

July 15, 2004

- A. Call to Order** The Board of Education of the Monterey Peninsula Unified School District met in special session at 5:00 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 (arrived at 5:50 p.m.)  
Resa Foss  
Regena Lauterbach  
Shanda LeBoeuf  
Carlos E. Noriega  
Marjorie Troutman

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

- C. Public Comments on  
Closed Session Items**

President Lauterbach reviewed the norms for the meeting and said she would extend the public comments section from 20 minutes to 40 minutes.

Board Member Noriega suggested that the public comments section be extended to one hour due to the number of people who were in line to make public comments.

It was the consensus of the Board to extend the public comments section to one hour.

Jim Harrison, former MPUSD Superintendent, community member, and grandfather of MPUSD students, commended the Board and Superintendent for making the budget cuts, balancing the budget, paying off the State loan, fulfilling Phase II of the teachers' association contract, and having in place a 3% reserve. He said the District is on the road to recovery and that the cuts must be implemented as soon and as expeditiously as possible. He expressed concern regarding the future of the District, its ability to educate the children, and said the present relationship between the Board and Superintendent is divisive and paralyzing. He urged that political and personal agendas and differences be set aside, and for the governance team to realize their roles. Dr. Harrison said acting on the recommendations of the professional staff, the Board sets policy and direction, and administration organizes and supervises how these decisions will be carried out. He referred to top administrative positions that are or soon will be vacant and asked if the District can afford anymore change? Does the District need a new superintendent? Can it monetarily afford a new superintendent? Dr. Harrison said no, and he reminded the Board that school begins on August 2. He urged the Board to retain Dr. Callahan, implement the changes they have already approved, work with him in a collegial and professional manner, and to seriously participate in a series of workshops to understand and implement the different roles of the Board, the Superintendent, and the staff. Dr. Harrison said if you don't do that, no matter who is Superintendent, the Board will not be successful. He said he would be happy to help organize and/or participate in this inservice, and that he had already made contact with two former MPUSD Board members who expressed their willingness to participate.

Tammy Hunziker, Bay View School parent, expressed fear in the Board's decision-making approaches, their inability to look long-term, and their talk of releasing Superintendent Callahan. She said the fiscal impact will be tremendous, and

because the positions of Associate Superintendent, Chief Business Officer, and other top administrative positions need to be filled, the Board will more likely have to increase the salary for superintendent to attract qualified candidates. Mrs. Hunziker said the amounts would conservatively add up to \$333,000, the approximate savings of closing a school. She asked how can the Board justify to Monte Vista and Manzanita schools that the decision they might make might erase the savings of closing their schools? Mrs. Hunziker said for the greater good, that the Board think about the repercussions of releasing Superintendent Callahan. She said it should not be personal, it should be about what is in everyone's best interest in the District.

Debby Wiess, Bay View School parent, referred to the number of vacant/soon to be vacant administrative positions in the District, and said now is not the time to lose another administrator. She said it was her understanding that the job of Superintendent is to provide leadership in developing and maintaining the best possible educational programs and services for the students, all within the constraints of a failing budget and dissenting school board. Mrs. Weiss said Superintendent Callahan has provided proposals and solicited for grants; the eroding budget is in the black. She urged the Board to allow him to continue his work and follow through with the goals that he and the Board set for the District. Mrs. Weiss said he is willing and capable of performing his job, and that should be the ultimate goal of all Board members, administrators, employees, and MPUSD parents.

Anna Macaluso, California School Employees Association (CSEA) President, expressed support for the bus drivers, said they need a raise in salary, and urged the Board to approve a memorandum of understanding that was negotiated between CSEA and the District. Ms. Macaluso said Superintendent Callahan is supportive of classified employees, and has included them in decision-making. She said she participated in committees the past few months and felt the process is fair. The committee members did their job and gave the Board the tools they needed to make a decision. Ms. Macaluso said the Board is accountable for decisions made, and she questioned why they weren't made in February, and why some were made in April. She said the Superintendent inherited the mess, and that it would be sad if the Board did not renew his contract or give him a satisfactory evaluation. Ms. Macaluso this is a crucial time for the District, and it needs his guidance and leadership. She asked the Board to set aside their personal feelings, and to remember that their decisions are made for what is best for the children and the entire school district.

Anna Balestreri, representing classified confidential employees, said they have always been loyal employees and have supported the Board when tough decisions had to be made. She said Superintendent Callahan and his administration have worked very hard to keep the District out of receivership, developed a Strategic Plan, and the District is on the road to recovery. Ms. Balestreri referred to budget cuts by the State and the resulting need for MPUSD to cut its budget. She said at the direction of the Board, committees were formed, meetings were held, and recommendations made as to how to make those cuts. She said at every turn, the Board questioned the integrity and the recommendations of the committee and the administration, and as a result of this mistrust and micromanagement not only is the District in danger of losing support for funding, but losing a superintendent who has always had the children and District's interest at heart. She said these actions are slowing destroying the foundation, the Mission and Beliefs set forth by the Strategic Plan that was adopted by the Board, and it is time for them to step back and look at the damage that has been done.

Steve Bloomer, citizen of Seaside, referred to an e-mail that he sent to the Board regarding Government Codes, a map showing where the revenue sources and the children are in the District, and the Strategic Plan that was adopted by the Board on June 16, 2003. He encouraged the Board to take the weekend to review the materials, and remind themselves of their tasks and responsibilities under the law and the District's Strategic Plan. Mr. Bloomer said the children need the Board to make the well thought out, fair, intelligent decisions for the District, and firing

Superintendent Callahan is not for the children and it doesn't meet the needs of MPUSD.

Tom Mancini, Seaside resident, said since February 25, 2004, there appears to be a number of trustees who have forgotten they are a part of a representative form of governance, and that although they are or have been teachers, as trustees they do not represent the teachers. He said the majority of the parents affected by their recent decisions don't vote, don't possess excellent English skills, don't have high paying jobs, and most have two jobs. He said they are the backbone of the agriculture industry and tourism, and all they are asking is for their children to be given the opportunity to enjoy a quality of life and a better education than they would hope to receive in their native country. Mr. Mancini said they look to the District to provide qualified administrators, teachers, facilities, and resources to achieving that education and ultimate success. Mr. Mancini asked how easy will it be to buy out the Superintendent's contract? He said if they have not committed any contract violations that's good, but if they have, do they have any idea where they are going to find the money for potential litigation? Where will they find the funds for executive search firms not only to locate a replacement for the Superintendent, but the other key management positions? Mr. Mancini said there are 11 working days until school begins, and he hoped that the Board will seriously reconsider any decision they may make in closed session to terminate Dr. Callahan. He said that decision may save the price of a school closing, and will also provide stability addressing the myriad of issues that dedicated administrators and teachers will be facing on August 2 as a result of their recent reconfigurations and closures.

David McCall, Marina resident, referred to the Brown Act, section 54954, and said he believes that all of the public has the right to speak and did not agree with the time limitation. He questioned the need for a special meeting and didn't believe there was just cause to call the meeting using the 24-hour notice requirement. Mr. McCall said there are multiple position changes that have taken place in the District, as well as multiple vacant positions that need to be filled. He said the District has two new K-8 schools that will open in two weeks. He said the District needs stability and for Superintendent Callahan to stay and complete his contract. To vacate his position would create additional instability in the District. Mr. McCall said he does not support the new direction. He said he wants to stay on the same course that the District is taking, and that it needs a Board who is going to vote and act responsible, and not take three months to do an evaluation or take six months to decide to close schools.

Robin McCall, classified employee and Stone Soup Program Director, referred to Board decisions made the last couple of months and said staff has been working hard all summer to implement their actions where some people were able to take their vacations, and others have had no time off in order to get ready for the first day of school. Mrs. McCall said the District was moving forward, but now it is stopping again and going backwards. She urged the Board to allow Superintendent Callahan to finish his contract so he can move the District forward and staff can do their jobs.

Chris Panzetta, parent and out-of-district teacher, said with school closures and financial difficulties the last few years, it's obvious that the District is already troubled. It needs a leader, and firing the Superintendent will ensure that MPUSD will experience even worse times. Mr. Panzetta said if Superintendent Callahan has done something bad to warrant his release, the public needs to know what it is. He said he has yet to hear of a single reason, and that he questioned the reasoning of the Board's actions. He urged the Board to reconsider and to renew Superintendent Callahan's contract. At this time, he asked those who agreed with him to stand and show support.

Mariphil Romanow-Cole, Ord Terrace School Principal, said it made her feel sad that this meeting was called in such haste and that she was upset that the Board would consider terminating Superintendent Callahan. Mrs. Romanow-Cole said he has been an effective and insightful leader. As the principal of a state-monitored and performance improvement school, she cited three examples of

Superintendent Callahan's leadership that helped her school move toward meeting their achievement target: (1) the Strategic Planning process approved by the Board bringing MPUSD direction and clarity of purpose; (2) the 2003-2004 Strategic Action Plans selected for implementation giving Title 1 and School Assistance Intervention Team (SAIT) schools first priority in hiring for certificated positions, and (3) fully certified teachers in all regular education classrooms this year and the upcoming school year. Mrs. Romanow-Cole said Superintendent Callahan was instrumental in bringing the New Teacher Center principals training to the Peninsula, and that the training has better prepared her to be a coach and evaluator for her teachers, thus helping the children achieve the targets that are set for them. She urged the Board to reconsider their actions and to keep an insightful and innovative person at the helm of MPUSD. She reminded the Board that they have hired many competent people to fulfill the Mission of the District, and that their role is to provide support for these individuals as they carry out their responsibilities providing oversight to all District business. Mrs. Romanow-Cole said lately, the Board has taken on the role of District manager. She asked that they have faith in the people that they have hired, as it will be difficult for administrators to function in an atmosphere of divisiveness and hostility that currently exists.

Joan Nugent, newly appointed Assistant Principal at Fitch Middle School and former teacher, spoke about the Code of Ethics that govern the Board and she quoted language from Board Policy 1132 under the Responsibility section. Ms. Nugent said during times of change, there is natural resistance that often leads to physical and mental pain. She prayed that the Board will be guided by their Code of Ethics and not their hurt, and that their final decision is one that has been exercised with as much caring concern for the least influential to those most influential members of the community. She expressed support for Superintendent Callahan and celebrated his effort to bring the District into the 21<sup>st</sup> century.

Arlene Krebs, Monterey resident, said over the past year she has been involved in projects with Superintendent Callahan using technology for student achievement and teacher professional development. She said he has been leading the District in a direction that California State University Monterey Bay (CSUMB) fully supports as a collaborative partner. Ms. Krebs referred to a national "think tank" where a few select education leaders were invited to participate with industry in looking at the use of technology in education. She said Superintendent Callahan was an impressive speaker, and that he represented MPUSD with honor and distinction and made many contributions that well reflected the needs of MPUSD and the needs of other school districts in the nation. Ms. Krebs said a second "think tank" was held in Washington D.C. involving education leaders from the U.S. Department of Education, Superintendent Callahan, and two other school district education leaders. She said what better call can we have that a leader who commands this kind of attention, who expresses the needs of the District, and who is so committed to improving the lives of children.

Arlene Krebs read aloud a statement from CSUMB President Peter Smith expressing support for the work that MPUSD has been doing under Superintendent Callahan's leadership. Dr. Smith said the University has emerged as a serious and committed partner to MPUSD as a result of the Superintendent's willing and open attitude towards collaboration. He urged the Board to give Superintendent Callahan at least a one-year extension to his contract, allowing him to bring his work further to fruition. He said Superintendent Callahan is an outstanding leader and that it would be a significant setback to lose him. Dr. Smith expressed concern about the potential for MPUSD to resume the slide that has characterized its last few years, and without a stable and an improve school district, it won't be able to attract and hold the faculty, staff, and administrators needed, and everyone will suffer.

Donna Kiernan, Highland School Principal, shared her thoughts as to why she chose to become an administrator in MPUSD. She said Superintendent Callahan's bottom line, consistently, has been to focus on what is best for each of the students. She cited Superintendent Callahan's professional qualities of leadership

that has allowed her to lead at the site level and to continuously grow professionally, how he finds the positives to celebrate, how he communicates with her without judgment to help her to grow and find solutions, his attendance at school events, how he provides opportunities to be an integral part of the process of decision-making, and how he helps instructional leaders grow with the researched-based ideas. Ms. Kiernan said he included MBTA and CSEA employees when he brought in trainers from the New Teacher Center to move the District forward in the use of the California Standards for the Teaching Profession, and that he has provided materials and time for professional growth. She said Superintendent Callahan has the skills, the vision, and the heart for students to make a difference and to take MPUSD forward so that they can work together as a team. He has high expectations and tough hiring practices. She implored the Board to rethink any decisions they make.

John McCutcheon, member of Facilities and Reutilization Committee and resident of Marina, asked the Board to objectively consider what has been accomplished by working together in the district by administration, staff, teachers, and students. In an environment of declining enrollment, budget cuts, and from a long period of fiscal and organization chaos which included oversight by the Monterey County Office of Education, the district developed a strategic plan that significantly increased positive community participation, regained the trust of the community in fiscal and organizational strength of District leadership, balanced the budget, paid off the state loan, and protected the employees to the maximum extent possible during a very serious budget situation. In the last four months, the confidence and trust of the community has not been squandered by Daniel Callahan, by administration, by staff or teachers or students. That confidence and trust was thrown away by the actions of the board majority. Mr. McCutcheon urged the Board to salvage as much as possible and to let the superintendent do what he has been paid to do.

Linda Sanders, MPUSD teacher for 17 years, said that the District budget could not handle additional expenses after the Board had carefully studied how best to proceed. She said that if the District were to buy Daniel Callahan out of his contract, that that would be paying someone to do no work...the district needed someone who was familiar with our district. She said that despite how the Board felt a person would be needed whose responsibility would be to try and work with the Board. She requested that Daniel Callahan be allowed to work to the end of his contract, June 2005. If at that time, the Board felt a replacement was needed then the Board could look for a strong administrator or superintendent.

Colette McLaughlin, a Monterey parent, lifetime credentialed teacher and MPUSD employee, cautioned the Board about believing wrong information that has been repeated several times, and that eventually, that information will be taken as the truth. She questioned the Board's reason for Dr. Callahan's firing and evaluation. She said that the Board has been misled and that they should reconsider their actions.

Carol Saxton, CSEA vice president and office supervisor, spoke about the morale of the District. She said that she felt that the Board and parents have been misled by some malicious information that had nothing to do with Dr. Callahan's skill as a supervisor. She requested that the Board reconsider their decision and keep the superintendent on.

Helen Rucker, Seaside resident, said that in the 40 years that she has been with the District the Board succeeded in uniting the district, something that she thought was impossible. Mrs. Rucker said that she received phone calls from people requesting that a recall be initiated. She emphasized that she was not threatening the Board but she did have the paperwork needed for a recall that was an expensive, decisive, time-consuming exercise in futility. She told the Board that what was needed were dedicated people working for our children.

Bill Melendez, LULAC representative, reminded Board members that continuity and leadership were essential to the educational process and that MPUSD could not afford to have a break in this process when so many administrators have left or

are leaving the District. He said that LULAC is the foremost civil rights organization in the Latino community and in his opinion, the treatment of Dr. Callahan is discriminatory. He asked the Board to listen what has been said, give consideration to the possibility of litigation, and to realize that their decision may cost the District money. Mr. Melendez said that there was still time, and implored that the Board use their time wisely and support Dr. Callahan.

April Flint, MPUSD bus driver, said that she was disheartened to see that the Board may make a decision that may cost the District money as well as the possibility of losing donations from the Chapman Foundation. She said that Dr. Callahan has worked very hard for the District, and could not understand the Board's thinking. Ms. Flint said that it was time for the Board to unite and to support Dr. Callahan.

Linda Murphy, Highland School teacher, said that consistency is needed in our District and that the Board should keep Dr. Callahan as superintendent.

Annette Le Tourneau, former principal at Monte Vista School, spoke about why she made the decision to join MPUSD. She reflected on the experiences she had when the decision was made to close Monte Vista and the uncertainties that the Board had. She spoke of the comments made by some individuals, and how those comments may have been misconstrued to speak for the majority. She said that one group, Monterey Bay School Administrators Association (MBSAA), was in full support of the Cabinet and the Superintendent. She hoped that the Board listened to MBSAA as well as they listened to the other groups.

President Lauterbach announced that the Board go into Closed Session. Board member Noriega asked for consensus of the Board. After discussion, the consensus of the Board was to continue Open Comments.

Seth Pollack, Monte Vista parent, School Site Council member, co-chair for subcommittee for Strategic Planning Committee, reminded Board members that there is no longer a budget deficit, and that the District had a superintendent with a vision and competence to unite our community. He said that although there was still time, he has not seen the leadership, vision, and competence from the Board majority. In order for the Board to show that there was vision and competence the Board could withdraw the unsatisfactory performance evaluation and Board members could resign.

Barbara Dangerfield, a Colton parent, referred to a cartoon where Pogo told his friend that we have met the enemy. She said that MPUSD has met the enemy, the Board majority. She talked about the time wasted by the Board when decisions had to be made about school closures and how other districts made decisions and then moved forward. Ms. Dangerfield stated that the Board was unwilling to accept the fiscal and demographic reality of the Monterey Peninsula and were unwilling to implement recommendations made the Facilities Utilization Committee, as well as putting the interest of one school ahead of the well being of the entire district. She said that the Superintendent's performance wasn't unsatisfactory, but rather the Board's performance. The Board should withdraw the Superintendent's unsatisfactory performance and should resign their Board positions.

Ewalker James, member of the Citizens League for Progress, said that he has attended Board meetings for the last 25 years. He said that he felt that he had a responsibility not only to the District but also to the kids in his community. He supported the Superintendent and the administration and has seen tremendous changes in the District including school boards. Mr. James stated that the present Board was one of the worst that he had experienced because the Board does not pay attention, they have their own agenda, and representatives of Trustee Area II do not go to the community for input, instead they made their own decisions. He warned those representatives that he would do everything he possibly could to remove them from the Board because they did not represent the community nor did they represent the kids in the district. He said that he attended Board meetings because he felt the need to give input, directions and support to those trustees so that they would be reelected. He assured the Board that this would not be on his agenda the next time around.

Carol Shadwell, Highland School teacher, supported Dr. Callahan and urged the Board keep Dr. Callahan beyond his contract. Carol Weesner, Los Arboles principal, spoke in behalf of herself and her husband. She spoke of the reason why she became a building level administrator and why she was still with the district. She talked about a conversation she had with a Board member that there were a number of excellent people who would still be in the District once the process had been concluded. Mrs. Weesner agreed, but was not sure if they would still be with the District given the current environment where decisions related to the simplest consideration are routed through Board members, where so much time and effort is spent on meetings where no decisions have been made. She said that it was imperative that we are able to work as efficiently and as smartly as we possibly can because this is not happening due to the dynamics in place. When administrative decisions are held up, scrutinized and at times eviscerated as they have been this year, administration is not able to do their job. She said that if the Board does not let the administrators do what is needed to be done, that the District might sink.

Kim Reisenbichler, a Foothill parent, presented a letter from him and his wife. He asked for the immediate termination of the Superintendent due to reasons stated in his letter. He said that the Superintendent has shown complete contempt for the Board, and has made the Board look foolish and incompetent due to his manipulative manner and mismanagement. Mr. Reisenbichler quoted examples. He said that the Superintendent's leadership caused a huge polarization of the community and citizens, fractured the Board, led to a negative public image of the school district and most importantly caused the lowest morale and largest exodus of teachers and staff.

Katheen Cleary, Director, Food Services, support Dr. Callahan and the District. She expressed concern about the morale of the District and employees. With limited leadership and numerous changes, it would not be in the best interest of the Board to make changes regarding Dr. Callahan's position. Children would be affected and the District would lose other committed staff members.

Bob Shaffer, a Monterey resident, expressed concern about what is being perceived by major employers who are considering locating to the Monterey Peninsula. Because they have access to the internet, questions were asked as to why they should relocate to our peninsula when the district is in such disarray. There are major challenges that significantly affect the economic viability of this region and he felt that it was time for the Board to put aside differences, look to the good of the District and make sure Daniel Callahan and remaining staff provide stability. He further stated that there was an election, conducted by the Foundation, held that reflected what the public thought about the Board. People were asked to vote with their dollars. The result was a vote of no confidence for the Board.

Gary Wilmot, a registered voter in MPUSD, urged the Board to rescind Dr. Callahan's negative evaluation because Dr. Callahan balanced the budget, paid back the loans, kept the reserve, had community involvement, has community leadership support, and has leadership support from Washington. Mr. Wilmot asked what criteria were used to give him a negative evaluation. He said that when a senior management person is lost, the district's performance is impacted. Mr. Wilmot said that if Daniel Callahan were to leave, the District would be devastated and the kids would be impacted. He said if the Board were to stand up and resign, the District would not be impacted. He said that the District comes up with solutions and the Board responsibility is to vote yes or no. The Board is not required to run the District because that is what the District staff is paid to do. If you don't have a Superintendent, you don't have a school district because all of your senior staff will be gone. He asked the Board to rescind their negative evaluation, and keep him as Superintendent. If the Board can't get along then the Board should resign for the good of the children.

Jennifer Stone, a parent, said that many are not happy, they are fed up and they want Daniel Callahan to stay. She urged Board President Lauterbach, Board member Troutman, Board member Foss and Board member DeBono to make a choice...both revise Daniel Callahan's evaluation and learn to work together or if you are not willing to make this fiscal and ethical decision, then they should resign. She encouraged the Board to take this opportunity to show the community that they can make a good decision which may prompt some trust in them after all.

Stephanie Orazco, a Del Rey Oaks parent, spoke of the reason why she enrolled her children in the school district. She said she dealt in facts and based some of her decisions on what was said by Board member Foss, Troutman, DeBono, and President Lauterbach. Because their past experience as teachers Mrs. Orazco said that if children in their classes disrupted the class and created a division, they would have been asked to leave, go to the principal's office and then leave the school. She said that each Board member has four years to serve communities to see what their actions have done. She said that she found it irresponsible of the Board to not show respect for the position of the Superintendent. She asked that his contract be renewed and to show him the same respect that communities gave when the Board members were elected.

Jane Mitchel, MPUSD parent, pointed out that it took two separate Superintendent searches to find Daniel Callahan and although she was in agreement she didn't agree with that decision in the beginning. She reminded Board members that some of them participated on the hiring panel that hired Dr. Callahan. She said that if the Board members felt that if they could not work with Daniel Callahan then they should have not run for the school board. Dr. Callahan is a leader that you have not allowed to lead. The Board has tried to micromanage the district and then blame him for the resulting problems. She said that he did a fantastic job of putting together a strategic plan that the entire district could live with. She said that Dr. Callahan could be proud of what has been accomplished. He's a visionary and a leader. The Strategic Plan, the budget, the bringing together of the community occurred under his leadership. He can hold his head high and know that he has helped this district. He did the job that he was paid to do and he did it admirably. She said the Board needed to withdraw the unsatisfactory evaluation and give themselves one.

Surry Patel, a Monte Vista parent, supported the Board's decision. He said whatever decision is made, he will support it.

Gwenyth Holvick, an MPUSD voter, said she was a parent whose child has been affected by the administrative leadership in MPUSD. She said that she has been personally attacked for being interviewed, has been subjected to contempt, and has suffered a host of personal injuries by trying to be involved in a democratic process. She blamed those who support the superintendent. She asked the Board to stick to their decision.

Shannon Leuken, Assistant Principal from Los Arboles, spoke as a teacher who had a vision for her students. She thanked Dr. Callahan for providing the opportunity to not only better programs for students and the community, but also giving the district the opportunity to better themselves. She asked the Board to consider the scenario that if in a classroom, they see that a student could be doing something differently, guidance and support is offered. She requested that when the Board goes into closed session to decide the superintendent's fate, that they ask themselves if they made their concerns known, did they offer their support and guidance. If so, then move forward and do what you must. If not, then rethink your actions.

Joe Bennett, Principal for Bay View, spoke of his relationship with the Superintendent as an administrator and how the Superintendent has raised the "bar" for what they have done. He said that the Superintendent brought learning opportunities for administrators to become better principals and better team players. He said that he thought Dr. Callahan was smart, full of integrity and honest and for the Board to make a decision in the middle of a crisis was not the

best idea. A lot of people have been giving their perspective and Mr. Bennett knows that when the Board goes into closed session to make a decision that those perspectives will be considered carefully.

Maria Buell, President of LULAC, referred to a letter that was given to the Board on July 12th which expressed support for Dr. Callahan. She said in reviewing the Board's policy manual for the duties of the superintendent, she did not find any specific area that he was not performing. Ms. Buell talked about the decision to not take action after Board reported back from closed session when in fact a decision had been made. She accused the Board of lying to the public. She quoted a code in the Brown Act and the Education Code 54957.1 that stated that the Board was to report any action taken. She cautioned the Board to abide by that rule. She asked what criteria were used for the superintendent's performance and whether it was followed. If there was a document used she requested access to that document. She spoke of the contributions Dr. Callahan made to the district, of the Strategic Plan and that without Dr. Callahan the district would not have moved forward to where we presently are. She spoke of the vision of where the district might be within 3-5 years, dependent on the community. She said that if the Board continues with the "suicidal mode" taken by the Board majority it will be taken to a level that would be hard to follow.

Erna Olson, Seaside High School campus monitor, asked the Board what was the Board's vision and goals when Dr. Callahan was hired. She requested that the Board work together and to resolve conflicts. Once this is done, move the district forward and extend Dr. Callahan's contract for the next four years.

Sheila Keifetz, Seaside High School principal, said the reason she was part of MPUSD was because Daniel Callahan was a visionary and what he presented to her was a future of a school district moving forward than other larger school districts. She said he brought together an alliance of people who wanted to see creativity, education and a future for the learners to become civic minded and an integral part of the community. Ms. Keifetz said she was part of the vision to make sure that the best practices were used in the classrooms to lead forward in that vision and to support Daniel Callahan on his goals to make MPUSD the best district in California.

Dr. Tom Shively, Assistant Principal of Seaside High School, spoke of his background. He expressed concern when he heard majority Board and minority Board and felt that something was not taking place and that was corporate listening. He said that each person came to the table with their point of view and as a trustee, when you vote, you don't vote just for yourself because it affects the entire district. He said that the Board has to listen "corporately" and come up with decisions knowing that their vote affects the entire district. He urged the Board to look at the vision that was set out, to listen to themselves, listen to the community, and to listen "corporately". Once done, the Board will arrive at the right decision.

Kim Pulser, Dana Brown, La Mesa School parents and Bob Miller, La Mesa School principal, expressed concern about the well being of the children. Mrs. Pulser read a letter to the Board supporting Daniel Callahan.

Mac Dunwoody, representing a foundation that is earmarked to invest in excess of \$5 million to support scholarships for low income families in MPUSD, said his foundation has been in continuous questions about whether they can go forward with their intent to provide scholarships to MPUSD at-risk students in order to encourage those families who cannot afford to send their children to college. He said every company that he has seen where a Board has decided that its their responsibility to manage the business has failed. Mr. Dunwoody said the Board's responsibility is to elect the leader. He said the Superintendent has dealt with nothing but the best interest of the children. He asked the Board to step back from the emotions and think about what they are getting ready to do. He asked how will the Board attract someone of Superintendent Callahan's caliber to the District, and continue to attract teachers, principals, and other people who recognize how important it is for foundations and private sections to support the

public school system?

Darren Sylvia, King K-8 School principal, spoke in support of Superintendent Callahan and shared some of his concerns over the past week. Mr. Sylvia said that he was asked "what is it that the Board can do to help make my job easier in making the transition of King and Manzanita into one school as a K-8?" He suggested that the Board support the efforts put forth by staff, administrative groups, teachers and educators. Mr. Sylvia felt that by removing the Superintendent, the Board was indicating to him that they do not value what people have done in this District as administrators and staff members, from teachers to parents to the students. He further stated that decisions have been made by the Board, and not Superintendent Callahan. Mr. Sylvia said it's time to support a decision that he didn't ask for, but is trying to do so to help the children that he is responsible for. He asked that the Board support what is being done and not to attack him, Mr. Burnis, or any other person in the room about why there are no community meetings, especially when no support was received from a board member at the last community meeting.

Katrina Ognyanovich, former MPUSD Board member, spoke in support of the Board majority and commended them for taking care of the children. She said that class size is very high and that the curriculum is diluted. She said closing schools will not solve the District's budget problems. She spoke about her years in education and said that the present administration is not providing an educational environment that is needed.

Ruthie Watts, community person, echoed what has been said in the past. She addressed the Board members who represent her Trustee area, and stated that those Board members have never called to ask for a community meeting. She said many in her area do not know who the Board members are because they have never had a meeting with them. She said there is a lack of community communication and she urged the Board to rescind their decision. Ms. Watts asked the Board to leave personal feelings at home, and do what is best for the children in the entire school district.

Heather Issvoran, MPUSD parent, spoke in support of the Board majority. She applauded the Board majority for asking hard questions and not rubber stamping everything. She also stated that they were very professional. Mrs. Issvoran presented the MBTA survey to the public and commented on the results. She expressed her appreciation to the Board and hoped that all could work together to make decisions that represent all the children.

David Jones stated that when many of the Board members ran for the Board, he supported them. He said that many in the community didn't want to take that responsibility. Mr. Jones said he is one of the people involved with the dismal response of raising money for the District, approximately \$70,000. He said it isn't the amount of money that's available in this community to support the school district, but that the problem is a continued lack of faith in the District and its leadership. He said many people in the community told him they would not give money until there is a different form of leadership from the Board and the administration. He said the District needs stability and suggested that the Board take a time out.

Shauna Rowe, parent, spoke in support of the majority Board. She stated that she does not have faith in Superintendent Callahan to run the District and urged the Board majority to do what they feel is right.

Lisa Moe, MPUSD voter and an on-and-off employee since 1978, spoke in support of Superintendent Callahan. She said that she is deeply saddened by the position the District is in, and that the Superintendent has a vision, plan, and the ability to envelope the communities. Ms. Moe stated that no one is happy 100% of the time. She urged the Board to listen to the outpouring of comments in support of the Superintendent and to keep him.

Ann Jones, Highland School teacher, spoke in support of Superintendent Callahan

and was surprised that the informal MBTA survey was made public by an individual and not by MBTA. She expressed appreciation to her principal and the Superintendent for listening to and supporting her ideas.

Ron Allen, former principal of Manzanita Elementary School that will reopen in August as part of the King K-8 School, spoke in support of Superintendent Callahan. He said the Superintendent set high standards for those who wanted the opportunity to explore and adopt the now highly successful America's Choice program in some of the District's schools. He clarified that it was the staff at each of the participating schools that made the decisions to investigate the program and go forward with it. Mr. Allen said the District needs continuity of support.

Susan Woodward, parent of an MPUSD student, spoke in support of the Board. She quoted from Board Policy and stated that the Board has the authority to manage the District how they want. She said the Board runs the District, not the Superintendent. She applauded the Board for their tenacity to obtain correct, accurate data through the last six months. She asked the Board to continue their effort to dismiss the Superintendent.

Allison Bohnen, Highland School teacher, spoke in support of Superintendent Callahan. She also spoke about not knowing that the MBTA survey was going to be used in this arena. She apologized for not speaking up sooner and said that the District does not just need any superintendent, it needs Daniel Callahan.

Diane Creasy, Marina parent, spoke in support of Superintendent Callahan. She said he has inspired many teachers, administrators, and parents to do many things in the best interest of kids. She asked the Board to put personal issues where they belong, stop making the Board divisive, and begin supporting everyone who is working hard to make a good District.

Mary Quirit, Highland School Reading Specialist, Monterey resident, and former MPUSD parent, asked that her voice be added in support of Superintendent Callahan. Ms. Quirit said that he is a brilliant visionary who can help the District rise above the petty politics. She said the District has been traumatized the last few years by a lot of things and that it is time to stop and compromise. Ms. Quirit asked the Board to give Dr. Callahan another chance.

**D. Closed Session**

The Board adjourned to closed session at 7:30 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)  
*Agency Negotiator: Jim Burnis*  
*Employee Organization: California School Employees Association*
4. Conference with Labor Negotiator (Gov. Code section 54957.6)  
*Agency Negotiator: Jim Burnis*  
*Employee Organization: Unrepresented Employees - Associate Superintendent, Chief Business Officer*

**E. Reconvene Open Session**

The Board reconvened at 7:50 p.m. to take the following action:

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

Clerk Vice-President Foss reported that no action was taken in closed session.

**G. Adjournment**

The meeting adjourned at 7:51 p.m.

Respectfully submitted,

Daniel Callahan, Ph.D.  
Executive Secretary

DC:jif

\*Board Attachment

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

+Motion/Second/Carried