



**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.

**DECEMBER 7, 2005  
ANNUAL ORGANIZATIONAL MEETING  
UNADOPTED MINUTES**

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

**1.0 OPENING CEREMONY IN OPEN SESSION – 5:30PM**

**1.1 Call to Order**

President DeHart called the meeting to order at 5:30 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**

25 Substitutes

**Rehires**

10 Preschool Teachers

**Administrators**

None

**Transfers**

None

**Promotions**

1 Human Resources Analyst  
1 Human Resources Technician  
1 Lead Custodian II  
1 Lead Heavy Equipment Mechanic

**Permanent Appointments**

2 Bus Drivers  
1 Human Resources Analyst – Confidential  
2 Instructional Assistant – General  
1 Office Assistant II

**Extra Pay Assignment**

- 3 Site Supervisors
- 64 Secondary Teachers

**Leaves of Absences**

- 1 Adult Education Teacher
- 1 Counselor
- 1 District Office Teacher
- 4 Elementary Teachers
- 2 Special Services Specialists
- 1 Instructional Assistant I – Special Education

**Leaves of Absences**

- 1 Administrative Secretary I
- 2 Bus Driver
- 1 Cafeteria Assistant
- 1 Campus Safety Coordinator
- 3 Health Services Assistant
- 2 Instructional Assistant II – Special Education
- 2 Instructional Assistant – Migrant/Child Care

**Resignations**

- 3 Secondary Teachers
- 1 Elementary Teacher
- 1 Secondary Teacher (Visa Denial)

**Release**

- 1 Elementary Teacher

**Supplemental Service Agreements**

- 105 Teachers

**Miscellaneous Action**

- 1 Bus Driver
- 1 Custodian II
- 1 Grounds Team Leaders
- 1 Instructional Assistant I – Special Education
- 3 Instructional Assistant II – Special Education
- 1 Instructor Driver
- 1 Lead Custodian I

**Limited Term – Project**

- 1 Administrative Secretary II
- 1 Attendance Specialist

- 1 Cafeteria Cook/Baker
- 3 Community Services Liaison I
- 2 Custodian I
- 10 Enrichment Specialist
- 1 Health Services Assistant
- 14 Instructional Assistant – General
- 1 Instructional Assistant II – Special Education
- 1 Library Media Technician
- 3 Office Assistant
- 1 Office Manager
- 1 Office Manager – High School
- 1 Registration Specialist II

**Limited Term - Substitute**

- 4 Cafeteria Assistant
- 2 Campus Safety Coordinator
- 4 Custodian I
- 1 Groundskeeper I
- 2 Health Services Assistant
- 1 Instructional Assistant I – Special Education
- 1 Instructional Assistant II – Special Education
- 3 Instructional Assistant – Migrant/Child Care
- 1 Library Media Technician
- 4 Office Assistant II

**Provisional**

- 1 Behavior Technician
- 1 Community Services Liaison I
- 1 Instructional Assistant II – Special Education
- 1 Interpreter Tutor/Sign Language
- 1 Office Assistant II

**Exempt**

- 8 Babysitter
- 9 Yard Duty Supervisor

**Students**

- 11 Migrant OWE Student
- 30 Student Helper

**Separations from Service**

- 6 Bus Driver

- 1 Career Development Specialist
- 1 Food Services Supervisor – Management
- 1 Instructional Assistant II – Special Education
- 1 Network Technician
- 1 Registration Specialist I
- 1 Instructional Assistant-Migrant/Child Care

**Rescinds**

- 1 Secondary Teacher
- 1 Registration Specialist I

**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**

- a. Stiff vs. PVUSD

**2.5 Existing Litigation**

**2.6 Pending Litigation**

**2.7 Anticipated Litigation**

**2.8 Superintendent/Board Relationship**

**2.9 13 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 7:08 pm.

**3.1 Pledge of Allegiance**

Trustee Yahiro led the Board in the Pledge of Allegiance.

**3.2 Welcome by Board President**

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

President DeHart commented that Superintendent Mays was not able to be at the meeting due to family health issues.

President DeHart, on behalf of the Migrant Head Start Program, presented a plaque to Trustee Keegan in acknowledgement of the immigration workshops he facilitated.

**3.3 Student Music Presentation**

Mr. Terrell Eaton introduced his band and performed for the Board.

**Band Teacher: Terrel Eaton**

**Violin:**

*Melissa Medrano – Pajaro Middle School*

**Flutes:**

*Estehany Naranjo – Pajaro Middle School*

*Gisela Penilla - Pajaro Middle School*

*Jeanette Gomez – Pajaro Middle School*

**Clarinets:**

*Allison Fury - Lakeview Middle School*

*Nathalie Flores - Lakeview Middle School*

*Daisy Losa - Lakeview Middle School*

**Saxophones:**

*Nicholas Ahumada - Lakeview Middle School*

*Mario Ramirez – Lakeview Middle School*

**Trombone:**

*Gabriel Cerecedes - Pajaro Middle School*

**Tuba:**

*Julio Heredia – Lakeview Middle School*

**3.4 Student Recognition**

Board members, staff and families honored the following students:

*Lisa Renteria – Radcliff Elementary School*

*Kacey Johnson – Rio Del Mar Elementary School*

*Zayra Tapia Alcazar – EA Hall Middle School*

*Omar Melgoza – Lakeview Middle School*

**3.5 Music Presentation by Mari Pezzoni**

Ms. Pezzoni's Jazz Choir performed a couple of songs and indulged the Board and public.

**3.6 Recognition of Rio del Mar as Recipient of Blue Ribbon Award.**

Principal Mike Heffner commented on the hard work of his staff and students and the honor of being awarded such recognition. He presented the Blue Ribbon flag, the plaque and pictures that highlighted this honor.

Many staff members and students were present.

**RECESS – Cake and Refreshments in honor of Rio del Mar**

Board president DeHart invited all to enjoy refreshments and cake.

**4.0 ACTION ON CLOSED SESSION**

Trustee Gray moved to reject claim in item 2.4 a, and to send notice of rejection to Stiff.

Trustee Volpa seconded the motion. The motion passed unanimously.

***Action on expulsions:***

**05-06-34** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Volpa seconded the motion. The motion passed unanimously.

- 05-06-37** Trustee Gray moved to approve the disciplinary action as recommended by the District Administration. Trustee Nichols seconded the motion. The motion passed 6/1/0 (Osmundson dissented).
- 05-06-38** Trustee Gray moved to approve the disciplinary action as recommended by the District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-39** Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-40** Trustee Gray moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-41** Trustee Gray moved to approve the disciplinary action as recommended by the Panel. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-42** Trustee Gray moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-43** Trustee Gray moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-45** Trustee Gray moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-46** Trustee Gray moved to approve the disciplinary action as recommended by the School and District Administration with the addition: “*With restitution paid to the victims*”. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-47** Trustee Gray moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-48** Trustee Gray moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-49** Trustee Gray moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.

## **5.0 APPROVAL OF THE AGENDA**

Trustee Volpa moved to approve the agenda. Trustee Nichols seconded the motion.

Trustee Yahiro noted that item 7.0 was out of order and that the item should be after election of officers.

Board president and members of the agenda review committee clarified that the change was viewed as a necessary one as it was directly related to the selection of officers. It was further noted that counsel was contacted to be certain that this action was appropriate.

Trustee Volpa amended her motion to move item 7.0 after 8.0. Trustee Yahiro seconded the motion. A roll call vote was taken and the motion failed 3/4/0 (Nichols, Osmundson, Gray and DeHart dissented).

Trustee Nichols moved to approve the agenda as presented. Trustee Keegan seconded the motion. The motion passed 5/2/0 (Volpa, Yahiro dissented).

## **6.0 APPROVAL OF MINUTES**

Trustee Nichols moved to approve minutes for November 9, 2005. Trustee Gray seconded the motion. The motion passed unanimously.

## **7.0 Approve Amendment to Board Bylaw #9100, Election of Officers and Make up of Board Agenda Review Committee. Second Reading.**

Trustee Gray moved to approve this item. Trustee Nichols seconded the motion.

Board members participated with comments.

A roll call vote was taken and the motion passed 4/3/0 (Yahiro, Volpa, Osmundson dissented).

## **8.0 ANNUAL ORGANIZATIONAL MEETING**

### ***8.1 Election of Officers of the Board***

#### ***1. President***

Trustee Volpa moved to elect Trustee Keegan as Board President. Trustee Yahiro seconded the motion.

Trustee Nichols moved to elect Trustee Gray as Board President. Trustee Osmundson seconded the motion.

A roll call vote was taken to elect Trustee Keegan; the motion failed 4/3/0 (Nichols, Osmundson, Gray, DeHart dissented).

A roll call vote was taken to elect Trustee Gray; the motion passed 5/2/0 (Volpa, Yahiro dissented).

#### ***2. Vice President/Clerk***

Trustee Osmundson moved to elect Trustee Nichols for Vice President/Clerk. Trustee Volpa seconded the motion.

Trustee Yahiro moved to elect Trustee Keegan for Vice President/Clerk. Trustee Volpa seconded the motion.

A roll call vote was taken to elect Trustee Nichols; the motion passed 4/3/0 (Volpa, Yahiro, Keegan dissented).

**8.2 Seating of New Officers of the Board of Trustees**  
President Gray and Vice President/Clerk took their places.

**8.3 Appointments to the Board Standing Committees and Organizations for 2006**

1. *Community Advisory Committee – SELPA*
2. *District English Learners Advisory Committee (DELAC)*
3. *Fringe Benefits*
4. *Governmental Relations*
5. *Mello Center JPA*
6. *Pajaro Valley Prevention and Student Assistance (PVPSA)*
7. *Safety Committee*
8. *SPECTRA*
9. *Migrant Head Start Policy Advisory*
10. *GATE Advisory Committee*

Board members agreed to serve in the same committees; Trustee Yahiro volunteered to be an alternate for the Fringe Benefits committee.

**8.4 Approve 2006 Board Meeting Schedule**

Trustee Nichols moved to approve the 2006 Board meeting schedule. Trustee DeHart seconded the motion. The motion passed unanimously.

## **9.0 SUGGESTIONS, COMMENTS, AND CONCERNS**

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

Carolyn Savino, PVFT president, expressed her disappointment for the election of Trustee Gray as Board president. She advocated for a raise to certificated staff and a strong partnership between the District and the Union.

Bobby Salazar, CSEA president, noted that contract negotiations have been positive and they would soon be discussing raises.

Bob Rasmussen, PVAM member, welcomed President Gray as an officer and solicited her support in approving the management and confidential realignment.

### **9.2 Governing Board Comments**

Trustee Osmundson offered an explanation for her support to table the management/confidential realignment item at the previous board meeting stating that she respects President Gray's willingness to review details. She added that she would advocate approving a realignment for management/confidential after teachers get a raise.

Trustee DeHart commented on the success of the first joint zones meeting at PVHS where three trustees were present. She attended the Watsonville High fashion show and the WCSA auction extravaganza.

Trustee Keegan congratulated the girls Aptos High cross county team for having won the state championship. He thanked PVFT and PVUSD for partnering for the RSRA training that recently took place. He commented all staff for their commitment to school improvement.



Trustee Yahiro commented that this was the best management team in the district in the past 15 years. He appreciates the efforts between union and superintendent to work together at the recent RSRA training and enjoyed all the excitement. He added that a way to retain teachers has to be sought. He asked that the Board support staff and allow them to do their work.

Trustee Volpa thanked Carolyn Savino and PVFT for sponsoring the RSRA event. At the training, she commented, she met an AFT representative and they commented on behaviors; a list of behaviors was agreed on and it is something for all to work on (the list of behaviors will be distributed to trustees by superintendent's office).

### **9.3 Student Trustees**

Faina Segal, WHS student trustee, commented about the visit of WASC to the school, drama's completed presentation of Alice in Wonderland, the fashion show, and the preparation of the school's band, drama and choir groups for a show at the Mello Center. She reported on sports and the upcoming Winter Ball.

Giovanni Rodriguez, PVHS student trustee, commented on the girls soccer varsity team first victory. He noted that when students return from their winter break, they will have access to the new gym and cafeteria.

### **9.4 President's Report**

President Gray reported that she hopes to serve so that everyone feels that she's done the job and done it well.

### **9.5 Assistant Superintendents' Reports**

Dr. Gary Woods, Assistant Superintendent, North Zone, reported that AHS would have a WASC and a school scan walk. He thanked Alicia Jimenez for her work in organizing a performance by Tandy Beal for students who are on track of reading one million words.

Dorma Baker, Assistant Superintendent, Human Resources, reported that they are in process of negotiations and focusing on salary. To dispel certain negative rumors, she added that the administration is supportive of a positive outcome.

### **9.6 Superintendent's Report**

Superintendent Mays was not present at the meeting.

## **10.0 VISITOR NON-AGENDA ITEMS**

The following teachers spoke in support of raising teacher/certificated staff salaries: Constance Green, Bob Gomez, Pat Burnett, Ron Rhodes, Kyle Griffith, Philip Rosenblom, Will Federman, Darlene Wilcox, Mary Ann Hunter, Joe Manildi, and Lisa MaCalley.

Roxie Brown, student at WHS, spoke in supports of teachers' efforts for better salaries. She commented on her efforts to have school buses run on biodiesel, noting that this is something that is being done throughout the country.

Dan Hernandez, Booster club president, acknowledged the great work of all teachers. He requested help from the administrators for their club and requested a meeting.

Cece Penheiro, SPIN Executive director, spoke about the non profit organization and its mission to help parents of students of special needs with they also provide parent to parent support.

Kathleen Kilpatrick, nurse, addressed the issue of asthma and the possible link of high incidence rate to bus fumes, which are full of hazardous elements that jeopardize the respiratory system. She spoke in support of Roxie Brown's biodiesel proposal.

## **11.0 CONSENT AGENDA**

Trustee DeHart moved to approve the consent agenda. Trustee Volpa seconded the motion with the addition of blue sheeted items to 11.7.

Trustee Yahiro asked to defer item 11.6. Trustee Keegan requested that items 11.3 and 11.4 be deferred.

Trustee DeHart amended her motion to include requests for deferring items. Trustee Volpa amended her second. The motion passed unanimously.

### **11.1 Purchase Orders – 11/3/05 to 11/30/05**

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

### **11.2 Warrants – 11/3/05 to 11/30/05**

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

### **11.3 Accept with Gratitude Donation from Mrs. Elsie Richardson of Woodshop Supplies and Equipment for the Watsonville/Aptos Adult Education, an Estimated Value of \$4,845.**

This item was deferred.

### **11.4 Accept with Gratitude Donation of \$15,000 for the Scholarship Fund from Mr. Jack Chin and the Chinese Community of Watsonville.**

This item was deferred.

### **11.5 Approve Carl Perkins Application.**

### **11.6 Approve Nomination of Trustee Sharon Gray to CSBA Delegate Assembly.**

This item was deferred.

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

## **12.0 DEFERRED CONSENT ITEMS**

### **11.6 Approve Nomination of Trustee Sharon Gray to CSBA Delegate Assembly.**

Trustee Yahiro moved to approve this item with the caveat that district funds will not be used to pay for expenses necessary to fulfill this position. Trustee Volpa seconded the motion. The motion passed unanimously.

### **11.3 Accept with Gratitude Donation from Mrs. Elsie Richardson of Woodshop Supplies and Equipment for the Watsonville/Aptos Adult Education, an Estimated Value of \$4,845.**

### **11.4 Accept with Gratitude Donation of \$15,000 for the Scholarship Fund from Mr. Jack Chin and the Chinese Community of Watsonville.**

Trustee Keegan wanted to publicly thank Mrs. Elise Richardson and Mr. Jack Chin and the Chinese Community of Watsonville for the generous donations to the district.

Trustee Keegan moved to approve items 11.3 and 11.4. Trustee Volpa seconded the motion. The motion passed unanimously.

### **13.0 ITEMS SCHEDULED FOR POSSIBLE ACTION**

#### **13.1 Report, discussion and possible action to approve Watsonville Charter School of the Arts Renewal.**

*Report by Sue Forson, Principal of WCSA.*

Given that all presenters were not present at the time, Trustee Volpa moved to defer this item after 13.3. Trustee Keegan seconded the motion. The motion passed unanimously.

#### **13.2 Report, discussion and possible action to approve Job Descriptions.**

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

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

#### **13.3 Report, discussion and possible action to approve Management/Confidential Realignment.**

*Report by Terry McHenry, Associate Superintendent.*

Trustee Volpa moved to approve the implementation of realignment of Management/Confidential positions and ratify adjustments made between this realignment and the prior realignment in 1998. Trustee Keegan seconded the motion.

The Board participated with comments.

A roll call vote was taken and the motion passed 6/1/0 (Nichols dissented).

#### **13.1 Report, discussion and possible action to approve Watsonville Charter School of the Arts Renewal.**

*Report by Sue Forson, Principal of WCSA.*

Sue Forson, staff members of WCSA, several parents and one student were present to give a presentation to the Board as to the effectiveness of the school. It was noted that they were financially solvent.

Public comment:

Michael Jones, Alianza principal, spoke in support the request for renewing WCSA's agreement with the district. He commented briefly on the collaborations between the WCSA and Alianza students since they share a campus.

Board participated with comments.

Terry McHenry, Associate Superintendent, clarified that this was an agreement with the District, not to be construed as a contract but rather as a memorandum of understanding.

Trustee DeHart moved to approve this item. Trustee Nichols seconded the motion. A roll call vote was taken and the motion passed unanimously.

#### **13.4 Report, discussion and possible action to approve First Interim Budget Report.**

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

Terry McHenry reported that the purpose of the item is for the Board to certify that the district will be able to meet its financial obligations for the current and subsequent two fiscal years. The report presented covered a narrative indicating the reasons for the changes between the budget approved by the Board and the First Interim Budget covering revenues and expenditures. It also covers the First Interim Report addressing the Final Adoption Budget, First Interim Budget and Actuals to October 31, 2005.

He reported on assumptions and changes in revenues and expenditures. In the budget summary, it is indicated that the district has an ending balance of 10.1 million dollars, a 3% reserve of 5.1 million dollars, and an unappropriated reserve of 4.7 million dollars. He presented a three year budget summary, 2005-06, 2006-07 and 2007-08. In all three years, there is an ending balance of approximately 10.5 million dollars, a 3% reserve of approximately 5.1 million dollars and an unappropriated reserve of approximately 4.7 million dollars.

Speaking about the future outlook, Mr. McHenry noted that state revenues are up but state budget continues out of balance; the fulfillment of Governor's promise to fund Prop 98 is still questionable; the build in COLA in 2006-07 of 4.4% could be as high as 5.2%; and the current deficit is 1%, which could be reduced or eliminated. These items will be better known in the next few months.

He explained that the district currently has a balanced budget for the next three years with the need to face health benefit issues and employee compensation.

Board participated with questions.

Trustee DeHart moved to approve this items as recommended by staff. Trustee Nichols seconded the motion. The motion passed unanimously.

Trustee Volpa moved to continue the meeting past 11:00 pm. Trustee Keegan seconded the motion. The motion passed 6/0/1 (Gray dissented).

President Gray left the meeting at 11 pm and Vice President Nichols lead the meeting.

At this point, the board entered into discussion as to item 13.3 and the need to vote on a date for the Management/Confidential realignment to take effect.

Motion maker, Trustee Volpa moved to reconsider vote in item 13.3. Trustee Keegan seconded the motion. The motion passed 5/1/1 (Nichols dissented; Gray absent).

Trustee Volpa moved to approve the implementation of realignment of Management/Confidential positions and ratify adjustments made between this realignment and the prior realignment in 1998. This implementation should be retroactive to July 1, 2005. Trustee DeHart seconded the motion. The motion passed 5/1/1 (Osmundson dissented; Gray absent).

**13.5 Report, discussion, and possible action to approve Resolution # 05-06-10, Accumulation Program for Part-time and Limited-Service Employees (APPLE), Employees Not Currently Covered by a Retirement Program (PERS or STRS).**

*Report by Terry McHenry, Associate Superintendent.*

APPLE Accumulation Program for Part-time and Limited-service Employees.

Mr. McHenry explained that this program would cover part-time and limited-term employees not covered by STRS or PERS. These would be employees who are currently covered by Social Security but most will never get enough quarters to qualify for benefits. It is an alternative program to the social security. He went on to explain the program, which would

be coordinated by Keenan and Associates, operated by MidAmerica Administrative Solutions and for which annuities would be provided by ING insurance group.

The recommendation to the Board is to approve this resolution which establishes the APPLE program for part-time and limited-term employees and directs the administration to sign the necessary documents to implement the program for the designated employees.

Board participated with questions and comments.

Trustee Volpa recommended that this item be tabled for a future meeting after obtaining more information.

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

None.

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

**14.1 Wednesday, January 18, 2006, Governance Study Session, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. 6:00 pm.**

This meeting was cancelled from the schedule.

**15.2 Wednesday, January 25, 2006, 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 business to discuss, the meeting was adjourned at 11:27 pm.

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Secretary