the Board agrees to release the funds to implement the study, the changes will be effective July 1. People on those positions will receive information on the changes as well as on an appeal process for those people who don't feel the study reflected fairly their job or salary. Individuals would have an opportunity to then present to a panel, which would then make a recommendation. This information then goes to the Personnel Commission who has the opportunity to accept or reject the changes. CSEA requested to the commission to not start the appeal process until October to give the opportunity to employees who don't work during the summer, with the opportunity to have those adjusted salaries retroactive. About 900 classified staff in this district will see a change in their range placement. She noted that staff has been waiting for three years to have this study implemented, which properly aligns salary schedule. The study used comparative data from CSEA's classification study.

Public comment:



Mary Ann Gomez, and Diana Martinez, classified employees, expressed their concern for the groups of people who were not considered for the study, the scoring formula used, and the lack of balance in the increase of ranges for Classified staff at sites, at the District Office and management and confidential staff. Mrs. Gomez requested that the appeal begin in September instead of October.

Board members participated with comments and questions.

Mr. McHenry further clarified that each range is about 2.5% increase in salary.

Trustee Volpa moved to approve implementation of study and release funds to implement the study: 13.2 A). Trustee Yahiro seconded the motion. A roll call vote was taken and the motion failed 2/5/0 (Keegan, Nichols, Osmundson, Gray and DeHart dissented).

Board asked for this item to be tabled for an upcoming meeting in August.

Trustee Gray asked that 13.2 B) be tabled as well. Trustee Yahiro seconded the motion. A roll call vote was taken and the motion passed 6/0/1 (Volpa dissented).

### **13.3 Report, discussion and possible action to approve Process for Notifying Parents of Right to Opt Out of Military Recruitment Mailing List.**

#### ***Report by Dr. Mary Anne Mays, Superintendent.***

Dr. Mays framed discussion about the District's responsibility to be sure parents are informed of their right to opt-out of military recruitment list. She said that an administrator from a High School commented it would be ineffective to have this information going out on the emergency cards. She presented information on the emergency cards from each high school, except Renaissance High, and what their contents is. She also noted that the option to opt-out is included in the Opening Year booklet distributed to each student at the beginning of a school year, and said that her recommendation was to continue this method to inform parents.

Cec Bell, principal of Watsonville High, gave the Board copy of the flyer that is distributed through their newsletters four times a year with information and form to opt-out.

Public comment:

Teachers, parents, and community members, Ruth Valdez, Rob Smet, Eileen Clark-Nagaoka, Olga Diaz, Lauro Navarro, Dr. David Sweet, Pam Saxton, Marian Martinez, Ramiro Medrano, Christine Johnson-Lyons, Sandino Gomez, and Dan Hernandez spoke in favor of having the opt-out information placed on the emergency cards so that parents are well informed of this right.

Trustees participated with comments and questions.

Trustee Nichols moved that the board direct the superintendent to create a policy mandating that the opt-out choice be included on the emergency card for all high school students, including those of alternative schools. The policy is to come to the Board of our next meeting. The board furthermore directs the Superintendent to take action to make sure the opt-out statement is included on the emergency card to be used as school opens for the 2005-06 school year. Trustee Osmundson seconded the motion.

Trustee Volpa requested to the motion maker to amend her motion to include not releasing information to other organizations as well as the military, including press, school organizations, employers/potential employers, and colleges/universities.

Trustee Nichols did not agree to amend her original motion as the required military statement would get lost in the paragraph.

Trustee Volpa moved to amend the original motion to include press/media, school organizations, employers/potential employers, colleges/universities and to have military be the first on the list. Trustee Yahiro seconded the motion. A roll call vote was take and the motion failed 3/4/0 (Keegan, Nichols, Osmundson, DeHart dissented).

A roll call vote was taken on Trustee Nichols' original motion seconded by Trustee Osmundson and the motion passed 4/3/0 (Volpa, Yahiro, Gray dissented).

#### **14.0 ITEMS FOR REPORT AND DISCUSSION**

##### **14.1 Report and discussion on Williams Quarterly Report.**

*Report by Dorma Baker, Assistant Superintendent, Human Resources.*

Dorma Baker reported that it was a requirement of the Williams case settlement that districts involved give out a complaint report at a board meeting on a quarterly basis. She reported that PVUSD has had no complains pertaining to the Williams case settlement.

Trustee Volpa left the meeting just prior to the conclusion of this item.

#### **15.0 UPCOMING BOARD MEETINGS**

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

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

**15.3 Wednesday, August 24, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.**

#### **16.0 ADJOURNMENT**

There being no further issues to discuss, the meeting was adjourned at 10:43 pm.

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Secretary