

October 27, 2003

CALL TO ORDER

The Board of Education of the Monterey Peninsula Unified School District met in regular session at 5:47 p.m. on the above date at the Instructional Materials Center, 540 Canyon Del Rey, Monterey, California.

The meeting was called to order by President Troutman.

**ROLL CALL –
ESTABLISHMENT OF
QUORUM**

Board Members Present: Robert Eggers
Resa Foss (arrived at 6:20 p.m.)
Regena Lauterbach
Carlos E. Noriega
Shanda LeBoeuf (arrived at 5:55 p.m.)
Marjorie Troutman

Board Member Absent: Daniel Villa

Staff Members Present: Jim Burnis
Daniel Callahan
Robert Costa
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.

PUBLIC COMMENTS

No public comments were made at this time.

CLOSED SESSION

The Board adjourned to closed session at 5:48 p.m. to discuss the following:

- Student Issues
Consider Expulsion Cases #03/04-2, #03/04-3, #03/04-7, and #03/04-8
- Public Employee Discipline/Dismissal/Release
- Conference with Labor Negotiator
 - a. Agency Negotiator: Robert Costa*
Employee Organization: Monterey Bay Teachers Association
California School Employees Association
 - b. Agency Negotiator: Daniel Callahan*
Employee Organization: Unrepresented Employees –
Monterey Bay School Administrators Association
- Public Employee Appointment – 2003-04
Accounting Supervisor

RECONVENE OPEN SESSION

The Board reconvened at 7:11 p.m. to take the following action:

PLEDGE OF ALLEGIANCE

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

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

No reportable actions were taken in closed session.

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

No additional items were added to the agenda.

**STUDENT BOARD MEMBER
REPORTS**

Carmelo Tringali reported on activities at Monterey High School including class spirit week, fright night dance and movie marathon, denim day, fall sports, homecoming week and the November 12 football game against Seaside High School, and mock trials. He also reported that Dr. Callahan visited the campus earlier in the day.

Valine Moreno reported on activities at Seaside High School including the mock trial program, Career Exploration Interest Inventory program, STAR testing, fall sports, 10th grade student conference, minimum day workshop meeting, chorus concert, food fair, Halloween costume contest, and senior activities and fundraisers.

CORRESPONDENCE

Mr. Eggers acknowledged an invitation by the Oxford Roundtable to go to Scotland and participate in a Board President/Superintendent/Principals workshop.

President Troutman acknowledged correspondence from Monterey High School teacher Carrie Parker expressing concern regarding the composition of the committee that will be discussing the "D" policy, and felt teachers from each high school should be allowed to select their representatives. She acknowledged correspondence from the NAACP regarding a request for a formal investigation and appropriate action in connection with the reported presence of the Seaside High School band in support of a partisan political campaign event.

Dr. Callahan said the committee members have been selected and the meetings are open for public participation. There was an interest in keeping the committees small, but representative of the various disciplines in both high schools.

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

Mrs. Lauterbach welcomed Foothill School teachers, spoke about her son's experiences with the wildfires in Southern California, and said although the former Fort Ord prescribed burn outran its boundaries and there were terrible inconveniences, everyone needs to be appreciative of the fact that the prescribed burned was contained to former Fort Ord property and that no homes were lost and no one was killed.

Mr. Eggers reported that he will not be able to attend the California School Boards Association Annual Conference in December.

President Troutman distributed the following to Board members: (1) an article from the Monterey County Herald regarding the rising cost of health insurance; and (2) her report on the general session presentation by Glendale Unified School District Superintendent James R. Brown at the Lozano Smith Legal Symposium.

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

Beth Costanza, California School Employees Association President, invited everyone to attend the first annual holiday party for all District employees on December 4, 4:00 - 7:00 p.m., at the Moose Lodge. The event, coordinated by the Presidents of the Board and three employee associations, features food, karaoke, and dancing. The cost is \$5 per person and invitations are forthcoming.

(The student Board members left the meeting at 7:25 p.m.)

Debra Gramespacher, Trustee Area Two candidate, provided additional information about the Career Exploration Interest Inventory pilot program that Valine referred to earlier in the meeting and said it was the first of its kind with the Defense Data Manpower Data Center. She said the program conducts aptitude testing of all people in the armed services and students and explores all civilian and military occupations throughout the nation. She said the testing includes seven exams and that it was an honor for Seaside High School to participate in the program.

Helen Rucker, Seaside resident, referred to the reopening of the street gates in upper Seaside to connect to General Jim Moore Boulevard and impact on neighborhood streets. She suggested that the Trustees representing that area talk to the City and ask what they are planning to do to mitigate the traffic and address other issues that might impact students.

Mr. Noriega said one of the outcomes from the last Peninsula Governance Collaborative was a traffic update in that area due to the building of KB Homes.

Francine Stewart, Monterey Bay Teachers Association President, thanked Foothill School staff for attending the meeting and commended the Board and Dr. Callahan on how they responded to difficult issues at the last Peninsula Governance Collaborative.

STUDENT ISSUES

Consider Expulsion Case #03/04-2

RESOLVED that the student in Expulsion Case #03/04-2 be expelled from schools in the Monterey Peninsula Unified School District through June 30, 2004; and

BE IT FURTHER RESOLVED that the student may be considered for readmission upon completion of the stipulations set forth by the Board of Education.

MSC* Eggers, LeBoeuf
AYES: 6

Consider Expulsion Case #03/04-3

RESOLVED that the student in Expulsion Case #03/04-3 be expelled from schools in the Monterey Peninsula Unified School District through June 30, 2004; and

BE IT FURTHER RESOLVED that the student may be considered for readmission upon completion of the stipulations set forth by the Board of Education.

MSC LeBoeuf, Noriega
AYES: 6

Consider Expulsion Case #03/04-7

RESOLVED that the student in Expulsion Case #03/04-7 be expelled from schools in the Monterey Peninsula Unified School District for the remainder of the 2003/2004 school year; and

BE IT FURTHER RESOLVED that the expulsion be suspended beginning January 1, 2004, in accordance with the stipulations set forth by the Board of Education.

MSC Noriega, LeBoeuf
AYES: 6

Consider Expulsion Case #03/04-8

RESOLVED that the student in Expulsion Case #03/04-8 be expelled from schools in the Monterey Peninsula Unified School District; and

BE IT FURTHER RESOLVED that the student may be considered for readmission upon completion of the stipulations set forth by the Board of Education.

MSC* Eggers, Noriega
AYES: 6

ACTION ITEMS

Approve Administrative Appointment

RESOLVED that the following administrative appointment be approved for the 2003-2004 school year, effective October 1, 2003:

Susan Ziebell Accounting Supervisor, Business Office

MSC Noriega, Eggers
AYES: 6

REPORTS

Superintendent's Report

Associate Superintendent John Lamb reported on the State Academic Performance Index (API) scores that were released the previous week and said nine elementary schools, four middle schools, and one high school meet their goals. A report will be provided when the Adequate Yearly Progress (AYP) rankings become available in December.

Dr. Callahan said four of the schools had erroneous data regarding their English Language Learners and that those scores are being re-calibrated by the State Department. Dr. Callahan provided an update on the prescribed burn on former Fort Ord and its impact on the District.

Colonel Jeffrey Cairns, Presidio of Monterey Garrison Commander, provided background information and the process leading to the prescribed burn and said it was the intent to clear the area of brush, expose the land, and identify unexploded ordnance so the property could be turned over to local agencies. He responded to questions regarding the burn from Board members and the public.

There was brief discussion on the number of wild animals displaced because of the burn, and it was the consensus that site administrators should be made aware so that appropriate action can be taken to alert staff and students of possible wildlife on school grounds.

Ms. Stewart referred to the earlier report regarding test scores and acknowledged the principal for her support to the teachers at Marina Vista School, as well as every site for their hard work with students.

DLIFLC/POM/NPS Representative

Ron Graddy reported on a successful Marshall spaghetti dinner that took place earlier in the evening. He said military school liaison Cindy Rothstein is working with the Education Enhancement Focus Group to come up with ways to enhance the education of military children. He briefly spoke to the dangers of unexploded ordnance and students who have walked into the military youth center with pieces of ordnance they found in unauthorized areas.

Crumpton School Principal Yvonne Despard indicated the military representatives come to the schools and talk about the danger of ordnance to students.

President Troutman suggested that the focus group might want to contact the Lyceum as an alternative to enhancing the education of military students.

Celebrating Successes

Dr. Callahan shared successes at Bay View School, Ord Terrace School, and Highland School.

Marshall School Enrollment/Staffing

Dr. Callahan provided a brief update on enrollment and staffing at Marshall School. He spoke about concerns from Marshall parents and said displaced students were brought back after fall recess. Dr. Callahan said the District has not been able to get solid numbers from the military about how many families are leaving/arriving, and that the school is still overstaffed by more than one full teacher.

Dr. Callahan said it came to his attention at a Marina City Council meeting that the District was criticized by a member of the public for not bringing accurate data to the city. He said the person was not at the last planning commission meeting where the Chief Business Officer, Facilities Planner, and he presented the entire planning commission with specific data from AMBAG about the projected enrollments, projected increase in housing --- both in Seaside and in Marina --- through the year 2020, plus the implications for the schools and the school sites. Dr. Callahan said staff will be at the Thursday planning commission meeting when they make their final decision, and that the recommendations will be brought forward to the full council. Dr. Callahan said it appears that the planning commission will approve the high school site in its original configuration with the potential for adding two to four acres from city land; the elementary site is up in the air at this point. He said staff will update the Board after the Thursday meeting.

Report on Single Plan for Student Achievement

- Crumpton School

Crumpton School is eligible to operate a Title I Schoolwide program based on their low income percentage of 62.5%. On October 30, 2002, the school filed an Intent to Operate a Title I Schoolwide Program with the California State Department of Education to improve student achievement in language arts and math, identify entering kindergarteners at risk of learning difficulties, and providing learning opportunities based on student needs. Crumpton School Principal Yvonne Despard provided an overview of the school's single plan for student achievement, reviewed the school's goals, and clarified questions from Board members.

At the conclusion of her presentation, Mrs. Despard invited Board members, staff, and public to a November 1 Celebration of Life for all students in Marina, 2:00 - 7:00 p.m., at Crumpton School. She also invited Board members to a Thursday, 4:00 p.m., meeting at the school to look at providing more services at Crumpton School.

Grant Status - Districtwide

Mr. Lamb presented a Districtwide grant status update and referred to a 24-page comprehensive tracking system for which the District has applied with the Board's approval. He reported that as of June 30, 2002, the District had 83 "active" grants representing more than \$9 million in categorical funding to support students and student learning. Mr. Lamb said this District has been aggressive in seeking grants to support and extend programs for students.

In response to Mr. Eggers question regarding the state's financial situation and how many positions are funded through grant monies, Mr. Lamb said the information can be researched and compiled for review. He said regardless of what will happen with support for the general, the issue of grants and categorical dollars is always going to exist and be available; but when a grant runs out of funding, the position hired through that grant will not be filled.

Restricted Carryover Balances and Flexibility Transfers

Chief Business Officer Jim Burnis distributed information regarding restricted carryover balances by resource; updated the Board about flexibility transfers to offset the revenue limit reduction, that was incorporated in the State's budget, by allowing school districts to transfer carryover dollars from a variety of categorical programs at least for the current year; and clarified questions from Board members. He highlighted the federal programs that are exempt from the transfer flexibility and noted programs that, prior to this year, were on the list for categorical programs in which districts could tap carryover funds to offset losses on the unrestricted side of the budget. Because the District was looking to those programs as sources to offset the revenue limit loss, Mr. Burnis said it reduced the potential choices by approximately \$2 million for a total exempt federal and state programs carryover of approximately \$4.3 million. Mr. Burnis said of the \$6.1 million carryover balances, only \$1.8 million is eligible to offset the revenue limit loss of \$676,000 or approximately 37% of the \$1.8 million available. When the budget was prepared in June, it was not anticipated that the State would reduce the number of eligible programs and the amount of dollars available to make that offset. Mr. Burnis said Cabinet will be looking at the eligible carryover balances and identifying which programs will contribute to offset the \$676,000 revenue limit deficit and the amount.

In response to Mr. Noriega's question regarding construction and expenses to repairing walkways, Mr. Burnis said the District is getting quotes in an effort to make the repairs on an emergency basis and petitioning the State for hardship dollars.

RECESS

A recess was taken at 8:50 p.m. and the meeting reconvened at 8:55 p.m. to take the following action:

INFORMATION

It was the consensus of the Board to move Item P-7, Action Plan Update, on the agenda, and to pull Item P-3, Review Board Policy 1420 - Conduct of Meetings, to a subsequent meeting.

Action Plan Update

When the 18 Strategic Action Plans were approved in June, Dr. Callahan said primary management team members were identified to provide regular updates on the implementation of the Action Plans. The following Action Plan team leaders provided an update on their areas at this time and clarified questions from Board members:

Leader	Plan #	Action Plan
Daniel Callahan	1.1	Formally adopt a definition of trust that everyone in the community will understand.
Daniel Callahan	1.4	Determine the degree of follow-through regarding recommendations of the Blue Ribbon Committee and re-examine the action steps.
Daniel Callahan	1.8	Create a public relations strategy with a focus on building community trust.
Daniel Callahan	2.7	Establish a working relationship with the Education Foundation for MPUSD.
John Lamb	2.1	Identify and evaluate existing and untapped community resources, and formal and informal partnerships benefiting youth and families in the community.
John Lamb	2.3	Write grants to develop new partnerships; seek funds to sustain, support, and strengthen existing ones; and establish community/resource partnership responsibilities.
Judy O'Mara	3.5	Pilot block scheduling options for middle and high school.
Bill Murphy	3.8	Pilot single gender classes.
Carol Weesner/ Dan Albert	3.9	Expand opportunities for student-driven learning at the middle and high school levels.
Bettye Lusk	4.1	Identify and develop student goal setting tools and systems to assist staff in holding all students accountable for setting and achieving goals. Consider piloting before full implementation.
Bettye Lusk	4.2	Implement at all grade levels goal setting systems (i.e., conferences) incorporating parental and family support.
Robert Costa	5.1	Promote MPUSD in order to attract qualified certificated candidates who will accept our offer of employment.
Robert Costa	5.2	Implement classified recruitment procedures that result in more qualified applicants.
Robert Costa	5.3	Staff schools fully by the beginning of the school year, reducing the need for changes in staffing after opening.
Robert Costa	5.4	Implement classified hiring practices based on standards-based job descriptions, minimum qualifications, and screening procedures.
Colette McLaughlin	6.1	Develop a plan, with input from local governments and annual review, for where and when facilities are needed.
Colette McLaughlin	6.2	Determine Desired Facility Attributes.
Colette McLaughlin	6.5	Develop and implement a Comprehensive Maintenance Plan.

Discuss Board Study Session
Regarding Strategic Planning with
Howard Fedemma - Friday,
January 23, 2004

Dr. Callahan said the item was brought back for further discussion and said this was an opportunity to assist the full Board in understanding the role and function of the Strategic Plan and some of the ways that different Boards operate with their plan across the country.

Although Ms. Foss said she would be out of the area, she said she didn't object to the date, but rather the cost to contract with the consultant at this particular time.

After a brief discussion, it was the consensus to postpone the discussion to a December meeting when the new Board is in place, and for Dr. Callahan to check on alternate dates with Mr. Fedemma.

Continue Discussion on Student Achievement and Its Relation to District Busing Policies

Dr. Callahan said in the next several months, the District will need to look at a number of large issues to include some budget issues, facility issues, and the development of a high school in Marina. He suggested a Board Study Session on November 17 to address where the District is financially, what the projections are for future finances, school attendance and busing of students, and other issues, and to begin dialog on what type of committee they want to study the issues, to prioritize the issues, and do long-term planning for the betterment of the District.

Mr. Noriega suggested that a conscientious effort be made to invite city representatives to the meeting so they can carry information back to their constituents.

Dr. Callahan recommended a special closed session on Saturday, November 15, 9:00 - 10:00 p.m., at the District Office, 700 Pacific Street, Monterey, to discuss negotiation issues, followed by a tour of District properties.

Review Board Policy 1420 - Conduct of Meetings

It was the consensus that this item be tabled to a future meeting.

Discuss Policy Subcommittee Protocol

At this time, Board members discussed protocols and parameters for the Board Policy Subcommittee and to get consensus. Discussion included the number of subcommittee members that constituted a meeting, the presence of the Superintendent or designee at the meetings so they don't have to be rescheduled, holding monthly or bi-monthly meetings, the use of alternate subcommittee members, staff time and resources to update policies, and discussion regarding the pros and cons of hiring an outside consultant to update the entire policy to reflect new/revised legislation and State mandates.

Mrs. Lauterbach said if an individual makes a commitment to be on a committee, then the individual should be on that committee and going to those meetings.

It was the consensus that two Board members and the Superintendent/designee would constitute a meeting. Ms. Foss, Mrs. Lauterbach, and President Troutman preferred bi-monthly meetings; Mr. Eggers, Mrs. LeBoeuf, and Mr. Noriega indicated a preference for monthly meetings. Mr. Eggers said he would request that a discussion regarding the pros and cons of hiring an outside consultant be agendized at the appropriate section on the agenda.

Long-Term Comparable Compensation Committee Update

Mr. Burnis distributed information related to long-term compensation and said the purpose of the committee is to examine the salaries for benchmark positions in comparable districts as compared to those salaries and health benefits in MPUSD. He reviewed the 11 districts selected to compare District salaries and health benefits and the average of the 11 districts, ranked in order of revenue available per student; and percentage of total expenditures for personnel. Mr. Burnis said the districts selected for comparison purposes are close to MPUSD in size, expenditure pattern, and revenue available. He reviewed the District positions selected as benchmark positions that are found in every district throughout the State and said the per diem amount is ranked against the beginning teacher total compensation. The analysis will be done for the other 11 districts using their data and the ratios compared.

Dr. Callahan said there was some concern that there were negotiable issues being discussed. It would be up to the bargaining unit to look at their own relationships internally and determine if positions are out of alignment and whether to decide as a unit to distribute the available funds. He said none of the work of the committee is about negotiations; it is about establishing benchmarks and receiving information from comparable districts so the District can look at its own relationships to itself.

Review Adult Education Position Descriptions

Mr. Costa and Adult School Director Tad Kumagai provided background information regarding the Adult School Reorganization Plan and clarified questions from Board members. This item will be brought back for action at the next meeting.

- Adult Education & ROP Operations Officer Supervisor
- Adult Education & ROP Accountability Coordinator
- Adult Education & ROP Operations Assistant
- Adult Education & ROP Office Specialist
- Adult Education & ROP Admissions/Programs Specialists

Status Report on Financial Recommendations by Fiscal Advisory

Due to the lateness of the hour, this item was tabled to the next meeting.

CONSENT AGENDA

Approval of Consent Agenda

Mrs. Lauterbach referred to the minutes of October 6 and noted that on page 3, paragraph 3, the teacher’s name should be corrected from “Terry” to “Carrie.”

Mr. Burnis said Item 10 was pulled from the agenda and will be resubmitted at the next meeting.

Ms. Foss referred to Item 8 and requested additional information on whether the grant can be used to address needs at Crumpton School. Ms. Foss referred to Item 10 and reminded there is a lot of scrutiny of what Boards do. She objected putting the item under Consent and suggested that Change Orders be agendized under Action to allow for discussion because the rationale is not reflected on the face of the agenda and full agenda packets are limited. She said she could also continue to pull Change Order items from the Consent agenda for discussion.

Dr. Callahan suggested as the renovation moves forward that the items can be placed under Consent and a periodic update provided by 3D/International representatives on a regular basis.

Mr. Noriega said Board members are elected by their constituents to address questions and concerns before they vote.

RESOLVED that the Consent Agenda be approved as corrected.

1. Approve Minutes

October 6, Regular Board Meeting

2. Approve/Ratify Personnel Items

3. Ratify Purchase Orders for September 1 through September 30, 2003

4. Ratify Warrant Register for September 1 through September 30, 2003

5. Approve Gifts to the District

From	To/Purpose	Amount
Foothill School PTA	Foothill School For the reading intervention program	\$6,682.00
Washington Mutual Bank	Marshall School For instructional supplies	\$2,006.00
Big Sur International Marathon	Colton Middle School For the music and science programs	\$1,500.00
Albertson's	Los Arboles Middle School For the librarian's salary	\$1,303.96
Target	Seaside High School For office supplies	\$898.13

6. Approve Student Teaching Agreement Between the Monterey Peninsula Unified School District and California State University Monterey Bay for the 2003-2004 School Year
7. Accept Four California Partnership Academy Grants: Monterey High School Art Careers Academy (\$81,000); Monterey High School Sport Professions and Recreation Careers Academy (\$81,000); Seaside High School Health Professions Academy (\$81,000); and Seaside High School Communication and Education Opportunities Academy (\$81,000)
8. Accept McKinney-Vento Homeless Assistance Act Grant, Health Services (Not to Exceed \$50,000)
9. Approve Ratification of Agreement for Services of Construction Inspector
10. ~~Approve Ratification of Change Orders 13-18 for Modernization Phase 1A General Construction ---- (pulled from Consent Agenda)~~
11. Adopt Resolution to Accept District Calculation of the Limit Provision of Proposition 4, 1979 (Gann Amendment) for 2002-2003 and 2003-2004
12. Declare and Celebrate Red Ribbon Week, October 23-31, 2003

MSC Foss, Noriega
 AYES: 6

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

Discussion on the Board Policy Subcommittee's effectiveness vs. hiring an outside consultant to update the Board Policies (Eggers)
 Provide additional dates on November 17 agenda for Strategic Plan training with Howard Fedemma (Noriega)
 Policy related to school of school/money/funds/supplies for partisan/political purposes for the Board Policy Subcommittee agenda (Foss)
 Dr. Callahan said it was not a Policy, but an Administrative Regulation. In response to Ms. Foss' question whether the District was able to communicate to Marshall School parents regarding research on breakfast policy and whether there was a response from parents who wanted the breakfast program, Dr. Callahan said he would follow-up.

ADJOURNMENT

The meeting adjourned at 10:48 p.m. in memory of Carlos Carbon, father of Adult Education/ROP School Office Supervisor Cris Perry.

Respectfully submitted,

Daniel Callahan, Ph.D.
 Executive Secretary

DC/jif
 *MSC-Motion/Second/Carried