



NOVEMBER 7, 2007
**SPECIAL MEETING: SEARCH FIRM INTERVIEWS – 5 PM
AND REGULAR BOARD MEETING
ADOPTED MINUTES**

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

SPECIAL BOARD MEETING AGENDA:

1.0 OPENING CEREMONY OF SPECIAL BOARD MEETING– 5:00 PM

President Keegan opened the Special Board meeting at 5:07 pm at 294 Green Valley Road, Watsonville, CA.

Trustee Turley led the Board in the Pledge of Allegiance.

2.0 SPECIAL MEETING: SUPERINTENDENT SEARCH FIRMS INTERVIEWS

A. 5:00 PM – Hazard, Young, Attea & Associates

Representatives Carolyn McKennan and Dr. Jerry Gross were present representing this firm.

B. 5:15 PM – Leadership Associates

Dr. Michael Canton was present representing this firm.

C. 5:30 PM – CSBA – Executive Searches

Molly McGee was present representing this firm.

D. 5:45 PM – Gatti Associates

Janet Gatti and Rudy Gatti were present representing this firm.

The following questions were sent ahead of time to each of the firm representatives so that they could focus on those items during the interview:

- Explain your view of confidentiality and how that view impacts your selection process.
- What additional expenses could/should we expect?
 - What are the cost estimates of those expenses?
 - What other consultant expenses should we expect?
 - What are the cost estimates of those expenses?
- Explain your view of stakeholder participation including internal and external groups.
 - How should they be involved in the process and the final selection?
 - Do you meet individually with the members of the Board? Do you meet with the Board members before, or after, you meet with stakeholder groups?
- Where do you have your strongest contacts: state, regional, national?
- If we conclude this process by March, when do you believe we should ask the new superintendent to start?
- How will you ensure that these candidates will commit to remaining in this district for five years?
- What would you do to attract candidates who live locally?
- What steps would you take to encourage qualified in-house candidates?

- We will want to include in the contract that the superintendent live in the district?
 - What implications will that have on the search?

Specific questions for each firm were also distributed to each firm ahead of time to focus on them as well.

Questions for CSBA

- How would we select the search advisors?
- Are you prepared to recommend a certain number of top candidates or do you bring all candidates forward?
- What is the cost of the “fast break” workshop?

Questions for Hazard, Young, Attea and Assoc., Ltd.

- There were issues with the advertising for the Deputy Superintendent position.
- What steps would you take to avoid issues this time?
- What district support do you anticipate requiring and how will those needs be communicated?

Questions for Leadership Associates

- We’ve been told that a member of your firm discouraged people from applying to our district. Do you have an issue with recruiting for our district, and if so what is the issue?
- Do you offer any type of guarantee?
- What support do provide in contract preparation?
- What means of recruitment would you use? What other publication would be included in advertising?
- What district support is required?

Questions for RJ Gatti Associates

- Who assists in the paper screening?
- What guarantees do you make?

Each representative offered answers to these questions that were indicative of the services that would be expected of their respective firms.

President Keegan thanked each representative at the conclusion of their presentation.

3.0 PUBLIC COMMENT
None.

4.0 CLOSE SPECIAL BOARD MEETING
President Keegan closed the special board meeting.

REGULAR BOARD MEETING AGENDA:

1.0 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 6:00 PM

1.1 Call to Order

President Keegan called meeting to order at 6:35 pm.

1.2 Public comments on closed session agenda.

None.

2.0 CLOSED SESSION

2.1

Public Employee Appointment: Certificated, Classified

New Hires

None

New Hires – Probationary

None

Rehires

None

Administrative

1 Secondary Administrator

Promotion

None

Permanent Appointments

None

Transfer

1 Special Services Specialist

Extra Pay Assignment

7 Secondary Teachers

Extra Period Assignments

4 Secondary Teachers

Leaves of Absences

2 Administrative Secretary I

1 Bus Driver

1 Instructional Assistant – General Ed

2 Library Media Technician

1 Office Assistant II

1 Special Services Specialist

1 Elementary Teacher

2 Secondary Teachers

Separations From Service

1 Instructional Assistant II – Spec Ed

1 Instructional Assistant – General Ed

Resignations

1 Adult Education Teacher

Supplemental Service Agreements

28 Teachers

Miscellaneous Action

None

Limited Term – Project

- 3 Administrative Secretary II
- 3 Campus Safety Coordinators
- 4 Custodian II
- 2 Enrichment Specialists
- 5 Instructional Assistant I – Spec Ed
- 3 Instructional Assistant – General Ed
- 9 Instructional Assistant – Mig/Child Care
- 1 Office Assistant II
- 1 Parent Education Specialist

Limited Term – Substitute

- 1 Behavior Technician
- 1 Custodian I
- 4 Instructional Assistant II – Spec Ed
- 4 Instructional Assistant I – Spec Ed
- 6 Instructional Assistant – Mig/Child Care
- 2 Office Assistant II

Provisional

None

Exempt

- 1 Babysitter
- 10 Workability Students
- 2 Yard Duty Supervisor

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 9 Expulsions

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

President Keegan called the meeting of the Board in public to order at 7:08 pm.

3.1 Pledge of Allegiance

Trustee Osmundson led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees Leslie De Rose, Sandra Nichols, Karen Osmundson, Kim Turley, Libby Wilson, Willie Yahiro, and President Doug Keegan were present.

3.3 Student Recognition

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

- Callie Clark, Bradley Elementary School*
- Vincent Samudio, Hall District Elementary School*
- Jose Alanis Regalado, Rolling Hills Middle School*
- Daniel Sanchez, Renaissance Continuation High*

4.0 ACTION ON CLOSED SESSION

2.1 Public Employee Appointment: Certificated, Classified

Trustee Nichols moved to approve the personnel action sheets. Trustee Yahiro seconded the motion. The motion passed unanimously.

Action on Expulsions:

07-08-019 & 07-08-023

Trustee Osmundson moved to approve the disciplinary action as recommended by the administrative panel for these two cases. Trustee De Rose seconded the motion. The motion passed unanimously.

07-08-016, 07-08-024, 07-08-025, 07-08-026, 07-08-028, 07-08-030, & 07-08-031

Trustee Osmundson moved to approve the disciplinary action as recommended by the District Administration for these seven cases. Trustee De Rose seconded the motion. The motion passed unanimously.

5.0 APPROVAL OF THE AGENDA

Dorma Baker, Assistant Superintendent, Human Resources, requested to remove item 15.8 from the agenda as the waiver is no longer needed.

Trustee Wilson moved to approve the agenda removing item 15.8. Trustee Nichols seconded the motion. The motion passed unanimously.

6.0 APPROVAL OF MINUTES

a. Minutes for October 24, 2007

Public comment:

Luis Alejo, community member, expressed his disagreement with the way his comments were reported in the minutes of the meeting of October 24.

Dr. Mays noted that the minutes are the official record of Board actions. She stated that there were requested changes to the minutes from community member Peter Nichols as well. She recommended that the minutes be approved as drafted.

Trustee Turley moved to approve the minutes as written. Trustee De Rose seconded the motion. The motion passed 4/3 (Nichols, Osmundson, Yahiro dissented).

7.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Maggie Rodriguez, Watsonville High student trustee, Alexa Vanni, Aptos High student trustee and Francisco Lopez, Pajaro Valley High student trustee, offered a report to the Board regarding activities that are taking place at their schools, planned events and on sports.

Board President closed regular Board meeting and opened Public Hearings.

8.0 PUBLIC HEARING: CLASSIFIED STATE EMPLOYEES ASSOCIATION’S (CSEA) SUNSHINE PROPOSAL

8.1 Report Dorma Baker, Assistant Superintendent, Human Resources

Dorma Baker noted that the Rodda Act requires initial bargaining proposals to be presented for public comment. This provides the public the opportunity to comment.

8.2 Public comment

None.

8.3 Board questions and comments

None.

Board President closed first Public Hearing and opened second Public Hearing Board meeting.

9.0 PUBLIC HEARING: REAPPOINTMENT OF CSEA’S PERSONNEL COMMISSIONER

9.1 Report Dr. Albert Roman, Director of Human Resources, Classified Employees

Dr. Roman explained that this public hearing is an opportunity for the board and the public to make any comments regarding CSEA’s Personnel Commission appointee, Mr. Jack Hayes. He continued by stating that Mr. Hayes is fully qualified to continue to be a commissioner.

9.2 Public comment

None

9.3 Board questions and comments

None.

Board President closed second Public Hearing and resumed regular Board meeting.

10.0 VISITOR NON-AGENDA ITEMS

Willie Elliott and Dan Hernandez, community members, commented about the Holiday Food Drive efforts currently taking place in the community.

Nubia Padilla, Jorge Manriquez, Rob Smet, and Paul Suess, PVUSD teachers, spoke in favor of increased compensation for teachers of this district.

Luis Alejo, community member, commented about what he perceived to be mismanagement of district funds, including the cost for preparing the Grand Jury response.

11.0 EMPLOYEE ORGANIZATION COMMENTS – PVFT, CSEA, PVAM, SCAS 5 Min. Each

Jen Laskin, PVFT Vice President of Alternative Education, reported on the union’s concerns with salary and NCLB. She updated the Board on union members’ activities.

Bobby Salazar, CSEA president, spoke of better compensation and benefits, and of the union’s support for the reappointment of CSEA’s representative to the Personnel Commission.

Kathy Arola, PVAM member and Bradley principal, spoke about how principals deal the continuous student data that is given to the sites.

12.0 CONSENT AGENDA

Trustee Nichols requested deferring 12.6 for clarification.

Trustee Nichols moved to approve the consent agenda deferring 12.6. Trustee Wilson seconded the motion. The motion passed unanimously.

12.1 Purchase Orders – 10/18/07 to 10/31/07

12.2 Warrants – 10/18/07 to 10/31/07

12.3 Approve with Gratitude Donation for HA Hyde of \$101.72 form Gregg Steinfield of Target Stores through their REDCard Program.

12.4 Approve Aptos High School Surf Team Trip to Nicaragua.

12.5 Approve Migrant and Seasonal Head Start Refunding Application: Budget for March 1, 2008 – February 28, 2009.

12.6 Approve Resolution #07-08-09, EA Hall Middle School Gymnasium: Change Classroom Eligibility Usage.

This item was deferred.

12.7 Accept Notice of Completion for Watsonville/Aptos Adult School Annex Project (Institute of Language & Culture).

13.0 DEFERRED CONSENT ITEMS

12.6 Approve Resolution #07-08-09, EA Hall Middle School Gymnasium: Change Classroom Eligibility Usage.

After receiving clarifying information, Trustee Nichols moved to approve this item. Trustee Wilson seconded the motion. The motion passed unanimously.

14.0 REPORT AND DISCUSSION ITEMS

14.1 Report and discussion on Ann Soldo Elementary School: Road to 700.

Report by Sharon Peterson, Principal.

Principal, Sharon Peterson, Mr. Broadhurst, Assistant Principal, and teacher Jamie Marks were present to talk to the Board about how the school has sustained testing scores growth. Highlights were: API in 2000 was 349; in 2007 it was 703, with every year in between showing steady growth. They focused on higher expectations, differentiated instruction, collaboration, willingness to try new programs and use new technology, and establish routines targeted at getting students into academics. Some of the programs that they are using are, SuccessMaker, 3 A Day Math, and Math Facts; all of these are aligned with the standards-based curriculum.

After the presentation, Board participated with questions and comments and congratulated Ann Soldo's administration and students for their accomplishment.

14.2 Report and discussion on Technology Services.

Report by Tim Landeck, Director.

Tim Landeck, Robin Palmtag, Assistant Director, Grant Coffin, SWEET Coordinator, and Kathy Corcoran, TOSA, were present to give the board a report on the services that PVUSD's technology is providing to the district. Highlights of their presentation included: information on the new Student Information System, which replaced SASI, which they hope to have 100% implementation to begin 2008-08 school year; they discussed eSchoolPlus, a web-based, centralized database which is available for teachers and parents; E-rate funding for internet and telephone services and how it has been used; they outlined the district networks and their capabilities; they described their work with after school classes and their Summer, Winter, and Spring institutes; the Student Writing Enhanced by Educational

Technology (SWEET) program, focusing on writing and integration with adopted materials; they commented on their staff development and coaching programs; and, they described Instructional Technology (IT) and the value of integrating technology into the classrooms.

The department has a technology support team for the district of about 14, in addition to technology liaisons at each site.

The Board thanked the presenters for their work for the children with the district.

Trustee Nichols left the meeting at 9:20 pm.

14.3 Report and discussion on STAR Test Results.

Report by Interim Superintendent and Assistant Superintendents.

Dr. Mays presented the Standardized Testing and Reporting (STAR) results from 2003-2007 for PVUSD. In API, she compared growth with State and County schools, noting that there has been steady improvement. She broke down the information by All Groups, Hispanic, White and Non-Hispanic students. In terms of the California Standards Based Tests, she offered information regarding the English Language Arts and Math results, stating that overall Math scores are better district-wide. She broke down the information in both Math and ELA by All Students, by Zone, by English Language Learners and Former ELL, by Ethnicity, by Socioeconomically Disadvantaged Students, and by Students with Disabilities. Again, there is consistent improvement in scores. In closing, she showed a chart denoting growth in API and AYP from 2005 – 2007, noting specific changes by school.

Board participated with questions and comments and thanked Dr. Mays for the presentation.

15.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

Going out of order:

15.2 Report, discussion and possible action to accept CSEA Sunshine Proposal to PVUSD.

Report given under item 8.0.

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

15.3 Report, discussion and possible action to accept reappointment of CSEA's Personnel Commissioner.

Report given under item 9.0.

Trustee Yahiro moved to approve this item, approving reappointment of Jack Hayes as CSEA's representative to the Personnel Commission. Trustee De Rose seconded the motion. The motion passed 6/0/1 (Nichols absent).

15.4 Report, discussion and possible action to approve Letter to City Regarding Housing Element in General Plan.

Report by Dr. Mary Anne Mays, Interim Superintendent.

Dr. Mays presented a bit of history of this history of this item, noting that some the Board had expressed concerns regarding the lack of the identification of a school site for the projected development in the City of Watsonville's General Plan. A board sub-committee met to discuss the information that needed to be sent to the City, which is included in the letter.

Public comment:

Luis Alejo, community member, stated that the proposed letter is disingenuous since he feels that some members of the Board have in the past publicly supported actions that would have created segregation.

Dan Hernandez, community member, commented about the lack of proper planning for the projected growth.

Board participated with comments.

Trustee Yahiro moved to approve the letter and send to the City. Trustee De Rose seconded the motion. The motion passed 6/0/1 (Nichols absent).

15.1 Report, discussion and possible action to select a Superintendent's Search Firm.

Report by Dr. Mary Anne Mays, Interim Superintendent.

Based on an exercise which indicated level of support for each of the interviewed firms by each trustee, trustee Osmundson moved to select CSBA. Trustee De Rose seconded the motion. The motion passed 5/1/1 (Yahiro dissented; Nichols absent).

15.5 Report and discussion possible action to approve Revision to Job Description for Program Specialists.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

Trustee Wilson moved to approve this item. Trustee De Rose seconded the motion. The motion passed 5/1/1 (Yahiro dissented; Nichols absent).

15.6 Report and discussion possible action to approve Revision to Job Description for Network Specialist.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

Dorma Baker explained that this is a new position involving a current staff member being reclassified into this position.

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

15.7 Report and discussion possible action to approve Revision to Job Description for Assessment Specialist.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

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

15.8 Report and discussion possible action to approve Teacher on Waiver, Robin Moyer, Humanities.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

This item was removed from the agenda.

16.0 GOVERNING BOARD AND SUPERINTENDENT COMMENTS/REPORTS

Dr. Mays commented about the Second Harvest barrels located throughout the district office. She mentioned that the actual cost for preparing the grand jury response is not yet known.

Trustee De Rose reported that she attended the dinner with WHS and PVHS football team to kick off the Belgard Kup tradition.

17.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2007

▪ **December 12, 2007 (Annual Organization Mtg)**

It was suggested that the meeting of December 12th start at 5 pm with closed session to accommodate the extensive agenda.

18.0 ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 10:45 pm.

Secretary