



October 9, 2013
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

President Yahiro called the meeting of the Board to order at 6:02 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**
- b. Classified Employees**

New Hires – Probationary	
	None
New Hires	
6	Teachers
2	<i>Academic Site Coordinators</i>
New Substitutes	
	None
Promotions	
	None
Administrative Appointments	
1	Principal (Interim)
1	Academic Coordinator
Transfers	
	None
Other	
	None
Extra Pay Assignments	
21	Coach
5	Department Chair

Extra Period Assignments	
	None
Leaves of Absence	
1	Instructional Assistant – M/S
1	Speech and Language Specialist
3	Teacher
1	TOSA
Retirements	
	None
Resignations/Terminations	
	None
Supplemental Service Agreements	
1	Nurse
1	Speech and Language Therapist
83	Teacher
Miscellaneous Actions	
1	Behavior Tech
1	Cafeteria Cook/Baker
Separations From Service	
1	Bus Driver
1	Teacher
Limited Term – Projects	
1	Behavior Tech
8	Enrichment Specialist
1	Instructional Assistant – General Ed
1	Office Assistant III
1	Translator
Exempt	
1	Childcare
11	Migrant OWE
3	Pupil
1	School Crossing Guard
8	Student Helper
38	Workability
3	Yard Duty Supervisor

Provisional	
1	Accounting Specialist
2	Instructional Assistant M/S
1	Site Computer Support Technician
Limited Term - Substitute	
1	Bus Driver
2	Campus Safety & Security officer
7	Instructional Assistant – Child Development
1	Instructional Assistant – M/M
1	Instructional Assistant M/S
1	Office Assistant III

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
J. Bolin vs. PVUSD

2.6 Anticipated Litigation

2.7 Real Property Negotiations

2.8 2 Expulsions

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

President Yahiro called the meeting of the board in public to order at 7:00 PM.

3.1 Pledge of Allegiance

Trustee De Serpa led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees Kim De Serpa, Leslie DeRose, Maria Orozco, Karen Osmundson, Lupe Rivas and President Willie Yahiro were present. Trustee Jeff Ursino was absent.

3.3 Superintendent Comments

Superintendent Baker thanked everyone for being present and assured them that the Board also supports the same issues that are being brought up in negotiations, such as class size reduction, and looks forward to reaching agreements. She asked Mr. Murry Schekman to speak briefly about a successful achievement by one of his family members.

Mr. Schekman shared that his brother, Dr. Randy Schekman, had won the Nobel Prize in science and that in a speech Dr. Schekman thanked his teachers in public education for inspiring his curiosity.

**3.4 Governing Board Comments/Reports (limit to 1 minute per trustee)
- Report on Standing Committees Meetings**

Trustee Osmundson reported that she had attended open house and enjoys visiting every classroom.

Trustee Rivas welcomed all to the meeting. She reported that she had attended the recent SELPA's Community Advisors Committee meeting; she thanked all parents who partake in these meetings.

Trustee DeRose commented that she had attended a lecture series at the Stanford Center for Opportunity in Public Education to hear Diane Ravitch discuss her book *Reign of Error*, which discusses education reform.

Trustee Orozco thanked all parents for their interest in their students' education.

4.0 APPROVAL OF THE AGENDA

Trustee DeRose moved to approve the agenda. Trustee Orozco seconded the motion. The motion passed 6/0/1 (Ursino absent).

5.0 APPROVAL OF MINUTES

a) Minutes for September 25, 2013

Trustee Orozco moved to approve the minutes for September 25, 2013. Trustee Rivas seconded the motion. The motion passed 6/0/1 (Ursino absent).

6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

LaMaya Gross and Alondra Garcia-Mendoza of Aptos High School spoke about the various activities and events at the school, including sports. They asked about how negotiations were going and thanked the board for their help in resolving the issues involved in negotiations.

Adam Ledesma and Vanessa Gonzalez of Watsonville High School showed pictures from the Cancer Awareness panel and commented on the event. They thanked panel members for sharing their stories. What's in a Name assembly took place as well; it was inspirational. Other upcoming events and activities, including homecoming, were reported.

Felicia Davidson of Pajaro Valley High school, reported on academics, spoke about their leadership conference, gave an update on athletics noting that the football team is undefeated, and listed upcoming activities and events, including the homecoming dance. She announced the passing of Ms. Diaz, a teacher at Cesar Chavez Middle School, saying she was a brilliant history teacher.

7.0 BUDGET UPDATE

Report by Brett McFadden, CBO.

Brett McFadden spoke of his role in protecting the fiscal stability of the district. Regarding the government shutdown, he noted that there is no immediate impact to the district as most programs are forward funded and 2013 appropriations have been made. However, the Child Development Department and the Food Services Department may see a delay in funding. It is recommended to continue operations as planned and staff will continue to monitor the situation closely. In the budget process update, Mr. McFadden noted that the district has been subject to 12 fiscal reviews the past 3 years and no major audit exceptions were found; in addition, the audits have concurred with the district's financial assumptions and projections. Currently, the districts in the county will be operating two financial and human resources systems as a switch to the Digital Schools system is implemented. Through this time, the district will require additional temporary assistance in HR and Finance to ensure a seamless transition.

A multi-year projection (MYP) is legally required to ensure the district maintains sufficient funds overtime. Mr. McFadden provided a preliminary Local Control Funding Formula (LCFF) MYP analysis, noting that PVUSD is the first district in California to propose a reinvestment package. The 2013-14 year shows a high beginning balance because the anticipated potential reductions which did not materialize due to the passage of

Proposition 30. Most new revenues have been invested in salary and position restoration and so there is a dramatic drop in the ending balance of 2014-15 and 2015-16. The MYP also includes the proposed 7% salary increase for PVFT members, although that has not yet been negotiated. The projection also shows a 3% reserve but Mr. McFadden cautioned that in budget trainings it has been recommended to have a 10% reserve. An outline of the district's phase one, approved in July and representing a total of about \$13 million dollars, was presented; the list included the figures on salary and prep time that were proposed but have not been approved in negotiations with the teachers' union. In reference to the proposals in negotiations, Mr. McFadden added that the proposal by PVFT amounts to approximately \$35 million dollars; the County Office of Education would not approve this proposal as it would place the district in danger of bankruptcy before the end of the school year. He added that his main concern is that there is an idea that the district can do a lot more than what it can to remain fiscally solvent.

Mr. McFadden offered a long term perspective on the implementation of the LCFF. The implementation is to take place in the next eight years and assumes a robust economy for the next twelve years but the ups and downs of economy history does not support that assumption. PVUSD is a district that is highly funded and as such, under LCFF, it is most vulnerable and a 10% reserve is recommended. The MYP shows a balance that does not leave much room for error.

In reference to the Local Control Accountability Plan (LCAP), it was noted that, although there is yet no guidance from the state, laws will require that the district develops a plan. Implementation will be a time and staff consuming project. Initial work is taking place; staff will meet with parents, both unions and other stakeholders to discuss and obtain input on LCAP. Staff will also present a plan to the board in November for discussion.

Board participated with comments and questions.

Public comment:

Jack Carroll, PVFT negotiator, thanked the board for placing this early on the agenda. The multi-year analysis is an item that we have been waiting for to finalize our proposals. He noted that the district has not provided PVFT with detailed proposals. Now that we have a better idea and the expenses that our proposal, we are prepared to be an active and responsible participant in the process. Union does not want district in bankruptcy.

Don Brown, teacher, stated that this district has been underpaying teachers for many years and has been on the bottom for a while.

Rita Ramirez and Yasmin Longeria, teachers, spoke about how prep time allows teachers and students to work well; they said that teachers are not respected.

Tony Navarro, teacher, wondered how many teachers the district loses to low salaries.

Ana Cardenas, student at Cesar Chavez, advocated for her teachers and her education, stating that what teachers are asking for is not much and they deserve it.

Esther Gallegos, student at WHS, stated that students are collateral damage to the lack of support. Teachers should worry about helping their students and they don't have enough time to give students what we need. Teachers deserve what they are asking.

Alexandria Brumley, student, asked for better pay for all teachers. They are giving us our future and they inspire all students.

Irma Lopez, parent, supports teachers and what they are requesting.

Brenda Navarro, parent, cares about her children's education and supports smaller classrooms.

Priscilla Ramirez, student, commented that she's losing teachers due to lack of support; she added that teachers are preparing students for the future.

Christine Ramirez, parent, stated that students are suffering; lack of support from teachers is hurting their educational options.

Martha Torres, parent, has seen parent support at the school to ensure their children get a good education. Teachers need better salaries and reduced class sizes.

Imelda Hernandez, parent, values her children's education and they deserve the best. Supports smaller classes, more preparation time and asked the board to stop delaying the contract.

Ron Rhodes, teacher, wants the best for our students, class size reduction will be helpful. Teacher wages should not be this low; Salinas offers 20% higher salaries. He asked to find a way to change the financial analysis to make it better for teachers.

Lowell Hurst, grandfather, all children deserve a quality education.

Eduardo Montesinos, parent and council member, advocated for better salaries and more prep time for teachers to avoid losing them.

Antonio Vivó, teacher, spoke for Reggie Roberts, a teacher who has a lot of other responsibilities, and offered a comparison between being a teacher and a bus boy; there are more earnings and many less requirements as a bus boy. He stated that Mr. Roberts has other jobs so that he is able to afford to teach.

Amee Mizuno, reading intervention teacher, first grade group in a test is the lowest group they have tested and concluded that it is related to larger class sizes. Students will continue to be underprepared as long as CSR is not reinstated.

Marilyn Garrett, retired teacher, the problem is the disproportionate allocation of money from the country. Wi-Fi radiation is a huge concern. The best for children is to have a safe learning environment, including safe use of technology.

Jennifer Kahn, teacher, pointed out that test scores are better for schools that have 20:1 classrooms.

Leonardo Gonzalez-Torres, parent, advocated for teachers and asked the board to support their needs.

Bill Beecher, community member, teachers have been misled by union representation. Impasse process at this time due to lack of agreement. Union hopes that the district gives in before fact finding.

Barb Raab, teacher, spoke of her commitment to students' learning, the need of time to prepare and better compensation.

Board participated with additional comments.

At 9:22 pm, president Yahiro asked for a five minute break.

Board resumed its meeting at 9:35 pm.

President Yahiro closed the regular meeting and opened the Public Hearing.

- 8.0 PUBLIC HEARING ON ~~BOARD~~ CSEA APPOINTED PERSONNEL COMMISSIONER**
8.1 Public Hearing for Classified Employees' Appointment to the Personnel Commission:
Sharon Gray.
Report by Pam Shanks, Director, Classified

Pamela Shanks and Leticia Oropeza of CSEA noted that, per commission rules, CSEA has the authority to recommend their representative to the Personnel Commission. CSEA is re-nominating Sharon Gray to this post. Ms. Oropeza thanked the board for their support of Ms. Gray.

8.2 Public Comment

None.

8.3 Board Comment

None.

President Yahiro closed the Public Hearing and resumed the regular board meeting.

9.0 VISITOR NON-AGENDA ITEMS

Bill Leach, community member, listened to everyone's conversation and feels for students because there are too many students per classroom. Spoke about his experience with the CBO when he spoke with him about property taxes, stating he felt disrespected.

Celeste DeWald, Santa Cruz Alliance for Arts Education, thanked board members who will be attending their upcoming breakfast. Noticed that there is wonderful display of the art in the boardroom. Thanked Ylda Nogueta and Lyn Olson for their assistance to ensure that we have information on the type of arts education currently in the schools.

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

Francisco Rodriguez, PVFT president, spoke about president Yahiro's comments regarding the rescinding of five furlough days, which were not due to a negotiated agreement with the union. Suggested to bring forward information on SB97, signed by the governor, which adds local bargaining units to groups that school districts and county offices of education must consult in the development of LCAP, adding that PVFT is ready to begin consultation on this issue.

Leticia Oropeza of CSEA, and Jack Carroll of PVFT, spoke about AB86, law on the consortium for the adult education program. He asked that the process be transparent. The purpose is to come up with a plan to avoid duplication of adult education services.

Dorma Baker clarified that she has received the survey regarding Adult Education and county districts are having conversations to discuss the survey and next steps.

11.0 CONSENT AGENDA

Trustee DeRose moved to approve the consent agenda. Trustee De Serpa seconded the motion. The motion passed 6/0/1 (Ursino absent).

11.1 Purchase Orders September 19 – October 2, 2013

11.2 Warrants September 19 – October 2, 2013

11.3 Approve Award of Contract for Bottled Water Service, RFP#JL090613.

11.4 Approve Elementary School Rekeying Projects to Include Classrooms, Multi-purpose Room, Library and Other Large Capacity Rooms.

11.5 Approve CASHEE Passage Waiver for Student 13-14-05, English Language Arts, Pajaro Valley High School.

11.6 Approve CASHEE Passage Waiver for Student 13-14-06, English Language Arts, Watsonville High School.

- 11.7 Approve CASHEE Passage Waiver for Student 13-14-07, English Language Arts, Watsonville High School.
- 11.8 Approve CASHEE Passage Waiver for Student 13-14-09, Mathematics, Pajaro Valley High School.
- 11.9 Approve CASHEE Passage Waiver for Student 13-14-10, English Language Arts, Pajaro Valley High School.
- 11.10 Approve CASHEE Passage Waiver for Student 13-14-11, English Language Arts, Pajaro Valley High School.
- 11.11 Approve CASHEE Passage Waiver for Student 13-14-12, English Language Arts, Pajaro Valley High School.
- 11.12 Approve CASHEE Passage Waiver for Student 13-14-13, Mathematics, Renaissance High School.

12.0 DEFERRED CONSENT ITEMS

None.

13.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS

13.1 Action on Classified Employees' Appointment to the Personnel Commission: Sharon Gray. Report given under item 8.1.

Trustee Rivas moved to approve this item. Trustee Orozco seconded the motion. The motion passed 6/0/1 (Ursino absent).

13.2 Report, discussion and possible action to Approve Resolution #13-14-04 Setting Forth Final Guidelines For The Development and Use of Freedom Field At Aptos High School.

Report by Brett McFadden, CBO.

Brett McFadden reported that there have been considerable conversations on this subject. On September 11 the County Supervisors approved the plans. After the approval, the district contacted neighbors to obtain input as guidelines were developed. Legal counsel reviewed this resolution.

Board participated with comments.

Trustee De Serpa moved to approve this resolution. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (Ursino absent).

13.3 Report, discussion and possible Action on Diversion, Support and Deterrent Program Proposals.

Report by Murry Schekman, Assistant Superintendent.

Murry Schekman offered some background information on deterrents to use on controlled substance. Proactive Canine was hired to provide this service at three schools, AVCI, New School and Aptos High. Data shows that there is positive impact. Board wanted to be proactive in preventative measures. Spoke of the activities that are currently in place. Aptos High School's suspension diversion program is a good example of a preventative service.

Mr. Casey O'Brien, Aptos High principal, spoke of the program and showed that data is supportive of this program. The program integrates other programs, such as ones offered by PVPSA, and uses on site suspension to ensure students spend their suspended time in an educational setting. Students who are suspended can opt for either : 1)out of school 3-5 days or 2) three days at the end of the month at school for support.

Mr. Schekman reported that expulsions have been reduced by 34% over the last three years. The district has very talented staff who seeks ways to best influence a student at risk. He commented on the Valor Program and how it helps expelled students.

Kenya Edison, Child Welfare and Attendance Coordinator, spoke about Growth Achievement and Progress (GAP), a program that allows for more direct involvement in getting students to support services before an expulsion happens. There was a large number of 6th graders at risk and GAP assists at this level.

At: 10:21 Trustee De Serpa moved to continue the meeting to 11:00 pm. Trustee DeRose seconded the motion. The motion passed 6/0/1 (Ursino absent).

Board continued with comments and questions.

Mr. Schekman noted that the total cost to support the three programs, GAP, canine deterrent and suspension diversion is about \$135,000.

Trustee De Serpa moved to approve this item. Trustee DeRose seconded the motion.

The board continued with comments.

The motion passed 6/0/1 (Ursino absent).

Given the time, the Board proceeded to discuss action on closed session item before the report and discussion item.

15.0 ACTION ON CLOSED SESSION

2.1 Public Employee Appointment/Employment, Government Code Section 54957

a. Certificated Employees

Trustee DeRose moved to approve the certificated employee report with the addition of 2 Academic Coordinators to New Hires and 1 TOSA under Leaves of Absence. Trustee Orozco seconded the motion. The motion passed 6/0/1 (Ursino absent).

b. Classified Employees

Trustee DeRose moved to approve the classified employees report as presented. Trustee Orozco seconded the motion. The motion passed 6/0/1 (Ursino absent).

2.8 2 Expulsions

Actions on Expulsions:

Trustee Osmundson moved to approve the recommendation of the District Administration for the following expulsion:

13-14-005

Trustee DeRose seconded the motion. The motion passed 6/0/1 (Ursino absent).

Trustee Osmundson moved to approve the recommendation of the District Administration for the following expulsion:

13-14-006

Trustee DeRose seconded the motion. The motion passed 6/0/1 (Ursino absent).

14.0 REPORT AND DISCUSSION ITEMS

14.1 Report and discussion on Drop Out Committee Report.

Report by Faris Sabbah, Director, Migrant Education.

Dr. Faris Sabbah offered a brief background on the creation of study group to assess dropout data. The group includes trustees Yahiro and Rivas, Murry Schekman, Carol Ortiz and community member Bill

Beecher. It was noted that there are different approaches to viewing data, some following cohorts until after the 12th grade and others, such as the CDE, looks at data in cohorts from 9th to 12th grades. On Dataquest, the California Department of Education reported a 7.5% drop out rate for PVUSD and a 78.7% graduation rate in 2013.

PVUSD looked at a cohort of 6th graders in 2006 and followed through 12th grade in 2012. All entries and withdrawals were collected and placed into one of three categories: graduated, went to another school outside the district, and potential drop out. The same methodology was used for a cohort of 6th graders in 2007. For the 2006 cohort, results show that 62.2% graduated and a potential dropout of 16.2%. When students who went to other institutions were excluded from the data, PVUSD shows a graduation rate of 79.3% and a dropout rate of 20.7%. CDE shows a rate of 78.6% for PVUSD in 2012. For the 2007 cohort, the numbers for graduation rate excluding students who went to other institutions at 77.4% and a dropout rate of 22.6%; CDE shows a 78.5% graduation rate for PVUSD in 2013.

The committee looks at data considering factors such as ethnicity, English learner (EL) status, schools of attendance and other demographic factors that can affect graduation rates. Data shows that, surprisingly, over 30% of potential dropouts occur in middle school; high numbers of dropout also occurs in 12th grade. It was noted that long term ELs are two to three times more likely to dropout than students who reclassify before 6th grade. Full English Proficient (FEP) students have the highest graduation rate of all groups.

Addressing next steps, it was noted that there is a lot more data that needs to be analyzed. The district is interested in tracking progress of students who go to other schools and in developing an early warning system for elementary and middles schools. The district's policy, resources, preventative steps and interventions are also being reviewed. Currently, there are many programs in place that are effective and can also contribute to mitigate dropout potentials and help with the concept of early alerts.

Board participated with comments and questions.

Public comment:

Tony Navarro, teacher, spoke about his experience with students feeling inadequate to continue in school, such as not being able to read well.

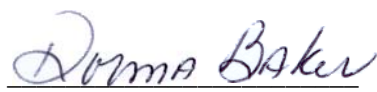
Board continued with comments and questions.

16.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2013
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.

		Comment
October	▪ 23	
November	▪ 13	▪
December	▪ 11 Annual Organization Mtg.	▪ Approve 1 st Interim Report

17.0 ADJOURNMENT

There being no further business to discuss, the meeting of the board adjourned at 11:15 pm.



Dorma Baker, Superintendent