

June 21, 2004

- A. Call to Order** The Board of Education of the Monterey Peninsula Unified School District met in regular session at 5:25 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<br>Robert Eggers (arrived at 5:42 p.m.)<br>Resa Foss<br>Regena Lauterbach<br>Shanda LeBoeuf<br>Marjorie Troutman (arrived at 5:27 p.m.) |
| Board Members Absent:               | Carlos E. Noriega  |
| Staff Members Present:              | Jim Burnis<br>Daniel Callahan<br>Robert Costa<br>Shelby Garrison<br>John Lamb  |
| 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** No public comments were made at this time.
- D. Closed Session** The Board adjourned to closed session at 5:26 p.m. to discuss the following:
- 1. Public Employee Performance Evaluation (Gov. Code Section 54957)  
Superintendent of Schools*
  - 2. Public Employee Discipline/Dismissal/Release*
  - 3. Public Employee Appointments – 2004-2005  
Elementary Principal  
Assistant Principals  
High School Principal  
Adult Education Director  
Director, Support Services*
  - 4. Student Issues  
Consider Readmission: Case #03/04-8*
  - 5. Conference with Labor Negotiator (Gov. Code Section 54957.6)  
Agency Negotiator: Robert Costa  
Employee Organization: California School Employees Association*
- E. Reconvene Open Session** The Board reconvened at 8:10 p.m. to take the following action:
- F. Pledge of Allegiance** The Pledge of Allegiance to the Flag of the United States of America was led by Board member Eggers.
- G. Report Action Taken in Closed Session, if any** The Board of Education took action in closed session to approve the resignation and settlement agreement in the amount \$15,000 with a certificated employee. The vote was unanimous.

**H. 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)**

No additional items were added since posting of the agenda.

**RESOLVED** that the agenda be approved.

MSC+	Eggers/Troutman
AYES:	6
NOES:	0

**I. Public Hearing**

**\*1. Urgency Interim Developer Fee – Strategy 6**

The public hearing regarding the urgency interim developer fee was opened by the Board President at 8:14 p.m.

Chief Business Officer Jim Burnis said if the fee is increased and there is an urgency resolution to impose the fee quicker than the 60-day delay, a public hearing is required with action taken to implement it earlier than normal.

There were no public comments.

The public hearing was closed at 8:16 p.m.

**2. Public Disclosure of Collective Bargaining Action and Approval of 2004-2005 Certificated Salary Schedule – Strategy 1 & 5**

The public hearing for the public disclosure of collective bargaining action and approval of the 2004-2005 certificated salary schedule was opened by the Board President at 8:17 p.m.

Personnel Services Director Robert Costa informed the Board that there has been discussion with the Monterey Bay Teachers Association (MBTA) regarding the settlement agreement and the closure of that agreement with the implementation of Phase 2. Mr. Costa said that it was required to disclose to the public and the Board the impact of the agreement.

Mr. Burnis said that the District proposed a new salary schedule that would provide the full implementation of Phase 2 as was shared as part of the legal settlement. He said the expected cost for the increase would be approximately \$550,000 or 1.15% across the board salary schedule increase.

Anna Macaluso, California School Employees Association (CSEA) President, stated it would be unfair to CSEA if they did not receive compensation.

Mr. Burnis said 1.15% was budgeted for all other groups in the District.

Diane Creasy, Marina parent, said she was glad for what the District did because that would make a lot of teachers happy.

There being no other comments, the public hearing closed at 8:20 p.m.

**J. Certificates/ Presentations/ Recognitions**

**\*1. Strategic Plan 2003-2004 Final Action Plan Report – Strategy 1**

President Lauterbach asked that the presentation be tabled to a future meeting. She requested a budget showing what was spent from categorical and general funds for the action plan.

Dr. Callahan referred to a planning team meeting scheduled in August, and said if the Board does not accept the report, it will be difficult for the planning team to work. He said the purpose of the item is to respond to questions from Board members. With reference to the budget issues, he said there was a single plan that involved the hiring of a grant writer/public information person. Dr. Callahan said that it was funded through grants at no cost to the District. He said \$10,000 was transferred from the Superintendent's budget to each of the five schools (\$2,000 each) that were site-based planning.

Board Member Troutman requested a study session to discuss each item of the final action plan report.

**K. Communications**

President Lauterbach acknowledged communication from IMR Roofing Company, Highland Principal Donna Kiernan, Seth Pollack, Compagno, Steven Mayone, and Gwen Hovick.

**L. Suggestions and Comments from Members and Officers of the Board**

Board Member Eggers said he appreciated reports from the Herald including an article about one of the District's teacher leaving and going to Carmel Unified. He suggested that a follow-up story be published explaining why Carmel pays more than MPUSD. He felt that the community needed to understand this.

Board Member Troutman reviewed Board Policies. She said that one of the Norms encouraged telling the truth. She said Board Policy 1300 for individual Board members stated that concerns and concepts should be presented through the process of debate. If in the minority the Board member should abide by and support the majority decision. Mrs. Troutman said that she tried her best not to indulge in criticisms against other Board members because she felt it was unprofessional and wrong. She said she was a firm believer in Board Policies which state that following a decision or vote, which Board members do not in public forums, tell the public after the fact that they were in opposition to the vote of the majority. She said that not all of the Board members abided by the accepted rules or protocols and had in print belittled and demeaned Board members. She said that it was her belief that a Board member betrayed her commitment to Board protocol.

Board Member Troutman told of her experience when she attended a meeting at King Middle School. She understood the parents' anger due to the lack of warning given to the public prior to the Board's decision on Dr. Callahan's proposal to merge Manzanita with King. Board Member Troutman said that one of the Board members said that she didn't vote to close Manzanita but did not explain that she had declined to attend the Board meeting when the decision was made to close Manzanita. Board Member Troutman said that the member did not vote to close the school nor did she vote to keep it open. Board Member Troutman stated that the Board member should have been honest with the public telling them that she was at home and not at the Board meeting. Board Member Troutman said the vote was unanimous to close Manzanita, 5-0. She said that the Board member was not present and did not vote. Board Member Troutman thanked Reverend Lusk and Mel Mason for their remarks. Board Member Troutman said she apologized that the public was not included in the Board's deliberations before voting to close Manzanita as had been done previously with other schools. She proposed that there be a series of meetings that would include residents and staff of the schools to address their concerns and to update them on the progress of King.

Dr. Callahan corrected Board Member Troutman's statement that it was not his proposal to close Manzanita and reconfigure it with King. He said his proposal was a balanced approach to reconfigure Foothill, Cabrillo, Del Monte, Manzanita, and King.

**M. Suggestions and Comments from Visitors -Non-Agenda Matters**

Carol Saxton, CSEA 1<sup>st</sup> Vice-President, commented on two newspaper articles. She challenged the Herald to focus on the people who remain with the District and the plight of the employees. Mrs. Saxton said that it is time for the Board and the administration to focus on those who are left.

Ruthie Watts, Seaside resident, asked who recommended the closure of Manzanita School. She said the Seaside representatives did not represent Seaside well, and if either one voted to close Manzanita without informing the community, that person should be recalled.

Board Member Troutman acknowledged that she may have misunderstood Dr. Callahan's budget reduction option. She said that she misunderstood his proposal.

Susan Woodward, Monterey parent, asked Board Member Eggers to talk directly to the teacher as to why she left, and possibly review some of the minutes when she spoke of her concerns regarding Colton. She referred to the closure of Manzanita and concurred that there was a lack of communication to the public. She clarified that when Monte

Vista was closed, the parents had 20 minutes and weren't afforded the same liberties as Marina del Mar. She asked for the plan and said that Dr. Callahan should have accepted responsibility because he was the Superintendent.

April McMillan, MPUSD teacher, thanked Regena Lauterbach, Marjorie Troutman, Resa Foss, and Terri DeBono for being active Board members. She said that it was upsetting to learn that the overall percentage that went to salaries decreased in the past two years.

Helen Rucker, Seaside resident, said she wanted peace because what Board member Troutman did was inflame. She said to bring up what she did at the meeting was to inflame. Mrs. Rucker said she was upset because Board Member Troutman did not feel the need to go to her fellow Board member. She urged the Board to stop the pettiness. Mrs. Rucker asked about a rumor that an Assistant Principal was going to be replaced at Seaside High.

Anna Macaluso, CSEA President, said that the "mud slinging" should stop, and that the District needs to move on.

**N. Student Issues**

1. Consider Readmission of Student in Expulsion Case 03-04-8

**RESOLVED** that the student in Expulsion Case 03-04 be readmitted to schools in the Monterey Peninsula Unified School District.

MSC+ Troutman/Eggers  
AYES: 6  
NOES: 0

**O. Action Items**

1. Approve Administrative Appointments – Strategy 5

**RESOLVED** that the following appointments be made for the 2004-2005 school year, effective July 1, 2004

MSC+ Eggers/Troutman  
AYES: 6  
NOES: 0

<u>Name</u>	<u>School/Site</u>
Ann Kilty	Adult Education, Director
Ken Griest	Del Rey Woods School, Principal
Nina Russo	Central Coast High School, Principal
Mikhael Star	Monterey High School, Assistant Principal
Joan Nugent	Fitch Middle School, Assistant Principal
Shannon Lueken	Los Arboles Middle, Interim Assistant Principal
Yvonne Despard	Support Services, Interim Director

Helen Rucker, Seaside resident, asked about the movement of an Assistant Principal from Seaside High School to Monterey High School and expressed concern that there would be three new administrators at Seaside High School.

Dr. Callahan clarified the term "interim."

- \*2. Approve Budget Revision #4 – Strategy 1

Mr. Burnis reviewed Budget Revision #4, and clarified questions from Board members.

**RESOLVED** that Budget Revision #4 be approved as presented.

MSC+ Eggers/Troutman  
AYES: 6  
NOES: 0

- \*3. Approve 2004-2005 Adopted Budgets for All Funds - *Strategy 1 & 5*

Mr. Burnis reviewed the adopted budgets for all funds and clarified questions from Board members. He said it was a tentative document until the state adopts its budget, and that it included step and column increases for all employees and full funding of Phase 2.

Dr. Callahan said this is the first year that the revenues were projected to exceed the expenses.

**RESOLVED** that 2004-2005 Adopted Budgets for all funds be approved.

MSC+ Eggers/Troutman  
AYES: 6  
NOES: 0

- \*4. Approve Board Policy 3250: Home-to-School Transportation Fees-*Strategy 1*

Board Member Eggers said the home-to-school transportation fees would be imbalanced because most of the fees will be from Marina and Seaside parents. He said that it would affect families forced to be bused, and that it was unfair.

**RESOLVED** that Board Policy 3250 Home-to-School Transportation Fees be approved.

MSC+ LeBoeuf/Troutman  
AYES: 5  
NOES: 1 (Eggers)

It was the consensus of the Board that Item O-8 be moved up on the agenda.

- \*8. Approve Resolution #2003/2004-15: Resolution Extending Urgency Interim Fee Authorization - *Strategy 6*

**RESOLVED** that Resolution 2003/2004-15: Resolution Extending Urgency Interim Fee Authorization be approved.

MSC+ LeBoeuf/Foss  
AYES: 6  
NOES: 0

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

- Action Items (Items O-5 to O-7, O-9 to O-11)
- Consent Agenda (Items P-1 to P-8)
- Reports Section
- Information Section (Items R-1 to R-10)

It was the consensus of the Board to continue the meeting to June 28, 2004, at the Instructional Materials Center, with closed session at 5:30 p.m., and open session at 7:00 p.m.

## V. Adjournment

Meeting adjourned at 10:30 p.m. A continued meeting has been scheduled for June 28, 2004. Closed session at 5:30 p.m., open session at 7:00 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