

April 20, 2004

Call to Order

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.

The meeting was called to order by President Lauterbach.

**A. Roll Call –
Establishment of
Quorum**

Board Members Present: Terri DeBono
Robert Eggers (arrived at 5:45 p.m.)
Resa Foss
Regena Lauterbach
Shanda LeBoeuf (arrived at 7:00 p.m.)
Carlos E. Noriega
Marjorie Troutman

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

DLI/POM/NPS Representative Present: Ron Graddy (arrived at 7:05 p.m.)

Student Board Members Absent: Michael Leonard, Monterey HS
Andrew Mahone, Seaside HS

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

**B. Public Comments on
Closed Session Items**

Tammy Hunziker, Bay View parent, asked for clarification regarding public comments.

President Lauterbach indicated that there would be a time limit set.

C. Closed Session

The Board adjourned to closed session at 5:34 p.m. to discuss the following:

1. Public Employee Performance Evaluation (Gov. Code section 54957)
Superintendent of Schools
2. Public Employee Discipline/Dismissal/Release (Gov. Code section 54957)
3. Conference with Labor Negotiator (Gov. Code section 54957.6)
 - a. Agency Negotiator: *Robert Costa*
 - Employee Organization: *Monterey Bay Teachers Association
California School Employees Association*

**D. Reconvene Open
Session**

The Board reconvened at 7:00 p.m. to take the following action:

E. Pledge of Allegiance

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

**F. Report Action Taken in
Closed Session, if any**

No reportable actions were taken in closed session.

G. Take Action to Items That Arose Since Posting of the Agenda and Approve Agenda (2/3 Vote Required if Any Item is Added to the Agenda)

President Lauterbach said the following items were asked to be place on the agenda. She said per legal counsel a majority vote would be required instead of the required 2/3 vote.

1. Minutes (discussion was not completed)
2. Revisit the addition of budget reductions and school closures

RESOLVED to add the minutes that were not discussed and voted upon from the April 19, 2004 meeting to the April 20, 2004 agenda.

MSC+ Eggers/Troutman
 AYES: 7
 NOES: 0

RESOLVED to add budget reductions to the agenda.

MSC+ Noriega/DeBono
 AYES: 6
 NOES: 1 (Foss)

RESOLVED to add school closures to the agenda.

MSC+ Troutman/DeBono
 AYES: 7
 NOES: 0

It was the consensus of the Board that Budget Reductions would become Action #1, School Closures as Action Item #2. Action Item #1 would become #3, Item #2 would become #4, Item #3 would be Item Number #5, Item #4 would be Item #6, and Item #5 would be Item #7.

RESOLVED that the agenda be approved as presented.

MSC+	Troutman/Noriega
AYES:	6
NOES:	0

(Board member Eggers was not present during the vote.)

H. Certificates/ Presentations/ Recognitions

- *1. Presentation on Coordinated Compliance Review

Kathryn Knauf, Categorical Programs Coordinator, provided a brief report regarding the Coordinated Compliance Review and clarified questions from Board members. She said every four years MPUSD programs are reviewed for legal compliance by the California Department of Education. She said out of 200 compliance items, only 11 were found to be non-compliant. She reviewed the areas of non-compliant items and shared commendations recognized by the CCR group.

2. Reconfiguration Implications for Colton as a K-8 School

Superintendent Callahan said interest had been expressed as to what the implementation might look like. He said per Board direction, a committee (Colton/Monterey Transition Committee) was formed of 30 people to determine the importance and viability of a neighborhood school; potential closing of other MPUSD schools due to budgetary constraints; forming staff/parent task forces to help shape responses to those closures; determining the process to return students, if any, to Seaside and Marina; addressing Intra/Interdistrict transfers, boundary adjustments and implementation phase in; busing issues; and partnerships issues with cities, neighborhood improvement associations, and staff/parent community groups. Gail Morton and Terry Adam presented the results of the committee's work and reviewed the committee composition. Mrs. Adam said options for reconfiguring Colton would only be presented for consideration, and that there were no recommendations. The options for consideration included:

- Large vs. small middle school populations
- Desired variety of electives and exploratory options
- Neighborhood schools
- Children attending schools in their resident city
- Whether merging Monte Vista with Colton was a good educational idea
- Educational pros and cons of K-5, K-6, and K-8 schools

It was agreed that:

- Attendance boundaries would need to be redrawn
- The grandfathering of students at their existing schools would have an impact on the least number of students

Gail Morton presented the various options and considerations, and said that the committee felt that consideration should be given to inter/intra district transfers when configuring to a K-8. She said the committee also felt that diversity was important when developing the criteria. The ten criteria the committee developed for consideration when formulating a K-8 were:

- Fiscal impact to the district
- How it fitted within the Strategic Plan
- The school's capacity
- The academics that would be offered and the standards that would need to be met
- Faculty and staffing
- Diversity
- Facilities (the immediate needs to open in August)
- The longer term accommodations, and how many options would fit into future planning
- School of choice (intra-district, inter-district, and "grandfathering")
- The number of displaced students

The summary of options considered by the committee were:

- Option A: Combining the entire population of Colton and Monte Vista without any changes to other schools. This exceeded capacity and was not considered.
- Option B: Reduce the student population for the K-8 at Colton by changing the student attendance boundary to that portion of the Monte Vista attendance boundary within Monterey and reconfigure Foothill, Bay View and La Mesa to K-6.
- Option C: Create a student population for the K-8 at Colton by keeping the students currently at Colton who would be 7th and 8th graders in 2004-05 together with Monte Vista K-6 students. The capacity would be exceeded and was not considered.
- Option D: Creating a student population for the K-8 at Colton by keeping all students currently at Colton who would be 7th and 8th graders in 2004-05 except those students in the King square (7th and 8th graders) together with the Monte Vista K-6 students. The other Monterey elementary schools would be reconfigured to K-6 schools.
- Option E: Because of the large number of 7th and 8th graders remaining at Colton, consideration was given to reconfiguring two K-8 schools and two K-6 schools in Monterey.
- Option F: Colton remains a middle school, grades 6-8.
- Option G: Monte Vista stays open and Colton remains a middle school.
- Option H: Colton, Foothill, La Mesa and Bay View reconfigured as K-8s.

Discussion continued. Ron Graddy, DLI/POM, NPS representative, asked opinions from Helen Rucker, Ewalker James, and Maria Buell regarding the concept of sending students from Monterey Schools back to the Seaside schools.

Mrs. Rucker said she believed in diversity, and said that the reason for the King triangle was to integrate the Monterey schools. She said that she wanted the kids sent back to Seaside.

Mr. James said, based on his experience, the more children who are exposed to ethnic groups, the better it would be for them.

Ms. Buell questioned the representation for Seaside, and felt that assumptions are being made for the citizens of Seaside.

Mrs. Morton indicated there was Seaside parent representation on the Transition Committee.

In response to input from Colton Middle School Principal Brenda Barcellos and Monte Vista School Principal Annette LeTourneau, Ms. Barcellos expressed concern about becoming top heavy with 7th and 8th grades and wanted it to be more balanced. Ms. LeTourneau concurred with Ms. Barcellos, and said it isn't about the facilities, but the heart of the Monte Vista School parents and doing what is necessary for the students.

I. Suggestions and Comments from Members and Officers of the Board

Board Member Troutman requested a line item budget for the reconstruction cost of Colton.

Superintendent Callahan said once there is a decision on what Colton will look like, the preliminary figures will be provided.

J. Action

1. Consider Budget Reductions - *Strategy 1*

Reduce Salaries for all MPUSD employees by 1.2% for the 2004-2005 school year

Board Member Noriega motioned and Board Member LeBoeuf seconded to reduce salaries for all MPUSD employees by 1.2% for the 2004-2005 school year.

Martha Norton, Monterey resident, congratulated Board Member DeBono for her request for a line-by-line budget, and said that the Board had not looked at the history of the District and didn't know Education Codes very well. Mrs. Norton said due to enrollment, the District should not have an Associate Superintendent or a Director of Personnel Services.

It was the consensus of the Board to limit the comments to 20 minutes.

Kari Serpa, MPUSD teacher, spoke against the salary cut proposal.

Anna Macaluso, CSEA president, also spoke against the salary cut proposal.

Board Member Noriega said he made the motion so everyone could carry the burden to keep the schools whole, and noted the Board did not consider the recommendations of the Business Advisory Committee or the Facilities Utilization Committee.

Board Member Eggers said there are only two options left -- either cut salaries or make cuts that would affect students. He suggested the 1.2% cut in past meetings because funding was cut by the legislature in 2003-2004.

Board Member DeBono felt a salary cut would not be a wise decision if the Board asks for employee support.

Board Member Noriega concurred, but said he had difficulty in closing schools just to accommodate those who did not want their schools closed.

Board Member Noriega motioned and Board Member LeBoeuf seconded to amend the motion to direct staff to negotiate a 1.2% decrease for the 2004-2005 school year for all MPUSD employees.

RESOLVED that staff be directed to negotiate a 1.2% pay decrease for the 2004-2005 school year for all MPUSD employees.

MSC+ Noriega/LeBoeuf
AYES: 3 (Eggers, LeBoeuf, Noriega)
NOES: 4 (DeBono, Foss, Lauterbach, Troutman)

Motion failed.

Superintendent Callahan said that the Opportunity Program will be eliminated for a savings of \$134,000.

Board Member Foss asked about satellite schools (Manzanita/King, Marina del Mar/Los Arboles) and whether it was worth exploring.

Cut Superintendent's budget by \$50,000

President Lauterbach motioned to cut the Superintendent's budget by \$50,000.

Board member Foss asked if President Lauterbach would be interested in amending the motion to cut everything that was frozen (travel and conference) as opposed to a flat amount.

After a lengthy discussion, President Lauterbach withdrew her motion.

Make Associate Superintendent's position a half-time position

Board Member DeBono said based on the Coordinated Compliance Review, the Associate Superintendent's position should be cut to a half-time position with the duties re-distributed to others so that position could handle Assessment.

Superintendent Callahan clarified that the Coordinated Compliance Review recommended the addition of a full time position for Assessment in addition to the other Cabinet positions.

Discussion was held regarding the pros and cons of having a half-time Associate Superintendent.

RESOLVED to hire one cabinet member half-time.

MSC+ DeBono/Foss
AYES: 3 (DeBono, Foss, Lauterbach)
NOES: 4 (Eggers, LeBoeuf, Noriega, Troutman)

Motion failed.

The meeting was extended to 11:00 p.m. by Board consensus.

Cut all extracurricular stipends to athletics

Board member Noriega motioned to cut all extracurricular stipends to athletics because he did not want to close anymore schools. A lengthy discussion followed. The majority of Board members felt that sports are important to students.

Richard Grahlman offered the possibility of raising the money for sports by the Educational Foundation of MPUSD.

In response to a question from Board member LeBoeuf, Superintendent Callahan said the Board should revisit the recommendations made by the Facilities Utilization and Business Advisory Committees. He said that some money could be raised, but he expressed concern regarding an equity issue between the high schools if they were dependent on outside money.

Steven Starks expressed concern regarding equity and asked the Board to reconsider cutting the sports program.

Judy Lange, Monte Vista School parent, encouraged the Board not to cut sports because she felt that sports contributed to education.

Wendy Williamson, Marina del Mar School teacher, said cutting sports would be beneficial and an excellent opportunity for the Foundation to ask for corporate sponsorship. She said it would be an opportunity for booster clubs to rise to the occasion.

Tammy Hunziker, said that with school closures you are guaranteed a savings, but not if donations are requested.

RESOLVED that all extra curricular stipends be cut.

MSC+ Noriega/LeBoeuf
AYES: 1 (Noriega)
NOES: 6

Motion failed.

N. Consent Agenda

It was the consensus of the Board to move Consent Items up on the agenda.

1. Approval of Consent Agenda - Strategy 1

RESOLVED that the Consent Agenda be approved as submitted.

- *1. Approve/Ratify Personnel Items
- *2. Ratify Purchase Orders for March 1 through March 31, 2004
- *3. Ratify Warrant Register for March 1 through March 31, 2004
- *4. Approve Gifts to the District

(Board Policy requires that all gifts to the District in excess of \$250 of value be officially accepted by the Board of Education.)

From	To/Purpose	Amount
Target	Foothill School Instructional supplies	\$470.34
Marina Coast Water District	Olson School Employee water workshop	\$2,150.00

- *5. Approve Agreement for the Joint Use for a Portion of the Hayes Parking Lot
- *6. Approve Notification of Intent to Participate in the Community-Based English Tutoring (CBET) Program, Fiscal Year 2004-2005
- *7. Approve Ratification of Change Order 7 for Re-Roofing Project (Modernization) at Seaside High School for Bid Package R01 (from \$1,008,743.00 to \$1,029,532.96)
- *8. Approve Ratification of Change Orders 12-19 for Modernization Phase 1B (Bid Package 1) General Construction (from \$2,469,190.56 to \$2,552,756.94)
- *9. Approve Ratification of Change Orders 54-61 Related to Modernization Phase 1A General Construction (from \$7,007,087 to \$7,143,841)
- *10. Approve Budget Revision 3

***11. Approve Foreign Language Course Outline Revisions for Middle School and High School**

- French 1
- French II
- French III
- Italian I
- Italian II
- Exploratory Spanish
- Spanish Language AP
- Spanish Literacy
- Spanish for Spanish Speakers I, CP
- Spanish for Spanish Speakers II, CP
- Spanish I
- Spanish IA
- Spanish IB
- Spanish II
- Spanish III
- Spanish IV
- Spanish V

***12. Approve Monterey High School Out-of-State Trip to the Reno Jazz Festival, April 22-25, 2004**

***13. Approve 2004-2005 Joint Powers Agreement – Regional Occupational Program**

***14. Approve Submission and Implementation of the National Oceanographic Atmospheric Administration (NOAA) B-Wet Grant for Highland School (\$49,000)**

MSC	Eggers/Noriega
AYES:	7
NOES:	0

2. Consider School Closures – *Strategy 1*

Close Fitch Middle School

Board Member Troutman motioned and Board Member DeBono seconded to close Fitch Middle School based on the following criteria:

- Reduced district costs
- Reduced busing
- Appropriate distribution of the displaced students
- Adequate vacant seats at the receiving schools
- Minimal student disruption
- Minimal teacher/site administrator disruption

She suggested:

- Closing Fitch Middle School
- Retaining incoming 6th grade students at the elementary level in Marina (all Marina elementary schools would be K-6)
- Enrolling incoming Marina/Fitch 7th and 8th graders at Los Arboles
- Enrolling incoming Seaside-based 7th and 8th graders at King
- Reconfiguring Highland and Manzanita to be K-6

It was the consensus of the Board that the meeting be continued to another evening so that Fitch Middle School parents and staff could voice their opinions. It was also the consensus of the Board to take Action on Item J-3 before adjourning the meeting.

3. Approve Resolution 2003/2004 – 10: Authorization for MPUSD to Consider and Apply for Membership in the Monterey County Schools Insurance Group (MCSIG)- *Strategy 1*

RESOLVED that the Board approve the resolution authorizing application for membership in the Monterey County Schools Insurance Group (MCSIG).

Board Member Eggers asked to be reclude from the vote.

MSC+	Noriega/LeBoeuf
AYES:	5
NOES:	0
ABSTAIN:	2 (Eggers/Foss)

The following items were tabled due to the lateness of the meeting:

- Designate the Week of May 17-21, 2004, as Classified School Employee Week
- Designate May 12, 2004, as California Day of the Teacher
- Approve Meal Price Increases for Fiscal Year 2004-2005
- Reports
- Discuss the Renaming of the Monte Vista School Library
- Review Board Policy Subcommittee Protocol
- Review Single Plan for Student Achievement for Los Arboles Middle School and Central Coast High School
- Review Modified Action Plan and Proposed budget – Central Coast High School
- Review Petition by Monterey Bay Charter School
- Review Memorandum of Understanding Between the Monterey Peninsula Unified School District and the Business and Education Alliance of the Monterey Peninsula (BEAM)
- Review Monterey Peninsula Chamber of Commerce Education Committee First Day Celebration and Supply Drive

RESOLVED that the April 20, 2004 meeting be continued to Thursday, April 22, 2004, 6:30 p.m., at the Instructional Materials Center.

MSC+	Eggers/LeBoeuf
AYES:	7
NOES:	0

Q. Adjournment

Meeting adjourned at 10:55 p.m.

Respectfully submitted,



Daniel Callahan, Ph.D.
Executive Secretary

DC/jif

^Defense Language Institute Foreign Language Center, Presidio of Monterey & Naval Postgraduate School
+Motion/Second/Carried