



**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 26, 2005  
EVALUATION OF THE SUPERINTENDENT: 6:00 – 7:30 PM  
(CLOSED SESSION ONLY)  
REGULAR BOARD MEETING – 7:45 PM  
ADOPTED MINUTES**

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

**Note  
starting  
times!!**

**1.0 OPENING CEREMONY FOR EVALUATION OF THE SUPERINTENDENT IN  
OPEN SESSION AND FOR REGULAR MEETING CLOSED SESSION – 6:00 – 7:45  
PM.**

**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 Evaluation of Superintendent and on Closed Session  
Agenda.**

None.

**2.0 CLOSED SESSION**

**2.1**

**Public Employee Appointment: Certificated, Classified**

**New Hires**

1 Elementary Teacher

1 Secondary Teacher

17 Substitutes

**Administrative**

1 District Office Coordinator

**Rehires**

1 Elementary Teacher

1 Secondary Teacher

**Promotions**

1 Behavior Technician

**Permanent Appointments**

2 Administrative Secretary II

- 4 Behavior Technician
- 2 Instructional Assistant – General
- 1 Instructional Assistant I – Special Education

**Extra Period Assignments**

- 4 Secondary Teachers

**Leaves of Absences**

- 1 Charter School Teachers
- 1 District Office Coordinator
- 1 Elementary Teachers
- 1 Migrant Education Teacher
- 1 Secondary Teacher
- 1 Bus Driver
- 1 Cafeteria Assistant
- 1 Custodian II
- 3 Instructional Assistant I – Special Education
- 1 Instructional Assistant – Migrant/Child Care
- 1 Office Assistant II
- 2 Payroll Technician II
- 1 Special Services Specialist

**Retirements**

- 1 District Office Coordinator

**Supplemental Service Agreements**

- 28 Teachers

**Miscellaneous Action**

- 2 Behavior Technician
- 2 Office Assistant II

**Limited Term – Project**

- 1 Babysitter
- 2 Campus Safety Coordinator
- 1 Computer Support Specialist I
- 1 Delivery Driver
- 16 Enrichment Specialist
- 16 Instructional Assistant – General
- 1 Language Support Liaison I
- 1 Registration Specialist II

**Limited Term - Substitute**

- 1 Cafeteria Assistant

- 1 Campus Safety Coordinator
- 2 Instructional Assistant I – Special Education
- 3 Instructional Assistant II – Special Education
- 5 Instructional Assistant – Migrant/Child Care
- 1 Lead Heavy Equipment Mechanic
- 1 Office Assistant II
- 1 Warehouse Worker II

**Provisional**

- 1 Behavior Technician

**Exempt**

- 1 Baby Sitter
- 2 Special Project – MEES
- 3 Special Project – PUPILS
- 2 Yard Duty Supervisor

**Students**

- 22 Migrant OWE Student
- 19 Student Helper
- 2 Workability Students

**Separations from Service**

- 1 Administrative Secretary II
- 1 Cafeteria Cook/Baker

**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 Anticipated Litigation**

**2.8 5 Expulsions**

**3.0 OPENING CEREMONY – MEETING OF THE BOARD IN PUBLIC – 7:45 PM**  
 President DeHart called the meeting of the Board in public to order at 7:48 pm.

### **3.1 Pledge of Allegiance**

Trustee Keegan led the Board in the Pledge of Allegiance

### **3.2 Welcome by Board President**

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

## **4.0 ACTION ON CLOSED SESSION**

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

- 05-06-18** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-21** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Nichols seconded the motion. The motion passed 6/1/0 (Osmundson dissented).
- 05-06-22** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-23** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-24** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Nichols seconded the motion. The motion passed unanimously.

## **5.0 APPROVAL OF THE AGENDA**

Dr. Mays recommended that item 11.3 be tabled for the November 9 board meeting. She also noted that Harris Ferrell of AdvancePath is willing to speak to Board members prior to the meeting should they require additional information.

Trustee Nichols moved to approve the agenda tabling item 11.3. Trustee Keegan seconded the motion. The motion passed unanimously.

## **6.0 APPROVAL OF MINUTES**

Trustee Volpa moved to approve the minutes for October 12, 2005. Trustee Keegan seconded the motion. The motion passed unanimously.

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

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

Carolyn Savino, PVFT president, updated the Board on WHS teachers trying to send a teacher to assist in TX throughout the displacement of many due to the double Hurricanes that have hit that area. She asked for the support for the position of Director of Certificated personnel. She commented on the partnership between PVFT and management of PVUSD, which is a financial and productive partnership and dispelled rumors that CSEA has not been included, which is true, but it is due to the nature of the partnership, a model designed for teachers and their work in classrooms. In reference to negotiations, the union is hoping a positive outcome with the teacher agreement. She clarified that PVFT does not oppose reclassification study but simply asks that PVFT members be considered for a due raise.

Bobby Salazar, CSEA president, commented on the absence of student trustees and noted they are missed. He thanked Dr. Mays and Dorma Baker for the negotiations that are taking place. He announced that appeals process for the classification study was extended by one month.

Ian MacGreggor, PVAM member, commented that the first year at Cesar Chavez Middle School has been encouraging as he noticed the high interest of parents in their students' academic success. He said that there were many teachers that were hired this year that are very professional and thanked the role that Cathy Stefanki played in the process. He asked the Board to support the position as well as the management classification study, which includes many positions that merit the realignment due to the increasing complexity of positions.

## **7.2 Governing Board Comments**

Trustee Keegan thanked the Pajaro Valley Chamber of Commerce for the Adopt-a-School program. He reported that the Adopt-a-School breakfast yielded a great turnout of businesses, administrators and members of the community.

Trustee Volpa clarified that her position for abstaining on the vote seeking support for the City in the Manabe-Burgstrom annexation; she added that abstaining for a vote is important to use properly and she would have voted no on this item.

Trustee Osmundson commented about her involvement in a few committees in the district and said she was impressed with the level of parent involvement and dedication, including Migrant Head Start and DELAC.

## **7.3 Student Trustees Report**

None.

## **7.4 President's Report**

President DeHart commented that the Adopt-a-School breakfast meeting was very impressive; 22 schools are being adopted by 33 businesses. She announced that on November 5th there will be a parent conference with great workshops. She said that she spent most of her day at Watsonville High School in Delia Mendez' classes, which include government classes; she was impressed with how interactive and informed students are.

## **7.5 Assistant Superintendents' Reports**

None.

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

None.

## **7.7 Superintendent's Report**

### **- Clarification of October 12, 2005 vote on Resolution 05-06-06, Supporting the Manabe-Burgstrom Annexation's efforts by the City of Watsonville**

Dr. Mays apologized for not knowing the bylaws as well as she should and explained that the rule is that when board members abstain, their vote concurs with the majority of the vote. In the case of this item, three trustees approved it and four abstained; the item passed. She attended WHS as an observer for the We the People program in Sara Roe's class; students were very impressive as they had to defend portions of the constitution. The State has certain requirements and one of them is attendance to the Superintendent's Summit, which this year

took place in San Diego. She attended along with a couple of assistant superintendents. She was impressed with the keynote speaker and the level of expertise.

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

Luis Alejo, staff attorney with CRLA, pulled his support for AdvancePath but not from the drop out recovery efforts. He made reference to a letter he sent to various officials addressing issues pertaining to what happens with students when they leave their education. He expressed his concern for the high number of students not able to graduate. He wants to begin discussions as to what can be done to ensure students stay in school.

## **9.0 CONSENT AGENDA**

Trustee Gray asked to defer item 9.4 and moved to approve the consent agenda. Trustee Nichols seconded the motion. The motion passed unanimously.

### **9.1 Purchase Orders – 10/6/05 to 10/19/05**

### **9.2 Warrants – 10/6/05 to 10/19/05**

### **9.3 Approve Resolution #05-06-08, to Lease Purchase of One (1) Each Mobile Kitchen from Oakland Unified School District.**

### **9.4 Approve Job Description for Director of Certificated Personnel. Second Reading.** This item was deferred.

### **9.5 Certificated/Classified Approval (See Closed Session Agenda).**

## **10.0 DEFERRED CONSENT ITEMS**

**9.4 Approve Job Description for Director of Certificated Personnel. Second Reading.**  
After clarification on the position's educational and experience requirements was made, trustee Gray moved to approve this item. Trustee Volpa seconded the motion. The motion passed unanimously.

## **11.0 ITEMS SCHEDULED FOR POSSIBLE ACTION**

### **11.1 Report, discussion and possible action to approve Management/Confidential Job Descriptions.**

*Report by Dorma Baker, Assistant Superintendent, Human Resources and Kathryn Benson, Director of Personnel.*

Dorma Baker clarified that the Board had requested to take a look at job descriptions along with the management classification study.

Board participated with questions and comments.

The Board requested to insert board approval dates on all job descriptions as well as to have the salary range.

Trustee Gray moved to approve as a first reading for job descriptions that have changes. Trustee Keegan seconded the motion. The motion passed unanimously.

### **11.2 Report, discussion and possible action to approve Management Classification Study.**

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

Kathryn Benson noted that this was consistent with what the Board had received in a prior meeting. The realignment of the schedule is a consideration of the positions included and their relationship to each other. The total cost for the current year is \$44,000 and only \$6,000 is out of the general fund.

The Board participated with comments and questions.

Trustee Yahiro moved to approve this item. Trustee Volpa seconded the motion.

A roll call vote was taken and the motion failed 3/4 (Osmundson, Nichols, Gray, DeHart dissented).

### **11.3 Report, discussion and possible action to approve Contract with AdvancePath for Dropout Retrieval.**

*Report by Dr. Mays, Superintendent, Anthony Trujillo and Harris Ferrell of AdvancePath.*

This item was tabled for the following meeting of November 9, 2005.

## **12.0 ITEMS SCHEDULED FOR REPORT AND DISCUSSION**

### **12.1 Report and discussion on Modernization and Construction Projects.**

*Report by Terry McHenry, Associate Superintendent.*

Terry McHenry reported the following information on upgrading of facilities: Amesti, 1 project, 1 million dollars; Bradley, 2 projects, \$376,000; Calabasas, 1 project, 1.4 million; Freedom, 1 project, 1.6 million; Hyde, \$314,000; Hall District, 1.8 million; MacQuiddy, 2 projects, \$564,000; Mar Vista, 1 project, 1.2 million; Rio del Mar, 1 project, \$1.1 million; Valencia, 1 project; Aptos Jr. High, 2 projects, 1.7 million; EA Hall, 1 project, \$415,000; Pajaro Middle School, 2 projects, 1.8 million; Aptos High School, 1 project, 4.9 million, 1 project pending, waiting to qualify for funds; Watsonville High School, 1 project, 2.8 million, 1 project pending, going to state board allocation soon; Renaissance High, 1 project, \$900,000; and Linscott, 1 project, \$420,000. Total for all is 26.5 million dollars in modernization projects, mostly hardship.

Conversion projects: Cesar Chavez, converted from elementary to middle school, 2.2 million; Radcliff converted from adult education to elementary, 13.5 million; Porter Building converted from Special Education to Adult Education, \$930,000; and Langendorf Building, converted from commercial use to Adult Education, 1.5 million. Total for all conversions is 18 million.

New construction projects: Lakeview Middle, phase 2, 8.1 Million; Ann Soldo 10.4 million; Landmark 15.2 million; WHS 2-story building, 1.7 million; and PVHS 49 million, with remaining work of classroom Building E (floors and punch list), gym floor and backstops, and site playfields.

Funds include allocation from the State, developer fees and interest. In total, PVUSD has had 84.5 million dollars in new construction projects.

The Bond project provided 58 million dollars, to be spent as follows: AHS, 26.5 million; WHS, 19.9 million; PVHS cafeteria 2.7 million; EA Hall Gym, 1.4 million; and Mintie White multi purpose room, 1.4 million. Total spent on bond projects is 52 million dollars to date.

PVUSD has had a total of 40 projects in the past 8 years, 1997 to 2005, with a total cost of 181 million dollars. Sources of funds have been 62% state funds, 1% developer fees, 35% Bonds, and 2% COP's.

### **13.0 UPCOMING BOARD MEETINGS**

**For discussion: January 11, 2006 – Tentative date for the Governance Study Session, 6 pm.**

Board agreed to hold Governance Study session on Wednesday, January 18, 2006.

It was clarified that the management classification study would be brought back on the consent agenda on November 9.

**13.1 Wednesday, November 9, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.**

**13.2 Wednesday, December 7, Annual Organizational Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.**

### **14.0 ADJOURNMENT**

President DeHart adjourned to closed session at 9:53 pm.

#### ***Reporting out of Closed Session:***

Trustee Gray was not present at closed session. Trustee Nichols left the meeting prior to returning to open session for reporting out.

Trustee Volpa reported the following:

In closed session, trustee Volpa moved to approve PVFT's Tentative Agreement; Trustee Keegan seconded the motion. The motion passed 6/0/1 (Gray absent).

In open session:

#### **9.5 Certificated/Classified Approval (See Closed Session Agenda).**

Trustee Volpa moved to approve addition of blue sheeted items to item 9.5. Trustee Yahiro seconded the motion. The motion passed 5/0/2 (Gray, Nichols absent).

Board meeting was adjourned at 10:15 pm.

---

Secretary