

September 2, 2003

The Board of Education of the Monterey Peninsula Unified School District met in regular session at 5:40 p.m. on the above date at the Instructional Materials Center, 540 Canyon Del Rey, Monterey, California.

CALL TO ORDER

The meeting was called to order by President Troutman.

Board Members Present: Robert Eggers
 Resa Foss
 Regena Lauterbach
 Shanda LeBoeuf
 Carlos E. Noriega
 Marjorie Troutman
 Daniel Villa

**ROLL CALL –
ESTABLISHMENT OF
QUORUM**

Staff Members Present: Jim Burnis
 Daniel Callahan
 Robert Costa
 Shelby Garrison
 John Lamb

DLI/POM/NPS Representative Present: Ron Graddy

Student Board Members Present: Carmelo Tringali, Monterey HS
 Valina Moreno, Seaside HS

The President declared that a quorum was present and the Board proceeded with the order of business.

No public comments were made at this time.

PUBLIC COMMENTS

The Board adjourned to closed session at 5:42 p.m. to discuss the following:

CLOSED SESSION

- Conference with Labor Negotiator
 - a. Agency Negotiator: Robert Costa*
 - Employee Organization: Monterey Bay Teachers Association*
 - b. Agency Negotiator: Daniel Callahan*
 - Employee Organization: Unrepresented Employees - Associate Superintendent, Chief Business Officer, Personnel Services Director, Support Services Director*
- Conference with and/or receive advice from legal counsel - Existing Litigation
 - Sterling Garrett vs. Monterey Peninsula Unified School District*
- Public Employee Performance Evaluation
 - Superintendent of Schools*

The Board reconvened at 7:05 p.m. to take the following action:

RECONVENE OPEN SESSION

(Mrs. LeBoeuf left the meeting at 6:18 p.m.)

The Pledge of Allegiance to the Flag of the United States of America was led by Mr. Villa.

PLEDGE OF ALLEGIANCE

No reportable actions were taken in closed session.

**REPORT ACTION TAKEN IN
CLOSED SESSION, if any**

No additional items were added to the agenda.

**TAKE ACTION TO ITEMS
THAT AROSE SINCE
POSTING OF THE AGENDA**

Carmelo Tringali reported on activities at Monterey High School including fall sports, first dance and rally, cheerleading camp, Team USA, back-to-school night, and strategic planning.

**STUDENT BOARD MEMBER
REPORTS**

President Troutman acknowledged correspondence from Monterey High School parent Adeline Flores regarding the improvement of learning conditions.

CORRESPONDENCE

Mrs. Lauterbach welcomed Crumpton School teachers; commended the City of Monterey, library board, and Director Paula Simpson for partnering with the District to allow Monterey teachers and students free access to the library; and reported on an education summit in Salinas.

**SUGGESTIONS AND
COMMENTS FROM
MEMBERS AND OFFICERS
OF THE BOARD**

(Student Board member Valine Moreno arrived at 7:18 p.m.)

Mr. Noriega reported on the August 20 meeting with Marshall School parents and the Marina Labor Day parade.

Mr. Eggers reported on the Seaside High School back-to-school night and the Marina Labor Day parade.

President Troutman referred to the recommendations made by the Fiscal Advisor in January and requested a status report. (consensus of the Board)

Ms. Foss acknowledged phone calls and letters from teachers supporting Monterey Bay Teachers Association President Francine Stewart; and referred to an August 31 article in the Monterey County Herald regarding NASA and changing organizational culture, and communication in the District.

Valine Moreno reported on activities at Seaside High School including the first dance, fall rally, back-to-school night, and a workshop on diversity that was attended by student leaders and the National Coalition Building Institute (NCBI) club.

President Troutman acknowledged Trustee Area II Board candidate Debra Gramespacher, and Trustee Area III Board candidates Maria Buell and Terry DeBono in the audience.

Beth Costanza, California School Employees Association (CSEA) President, spoke about the transfer of dollars from the health and welfare fund to the general fund, how it may have avoided layoffs during that time, and the establishment of the health and welfare trust as a result of the lawsuit. She stated those events happened in the past and if everyone doesn't start working together as a team, she saw no way for the District to move forward.

**SUGGESTIONS AND
COMMENTS FROM
VISITORS – NON-AGENDA
MATTERS**

The following teacher representatives expressed full support for their association president as their elected official, requested that the Board acknowledge its \$13 million debt, and a repayment schedule provided:

Jill Low, Crumpton School
Holly Shewbridge, Seaside High School
Beth Parsons, Marshall School
Carol Shadwell, Highland School

Francine Stewart, Monterey Bay Teachers Association President (MBTA), said the teachers association and classified employees association will unite and work together; and clarified issues related to the teachers association's withdrawal from the Long-Term Comparable Compensation Committee and a supposedly misquoted statement by the Chief Business Officer in Newswaves. She asked Dr. Callahan and each Board member to individually acknowledge the debt owed to MBTA, and whether MBTA deserved a thank you for not enforcing the debt and the District not

going into state receivership or bankruptcy. For those who indicated it was a time for comments on the agenda and not questions and answers, Ms. Stewart said "no comment" will be taken as a "no, thank you." She expressed her frustration about her requests to place the item on the agenda and referred to information from the California School Boards Association regarding the discussion of items not on the agenda that are raised by members of the public and responses to questions about items not on the agenda.

Helen Rucker, Seaside resident, referred to the previous discussion and the Brown Act, and said the item was not agendized and the confrontations were uncalled for.

Debra Gramespacher, parent and Board candidate, expressed concern about the District Strategic Plan related to single gender classes, and urged the Board to reconsider that Action Plan, set priorities straight, and not waste time on side issues.

Ken Schisler, representing the Madden Company, expressed the company's support for the District and asked that his company and other local businesses be included when office equipment goes out to bid.

April McMillan, Marina Vista School teacher, thanked Mr. Noriega and Dr. Callahan for going to Marshall School and supporting the students and parents; and thanked Ms. Foss for acknowledging a communication gap.

Betsy Rosenthal, La Mesa School teacher, said her paycheck is less than last year, and that she will have a hard time staying in the District.

Valine Moreno, student Board member, said her future goal is to become a teacher and expressed her admiration to the teachers who attended the meeting on behalf of their own career.

Christopher DeBellis, Marina Visa School teacher, spoke about his teaching experience in the District and other job offers. He supported open communication and creative thinking to find solutions, and applauded the Board for listening.

Anna Macaluso, CSEA 1st Vice President, referred to a co-worker's net paycheck and urged that layoffs not be used to increase salaries. She said everyone needs to work together, openly communicate between the Board, District, employee associations, and come up with a solution.

Curt Parker, retired teacher, said he is happy that he retired and that he will be receiving more money than when he was a teacher.

Natalie Gray, Manzanita School teacher, said there has been frustration about the state loan and the creation of distrust; and she referred to the high cost of living on the Peninsula, low salaries, and keeping teachers in the District.

Carol Saxton, CSEA Treasurer, said the issue needs to be stopped and is a cancer that is eating away the vitality of the District. She said she didn't have a solution, but everyone needs to communicate.

Glori Souza, La Mesa School teacher, said the Board needs to become more responsive to a problem that is brewing in the District, and said teachers felt they sacrificed salaries to maintain programs, and now there are no programs, salaries, or a feeling of moving forward professionally. She said it is a frustration and asked that the Board treat it as an emergency and respond as such.

Dr. Callahan said it has taken a long time for the District to get into the situation that it's in, and it will take a while to get out. He stressed the importance of working together as a District and to recognize negative factors: expensive area to live, rising health costs, declining enrollment. The Board has listened closely to MBTA and the administration was directed by the Board to address the issue in negotiations. If not resolved, the item would be agendized at the next meeting.

ACTION ITEMS

RESOLVED that the administration be authorized to sign the agreement for Services of Construction Inspector with David Edding & Associates as present.

MSC* Noriega, Foss
AYES: 5
NOES: 0
ABSTAIN: 1 (Foss)
ABSENT: 1 (LeBoeuf)

Approve Agreement for Services of Construction Inspector

RESOLVED that the authorized signatures of Board Representatives, effective September 2, 2003, be approved as submitted.

MSC Noriega, Foss
AYES: 6
NOES: 0

Approve Signatures of Board Representatives Effective September 2, 2003

REPORTS

(The student Board members left the meeting at 8:05 p.m.)

Superintendent's Report

Shelby Garrison, Director Support Services, provided an enrollment update and said the 20th day enrollment is down by 344 students from projected enrollment. She also reported on a Partners in Education (PIE) program between the military installations and the District, and said a memorandum of understanding is being drafted and will come to the Board for action at a future meeting.

DLIFLC/POM/NPS Representative

Dr. Callahan referred to the Board calendar for reports, reviewed the next Superintendent's Advisory agenda and Celebrating Successes, and commended the military and school liaisons for coming up with a solution to track incoming and outgoing military students in the District. To date there are approximately 106 military school-age children moving into the area, and approximately 40 school-age children moving out of the District.

Mr. Graddy said partnerships with the military and District has been ongoing, but the PIE program will formalize and expand the program. Mr. Graddy shared a letter from the Garrison Commander to Marshall School parents regarding parent involvement.

(Mrs. LeBoeuf returned to the meeting at 8:10 p.m.)

INFORMATION

Dr. Callahan said the administration seeks Board consensus about the processes, the level of work brought forward for staff and the Board itself, and to determine in the long-term how best to completely update the Board Policy and continue to stay abreast of the latest recommendations from the California School Boards Association. Comments made by Board members included having a staff person present if the Superintendent is unable to attend a meeting, prioritizing policy revisions based on need due to reduced staff, and outsourcing the work to a consultant to completely bring the Board policies up-to-date so changes can be inserted with minor revisions.

Discuss Policy Subcommittee Protocol

This item was presented for discussion and further input and to heighten the performance of the entire Governance Team in the service of children in the District. The discussion focused on Board Policy 1330, Board-Staff Communication; Board Policy 1340, Board Protocols; Protocols for Strategic Plan Follow-Through; Meeting Guidelines; Intent and Impact, and Strategic Planning work with Howard Fedemma.

Single District Training

Chief Business Officer Jim Burnis and Risk Manager Judy Durand provided an overview of the status of the District Health and Welfare Trust, noted that the Trust is a separate entity from the District, referred to rising costs for health care throughout the nation, spoke about a possible 15% increase in premiums this spring, and said the Trust will be reviewing several health plans and determining what type of scope and cuts might need to be made and to price the options.

Health and Welfare Trust – Experience and Prognosis

Associate Superintendent John Lamb provided an overview of the present policy that requires all high school students to only earn course credit for a grade of “C” or higher in all mathematics, English, science, and social studies courses, and Board concern about a difference of opinion and a suggestion that the issue be reviewed by a larger group. After a brief discussion and comments from members of the audience, it was the consensus for staff to move forward with the study and a report be brought to the Board by February 2004.

Review Recommendation Related to the “D” Grade Policy

At the direction of the Board, Personnel Services Director Robert Costa presented an overview of Y-rating of employees. Comments from Board members included limiting Y-rating to 90 days, developing standards and discussing options, looking at District needs, and retaining flexibility on an individual basis. After further discussion, Dr. Callahan said draft administrative regulations could be crafted and presented to the Board at a future meeting.

Y-Rating of Employees

Back-to-School Night (BTSN) was scheduled the fourth week of school this year with elementary schools on Tuesday night, middle schools on Wednesday night, and high schools on Thursday night to accommodate parents, students, and teachers as soon as possible after the beginning-of-year class balancing and reorganization. Dr. Callahan said this item was placed on the agenda at Board direction for further discussion. Comments from Board members included children needing help with their homework in the evening, difficulty for Board members to visit all schools in their trustee area, teachers with children in the District who were unable to attend their child’s BTSN, and scheduling BTSN and open houses over a two-week period and allowing the schools to select their evenings. Other Board comments included BTSN is for parents, parents want to know as soon as possible how their child is doing, it is not the purpose for Board members to visit every school and the schedule shouldn’t be based on that, the motivation is parents and students, there will be conflict on whatever evening is selected, and scheduling is an administrative matter. A parent suggested a Monday, Tuesday, Wednesday evening schedule to accommodate Friday exams for teachers and students. After further discussion, President Troutman directed the District administration to continue and work with the site administrators.

Discussion Regarding Back-to-School Night/Open House Scheduling

Dr. Callahan referred to the August 11, 2003, Single District Training with a California School Boards Association consultant, and possible discussion on how the Board might begin looking at how they can best support the Mission defined in the Strategic Plan and the 18 Action Plans that are moving forward this school year within the framework of the roles of the Board. There was no discussion at this time.

Strategic Plan: Setting Direction, Establishing the Structure, Providing Support, Ensuring Accountability, Demonstrating Community Leadership Throughout

Due to the lateness of the hour, Mr. Villa suggested that the item on Student Achievement and Its Relation to District Busing Policies be tabled to the next meeting, and that it be moved toward the top of the agenda. After a brief discussion, the following action was taken:

Student Achievement and Its Relation to District Busing Policies

RESOLVED that the following items be tabled to the next meeting:

Review Board Policy 1320 – Board Development Inservice

- Student Achievement and Its Relation to District Busing Policies
- Review Board Policy 1320 - Board Development Inservice
- Review Board Policy 1420 - Conduct of Meetings

Review Board Policy 1420 – Conduct of Meetings

MSC Eggers, LeBoeuf
 AYES: 5
 NOES: 2 (Foss, Lauterbach)

Dr. Callahan provided an overview of the positions for California School Boards Association (CSBA) Directors-at-Large, American Indian and Black. Mr. Villa nominated Mrs. LeBoeuf to serve as CSBA Director-at-Large, Black. After a brief discussion, it was noted that the item will be brought back to the next regular meeting for action.

Call for Nominations – CSBA Directors-at-Large, American Indian and Black

MSC Villa, LeBoeuf

CONSENT AGENDA

Approval of Consent Agenda

Ms Foss referred to Consent Item #4 and expressed concern about the salary schedule and bus drivers leaving for higher paying positions after they have been trained by the District.

Mr. Burnis commended Transportation Director Bill Martin for his efforts in securing the grants, and said out of \$21 million that was available, the District's allocation of \$1.5 million was the most received of all the agencies that applied.

RESOLVED that the Consent Agenda be approved as submitted.

1. Approve Minutes – August 18, 2003, Regular Board Meeting
2. Approve/Ratify Personnel Items
3. Accept After School Education and Safety (ASES) Grant for Del Rey Woods and Marina Vista Elementary Schools, and King Middle School (Health Services) - NTE \$1,053,750 over three years
4. Accept AB 2766 Emissions Reduction Grants for a New Compressed Natural Gas (CNG) Fueling Station, School Bus Re-power Demonstration/Certification, and the Purchase of One CNG School Bus (\$361,721)
5. Approve Ratification of Change Orders for Modernization Phase 1A General Construction

MSC	Villa, LeBoeuf
AYES:	7

- Sample Y-Rating Administrative Regulations (Lauterbach)
- Student Achievement and Its Relation to District Busing Issues (Lauterbach)
- Review Board Policy 1320 – Board Development Inservice (Lauterbach)
- Review Board Policy 1420 – Conduct of Meetings (Lauterbach)

Mr. Villa expressed an interest in the busing issues and said he will be out-of-state during the next meeting. After a brief discussion, it was the consensus to agendize the item at a later date.

None.

The meeting adjourned at 10:04 p.m.

SUGGESTIONS AND COMMENTS FROM MEMBERS AND OFFICERS OF THE BOARD AND BOARD MEMBER REQUEST(S) FOR INFORMATION AND/OR POSSIBLE FUTURE AGENDA ITEMS

BOARD MEETING EVALUATION

ADJOURNMENT

Respectfully submitted

Daniel Callahan, Ph.D.
Executive Secretary

DC/jif
*MSC-Motion/Second/Carried