



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 26, 2006 BOARD MEETING – REGULAR ADOPTED MINUTES

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

1.0 OPENING CEREMONY IN OPEN SESSION – 6:00 PM

1.1 **Call to Order**

President Gray called the meeting to order at 6:02 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

None

Rehires

4 Head Preschool Teachers

51 Preschool Teachers

Additional Assignments

1 Site Coordinator

Permanent Appointments

1 Behavior Technician

1 Bus Driver

Extra Pay Assignment

11 Head Teachers

3 Secondary Teachers

Leaves of Absences

1 Administrative Secretary II

1 Behavior Technician

2 Bus Driver

- 2 Instructional Assistant – General
- 1 Instructional Assistant I – Special Education
- 1 Office Manager
- 1 Program Operations Coordinator - Management
- 2 Secondary Teachers
- 13 Special Services Specialists

Resignations/Retirement

- 1 Elementary Administrator
- 6 Elementary Teachers
- 2 Secondary Teachers
- 2 Special Services Specialists

Supplemental Service Agreements

- 1 Elementary Administrator
- 18 Teachers

Miscellaneous Action

- 1 Administrative Secretary II
- 2 Cafeteria Cook/Baker
- 1 Cafeteria Manager III
- 1 Lead Custodian

Limited Term – Project

- 1 Behavior Technician
- 2 Custodian I
- 1 Family & Community Services Coordinator
- 1 Instructional Assistant – General
- 3 Office Assistant II
- 1 Parent Education Specialist

Limited Term - Substitute

- 1 Attendance Specialist
- 1 Campus Safety Coordinator
- 3 Custodian I
- 1 Instructional Assistant – Migrant/Child Care

Provisional

- 2 Instructional Assistant II – Special Education

Exempt

- 1 Babysitter
- 1 Yard Duty Supervisor

Students

- 5 Migrant OWE Student
- 2 Workability Student

Separations from Service

- 1 Cafeteria Assistant
- 1 Computer Support Specialist II
- 1 Instructional Assistant – Gneral
- 1 Office Assistant II
- 1 Supervisor of Maintenance & Operations – MGMNT
- 1 Supervisor of Operations - MGMNT
- 1 Campus Safety Coordinator

Rescinds

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 Anticipated Litigation

2.8 5 Expulsions

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

President Gray called the meeting of the Board in public to order at 7:05 pm.

3.1 Pledge of Allegiance

Trustee Keegan led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

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

3.3 The Board is Proud to Recognize the Following Students:

Board members, administrators, teachers and families honored the following students:

- Eric Chalhoub, Pacific Coast Charter School
- Erin Sauve, Aptos Jr. High School
- Meghan Hunt – Aptos High School
- Cynthia Rivera – Freedom Elementary School

4.0 ACTION ON CLOSED SESSION

Action on Expulsions

- 05-06-110** Trustee DeHart moved to approve the disciplinary action as recommended by the school and district administration. Trustee Keegan seconded the motion. The motion passed 5/1/1 (Yahiro dissented; Osmundson absent).
- 05-06-108** Trustee DeHart moved to approve the disciplinary action as recommended by the school and district administration. Trustee Keegan seconded the motion. The motion passed 5/1/1 (Yahiro dissented; Osmundson absent).
- 05-06-111** Trustee DeHart moved to approve the disciplinary action as recommended by the school and district administration. Trustee Keegan seconded the motion. The motion passed 6/0/1 (Osmundson absent).
- 05-06-113** Trustee DeHart moved to approve the disciplinary action as recommended by the school and district administration. Trustee Keegan seconded the motion. The motion passed 4/2/1 (Yahiro, Volpa dissented; Osmundson absent).
- 05-06-114** Trustee DeHart moved to approve the disciplinary action as recommended by the school and district administration. Trustee Keegan seconded the motion. The motion passed 5/1/1 (Yahiro dissented; Osmundson absent).

5.0 APPROVAL OF THE AGENDA

President Gray asked that item 12.3, Report, discussion and possible action to approve: a) The Timeline for the Superintendent Search and Request for Proposal (RFP) Process; b) Contract for Employment for Interim Superintendent, be moved after item 7.0.

Trustee Volpa moved to approve the agenda including President Gray's request. Trustee DeHart seconded the motion. The motion passed 6/0/1 (Osmundson absent).

6.0 APPROVAL OF MINUTES

Trustee Nichols moved to approve the minutes for April 12, 2006, with the correction of public comment from Abel Mejia, to include that his comments were in reference to guiding students to 800. Trustee DeHart seconded the motion. The motion passed 6/0/1 (Osmundson absent).

7.0 SUGGESTIONS, COMMENTS, AND CONCERNS

7.1 Employee Organizations - PVFT, CSEA, PVAM and SCAS

Carolyn Savino, PVFT president, commented on the incident at last board meeting and her concern about a homophobic statement made, noting that the apology by the administrator who made the comment was sincere, but that she was concerned about the reported laughter by some trustees at this statement. She regrets the premature resignation of Dr. Mays due to her positive leadership, adding that Dr. Mays values staff of this district as professionals, understands the issues of language learners and poverty and the challenges that they bring to the district, and keeps unions informed. She commented that Terry McHenry will be missed by the district because he has kept the district solvent; she noted that he succeeded in opening four schools and bringing in about 100 million dollars for facilities improvements. She said that she supports the commemoration of Cesar Chavez as a holiday but reminded the board that the calendar is a negotiable item. She also said that the list of beliefs, behaviors and guiding principles is an item that should be discussed at length and cautiously to ensure that all trustees understand how those lists would guide them.

Bobby Salazar, CSEA president, announced that Ester Morillo and Danny Zummeran received a Golden Bell award. He announced that CSEA voted to endorse Sandra Nichols as the County Superintendent at their previous membership meeting. He also reminded the Board that the recommended holiday is a negotiable item. He wished Mr. McHenry well.

Sylvia Mendez, PVAM member, commented that the association is appreciative of the process the Board will be taking in the selection of the new superintendent and that it looks forward to being part of the process. She reported that CST and Star testing will be taking place at all schools and students would demonstrate all they have learned.

7.2 Governing Board Comments

Trustee DeHart attended the Ag Focus Class where the teacher who is in charge of the Germany Student Exchange was present and she made contacts to organize future visits, including fieldtrips. She also attended the Adopt a School Program meeting; Landmark Realty adopted Landmark School and contributed to the 700 tiles that have been decorated by the students and which will be placed on a school wall.

Trustee Volpa commented on a previous board meeting where comments from the public of how they had supported certain board members during their elections gave the impression that these board members "owed" those people; she reminded the board that once on the board members are fully dedicated to student achievement. She thanked CSEA, PVFT, and PVAM for the effort to get a group together to look at specific behaviors that need to change in the district.

Trustee Keegan recognized Staples for replacing a printer at Hall District that was burglarized. Commented on the Boycott scheduled for Monday and asked that all parents send their students to school and students to listen to their parents and attend school. In regards to the remark made by Assistant Superintendent Gary Woods at the previous board meeting, he noted that he respects Dr. Woods greatly as he is a person free of bigotry who made a reference to a game and an unfortunate remark; Dr. Woods makes wonderful contributions to this district and that needs to be acknowledged.

7.3 Student Trustees' Reports

Annie Walden and Shawna Guzam, student trustees for Aptos High School, reported on a recent carnival held as a reward for the test scores and the concluded visit by WASC, on an upcoming American Red Cross Blood Drive, on sports, and on testing taking place on campus.

Giovanni Rodriguez, Pajaro Valley High School student trustee, reported that students are working on an integrated project.

7.4 President's Report

President Gray reported that Valencia and Bradley were named Distinguished Schools, an honor given to schools that have high level of community involvement and staff collaboration. She attended a meeting to hear the results of the WASC team visit at Renaissance High, the warm, safe and welcoming environment that students experience was emphasized. Tomorrow policies will be reviewed and close attention will be placed to the section that deals with students' environment to ensure that it is warm, welcoming, respectful and accepting.

7.5 Assistant Superintendents' Reports

Dr. Gary Woods reemphasized his apology for the remarks of two weeks ago. It won't happen again.

Ylda Nogueta, Dream Conference will take place at EA Hall school; invited all to attend.

Catherine Hatch, Wild Life Walks and Birding will be taking place at WERC at PVHS this weekend. She invited all to attend. Pleased to announce that there will be a Queer Group Leadership Awards at the Mello Center honoring youth and organizations.

Dorma Baker, acknowledged Administrative Assistance Day. Thanked those in Human Resources for their assistance.

7.6 Associate Superintendent's Report

Terry McHenry reported that the return of good weather allows to continue on two pending projects: AHS pool and WHS all weather field.

7.7 Superintendent's Report

Dr. Mays announced that this was the 10th annual Day of Silence, a student led action to create safe environment for everyone. She apologized for not intervening immediately when the inappropriate remark by one of the Assistant Superintendents was made at the previous meeting. She reiterated that PVUSD stands for absolute respect to all. There is an anti harassment policy and it will be updated as part of the policies review sessions. There are a variety of programs and events at the sites to promote this safe environment. This issue will also be addressed at the upcoming Leadership meeting.

In reference to the Great May 1st Boycott, she began by reporting on the impact recent demonstrations had on the district, including having two minimum days and closing two high schools for one day; the district is currently in the course of discussing on whether or not there will be a need to offer an extra day for each of the schools. There is a potential loss of \$300,000; a waiver has been submitted to the state but it is uncertain if it's going to be granted. Plans for Monday, May 1st include the district's desire to support our students and families for their decision, including keeping their students at home or sending them to school. This issue will continue to be discussed and planned. There are several ideas to support students who do attend school. She noted that, although the state will deem these absences unexcused, the district will not penalize students for not attending.

12.3 Report, discussion and possible action to approve: a) The Timeline for the Superintendent Search and Request for Proposal (RFP) Process; b) Contract for Employment for Interim Superintendent.

Report by Dr. Mary Anne Mays, Superintendent.

5 Min.

Lou Lozano, attorney for PVUSD, reported that board discussion of individual candidates is appropriate for closed session; board discussion of the process and timelines is appropriate for open/public session. He offered the board a list of Decision Points to be made by the board, with some suggested options:

- I. Hiring Interim Associate Superintendent for Business Services
- II. Hiring Interim Superintendent
- III. Process for Hiring Permanent Superintendent

Mr. Lozano recommended that item I. be placed on a closed session to properly discuss at the upcoming board meeting.

Trustee Keegan moved to have item I. placed on closed session for the upcoming meeting. Trustee DeHart seconded the motion. The motion passed 5/1/1 (Yahiro dissented; Osmundson absent).

Mr. Lozano also recommended placing item II. on closed session and open session at an upcoming board meeting.

Board participated with comments.

Mr. Lozano commented that item III. is appropriate for open session discussion unless there will be a list of candidates whose merits are discussed. There are three options to conduct a search for a new superintendent: using the County Office of Education, California School Boards Association or Leadership Associates. He explained each of the option's merits, including candidate pools and cost.

Board participated with comments and questions.

Public comments:

Carol Turley, community member, supports broad and open process that involves the community.

Abel Mejia, teacher, AMAE member, commented on the characteristics that they would like to see in the new superintendent, including being bilingual and bicultural.

Karin Estess, community member, expressed her disappointment to have lost a superintendent of Dr. Mays' caliber. It is good that community members are now talking and looking at holding the board accountable; she requested the board have a self-evaluation.

Jane Barr, community member, disturbing to hear that President Gray mentioned Jack Abbot of Leadership Associates to come and talk about the process when the board has not made the decision as a whole. The community expressed their wishes to be included in the process.

Mary Ann Gomez, community member, asked that the entire process be postponed until the new board is in place. Sad that Dr. Mays is leaving. The Board should convince Dr. Mays to be the interim until the new superintendent is hired.

Ron Kinninger, community member, legal counsel speaks from broad experience and when he says that this is one of the most critical decisions that can be made; he is right. Let this be the right process, open, and one that involves all the stakeholders. Reassuring to see that there was a pause in the process. He said that the district needs to do some healing if a good superintendent is to be attracted.

Dan Hernandez, community member, commented that students need and deserve a leader that understands the direction of the district; he suggested that a member of Dr. Mays' leadership team who can continue her work be considered for the position. In terms of process, he said that the community has the right to know the names that are being put forth.

Trustee Yahiro moved to have the interim superintendent begin on July first without selecting an end date; the search for the superintendent would begin sometime in the fall and be concluded after the new board is seated, without a specified date. Trustee Volpa seconded the motion.

Board participated with more discussion and questions.

A roll call vote was taken and the motion passed 5/1/1 (Nichols dissented; Osmundson absent)

Trustee Nichols moved to have Item II. added to closed session for the upcoming board meeting. Trustee DeHart seconded the motion. The motion passed 4/2/1 (Keegan, Volpa dissented; Osmundson absent).

8.0 VISITOR NON-AGENDA ITEMS

Mary Ann Gomez, community member, asked that visitor non-agenda items take place before the any others to allow for people to comment and leave early if they need to. She gave Dr. Mays a plant on behalf of her family and her extended family and thanked her for coming to the community and for all the work for the children.

Carol Roberts, parent, asked if this was a good board, one deserving trust from its constituents, a question raised as a good superintendent is lost. Micromanagement hurts this district. Urge this board to examine its behavior and respectfully asked for the resignation of President Gray, Trustees Nichols and DeHart.

Martha Vasquez, teacher, commented on No Child Left Behind, how it is a separate but equal legislative piece. She asked that, regardless of who is on the board and at the helm of the district, this piece of legislation needs to be closely examined.

Abel Mejia, teacher, commented that California Day of the Teacher is May 10. AMAE will be celebrating this day to recognize the contribution of teachers; announced an event to commemorate this day that is sponsored by AMAE and invited all to attend.

Barbara Albright, parent, registered a complaint because Dr. Mays' contract was not renewed in a timely manner and commented on Dr. Mays' qualities. She said that not renewing her contract is an unfortunate error, but it is mistake that can be corrected.

Donna Schipper, teacher, expressed her support for Dr. Mays and commented on the historical mark for this district as she is the first superintendent woman hired. She asked that board to find a way to work out her premature resignation as she has made a difference and the district deserves her.

Stella Moreno, Assistant Principal, thanked Dr. Mays for acknowledging that today is the national day of silence. She commented that 10% of our population in this country is gay; there is a high rate of suicide among the gay community and harassment towards them. On behalf of students, she acknowledged and accepted Dr. Wood's apology for his unfortunate remark at the previous board meeting, and noted that students had asked why certain board members did not apologize for laughing at the comment.

Steve Peterson, parent, called for full and open investigation of what led to the resignation of Dr. Mays. He asked why her review was not completed on time. The public is owed an explanation of why she resigned. If board members who caused this do not resign, voters will work to remove them.

Nancy Orozco, parent, commented that reorganization within this board is needed. Communication needs to be addressed as the board seems to not be listening. She would like to know why Dr. Mays resigned.

Talena Callen, community member, did not appreciate seeing Trustees Osmundson and Nichols, who were caught by the cameras laughing after Dr. Woods' comment at the previous meeting. Reminded the board of the rights that are now enjoyed and how many people sacrificed so much to make it happen. She acknowledged and accepted Dr. Woods' apology.

Jane Barr, community member, referring to the upcoming policies workshop, commented that more than three board members meeting to discuss the policies would be a violation of Brown Act. The workshop was not agendaized; she asked for its postponement.

Kristin Smith, community member, asked why the board felt it necessary to recently approve full health benefits for themselves, especially in this climate of financial uncertainty.

Karin Estess, community member, board best accomplishment was to employ Dr. Mays, worst defeat to lose her. Dr. Mays' contract renewal was not put on the agenda on a timely manner. With the recent approval of increased benefits the board managed to take care of itself, but failed to take care of our superintendent.

Rodney Brooks, community member, reminded the board that there is time to make a reform and reconstitute the agenda review committee. Suggested a facilitator to assist them in working together.

Carol Turley, community member, asked why the board agenda committee is comprised of only one board member.

Barbara Palmer, community member, commented that trustees recently voted themselves to receive full package of medical benefits; when teachers work part time, they get 50% of benefits; why are trustees more deserving than our teachers.

Francisco Rodriguez, community member, regarding the May 1st event, he read a resolution adopted by AMAE which stated that the current immigration reform plan is not comprehensive. He asked that the district be proactive in promoting educational activities on immigration reform. He expressed his support of recently adopted opt out option added to the emergency card and congratulated the board for allowing people to cheer.

Ron Mayeda, chair for Kawakami Watsonville Sister City, remarked that they would be sending 14 students and 3 chaperones to sister city in Japan; six schools are participating. He asked the for the board's support by attending an upcoming fundraising event.

9.0 CONSENT AGENDA

Trustee Nichols moved to approve the consent agenda. Trustee DeHart seconded the motion. Trustee Volpa asked for the addition of blue sheet items to 9.7. Trustee Nichols amended her motion and Trustee DeHart amended her second. The motion passed 6/0/1 (Osmundson absent).

9.1 Purchase Orders – 4/6/06 to 4/19/06

9.2 Warrants – 4/6/06 to 4/19/06

9.3 Approve Notice of Completion for Portion II Construction Contract for Pajaro Valley High School.

9.4 Approve Grading Contracts for New School, AVCI, and Landmark.

9.5 Approve High School Scholarship Committees 2005-2006.

9.6 Approve Resolution #05-06-21, 2006/2007 Tax and Revenue Anticipation Notes (TRANS).

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

10.0 DEFERRED CONSENT ITEMS

None.

11.0 ITEMS SCHEDULED FOR REPORT AND DISCUSSION

11.1 Report and discussion on Impact of Contingency Budget on Youth Services for City of Watsonville.

Report by Carlos Palacios, City Manager.

Mr. Carlos Palacios, speaking about the proposed Measure E, reported that, if passed, the city would lose \$3.5 million dollars, which means: the elimination of 20 Fire reservists, 2 paramedics, 1 complete fire unit, 1 paramedic unit, 2 police officers, 2 police specialist, foot patrols, and escorted funerals. In addition, this loss would affect the community's youth as the following services would be affected: close of Marinovich computer center, reduce Callaghan program, eliminate police activities leagues, eliminate the Juvenile Diversion program, eliminate staff and funding for Youth Flag Football, Adult Flag Football and Softball as well as Martial Arts. He commented that the City is currently understaffed. Their cost for services is efficient and is the lowest per capita in the county. Per capital general fund reserve is also low compared to other surrounding cities.

Board and administrators commented.

12.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

12.1 Report, discussion and possible action Regarding the City's General Plan.

Report by Dr. Mary Anne Mays, Superintendent.

Maureen Hill, consultant for PVUSD, reported that the city welcomed the district's comments to its draft general plan and draft Environmental Impact Report. Youth and school services are very important in terms of the growth the city is looking at. The Buena Vista area will have a substantial number of housing. The two main focus points presented to the city were: phasing development to prevent overcrowding, and remove the school district from within the definition of developer to be excluded from the assessment fees. She noted that the city had given the district a few consensuses in terms of cooperation and consideration.

Board participated with questions and comments.

Public comment:

Dan Hernandez, community member, commented that if the Atkinson Lane Project designates a school site, it would create a racially isolated school. He noted the importance of being involved from the beginning in the planning for a potential school site.

Board continued with comments.

No action was taken.

12.2 Report, discussion and possible action to approve Addition of Cesar E. Chavez Legal Holiday to Calendar.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

Dr. Mays asked for the board's guidance on this item, noting that this item is not yet ready to be voted on as the district still needs to meet with unions and analyze further the budget impact.

Public comment:

Bobby Salazar, CSEA president, provided board members with the classified calendar.

Board members offered their opinions as to whether it is pursued or not; they agreed to continue to pursue possibility and to clearly understand the financial impact this action would have on the district.

12.4 Report, discussion and possible action to Adopt for the Board the Lists of Beliefs, Behaviors, and Guiding Principles Developed in the PAL Retreat.

Report by Dr. Mary Anne Mays, Superintendent.

Dr. Mays explained this was on the agenda to encourage the board to set time aside to facilitate a retreat and use these as its basis. It is important for the board to spend time analyzing the lists and make it their own.

No action was taken on this item.

Trustee Volpa moved to continue the meeting past 11 pm. Trustee Keegan seconded the motion. The motion passed 5/1/1 (Nichols dissented; Osmundson absent).

12.5 Report, discussion and possible action to approve Wellness and Health Policy. Second Reading.

Report by Dr. Gary Woods, Assistant Superintendent, North Zone.

Trustee Nichols moved to approve this item. Trustee DeHart seconded the motion. The motion passed 6/0/1 (Osmundson absent).

12.6 Report, discussion and possible action to approve Resolution #05-06-11, Classified Lay Offs.

Report by Kathryn Benson, Director of Human Resources.

Kathryn Benson reported that education code allows school district to reduce positions in case of lack of work or lack of funds; in this case, the proposed reductions are completely due to lack of funds. Positions are categorical mostly. A number of general fund positions are also being eliminated due to the reduction of students at sites.

Trustee DeHart moved to approve this item. Trustee Keegan seconded the motion. The motion passed 6/0/1 (Osmundson absent).

13.0 UPCOMING BOARD MEETINGS

13.1 Wednesday, May 10, 2006, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.

13.2 Wednesday, May 24, 2006, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.

14.0 ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 11:10 pm.

Secretary