



**OCTOBER 24, 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 – 6:00 PM**

**1.1 Call to Order**

President Keegan called the meeting of the Board to order at 6:06 pm at 292 Green Valley Road, Watsonville, CA.

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

Elia Mendoza, mother of student Victor Juarez, under expulsion number 07-08-009, was present to request that the Board consider not expelling him; this case, she said, is an error, where due to shyness he failed to disclose to the administration that there was a knife on the sweater he had borrowed and was using. Her son has never been in trouble before and he has been out of school already for one month. She asked the Board to allow the student to return to his regular school of attendance.

Victor Juarez, student, asked the board for a new opportunity to return to his school as he wants to have a good career in the future and do well in his studies.

**2.0 CLOSED SESSION**

**2.1**

**Public Employee Appointment: Certificated, Classified**

**New Hires**

- 2 Secondary Teachers
- 1 Special Services Specialist
- 39 Substitutes
- 1 Reading Intervention

**New Hires – Probationary**

- 1 Instructional Assistant – General
- 1 Instructional Assistant I – Special Education

**Rehires**

None

**Administrative**

- 1 Interim Secondary Administrator

**Promotion**

- 1 Behavior Technician

**Permanent Appointments**

None

**Transfer**

1 Child Development Teacher

**Extra Pay Assignment**

20 Secondary Teachers

**Extra Period**

**Leaves of Absences**

1 Adult Education Teacher

1 Charter School Teacher

3 Counselors

5 Elementary Teachers

3 Secondary Teachers

1 Community Services Liaison II

1 Office Assistant II

1 Office Manager

**Separations From Service**

1 Instructional Assistant - General

1 Maintenance Specialist III

1 Site Computer Support Technician

1 Secondary Teacher

**Supplemental Service Agreements**

99 Teachers

**Miscellaneous Action**

1 Community Services Liaison I

**Limited Term – Project**

1 Behavior Technician

1 Office Assistant II

**Limited Term – Substitute**

1 Cafeteria Assistant

2 Campus Safety Coordinator

2 Instructional Assistant II – Special Education

1 Payroll Technician

**Provisional**

1 Campus Safety Coordinator

1 Office Assistant II

**Exempt**

6 Migrant OWE Students

1 School Crossing Guard

- 1 Special Project – PUPILS
- 1 Yard Duty Supervisor

**2.2 Public Employee Discipline/Dismissal/Release/Leaves**

- 2.3 Conference with Real Property Negotiator: Mary Hart**  
- **Property: 294 Green Valley Road, Watsonville, CA**  
- **Negotiating Parties: PVUSD and Tower, LLC**

**2.4 Negotiations Update**

- a. CSEA
- b. PVFT
- c. **Unrepresented Units: Management and Confidential**
- d. SCAST

**2.5 Claims for Damages**

- a. **Foley v. PVUSD**

**2.6 Existing Litigation**

**2.7 Pending Litigation**

**2.8 Anticipated Litigation**

**2.8 3 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 7:16 pm.

**3.1 Pledge of Allegiance**

Trustee Wilson 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.

**4.0 ACTION ON CLOSED SESSION**

**2.5 Claims for Damages**

- a. **Foley v. PVUSD**

Trustee Nichols reported the Board approved a counter to the claim submitted.

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

Trustee Nichols moved to approve the personnel reports as presented with the addition of blue sheeted items of 1 New (Reading Intervention) and 1 Resignation/Separation from Service (1 Secondary Teacher). Trustee De Rose seconded the motion. The motion passed unanimously.

**2.8 3 Expulsions**

*Action on Expulsions*

**07-08-009** Trustee Osmundson moved to approve the recommendation of the administrative panel, with the change that student is to return to school of origin for the Spring Semester. Trustee Nichols seconded the motion. The motion passed unanimously.

**07-08-014** Trustee Osmundson moved to approve the recommendation of the administrative panel. Trustee De Rose seconded the motion. The motion passed unanimously.

**07-08-017** Trustee Osmundson moved to approve the recommendation of the district administration. Trustee Nichols seconded the motion. The motion passed unanimously.

## **5.0 APPROVAL OF THE AGENDA**

Catherine Hatch asked to move item 13.1 after 12.2 to accommodate an out of the area presenter.

Trustee Nichols moved to approve the agenda with item 13.1 following item 12.2. Trustee Turley seconded the motion. The motion passed unanimously.

## **6.0 APPROVAL OF MINUTES**

### **a. Minutes for October 10, 2007**

Trustee Nichols moved to approve the minutes for October 10, 2007. Trustee DeRose seconded. The motion passed 6/0/1 (Yahiro abstained).

## **7.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT**

Robert Gross, Pajaro Valley High School student trustee, and Francisco Lopez, Pajaro Valley High School student trustee, offered a report to the Board regarding activities that are taking place at their schools, planned events and on sports.

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

Eileen Clark-Nagaoka, teacher, expressed her concern for the District Alternative Governance's (DAG) process taking place in the IIUSP schools. Teaching is powerful and improving teaching can improve student achievement; however, she feels that DAG can negatively influence teachers. She's disappointed with the process and it is intolerable that teachers are being judged.

Devi Tong, school nurse, spoke in favor of the single payer unit proposal; this is an advantage that includes administrative simplicity for patients and providers, resulting in significant savings in overhead costs. She announced that in the news there is an alert for a possible outbreak of streptococcus.

Kathleen Kilpatrick, nurse, commented on an article, *Reframing School Dropout as a Public Health Issue*. The article discusses health interventions which would benefit students. She asked the Board to remediate the omission of health from the district goals. She also requested their support for the continuity of school-based health services as well as to take advantage of the available public funding for health by using services of a grant writer.

Peter Nichols, community member, commented on the Grand Jury response, specifically about consultant Tom DeLapp's assurances that PVUSD was already aware of America's Choice program prior to Dr. Mays' arrival to the district when responding to the accusations that she would financially benefit from the implementation of those programs. Another statement by the response team is that the district has always abided by the Brown Act. He expressed his concern that the district would hire someone to lie.

Luis Alejo, community member, commented that the Board was disingenuous to the public in regards to the Grand Jury response, having violated the Brown Act, although the team noted that it wasn't a violation. He made reference to what he said was a clear violation of the Brown Act in the January 2007 meeting when Terry McHenry was terminated and Dr. Mays hired. The agenda did not mention their intention to take that type of action and then to take it was out of compliance with the Brown Act. He recommended that the board packet back up be posted on the internet for easy access to the public and to start live broadcast of these meetings.

Marilyn Garrett, retired teacher and public health advocate, commented on the toxins that affect children. A group is trying to prevent the massive aerial spraying; homes are being sprayed in the

process. Would like the board to support and ask the board of supervisors to take legal action to have an injunction to prevent the scheduled moth spray. She mentioned that the Santa Cruz Board of Supervisors and the Santa Cruz City Council have passed resolutions opposing this aerial spray.

Katharine Herndon, retired school nurse, also supports the single payer health care system. She is also concerned about the scheduled aerial spray in Santa Cruz County on November 4. This is not a natural product. The CDFG tells us that it is a pheromone that disrupts the moth's reproductive cycle; it is not okay and the State does not have the right to aero spray over the citizenry. The city of Santa Cruz is suing the state.

Francisco Naranjo, parent, stated that lately he has heard about expulsions and that it is a concerning theme. We were informed that this theme is discussed behind closed doors; he requested that the Board discuss in public session. When expulsions are being discussed, those students need an alternative to halt the expulsion. We ask the district to meet and discuss this issue in public. Look for more alternatives for parents to be more involved in the students' education.

**9.0 EMPLOYEE ORGANIZATION COMMENTS – PVFT, CSEA, PVAM, SCAST 5 Min. Each**

Francisco Rodriguez, PVFT president, reported he visited school sites and talked to teachers about extended day and kindergarten; they are wondering if this is going to be counterproductive to student learning. The classroom ratio, he mentioned, is not 20:1 but more like 23 or 24:1. He mentioned that on the DAG process there is no feedback on the writing prompt that is given; the DAG process is perceived as a top-down approach. A positive of the DAG team is that it has been extended to include departments such as Technology and Maintenance and Operations; this is good for them as they can see the reality of the sites. He talked about the unit's concern for the additional \$35 charge to use the debit card for the cafeteria plan; this did not come to the negotiation and it should. He reminded the board about better teacher compensation to be sure our teachers are able to live in this area.

Bobby Salazar, CSEA president, will be bringing forth the sunshine proposal to the district soon. He mentioned that 95% of classified employees live within the district. In the insurance enrollment process, there have been concerns that the insurance companies are pushing other insurance instead of just enrollment. Benefits will be discussed during the sunshine proposal.

Ian MacGregor, PVAM president, commented on three ways to visualize the role of a principal, moving boulders upward, a fallen boulder which needs to be moved, and the third standing on the edge of a cliff. As examples of the first, he used Watsonville High School's homecoming float; the second the way Pajaro Middle School dealt with SAIT; and the third is dealing with day to day occurrences at the sites.

**10.0 CONSENT AGENDA**

Trustee Osmundson moved to approve the consent agenda. Trustee Wilson seconded the motion. The motion passed unanimously.

Trustee De Rose left the meeting at 8:45 pm.

**10.1 Purchase Orders – 10/4/07 to 10/17/07**

**10.2 Warrants – 10/4/07 to 10/17/07**

**10.3 Approve Resolution #07-08-08, Update District's Authorized Signatures.**

**11.0 DEFERRED CONSENT ITEMS**

None.

**12.0 REPORT AND DISCUSSION ITEMS**

## **12.1 Report and discussion on Pajaro Valley Prevention and Student Assistance.**

### ***Report by Linda Perez, Director.***

Linda Perez began her presentation by noting the partnerships that Safe Schools/Healthy Students (SS/HS) has, including the Watsonville Police Department, the Santa Cruz County Probation Department, PVUSD, the Santa Cruz Health Organization, and the Volunteer Centers of Santa Cruz County. She mentioned there are seven elements SS/HS deals with, including Campus Security, Family Involvement, Violence Prevention, Alcohol, Tobacco & Other Drug Education, School Policy Awareness, Early Childhood Development, and Mental Health Counseling.

In terms of Campus Safety, she mentioned that they have a School Resources Officer, a Probation Officer, fifteen new schoolyard monitors, trained campus safety coordinators, and school site safety assessment has been established. The safety funds have also allowed for the purchase of radios, safety mats, and district surveillance cameras.

The Family Involvement program established the FAST program (Families and Schools Together) which was recently featured in the American School Board Journal. There have been over 100 families involved in this program.

Violence Prevention is a program to reduce the occurrence of youth violence in school sites and it is a wide focus of the program. Gang awareness workshops for school personnel take place. SS/HS produced a parent education on gang violence video titled "Prevention and Intervention Drug Use and Gang Violence", which has been widely distributed. A Gang Resource Mapping (BASTA) was established in October 2007. She listed the resources available to address gang violence in prevention, intervention and suppression. The program established a conflict resolution team, made up of over 200 students, where students themselves serve as peer mediators; programs are available at Watsonville High, Pajaro Valley High, Rolling Hills High and EA Hall Middle. Peer mediation training is currently scheduled for Aptos High, Aptos Jr. High and Cesar Chaves Middle. There is also focus given to bullying prevention. She noted that this type of behavior contributes to lower attendance and decreased student achievement, as well as low self-esteem, proneness to depression and higher crime rates.

The program has established Alcohol, Tobacco and Other Drug education, integrating evidence-based state standards aligned curriculum into the regular curriculum. In terms of educating students and community about school policy in regards to the various forbidden behaviors, the program uses the back to school packet to inform, signs throughout the sties, etc. She noted that SS/HS works with the District's Early Childhood Development programs by supporting teen parents. Mental Health Counseling is also very important; a counseling plan was developed resulting in 1,500 additional students benefiting. The counseling program assists students in working with external and internal barriers that prevent them from fully participating in the school scheme. Counseling services begins as early as K-3 with the Primary Intervention Program.

In addition, the program is highly accountable to the community, the PVPSA Board and partners, to evaluation teams, to federal funding agencies, and fiscal auditors. In terms of sustainability, this is the last year of funds for SS/HS; the program is working with all partners to continue the services.

Tracy Keenan of ASR presented the Board with a Program Evaluation Update; the conclusion of the evaluation showed that SS/HS met the following objectives: increase secondary school students' perception of alcohol and other drug harm; and working on reducing the percentage of secondary school students who report physically violent incidents on school property.

Andrew Davis of California Healthy Kids presented a survey evaluation project and key community concerns. He spoke of the methodology and contents of the survey, and commented on the survey limitations. The survey results on alcohol, tobacco and other drug use indicate increase awareness and less use for PVUSD students. The survey result in safety and violence, and mental health and school

connectedness also indicated the desired outcomes. These surveys, he mentioned, are instrumental in crafting out intervention programs in these areas.

After presentation board participated with comments and questions.

Public comment

Peter Nichols, member of the Alcohol and Drug Administration commission, applauded Linda Perez and the PVPSA for their programs. He expressed his concern that the narrowing of the curriculum would leave no place for intervention with alcohol and drug use. It is important to deliver the message to students.

## **12.2 Report and discussion on Longitudinal Student Achievement Progress Report for Aptos High School.**

*Report by Diane Burbank, Principal.*

Diane Burbank presented AHS student performance information, beginning with a note on changing demographics from 2003 – 2007, having had enrollment decrease from 2000 to 1300. She indicated that API since 1999 has grown steadily and the growth is sustainable. The California High School Exit Exam results have been very positive: the class of 2007 has had an 83% first time passage in Math and an 85% in English Language Arts. The numbers for the class of 2009 are higher: 86% and 89% respectively. For students who are not passing the exam, there are appropriate intervention programs in place.

The California Standards Test data in English Language Arts and Math was shown by school-wide results, by ethnicity, by language proficiency and by socioeconomic status. In ELA, the scores over a five year period show consistent improvement; in Math, the improvement was not as high as ELA, which follows state-wide struggling trend.

She offered information regarding AP results. AHS has 12 courses in AP and 17% of the students are enrolled in those courses. The school received WASC accreditation for 6 years. In closing, she commended students and staff for making all this progress amidst the ongoing construction on campus.

Board participated with questions

## **13.1 Report, discussion and possible action to approve School Assistance and Intervention Team (SAIT) Recommended Action Plans for Pajaro Middle School and HA Hyde Elementary School.**

*Report by Ylda Nogueda & Catherine Hatch, Assistant Superintendents.*

Catherine Hatch introduced Vicki Alterwitz from SAIT.

Regarding HA Hyde, Vicki noted that visits were done in September, and she introduced the principal to update on the recommendations made by SAIT.

Brett Knupfer, HA Hyde principal, reported that last year API scores went down, but they are committing to reversing these results. Currently, the school has hired a literacy coach, has enhanced intervention programs for Tier 3 students who are two or three year below, and has trained two teachers in the new language program. For Tier 1 and Tier 2 students, the administration has targeted after school programs which provide support in mathematics and reading. A new computer lab has been built. A school-wide ELD program has been implemented. Teachers will complete the SB 472 training in the district's newly adopted math programs. There is a great emphasis on test preparation for all of our students.

Vicki noted that there are concerns because they did a lot of work last year and their scores went down. Their leadership team and SAIT met and we had courageous conversations about which changes needed to take place; these changes are intensive. In terms of actions, one of the things that was alarming in third grade is the CST results which appear to be a bit problematic due to either the test or the level of instruction. As an example, she mentioned student work posted on the wall in some

of the 3<sup>rd</sup> grade classrooms which had standard level of what would be expected in first grade. We will discuss how in third grade the rigor in English can be enhanced. We will continue to ensure that when we take a look at a third grade map, that every classroom is doing it the same way. We have difficult months ahead. One of the recommendations is for the district to look at when they are taking the CST to take a look at having as many instructional days as possible to make sure that they are prepared for the test. We need to raise the scores at this school.

Board participated with questions for the Vicki.

Trustee Wilson moved to approve the report on HA Hyde; trustee Osmundson seconded the motion. The motion passed 5/0/2 (Nichols away from her seat; De Rose absent).

#### Report on Pajaro Middle School

Vicki reported that PMS is currently the only school that has formally exited the SAIT process as of Monday in just after one year. She explained that High Priority funds were accepted by PMS and with legislation stating that if a school over the course of three years makes positive growth and hits its target in two of those years, it can exit the SAIT process. Credit of this accomplishment is given to the incredible staff, leadership and district support that was given to that school. Only four months after the initial SAIT program review, the students took the test and did well. The school took the recommended actions and found funds to facilitate the programs that needed to take place, took an accelerated pacing, and the students and staff did the work.

Stella Moreno, PMS principal, reported that the staff at PMS is very courageous, had difficult conversations which but finally came down to “we are here for our students”. Student placement took place, utilizing the rigorous pacing guide that we were presented with. The staff was smart, hardworking, and caring, and the students got very serious about learning. We had expert coaches in math; our own site coaches were trained by those experts. We focused on intervention, especially in math. We also did a tight coupling and alignment between targeting students’ needs in the extended learning and their core program. We asked teachers to be part of coaching and their time during coaching was a priority. We hope to stay the course. Only three teachers transferred during this time. Thanked the district for the creative ways of finding funding for the purpose of helping our school.

Vicki stated that with exiting of sanctioning, the state funding is no longer there. We will be drafting a letter to the state department asking for some financial support. She expressed her concern that, as fabulous as it was, it was a bit too hurried; relish what happened but it is very easy to go backwards.

Trustee Wilson moved to accept the report. Trustee Osmundson seconded the motion.

The board participated with comments.

The motion passed 6/0/1 (De Rose absent).

### **12.3 Report and discussion on STAR Test Results.**

#### ***Report by Interim Superintendent and Assistant Superintendents.***

There was a request to table this item.

Trustee Nichols moved to table this item for a later meeting. Trustee Osmundson seconded the motion.

There was some discussion about this motion.

The motion passed 5/1/1 (Turley dissented; De Rose absent).



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

#### **13.2 Report, discussion and possible action to approve Improved Community Communication Proposal by Committee for Good School Governance.**

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

Dr. Mays noted that the Board at their previous meeting had agreed to further discuss this proposal.

Public comment:

The following staff and community members spoke against the proposal by the Committee for Good School Governance (CGSG): AV Coyle, John Borrego, and Tom Alejo.

Robb Mayeda, employee of the district, spoke favorably of his experience with Mr. Bruce Woolpert, a member of the CGSG.

Board participated with questions and comments.

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

Additional discussion took place.

Trustees Turley and Yahiro agreed to amend their motion and second, adding a 6 month trial period to review the effectiveness of the proposal. A roll call vote was taken and the motion passed 4/2/1 (Nichols, Osmundson dissented; De Rose absent).

#### **13.3 Report and discussion on Firms Responding to the Superintendent's Search Request for Proposal and possible action on Selection of Firm.**

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

Dr. Mays explained that the district received four responses: Hazard, Young, Attea and Associates, CSBA Executive Searches, Leadership Associates, and Gatti Associates. Three of the four have been previously interviewed by the board. The board should discuss if it wishes to interview all the firms, interview the one firm that has not been interviewed (Gatti).

Board participated in a discussion.

(Trustee Osmundson moved to continue the meeting past 11 pm. Trustee Yahiro seconded the motion. The motion passed 6/0/1 (De Rose absent).)

Trustee Osmundson moved to select the firm by a special meeting, to provide them with a short time for presentation and to form a subcommittee to formulate the questions we should focus on. Trustee Nichols seconded the motion. The motion passed 5/1/1 (Turley dissented; De Rose absent).

It was determined to have the special meeting at next board meeting at 5 pm. The subcommittee to formulate the questions was selected: president Keegan and trustees Osmundson and Yahiro.

#### **13.4 Report, discussion and possible action to approve District's Response to PVFT's Sunshine Proposal.**

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

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

#### **13.5 Report, discussion and possible action to approve PE teacher on Waiver, Kathryn Weeks.**

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

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

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

Trustee Turley acknowledged and thanked everyone who participated in the Monte Foundation Fireworks, including trustee Wilson.

Trustee Yahiro commented about a comment he had made at a prior board meeting, stating that the broadcast meetings were being edited or changed; he was informed that he was incorrect. He apologized for anything he may have said that was incorrect.

Trustee Wilson officially welcomed Mike Heffner to these meetings.

**15.0 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.**

▪ November 7, 2007	▪ December 12, 2007 (Annual Organization Mtg)
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**16.0 ADJOURNMENT**

There being no further items to discuss, the meeting was adjourned at 11:14 PM.

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Secretary