

June 7, 2004

A. Call to Order

The Board of Education of the Monterey Peninsula Unified School District met in regular session at 5:30 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.

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

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

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

DLI/POM/NPS Representative Present: Cindy Rothstein

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

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

Cathy Buaya, MPUSD parent, read aloud a letter expressing concern about the present leadership. She referred to the results of the Monterey Bay Teachers Association (MBTA) teacher survey.

Shauna Rowe, Foothill parent, voiced her concern about violations of public rights. She said that she attempted to access Board minutes dated after March 15, 2004, with no success. She asked why it has taken over three months to type minutes?

Ann Jones, Highland School teacher, said that it was not right for someone from the public to read the MBTA newsletter, particularly when there may have been things written that may not have been intended to be published. She said that she felt that MBTA necessarily did not represent her.

Anna Macaluso, California School Employees Association (CSEA) President, agreed with Ms. Jones and said she couldn't understand how Association information got out to the public. She said if the Association had concerns, that the Association President should have spoken at a Board meeting. She affirmed that the Superintendent and his staff have been very cooperative with Association requests.

Carol Saxton, First Vice-President of CSEA, spoke about morale in the District. She said that the District was not working together and not looking for a common goal to do the best for the children. She urged the Board to not let the mean-spirited speak for those that felt differently.

Seth Pollack, professor at California State University Monterey Bay (CSUMB) and a Monte Vista parent, read a letter signed by 125 District parents teachers, staff, who expressed support for the Superintendent. They found the Superintendent to be supportive and cooperative, with time to listen to parent concerns.

Carol Weesner, Monterey Bay School Administrators Association (MBSAA) President, expressed support and confidence in the Superintendent's ability to provide quality leadership, vision, and direction.

Liz Risenbichler, Foothill parent, agreed with many of the comments made by previous speakers with reference to many being mean spirited. She felt the District was not working for the good of the students, and that the District needed to pull together. She placed blame on the Superintendent and said he is responsible for the teamwork of the school district and for bringing staff, community, and parents together. She agreed that there needs to be cooperation in the District's approach, but didn't see that happening under the present leadership. She felt that the school closure process was flawed due to incompetent management. She believed that the Superintendent was responsible for the current crisis and the series of problems that continue to plague the budget reduction process. She and two parents reviewed their list of issues that they hoped the Board would consider as the Superintendent's performance is reviewed.

Gwyneth Hovick, parent, reviewed the results of an investigation made about safety issues for the K-8 situation. She said that in reviewing past police logs, she discovered, in her opinion, that they had been altered through pressure.

Ann Jones, MPUSD teacher, responded to a comment made by Mrs. Risenbichler that many teachers would not speak out because they were afraid for their jobs or that some teachers supported the Superintendent to earn "brownie points". Ms. Jones said she found that comment to be insulting, and said many teachers were on vacation, thus their absence.

Nancy Selfridge, retired MPUSD teacher, said that the Board has the control to hire and fire a superintendent. She said that in the past two years the Superintendent has alienated city against city, school against school, teacher against teacher, PTA against PTA, parent against parent, and friend against friend. Ms. Selfridge said that a petition with 365 signatures from District parents and citizens have asked for the immediate termination of the Superintendent.

Mary Ann Leffel, Monterey Business Council President, local banker, and Monterey resident spoke about the embarrassment the Council experiences when they try to do things in the form of economic development to attract businesses. She said the Council is asked about the constant haggling, back biting, and rumor mills. She stressed that it is extremely important that this is solved, and that the District move forward She urged the Board to settle down, make some hard decisions, and show some leadership.

D. Closed Session

The Board adjourned to closed session at 5:55 p.m. to discuss the following:

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

E. Reconvene Open Session

The Board reconvened at 7:31 p.m. to take the following action:

(Board Member LeBoeuf left the meeting after closed session.)

F. Pledge of Allegiance

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

G. Report Action Taken in Closed Session, if any

No reportable actions were taken in closed session.

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

No additional items were added since posting of the agenda.

RESOLVED that the agenda be approved.

MSC+	LeBoeuf/Eggers
AYES:	7
NOES:	0

I. Certificates/ Presentations/ Recognitions

1. Policies, Laws, and Norms

President Lauterbach reviewed governance in our democracy. She referred to the Governance workshop and used the Board meeting as a classroom to inform the public and the Board of their rights and responsibilities. She reviewed public participation guidelines from the Brown Act, Board Policies, and the Education Code, and said that those were the rules that should be followed during governance. President Lauterbach reviewed the public participation guidelines and explained the differences between Public Comments on Closed Session Items, Comments on Non-Agenda Items, and comments during the Action Agenda. She described the rules required by Board members, which as President she was supposed to enforce. As President, she said she is supposed to enforce the order of business and conduct of meeting, protect the speaker from interruptions, rule on parliamentary procedures with the help of the parliamentarian, rule on appropriateness of the topic, and establish norms to be followed. Individual Board members were to promote effective operations of the Board as a whole and be responsible to all residents of the District, provide a timely exchange of information, and be available to answer questions, present concerns and concepts to the process of Board debate, and support any decision made or respect different opinions. She said that community views should be used when making deliberations.

2. Special Education Presentation

This item was tabled due to a future meeting.

3. Presentation on Governor's May Revise

Jim Burnis, Chief Business Officer, reported that each year the Governor releases a May revise which is the best up-to-date information in preparing a State budget for the subsequent year. Mr. Burnis provided an overview of the May revise and clarified Board member questions.

*4. Board Member DeBono's Budget Proposal

Board Member DeBono shared her three-part budget proposal. The first part was to balance the budget without using the reserve. The second was that there should be fairness. The third part was integration/schools of choice (not neighborhood schools). She also said there should be long-term solutions to attract average daily attendance (ADA). Board Member DeBono's recommendation was to close three schools --- one in each city. Using Colton as a model, close Manzanita Elementary School to create a K-8 configuration at King. She also recommended closing Marina del Mar Elementary School or reconfigure it to a primary K-3 site. To facilitate the moving, she recommended that the District hire a consultant with district closure experience to supervise the moves. Board Member DeBono recommended that local committees be established to help with the reconfiguration with Board guidance.

*5. Board Member Troutman's Budget Proposal

Board Member Troutman submitted three proposals. Her first proposal was to redesign Marina del Mar Elementary School into a primary school using one bus to transport 80 students to Crumpton and Marina Vista Elementary Schools. There would be an appointed teacher-in-charge with Los Arboles Middle School providing oversight. The costs would be for transportation and for the salary of one teacher-in-charge. Board Member Troutman's second proposal was to reduce the administrative staff at Manzanita Elementary School with oversight from the administration at King Middle School. She said a teacher-in-charge would be appointed with a complete clerical staff. Her third proposal depended on whether one of the other proposals was passed, which would be to establish three community committees to determine a school closure in each of their cities.

*6. Superintendent's
Budget Proposal

Dr. Callahan presented four options. He emphasized that the budget deficit was not a product of mismanagement by administration, nor was it a product of a lack of oversight by the Board's part.

Superintendent Callahan said using one-time money, by drawing on the District's 3% Reserve for Economic Uncertainty, went against the recommendation of every responsible business official in the state of California. He said no budget reduction was ever easy, closing schools was never easy, and given the District's current economic situation, both were necessary. Of the four options presented, three were clearly not recommended – Options 1, 3 and 4.

Option 1 involved reducing the site discretionary dollars by 50% and eliminating 50% of extra and co-curricular dollars, which would result in a \$515,000 savings. The delta would be the losses to students. He reminded the Board that two years ago the Board reduced site discretionary monies by 25% from what it was in 2001. He said that site discretionary funds had already been reduced since the late 90's by between 25-50%, and reducing site discretionary monies would have a dramatic impact on the operation of the schools. The negative would be that there would be a disproportionate effect on categorical verses non-categorical schools, and would not be a very equitable solution.

Option 3 was to close Marina del Mar Elementary School and realign Manzanita Elementary School and King Middle School, which would result in a \$500,020 savings to the General Fund and maintain a fiscal responsible reserve. The deltas were that Marina students who are not currently bused would have to be bused, which would increase the District's transportation cost. He said transportation is funded at \$900,000 from the State, and that some years ago, the Board made a decision to supplement transportation funding with supplemental grant monies. In last year's state budget, he said the supplemental grant was reduced by 20% and was not proposed to be replaced in this year's budget. The District covered the difference this year using General Fund monies, but won't be able to do it next year. If Marina del Mar students were to be bused, that money would have to come from the General Fund.

Option 4 was to reassign one assistant principal from each high school to a vacant administrative position, which would mean that each of the District's comprehensive high schools would have one principal and one assistant principal. He said the delta would be a loss of support at the high school in the areas of discipline and extra curricular supervision, and an increased evaluation load for each of the remaining administrators by 50%.

Option 2, the administration's recommendation, was to realign Foothill, Del Monte and Cabrillo with 100 students walking to each school. Manzanita and King would also be realigned since both schools pull together a common instructional focus, and serve essentially the same neighborhoods and would save the cost of operating an elementary school. The Fitch/King boundaries would be adjusted so that more 6th, 7th and 8th graders would attend Fitch. It would generate \$600,000 in savings.

Dr. Callahan said approximately 100 students within the Foothill one-mile limit would walk to Foothill. Cabrillo would welcome 100 students that most likely would focus on the needs of the large number of language minority students in that area of the District. Del Monte would also have 100 neighborhood students. There would need to be some adjustments in the Adult Ed/ROP program. The only real negative would be the very short time line to address communication and staffing issues.

A lengthy discussion among Board members was held as to whether Board Member DeBono took into consideration the "fairness" factor in her proposal as it affected busing Marina students. Board Member DeBono felt that busing was a social experience and when one looked at capacity verses vacancy, Marina had the largest vacancy. She said busing Marina students also integrated the students. If the communities could live together, at least the children could go to school together and not be segregated. She also indicated that Monterey was designated as having the "white schools" and that people with whom she had talked to called Colton the "white" school, and that it would be wrong to send back the Marina and Seaside students.

Board member Eggers suggested that the Monterey students could be bused to Marina and Seaside schools which would address the same balance of ethnic makeup. He said currently 200 students from kindergarten through 8th grade are sent to Marshall Elementary School and Fitch Middle School because the District doesn't have the capacity or buildings or the means to educate them in Marina. Board Member Eggers said he would like to see those 200 students returned back to Marina schools because that's where they should be and, in some cases, that's where their parents would like them to be. He said many of those students have been attending Marshall since kindergarten, and they should be the first to be considered to move back to Marina before closing Marina schools and busing more students out of Marina. Board Member Eggers said students could easily be bused into Marina and Seaside from Monterey with more schools closed in Monterey to create the same kind of racial mix.

Further discussion was held by Board members about the issue of fairness and segregation.

Board Member Troutman said she would like to maintain the District's current boundaries and regulations. She said to let them go where they need and want to go. With the current distribution of students throughout the District, she said Marina has enough seats. Board Member Troutman said she would like to see a primary school in Marina, possibly at Marina del Mar, and have it overseen by administration from Los Arboles Middle School, and that she would like to see King administration oversee Manzanita.

Discussion was held regarding Board Member Troutman's proposal. Questions were asked about the vacancy and the proposal to bus 80 students to Marina Vista and Crumpton. Board Member Troutman said that by taking 80 students, the savings would be \$130,000 because there would not be a principal or a clerk. She said one secretary could handle 170 students. She was not certain that moving Manzanita students to King was a good idea, but if Manzanita and King were made into a combination school with Marina del Mar partially closed, there would be a considerable savings.

When considering Board Member Troutman's and DeBono's proposals, Board Member Eggers said the impact of busing upon Marina families needed to be addressed because of the Board's action to charge for busing. He felt that the Board would be putting more of a financial burden on families when they are already accepting the largest financial burden due to "forced" busing. He said the District is not being fair when the Board has already put a larger burden on Marina and Seaside for this "forced busing" than on the community of Monterey.

Discussion continued regarding Board member Troutman's proposal to create Marina del Mar as a K-3 school and her proposal to make King and Manzanita a K-8 school, with some of the students sent to Fitch.

Board Member Eggers said he didn't think it was a good idea to take the principal away from a school like Marina del Mar and keeping four grade levels there. He said Marina del Mar had the highest jump in Academic Performance Index (API) score this year -- 59 points. He said he didn't think the District ever had a school jump 59 points in one year. He asked why should the Board turn around now and take leadership away from a school that had that kind of increase?

Discussion continued in reference to teacher-in-charge and the stipend. Dr. Callahan said the range was an additional 5% of the teacher's salary. He said that some districts do a flat stipend of \$2,000, \$3,000, or \$4,000; or some do it at a per diem rate.

The Board recessed at 9:31 p.m. and reconvened at 9:43 p.m. to take the following action:

7. Colton K-8 Including Classroom Usage and Inter- & Intra-District Transfer Policy and Practice

Colton Middle School Principal Brenda Barcellos provided an update and answered Board member questions.

In response to questions pertaining to student numbers, Support Services Director Shelby Garrison said 7th and 8th grades would be impacted at Colton, and that there would be 305 spaces available. Regarding intradistrict transfers, there are 65 applications. She indicated openings would not be known until after the first day of school. She said there were spaces at Colton for Monte Vista's K-5 students.

By Board consensus Action Item M was move up on the agenda.

M. Action Items

1. Consider Budget Reductions as Components of Board Member DeBono, Board Member Troutman, and Superintendent's Proposals– *Strategy 1*

Board Member Eggers motioned and Board Member Noriega seconded to accept Dr. Callahan's Option #2 proposal, the realignment of Foothill, Del Monte, and Cabrillo with 100 students walking to each school; and realigning Manzanita and King.

Diane Creasy, Marina Parent, urged the Board to support the motion.

Teri Adam, parent, said schools of choice are not schools within a mile, and said it was not safe for elementary students to walk within one mile of school. She said transportation should be changed and updated with law enforcement agencies, and that there would be no savings in transportation if Foothill were closed.

Margaret Rand, Del Monte Regional Occupational Program (ROP) teacher expressed concern about mixing elementary students with adult education students. She said there wasn't room at Cabrillo for elementary classes unless a program was displaced.

Paulette Gardner, Del Monte ROP teacher concurred with Ms. Rand. She emphasized that it would not be a good idea to mix elementary students with adult students.

Darren Sylvia, principal of King Middle School, expressed concern about the timeline involved if Manzanita and King were to be combined. He encouraged the Board to make a decision so that planning could begin to better serve the students and their needs.

Gary Wilmot, MPUSD registered voter, urged the Board to support the Superintendent's recommendation.

Jeanne Reaves, Monte Vista parent, concurred with Mr. Wilmot's comments. She expressed concerned about the La Mesa neighborhood in the event of a lockdown. Where would the students go, how would the parents have access to their children in the event of a lockdown?

Liza Moe, King Middle School teacher, expressed concern about changes proposed to combine the administrations between Manzanita and King.

By consensus the Board extended the meeting to 11:00 p.m.

Jerry Giamona, Manzanita School teacher, said the District wouldn't save on busing because students walk to school. She reminded Board members that if Manzanita is closed, there will be 18 classes that will have to be placed at King. If kindergarten and 1st grade remain at Manzanita, custodial and food service support will be needed.

Board member Foss asked if an option failed could the Board vote for parts of the option to which the members agreed on?

Board member Noriega said this option is a compromise to arrive at a balanced budget. He did acknowledge the safety issue.

Dr. Callahan clarified he would never support moving all of the adult education programs completely; he might move one or two classrooms. He spoke of the advantages of having adults and elementary students at the same site.

RESOLVED that the Superintendent's Option #2 be approved.

- Realign Foothill, Del Monte, Cabrillo with 100 students walking to each
- Re-align Manzanita/King

MSC+	Eggers, Noriega
AYES:	2 (Eggers, Noriega)
NOES:	4

The motion died for lack of a majority vote.

Board Member Troutman motioned and Board Member Eggers seconded to combine Manzanita with King, leaving the kindergarten classes at Manzanita and realigning boundaries between King and Fitch, with a maximum capacity of 850 students.

Board Member Foss said she didn't have a problem with realigning King and Manzanita. She suggested leaving the students at Manzanita and at King, and sharing a principal.

Board Member Troutman said she wasn't comfortable making motion. If students remained at Manzanita, clerical support would still be needed. She said it might be easier if the students were at one site.

There was brief discussion regarding the dynamics of closing Manzanita.

RESOLVED to combine Manzanita with King leaving the kindergarten classes at Manzanita and realigning boundaries between King and Fitch, with a maximum capacity of 850 students.

MSC+	Troutman, Eggers
AYES:	6
NOES:	0

It was consensus of the Board to extend the meeting beyond 11:00 p.m.

Board Member Foss motioned and President Lauterbach seconded to combine the administration at Marina del Mar Elementary School with Los Arboles Middle School administration.

Board Member Troutman asked about the placement of the Special Education classes at Marina del Mar.

Dr. Callahan said those students would have to be placed at another site. He spoke about the difficulty of having to share an administrator between two sites when the enrollment is over 100.

Board Member Eggers expressed concern about having one administrator between the two sites with an enrollment of over 900 students.

Board Member Troutman said a community committee should be formed in Marina to plan for future sites and for reduction of costs. She believed that a committee needed to be formed in order to cut costs in Marina to help preserve the budget.

Mr. Wilmot reminded that the last time the issue came up for the closure of Marina del Mar, administration came back and said that additional bus routes would have to be added. He warned the Board to carefully analyze this motion because when a school is closed that students walk to, they have to be bused. He indicated that most of the bus routes are out of Marina.

Susan Woodward asked the Board to slow the process, to create a K-3 in Manzanita, a K-3 in Monte Vista, and a K-3 at Marina del Mar.

Seth Pollack referred to 85 students who are within walking distance of Foothill School. He said the Board is not willing to look at the Foothill option, but would rather displace 350 students in Marina.

A Monte Vista parent spoke in support of Mrs. Woodward's suggestion.

Kathy Buaya, parent, asked how Foothill could have a count of 85 students when its enrollment increased to 560 after the creation of a K-6? She expressed support for Board Member DeBono's plan. She said that Foothill is a school of choice and a school of overflow.

RESOLVED to combine administration at Marina del Mar with Los Arboles Middle School administration.

MSC+	Foss/Lauterbach
AYES:	0
NOES:	6

The motion died for lack of a majority vote.

Board Member Troutman motioned and Board Member Foss seconded to turn Marina del Mar Elementary School into a primary school (K-3) with oversight by Los Arboles and to transport 80 4th and 5th grade students to other Marina schools.

Board members Noriega and Eggers said if administrators are removed from Marina del Mar, there could be a lawsuit due to inappropriate supervision or protection for the faculty, students, and parents. There would be no relief for the office clerk.

CSEA President Anna Macaluso spoke about the unfairness of having a classified employee bear responsibility for discipline and other responsibilities at the site. She said it would be unfair for those employees.

Board Member Eggers reminded the Board that due to the lateness of the meeting, the Board is in danger of violating its own rules.

The motion was tabled.

J. Communications

Tabled until the next meeting due to the lateness of the hour.

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

Tabled until the next meeting due to the lateness of the hour.

L. Suggestions and Comments From Visitors – Non-Agenda Matters

Tabled until the next meeting due to the lateness of the hour.

N. Consent Agenda

Tabled until the next meeting due to the lateness of the meeting.

1. Approval of Consent Agenda - *Strategy 1*

RESOLVED that the Consent Agenda be approved as submitted.

- *1. Approve/Ratify Personnel Items
- *2. Approve Minutes
 - March 3, Continued Meeting of March 1, 2004
 - March 29, 2004, Special Board Meeting

3. 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
Bay View School PTA	Bay View School For field trips	\$378.50
Big Sur International Marathon	Foothill School For physical education supplies	\$750.00
Friends of MAOS	Monterey High School For the Monterey Academy of Oceanographic Science (MAOS) program	\$25,000.00

*4. Approve 2004-2005 Proposed Salary Schedule for Adult Education Teachers

*5. Approve 2004-2005 Memorandum of Understanding Between the University of Phoenix and the Monterey Peninsula Unified School District

*6. Approve Course Outlines for Fitch Middle School and Regional Occupational Program (ROP)/Adult Education

Revised Courses
Fitch Middle School
- Wood Technology
- Beginning Crafts
- Crafts

New Courses
Fitch Middle School
- Basic Architectural Technology
- Media Technology
- General Technology
- Beginning Wood Technology

ROP/Adult Education
- ROP Computer Graphic Design
(Title Change)

ROP/Adult Education
- Mill Cabinet/Construction
Technology
- Emergency Medical Technician
- Therapeutic Services

*7. Approve the Submission and Implementation of the 2004-2005 Consolidated Application (ConApp) for Funding Consolidated Categorical Programs

*8. Ratify the Appointment of Representatives to the California Interscholastic Federation for Monterey High School (Dan Albert) and Seaside High School (Sheila Keifetz) for 2004-2005

*9. Accept Funding from Monterey County Office of Education to Operate a Head Start Delegate Program (\$386,247)

*10. Approve Ratification of Change Orders 69 to 73 Related to Modernization Phase 1A General Construction (from \$7,183,908 to \$7,253,659)

*11. Approve Ratification of Change Orders 11 and 23 for Modernization Phase 1B (Bid Package 1) General Construction (from \$2,573,573.91 to \$2,593,282.47)

*12. Approve Ratification of Change of Orders 10-15 for General Construction Abatement Phase 1A (from \$201,369 to \$206,949)

*13. Approve Award Bid for General Construction Contract for Phase 18.2

*14. Award Bid for Carpet and Flooring Replacement for 67 Rooms at 17 Sites During Summer 2004

*15. Award Bid for Milk and Juice Products for 2004-2005

N. Reports Tabled until the next meeting due to the lateness of the meeting.
Strategy 1

1. Committees/Conferences
2. Superintendent's Report
 - *Celebrating Successes*
 - *"We need to celebrate successes."*
 - *Colton & King --- First Day Update*
3. DLIFLC/POM/NPS Representative

O. Information Tabled until the next meeting due to the lateness of the meeting.

- *1. Review Notice of Intent to File a Categorical Exemption in Compliance with California Environmental Quality Act (CEQA) for the Reconfiguration of Walter Colton from a Middle School to a K-8 School
- *2. Review First Reading of Proposed Board Policy 3250: Home-to-School Transportation Fees
- *3. Review Board Policy 7345, Uniform Complaint Process
4. Review Administrative Hiring Practices
5. Consider Renaming of the Monte Vista School Upper Playground/City Park in Honor of Former MPUSD Teacher and Monterey City Councilwoman Ruth Vreeland

Q. Board Member Request(s) for Information and/or Possible Future Agenda Items Tabled until the next meeting due to the lateness of the meeting.

R. Board Self-Evaluation, as Applicable Tabled until the next meeting due to the lateness of the meeting.

T. Adjournment Due to the lateness of the meeting, it was the consensus of the Board that the meeting be continued to Tuesday, June 8, 7:00 p.m., at the Instructional Materials Center, 540 Canyon del Rey, Monterey. The Board will continue its discussion on Item M-1: Consider Budget Reductions as Components of Board Member DeBono, Board Member Troutman, and Superintendent's Proposal.

The meeting adjourned at 11:20 p.m.

Respectfully submitted,

Daniel Callahan, Ph.D.
Executive Secretary

DC/mg

^Defense Language Institute Foreign Language Center, Presidio of Monterey & Naval Postgraduate School

+Motion/Second/Carried