



## 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.

### AUGUST 8, 2007 REGULAR BOARD MEETING ADOPTED MINUTES

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

#### **1.0 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 6:30 PM**

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

President Keegan called the meeting of the Board to order at 6:36 pm at 292 Green Valley Road, Watsonville, CA.

##### **1.2 Public comments on closed session agenda.**

None.

#### **2.0 CLOSED SESSION**

##### **2.1 Public Employee Appointment: Certificated, Classified**

###### **New Hires**

- 1 Health Services Assistant
- 1 Instructional Assistant II – Special Education
- 1 Office Assistant II
- 12 Elementary Teachers
- 7 Special Services Specialists
- 1 Site Coordinator
- 8 Secondary Teachers

###### **Rehires**

- 1 Bilingual Resource Teacher
- 4 Charter School Teacher
- 1 Counselor
- 7 Elementary Teachers
- 1 Family Advocate
- 7 Secondary Teachers
- 2 Special Services Specialists
- 1 TOSA

**Administrative**

- 1 Charter School Administrator
- 1 Elementary Administrator
- 3 Secondary Administrators

**Promotion**

- 1 Administrative Secretary III
- 1 Instructional Assistant II – Special Education
- 1 Staff Accountant

**Permanent Appointments**

None

**Transfer**

- 1 Counselor
- 3 Elementary Teachers
- 1 Migrant Education Teachers
- 5 Secondary Teachers
- 4 Special Services Specialists

**Summer Schools**

- 1 Counselor
- 275 Elementary Teachers
- 1 Head Teacher
- 18 Migrant Ed Presenters
- 23 Preschool Teachers
- 11 Resource Teachers
- 123 Secondary Teachers
- 55 Special Services Specialists

**Extra Pay Assignment**

- 1 Secondary Teacher

**Leaves of Absences**

- 1 Instructional Assistant II – Special Education
- 1 Elementary Teacher
- 2 Secondary Teachers

**Resignations/Retirement/Separations From Service**

- 1 Instructional Assistant I – Special Education
- 1 School Site Network Technician
- 2 Coordinators
- 1 Counselor
- 1 Elementary Teacher

- 2 Secondary Teacher
- 2 Special Services Specialists

**Supplemental Service Agreements**

None

**Miscellaneous Action**

- 1 Behavior Technician
- 3 Instructional Assistant II – Special Education
- 1 Lead Custodian I

**Limited Term – Project**

- 1 Custodian
- 1 Office Assistant II

**Limited Term – Substitute**

- 1 Instructional Assistant – Migrant/Child Care

**Provisional**

- 1 Administrative Secretary I
- 1 Office Assistant II

**Exempt**

- 2 Babysitter
- 1 Special Project – PUPILS
- 74 Student Helper
- 1 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**

**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 7:06 pm.

**3.1 Pledge of Allegiance**

Trustee Turley 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 all present.

### **4.0 ACTION ON CLOSED SESSION**

Trustee Nichols moved to approve certificated and classified personnel report with the addition of the blue sheet items of 1 secondary administrator and of 1 secondary teacher (resignation/separation from service). Trustee Turley seconded the motion. The motion passed unanimously.

### **5.0 APPROVAL OF THE AGENDA**

Trustee Nichols moved to approve the agenda correcting having item 12.3 be the CBEST Waivers and item 12.4 be on Waivers to correspond with the back up. Trustee Osmundson seconded the motion. The motion passed unanimously.

### **6.0 APPROVAL OF MINUTES**

#### **a. Minutes for July 25, 2007**

Trustee Nichols moved to approve the minutes for July 25, 2007, noting that she had called in corrections under the public comments and under the item related to policy series 6000, 12.6. Trustee Osmundson seconded the motion. The motion passed unanimously.

Dr. Mays requested that in the future any changes to the minutes be blue sheeted.

### **7.0 VISITOR NON-AGENDA ITEMS**

Peter Nichols, community member, presented to the board information regarding the General Fund Expenditures for the fiscal year 2005-06. He noted that PVUSD, when compared to other unified districts, is at or above per pupil average spending in four out of 34 categories. In approved core curriculum textbooks, the district is at 45% average. He added that the district seems to spend too much money in administrators and asked that such resources be not spent on a new deputy superintendent.

Dan Hernandez, community member, president of the WHS booster club, reported he was selling raffles to support students.

### **8.0 EMPLOYEE ORGANIZATION COMMENTS – PVFT, CSEA, PVAM, SCASST 5 Min. Each**

Francisco Rodriguez, PVFT president, reported he's looking forward to starting a new year and wants to work with the district to raise student achievement. The union is also looking to increase compensation for its members, and looking for other ways for them to retain teachers in this district.

Bobby Salazar, CSEA president, attended a positive conference in Las Vegas that included interesting speakers, among them Jack O'Connell. CSEA members would also like to speak about requesting pay increase. It would be fair that classified employees receive the \$300 dollar bonus that was given to certificated staff. He mentioned that he's received some complaints regarding errors with the prescription cards; it would be helpful to get a committee together to investigate out why and where those errors are occurring. Classified employees have been with PVUSD for a long time; many come to work here for the benefits; he hopes that we continue receiving those benefits.

### **9.0 CONSENT AGENDA**

Trustee Yahiro requested information of PVPSA programs and how they work with academic achievement.

Trustee Yahiro moved to approve the consent agenda. Trustee Wilson seconded the motion. The motion passed unanimously for all items except for item 9.3, for which president Keegan abstained due to his involvement in PVPSA's Board.

- 9.1 **Purchase Orders – 7/19/07 to 8/1/07**
- 9.2 **Warrants – 7/19/07 to 8/1/07**
- 9.3 **Approve PVPSA Program, Facilities and Service Agreement.**  
Motion passed 6/0/1 (Keegan abstained).
- 9.4 **Approve Proposal for Project Management and CEQA Compliance Services; Renaissance High School Expansion.**
- 9.5 **Approve Resolution #07-08-03, Child Development Contracts CCDF School Age Resource 2007-2008 CSCC 7297.**
- 9.6 **Approver Resolution #07-08-04, Child Development Contract Child Development Division (CDD) Programs 2007-2008.**
- 9.7 **Approve Award of Food Services Paper Bid, Bid #B05-07-08.**
- 9.8 **Approve Acceptance of Notice of Completion for Academic Vocational Charter Institute (AVCI) – the Construction of a New School Site for AVCI at 112 Diamond Drive, Watsonville, CA.**

**10.0 DEFERRED CONSENT ITEMS**

None.

**11.0 REPORT AND DISCUSSION ITEMS**

**11.1 Report and discussion on Longitudinal Student Achievement Progress Report for Watsonville High School.**

*Report by Murry Schekman, WHS Principal.*

Murry Schekman presented a chart comparing seven years (2000 – 2006) of the Academic Performance Index for five high schools: Watsonville High , North Monterey County High, Aptos High, Alisal High, and Evertt Alvarez High. It was surprising to see that WHS lingered at the bottom on the chart, closely aligned with Alisal in this comparison, given that Alisal has many more English Learners than Watsonville; in the last 2 years, ½ of the class was at or below basic. This year, the administration put the plan together, including visiting every teacher in class. We made presentations to the parents and DELAC because the community needs to understand that it is important for everyone to be giving it their best to improve student achievement. In addition, we had extended testing period to six days and no more than 1 ½ hour each day to ensure students did not get worn out during the testing period. We also had incentives in place for each student that took the test. The increased counselor to student ratio is also helping. Benchmark assessment needs to be in place and it needs to be easily accessible so that the teacher has better tools to assess student progress. Having the data in front of them can allow students to do better because the teachers can be more prescriptive on how they deliver instruction.

Staff development is also key to the students' level of achievement. Last year, WHS focused on the use of technology as a tool so that parents can easily follow their children's progress through School Loop. It also discussed differentiated instruction to find out how to best engage and challenge multiple levels of learning and needs in one classroom. Communicating with parents was also an important focus. Integrated education, clustering special needs students in regular education classrooms so that students can be afforded a more rigorous curriculum, was part of staff development. Small Learning Communities is a great practice to enhance students' sense of belonging and this was a key focus as well.

Board participated with comments and questions.

Public Comment:

Dan Hernandez, president of WHS Booster Club, spoke about the importance of early transition by fourth grade, which allowed students to work at level during middle school and high school. He noted he was privileged to have been part of the planning community for the graduating class. Success is in the child and the community around it.

## **11.2 Report and discussion on Initial Discussion on Process for Superintendent's Search.**

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

Dr. Mays noted that it was agreed that conversations about this would begin in August. She commented that as she reviewed stable districts, generally, superintendents are selected from within. Average longevity of a superintendent is between 2 and 3 years. Selecting candidates from within creates more stability. Each one of our Assistant Superintendents is very well prepared to become the Superintendent of this district. If this is considered an option, she recommends using a search firm to ensure fairness and confidentiality with inside candidates. She mentioned that this district's reputation is that superintendents don't stay very long because of the politics of the district. I think this is a wonderful place to work; our kids are great they do what we ask them to. Teachers are great and we have a strong administrative team. Tonight, the Board should determine a possible timeline for the process; in addition, the Board should discuss how to conduct the search, whether it is by having our Human Resources department do the search or to send out a request for proposal from the companies listed in the back up.

Board members offered the following input:

Trustee Nichols spoke favorably of considering Leadership Associates as she was satisfied with their work during the selection of the Superintendent. CSBA would also be a good option, more economical and they can do search even if inside candidates are considered.

Trustee Yahiro likes the idea of using an outside search firm; even if the board searches within, using an outside consultant brings another view of our own candidates and whether their experiences match the ones that other candidates from other areas bring into the district.

Trustee Turley wants to see the district complete the Deputy Superintendent search and would like the opportunity to evaluate the company the district worked with. She hopes that the district assistant superintendents apply for the job; anyone of them is capable of being the superintendent of the district. She supports having an outside firm.

Trustee Keegan agreed with trustee Turley's comments. In terms of attention and focus from the Board, it would be good to conclude the deputy superintendent search before moving on to this one. Perhaps the district can consider looking at September, possibly early October, to interview search firms.

## **12.0 ITEMS SCHEDULED FOR POSSIBLE ACTION**

### **12.1 Report, discussion and possible action to approve Board Policy 5123, Promotion/ Acceleration/ Retention. First Reading.**

#### ***Report by Ylda Noguera and Catherine Hatch, Assistant Superintendents.***

Ylda Noguera explained that the Promotion/Acceleration/Retention policy is mandated by Education Code. The district used the sample policy provided by CSBA. The policy provides for identification of students who should be retained at the end of grades 2, 3, 4, the intermediate grades and the middle school grades.

Board participated with questions and comments.

Trustee Nichols moved to approve the first reading of this policy and to include the two special groups of students with brief statements from the previous policy for the second reading. Trustee Osmundson seconded the motion. The motion passed unanimously.

**12.2 Report, discussion and possible action to approve Requesting a Change in the Housing Element in Watsonville's General Plan.**

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

Dr. Mays reported that the issue revolves around the planning for future locations of affordable and low cost housing and the lack of the identification of land for school sites to accommodate the potential student yield. The current housing elements of the plan would most likely result in overcrowded and socio-economically segregated schools.

Board participated with comments.

Public comment:

Dan Hernandez, community member, mentioned that he did not vote for Measure U because of the problems the City's plan was sure to have. He mentioned he attended an inter-governmental meeting and that the City is also looking at land and where to place a UC system. He reminded the Board that it took almost 18 years to get the third high school completed. It is important to act right now so that perhaps in 18 years there will be adequate space for a school.

Trustee Yahiro moved to oppose the housing element of the General Plan and to request that the agricultural workforce housing at Atkinson Lane be placed in the Buena Vista area. Trustee De Rose seconded the motion.

Board participated with comments and discussed further what exactly the board wishes to propose to the city. It was determined that a subcommittee be formed to draft a letter for the city to address the district's concerns.

Trustees Yahiro and De Rose withdrew their motion and second. Trustees Yahiro, De Rose and Nichols volunteered to be on the subcommittee to work with the superintendent to find out how these concerns can be presented to the city the effort can have maximum success.

**12.3 Report, discussion and possible action to approve CBEST Waivers for Substitute Teachers.**

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

Dorma Baker noted that substitute teachers is one area the district can do request CBEST waivers as there is a great need. There is a timeline for them to function under a waiver.

Public comment:

Luis Alejo, community member, expressed his concern for not being able to speak to a prior item. He is concerned about the number of teachers, even substitute teachers, leaving the district.

Trustee Nichols moved to approve the CBEST Waivers item. Trustee Osmundson seconded the motion. The motion passed unanimously.

**12.4 Report, discussion and possible action to approve Teachers on Waiver.**

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

Dorma Baker explained that this waiver is part of a new program to recruit speech therapists so that the potential teacher could be receiving credit while completing the program.

The Board asked staff to bring information regarding this recruitment program.

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

**13.0 GOVERNING BOARD AND SUPERINTENDENT COMMENTS/REPORTS**

Dr. Mays reported that beginning of the year activities would begin tomorrow morning. She said that this is an exciting part of the year, where the focus will be on Professional Learning Communities. School starts on Wednesday, August 15.

Trustee Yahiro commented that it is great to see so many of our students going on to higher education, the Superintendent and the Assistant Superintendents have a lot to do with the success of many of those students. Everyone has done an exceptional job; the class of 2007 did not happen by accident.

Trustee Turley commended students and employees of the district for being excited about the new school year. The district is moving in the right direction. She said she hopes people can look past the negative people in the community who think that kids can't learn or that staff doesn't work hard. The board is completely behind the students' and the staff's work.

Trustee Nichols announced Sam Farr's visit to Watsonville, having a town hall meeting on August 20. One of the issues the congressman will be addressing is NCLB.

President Keegan reported that he had the privilege of attending a reception for Ana Caballero. She's proposing several measures that will benefit our district, including one addressing the drop out issue and one on anti-violence proposals. He is encouraged to see that we have elected people who are concerned about our issues.

**14.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2007**

**All meetings, unless otherwise noted, take place at the District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session begins at 6:00 pm; Open Session begins at 7:00 pm.**

<ul style="list-style-type: none"><li>▪ August 22, 2007</li><li>▪ August 25, 2007 (Saturday Meeting; Deputy Superintendent Interviews)</li><li>▪ August 29, 2007 (Board Governance)</li><li>▪ September 19, 2007</li></ul>	<ul style="list-style-type: none"><li>▪ September, 26 2007</li><li>▪ October 10, 2007</li><li>▪ October 24, 2007</li><li>▪ November 7, 2007</li><li>▪ December 5, 2007 (Annual Organization Mtg)</li></ul>
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**15.0 ADJOURNMENT**

There being no further business to discuss, the Board was adjourned at 9:47 pm.

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Secretary