



**November 16, 2011**  
**REGULAR BOARD MEETING**  
**ADOPTED MINUTES**  
**CLOSED SESSION – 6:00 p.m. – 7:00 p.m.**  
**PUBLIC SESSION – 7:00 p.m.**  
**DISTRICT OFFICE**  
**BOARDROOM**  
**292 Green Valley Road**  
**Watsonville, CA 95076**

**1.0 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 6:00 P.M.**

**1.1 Call to Order**

Acting President Keegan called the meeting of the Board to order at 6:05 pm at 292 Green Valley Road, Watsonville, CA.

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

None.

**2.0 CLOSED SESSION (AND AFTER REGULAR SESSION IF NECESSARY)**

**2.1 Public Employee Appointment/Employment, Government Code Section 54957**

**a. Certificated Employees**

**i. Reassignment Appeal of One Certificated Employee**

**b. Classified Employees**

<b>New Hires – Probationary</b>	
3	Elementary Teachers
1	Secondary Teacher
3	Instructional Assistant II – Special Education
<b>New Substitutes</b>	
	None
<b>New Hires</b>	
	None
<b>Promotions</b>	
1	Instructional Assistant II – Special Education
1	<i>Student Services Coordinator</i>
<b>Rehires</b>	
2	Elementary Teachers
<b>Administrative Appointments</b>	
	None
<b>Transfers</b>	
	None
<b>Extra Pay Assignments</b>	
8	Coaches

<b>Extra Period Assignments</b>	
	None
<b>Leaves of Absence</b>	
3	Elementary Teachers
1	Special Education Teacher
1	Behavior Technician
1	Bus Driver
1	Campus Safety Coordinator
1	Office Manager
<b>Retirements</b>	
	None
<b>Resignations/Terminations</b>	
	None
<b>Supplemental Service Agreements</b>	
15	Elementary Teachers
8	Secondary Teacher
1	Technology Support
<b>Miscellaneous Actions</b>	
1	Cafeteria Assistant
6	Instructional Assistant II – Special Education
1	Instructional Assistant – General Education
1	Site Computer Support Technician
<b>Separations From Service</b>	
1	Office Assistant III
1	Lead Custodian III
1	Instructional Assistant II – Special Education
1	Behavior Technician
<b>Limited Term – Projects</b>	
1	Accounting Specialist II
4	Cafeteria Assistant
3	Campus Safety Coordinator
2	Community Services Liaison I
1	Custodian I
1	Custodian II
11	Enrichment Specialist
26	Instructional Assistant – General Education

1	Office Assistant II
4	Office Assistant III
1	Parent Education Specialist
1	Staff Accountant
1	Translator
<b>Exempt</b>	
13	Childcare
7	Migrant OWE
1	PUPILS
26	Student Helper
5	Workability
2	Yard Duty
<b>Provisional</b>	
1	Behavior Technician
2	Instructional Assistant – General Education
<b>Limited Term - Substitute</b>	
2	Instructional Assistant/Migrant Children Center
1	Office Manager
1	Instructional Assistant I – Special Education

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

**2.3 Negotiations Update**

- a. CSEA
- b. PVFT
- c. Unrepresented Units: Management and Confidential
- d. Substitutes – Communication Workers of America (CWA)

**2.4 Claims for Damages**

**2.5 Pending Litigation**

**2.6 Anticipated Litigation**

**2.7 Real Property Negotiations**

**2.8 7 Expulsions**

**3.0 OPENING CEREMONY – MEETING OF THE BOARD IN PUBLIC - 7:00 P.M.**

Acting President Keegan opened the Board meeting in public at 7:15 pm.

**3.1 Pledge of Allegiance**

Trustee Yahiro led the Board in the Pledge of Allegiance.

**3.2 Welcome by Board Acting President**

Trustees Leslie De Rose, Kim De Serpa, Sandra Nichols, Karen Osmundson, Jeff Ursino, Willie Yahiro and Acting President Doug Keegan were all present.

Acting President Keegan welcomed all to the meeting and asked for a moment of silence to honor Mary Mary F. Clancy, an Instructional Aide, who recently passed away.

### **3.3 Superintendent Comments**

Superintendent Dorma Baker commented that in an interview she heard a candidate say the following which was very appropriate: “Every kid can if every adult will”.

### **3.4 Student Recognition**

Administrators, staff, family and friends were present to recognize the following students:

- *Samantha Sakai – Cesar Chavez Middle School*
- *Kate Jeffery – Aptos Jr. High School*
- *Sergio Austin Gomez – Pajaro Middle School*
- *Aimee Cintora-Ramirez – New School*

Jeanine Johnson presented an award on behalf of McDonald’s and the Register Pajaronian to each student.

### **3.5 Tri County Real Estate - Administrator of the Month Award**

*- Jean Gottlob, Principal, Pajaro Middle School, October Award Recipient*

Kim Turley of Tri County Real Estate spoke of the process for nominating an administrator to receive the award and spoke briefly of the work of administrators.

Ms. Turley commented that Ms. Gottlob’s nomination letter stated that she’s an approachable person and has done great things at the school, including bringing families and community members into school to participate more in the education process of the students. Ms. Gottlob has also changed faculty meetings to be more efficient. Ms. Gottlob’s peers were present in support of her award.

*- Frances Basich Whitney, Coordinator - Mathematics, November Award Recipient*

Kim Turley noted that Ms. Whitney’s nomination letter included statements on how she has brought mathematics curriculum to the entire district; she has helped on grade-level standards and supports schools in their efforts. Susan Perez, Director of Educational Services, noted that Ms. Whitney is brilliant and contributes with a high level of expertise. Mrs. Perez also commented that Ms. Whitney submitted and received a grant to train 80 teachers over a 4 year period. Ms. Whitney’s peers were also present in support of her award.

### **3.6 Jacob Young Financial - Teacher of the Month Award**

*- Lanny Leighton, Mintie White Elementary School*

Jacob Young commented on the process for nominating a teacher and classified employee; he invited all to take the time to acknowledge staff who go above and beyond for the benefit of students.

Mr. Young said that Lanny Leighton of Mintie White School was nominated because she’s a hard-working, innovative and inspirational teacher. Ms. Leighton classroom is welcoming and organized and she provides effective activities and ideas for student engagement. Ms. Leighton’s positive outlook is also an inspiring quality. Ms. Leighton’s peers as well as principal Bertha Torres were present to acknowledge her work.

### **3.7 Jacob Young Financial – Classified Employee of the Month Award**

*- Perry Johnson, Instructional Assistant, MacQuiddy Elementary School*

Jacob Young introduced Ms. Perry Johnson as the classified employee of the month. Mr. Tom Hilz, principal, stated that Ms. Johnson has many duties, including yard duty, safety monitor, as well as president of the home and school club. Ms. Johnson’s nomination letter included descriptive characteristics such as “strong role model for the students,” “she’s the bedrock of our school,” and “inspiring role model for the staff.” Ms. Johnson’s peers were present to support her in her recognition.

#### **4.0 APPROVAL OF THE AGENDA**

Trustee Nichols moved to approve the agenda moving item #13.1 move after #5.0. Trustee DeRose seconded the motion. The motion passed unanimously.

#### **5.0 APPROVAL OF MINUTES**

##### ***a) Minutes for October 26, 2011***

Trustee Nichols moved to approve the minutes for October 26, 2011. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (DeRose abstained).

#### **13.0 REPORT AND DISCUSSION ITEMS**

##### **13.1 Report and discussion on the Annual Williams/Valenzuela Legislation Status Report.**

###### ***Report by Michael Watkins, Superintendent, County Office of Education.***

Michael Watkins, County Superintendent, stated that part of the COE's charge is to comply with Education Code section 1240 related to the William/Valenzuela Legislation which reviews the following systems in specific schools: instructional materials, facility inspections, school accountability report cards, teacher assignments/misassignments, and uniform complaint processes. He noted that site administrators were all well prepared for the visit and accommodated visitors. Watsonville High, Ann Soldo Elementary and Amesti Elementary were visited and any issues found to be non-compliant were addressed and/or corrected. Mr. Watkins commended Ann Soldo for rating exemplary. WHS rated fair and Amesti rated good. Given the difficult financial state of the district it is commendable that schools are maintaining a fair and good rate. He noted that teacher assignments are very effective for high quality classroom. Mr. Watkins said he looks forward to working with the district closely in years to come.

Board participated with comments.

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

Bianca Salgado and Iliana Reynoso of Watsonville High commented that the school has seen much improvement in the cleanliness of bathrooms as well as throughout the campus. Students are cooperating in keeping it clean. The play *What's in a Name* is taking place and discussion as to what has been experienced by students are lively. They reported on sports and on other activities that are taking place on campus.

Fernando Cresencio-Huerta III of Renaissance High stated that the school has 16 graduates as of now but there is hope for one or two more. He noted that bathrooms on campus have been cleaner and students have also been supportive; there is also an improvement in the food. He mentioned that there is a group of students expressing their support against animal cruelty. Fernando commented that students continue to have issues with transcripts.

Mayra Gonzalez and Anthony Barrios of Pajaro Valley High commented on the football game and rally which were a lot of fun. They noted that the Interact Club raised over \$800 with Pennies for Change and they will be sending that contribution to Africa to support their efforts.

Sarah Dahel and Aaryn Ashworth of Aptos High commented on the success of the Second Harvest Food Bank drive. They offered a sports update and commented on the planned activities.

**Acting President Keegan closed regular Board meeting and opened Public Hearings.**

#### **7.0 PUBLIC HEARING ON BOARD APPOINTED PERSONNEL COMMISSIONER**

##### **7.1 Public Hearing on Board's Appointed Personnel Commissioner: Mary Ann Otero Gomez.**

###### ***Report by Pam Shanks, Director, Classified***

Pam Shanks reported that the Board recommended the reappointment of Mary Ann Gomez as the Board's appointed commissioner. This public hearing provides the public, employees and employee organizations the opportunity to express their opinion regarding the recommended appointment.

##### **7.2 Public Comment**

None.

### **7.3 Board Comment**

None.

## **8.0 PUBLIC HEARING ON ADOPTION OF FINAL TRUSTEE AREA MAPS FOR 2012**

### **8.1 Public Hearing on Adoption of Final Trustee Area Maps for 2012.**

#### ***Report by Brett McFadden, CBO***

Brett McFadden reported that the board is required to adopt updated trustee areas realigned according to specific legal criteria following census reports. There are two acceptable scenarios proposed for the Board's consideration; both of the maps meet legal requirements as outlined in state and federal law. Mr. McFadden noted that scenario two is the most optimal in meeting all legal criteria.

### **8.2 Public Comment**

Bill Beecher, community member, noted that scenario two does not provide Trustee De Serpa with any population density.

Kenneth Kenvisor, constituent, commented that it is important for trustees to want to represent constituents in all demographic areas, regardless of density.

### **8.3 Board Comment**

Board participated with comments regarding the challenges and benefits they see with the presented options.

**Acting President Keegan closed Public Hearings and resumed regular Board meeting.**

## **9.0 VISITOR NON-AGENDA ITEMS**

Nubia Padilla, teacher, spoke about the district goals and how they are not been honored. She commented on each goal and how the district is failing to meet each one through teacher layoffs, transcript issues for students, facility safety, elimination of nurses and increase classroom size. She noted that the breakfast in the classroom program has been ineffective.

Kathleen Kilpatrick, school nurse, commented that there is a high number of high risk students due to crowded classes. She mentioned a correlation between smaller class size and lack of nurses to assess any learning difficulties, such as hearing impairments or identification of health issues. With current staffing, the district is unable to adequately meet the needs of students, she commented.

Sean Henry, school psychologist, spoke about School Psychologist Week and his role spending time with students, teachers and parents to directly and indirectly assist in their learning. He offered an open invitation to all trustees to visit Duncan Holbert to see the work that is done. He recognized and offered the Action Partner Award from school Psychologists to Ylda Noguera as an outstanding educator and for her work and dedication to students.

Jennifer Kahn, teacher, spoke about class size reduction and asked that if there is extra money to put it into the classrooms; teaching is overwhelming when there are difficult students in a crowded classroom.

Kevin Beck, teacher, spoke about his school, Radcliff, and the accomplishment of the teachers there. He expressed concern for safety as there is insufficient furniture to accommodate all students, not enough school nurses, and not enough adults to provide a safe playing environment. He also commented on his concern for an effective learning environment, as there are not enough teachers to provide adequate support and not enough technology support.

Noemi Raygoza, teacher, regarding class size reduction, said that there is a feeling of hopelessness because students are not adequately prepared. She asked for help, such as intervention in the classrooms, which will create a great impact in the students' learning.

Bill Beecher, community member, stated that United States education is mediocre and spoke of the importance of being able to compete with the international students. He said that the US is in the middle of education ranking in the world but California is in the lower ranks. He observed that the focus is on mathematics and English and that science seems to be disappearing. He offered ideas as to what can be done.

**10.0 EMPLOYEE ORGANIZATIONS COMMENTS – PVFT, CSEA, PVAM, CWA 5 Min. Each**

Francisco Rodriguez, PVFT, commented about comparing US to International students but not taking into account poverty levels, which are evident in the district with some schools being identified as blue ribbon. Teachers are communicating with the Board on what they want to do with the extra money in order to improve student conditions. Regarding SIG grant we are sending out applications to receive more money to help sites. In closing, he stated that the union is hopeful to be able to negotiate in good faith with the district.

Brian Saxton, PVAM member, spoke about the recent reductions and about what is being done by sites to meet the needs. He mentioned that PVUSD held summits that were an effective and positive way to hear what's going on with each of the sites. Middle schools are doing well in supporting their students through various programs. Data teams are an integral part of the schools. PVUSD schools are moving forward and students are given multiple opportunities to succeed. Budget cuts dominate the news but it is the hope of PVAM that we can also address the good work that is being done at the sites.

**11.0 CONSENT AGENDA**

Trustee Nichols moved to approve the consent agenda and with gratitude for the donation. Trustee Yahiro seconded the motion. The motion passed 6/0/1 (DeRose absent for her seat).

**11.1 Purchase Orders October 20 – November 9, 2011.**

**11.2 Warrants October 20 – November 9, 2011.**

**11.3 Accept with Gratitude Donation from Ms. Maria Correia of a Paper Cutter for HA Hyde Elementary School.**

**11.4 Accept with Gratitude Donation of \$2,000.00 from the Safeway Foundation for the PVUSD Transition Partnership Program.**

**11.5 Approve School Improvement Grant (Reapplication).**

**12.0 DEFERRED CONSENT ITEMS**

None.

**13.0 REPORT AND DISCUSSION ITEMS (continued)**

**13.2 Report and discussion on California Healthy Kids Survey (CHKS) Results from Pajaro Valley Prevention and Student Assistance (PVPSA).**

*Report by Jenny Sarmiento, Director, PVPSA.*

Jenny Sarmiento noted that CHKS is provided by the California Department of Education to district to collect information on the health risks and resilience of student. The purpose is to monitor progress and use as a tool to identify areas of support. Ms. Sarmiento spoke of the survey methodology using a sample size of 2,275 students from 7<sup>th</sup>, 9<sup>th</sup> and 11<sup>th</sup> grades for the years 2005 – 2010/11. The survey focused on school connectedness and mental health, on use of drug and alcohol, and on school violence and bullying. Regarding connectedness to school, the desired direction is too see an increase in the number of students; this has been the case for grades 7<sup>th</sup> and 9<sup>th</sup>, but there is a decrease in grade 11<sup>th</sup>. In terms of mental health, a decrease in symptomatic depression in students is visible for grade 7<sup>th</sup> but there is an increase in number in grades 9<sup>th</sup> and 11<sup>th</sup>. Results for use of alcohol and drugs on a frequent basis show an increase in 7<sup>th</sup> and 9<sup>th</sup> grades and a small decrease in 11<sup>th</sup> grade. Regarding school violence or bullying, there is evidence of decrease numbers in 7<sup>th</sup> and 9<sup>th</sup> grades and an increase in 11<sup>th</sup> grade. Ms. Sarmiento noted that there is still a lot to be done and that the district's collaboration is invaluable.

Board participated with comments and questions.

### **13.3 Report and discussion on Fiscal Update 2010-11 Ending Balance.**

#### ***Report by Brett McFadden, CBO.***

Brett McFadden gave a brief report on the district's fiscal oversight process that includes the formation of the Fiscal and Facilities Oversight Committee, notification of major fiscal matters to all stakeholders, and notification of budgetary variances to the Board through budget reports and adoptions. Mr. McFadden clarified the perceived financial surplus of \$20 million dollars by breaking down the amount as follows: \$8.5 million of unappropriated ending balance includes a combination of reduced expenditures, lower program costs, and one time increase in 2010-11; these funds will be used to pay for restoration of instructional days in 2011-12. There is also a \$6.3 million in restricted ending balance that includes one-time unspent restricted funding from previous years, and state and categorical programs; use of these funds is restricted. And finally, there were \$5.6 million set aside for potential cuts in June 2011, which did not happen and the amount was placed back into the budget for 2011-12; the COE is now instructing districts to set aside \$5.7 million for potential triggers in January. Mr. McFadden commented on possible mid-year trigger cuts and how State revenues seem to be below forecast levels for August, September and October. On December 15, it will be known whether the trigger threshold has been pulled; today, November 16, the State Legislative Analyst's Office indicated that all triggers could be pulled. However, he noted that the Board has taken courageous actions to have a strong financial position compared to many other districts. He noted that the multi-year projections do not allow for ongoing program and/or personnel restorations at this time but that this could be revisited in January when the state's budget will be more defined.

Public comment:

Laura Zucker, teacher, commented that Amesti parents have shown interest in supporting ways to use some of the extra money to use in the classroom. She presented a petition signed by parents and teachers that offer recommendations on the use of the extra funds. Ms. Zucker stated that being cautious with money could mean being reckless with students because they will fall behind academically and will need even more support the following year.

Jack Carroll, teacher, commented that some progress has been made in regards to the extra funds but is disappointed that it is on the agenda as an item for discussion and not action. Mr. Carroll said that the Board has heard from teachers about the need and that the funds need to be spent today for today's students.

Board participated with comments and questions.

At 10:28 pm, trustee DeRose moved to continue the meeting until 11:15 pm. Trustee Ursino seconded the motion. The motion passed unanimously.

Board continued with comments and questions regarding the budget and requested from the staff to seek ways to alleviate class size as much as possible.

### **14.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS**

#### **14.1 Approve Board's Appointed Personnel Commissioner: Mary Ann Otero Gomez.**

##### ***Report given under item 7.1.***

Trustee Osmundson moved to approve the appointment of Mary Ann Gomez to the Personnel Commission. Trustee DeRose seconded the motion. The motion passed unanimously.

#### **14.2 Report, discussion and Possible Action on Resolution #11-12-07, Revised Trustees Area Boundaries, Contingent Upon Final Approval from the Department of Justice.**

##### ***Report by Brett McFadden, CBO.***

Report was given by Brett McFadden under item 8.1.

Public comment:

Alex Solano, community member, spoke about the issue of residency for Trustee Area III, stating that she should not be voting because she's not a resident of the district. He said he was surprised that all of the trustees went along with the recommendation to allow her to continue as a trustee representing an area in which she does not reside.

Trustee Nichols moved to approve Scenario 2 as recommended. Trustee Osmundson seconded the motion.

Board participated with comments.

The motion failed 3/4/0 (Yahiro, Ursino, Keegan, De Serpa dissented).

Trustee Nichols moved to approve Resolution #11-12-07 with Scenario 1. Trustee Ursino seconded the motion. The motion passed 6/1/0 (DeRose dissented).

### **14.3 Report, discussion and Possible Action to Approve the Restoration of Furlough Days for Classified Employees and Managers.**

*Report by Albert Roman, Assistant Superintendent, Human Resources.*

Albert Roman was pleased to present this item adding that 92% of the votes from CSEA membership approved the proposal. The item also includes restoration of furlough days for management and it is the district's hope that PVFT can arrive to the same conclusion.

Board participated with comments.

Public comment:

Bill Beecher, community member, commended the union and management but sees two problems: first, there is no contingency on the proposal and this can be risky for the district in case there are financial problems. Second, why would bus drivers agree to the extra days if teachers are not yet doing it?

Abel Mejia, teacher, commented on his work day, mentioning the lack of adequate textbooks and support for bilingual students. Mr. Mejia stated that the educational priorities from the district are skewed.

Jack Carroll, PVFT chief negotiator, commented that he sees no problem with restoring furlough days to CSEA but does see problems with approving it for management. Common message from the COE to all districts: restoring funding should not be done. Mr. Carroll would like to know the funding source for this action and believes that granting it to management would be a gift without thinking about class size reduction.

Board participated with comments and questions.

Trustee Yahiro moved to approve the item as recommended by staff. Trustee DeRose seconded the motion.

The board participated with additional comments, including the idea to split the motions for CSEA and Management.

The motion failed 2/5/0 (Nichols, Osmundson, Keegan, De Serpa, Ursino dissented).

Trustee DeRose moved to approve the Tentative Agreement with CSEA, and to bring back the proposal for management to the December 7<sup>th</sup> meeting. Trustee Ursino seconded the motion. The motion passed 6/1/0 (Yahiro dissented).

**15.0 ACTION ON CLOSED SESSION**

**2.1 Public Employee Appointment/Employment, Government Code Section 54957**

**a. Certificated Employees (see Attached)**

Trustee Nichols moved to approve the certificated employee report with the addition of 1 Student Services Coordinator to Promotions. Trustee DeRose seconded the motion. The motion passed unanimously.

**i. Reassignment Appeal of One Certificated Employee**

Trustee Nichols reported that the Board approved to deny the appeal on a 5/2/0 vote.

**b. Classified Employees (see attached)**

Trustee Nichols moved to approve the classified employee report as presented. Trustee DeRose seconded the motion. The motion passed unanimously.

**2.8 7 Expulsions**

**Action on Expulsions:**

Trustee Osmundson moved to approve the recommendation of the Administrative Panel for the following expulsion:

*11-12-021;*

and the recommendation of the District Administration for the following expulsions:

*11-12-022*

*11-12-023*

*11-12-025*

*11-12-026*

*11-12-027*

*11-12-028*

Trustee DeRose seconded the motion. The motion passed unanimously.

**16.0 GOVERNING BOARD COMMENTS/REPORTS**

Trustee Yahiro announced that Hannah Murphy, teacher at EA Hall School, has been nominated for the California League of Middle School Educator of the Year.

Trustee Ursino congratulated Trustee DeRose for having been selected as Aptos Chamber Woman of the Year.

Trustee Osmundson commented that she appreciates the students' presentations. She also said that she knows many people who know about her situation who have offered their support. She thanked the Board for their decision to give her time.

**17.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2011**

**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.**

Acting President Keegan noted that unless trustee Osmundson has informed the Superintendent's office that her residence address has changed by the meeting of December 7<sup>th</sup>, the Board will move forward with the December 10<sup>th</sup> meeting.

		Comment
December	<ul style="list-style-type: none"> <li>▪ 7 Annual Organization Mtg.</li> <li>▪ 10 – Special Meeting (Sat.)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Approve 1<sup>st</sup> Interim Report</li> <li>▪ Re: TA III Residency (if necessary)</li> </ul>

**18.0 ADJOURNMENT**

There being no further business to address, the meeting of the Board was adjourned at 11:19 pm.



Dorma Baker, Superintendent