

October 4, 2004

A. Call to Order

The Board of Education of the Monterey Peninsula Unified School District met in regular session at 5:32 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: Robert Eggers
Resa Foss (arrived at 5:39 p.m.)
Alan Haffa
Regena Lauterbach
Shanda LeBoeuf (arrived at 5:34 p.m.)
Carlos E. Noriega (arrived at 5:34 p.m.)
Marjorie Troutman

Staff Members Present: Daniel Callahan
Robert Costa
Yvonne Despard
Pat Finlay

DLI/POM/NPS Representative Present: Cindy Rothstein

Student Board Members Present: Samantha Grillo, Monterey HS

Student Board Members Absent: Tiffany Tyson, Seaside HS

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

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

Mr. John Johnson, a MPUSD parent, clarified information that appeared in the Monterey Herald on October 3, 2004. He said that he was concerned because the Herald misinterpreted his request for a grade change for his son. Mr. Johnson described the procedure that he followed to get the grade change and said that it was only after several attempts to meet with the teacher, who refused to meet with him, did he go to the Associate Superintendent and then the Superintendent for help. Mr. Johnson felt that the teacher did not follow the Board policy and should have notified him through a deficiency notice that his son was failing.

Ms. Lula Taylor, grandparent and MPUSD teacher, also spoke about the Monterey Herald article. She wanted it made very clear that her family would not be made part of a "witches hunt" and that Dr. Callahan had not done anything illegal in making the grade change. She also reviewed with the Board the events that led to the grade change and felt that the teacher did not follow Board policy for communicating with parents regarding failing grades.

Carlos Ramos, MPUSD volunteer, spoke in support of Mr. Johnson and Ms. Taylor and was appalled with the article that appeared in the paper.

D. Closed Session

The Board adjourned to closed session at 6:02 p.m. to discuss the following:

1. Conference with Labor Negotiator (Gov. Code section 54957.6)
 - a. Agency Negotiator: Robert Costa
 - Employee Organization: California School Employees Association
Monterey Bay Teachers Association
Monterey Bay School Administrators Association

2. Public Employee Performance Evaluation (Gov. Code section 54957)
Superintendent of Schools
3. Public Employee Appointment (Gov. Code section 54957)
Chief Business Officer
4. Conference with Real Property Negotiator (Gov. Code section 54956.8)
Properties:
 - 190 Seeno Street, Monterey
 - 251 Soledad Drive, Monterey
Negotiating Parties: Daniel Callahan
Under Negotiation: Terms and Conditions

- E. Reconvene Open Session** The Board reconvened at 7:00 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 Haffa.
- G. Report Action Taken in Closed Session, if any** The following actions were taken:
1. The Board accepted the appointment of Donald Stabler for Chief Business Officer with a vote of 7-0.
 2. The Board accepted the MBSAA proposal, at no cost to the District, with a vote of 7-0.
- 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.
- Agenda Item #1, Approve Appointment for Chief Business Officer, was removed from the agenda because of the decision made in close session.
- RESOLVED** that the agenda be approved.
- | | |
|-------|------------------|
| MSC+ | LeBoeuf/Troutman |
| AYES: | 7 |
| NOES: | 0 |
- President Lauterbach recognized Mr. Harvey Kuffner, MCOE Board member and Mr. Tom Mancini, mayoral candidate and Seaside City Council member.
- I. Certificates/ Presentations/ Recognitions** *1. Assessment – Adequate Yearly Progress (AYP) 2003-2004 Growth Report - *Strategy 3 & 4*
- Karin Cordell, Consultant, gave a follow-up to the September 20, 2004 presentation. Discussion was held and she answered Board members questions.
- J. Student Board Member Reports** Sam Grillo, MHS student Board member representative updated the Board on the activities that occurred and upcoming activities at Monterey High School.
- K. Communications** President Lauterbach said copies of correspondence that she received were provided to Board members in their packets.
- L. Suggestions and Comments from Members and Officers of the Board** Board member Le Boeuf said that Saturday, October 2, 2004, had been designated as "Get Out and Play Day" and that she and her daughter had participated. She indicated that a message had appeared on television that MPUSD had activities for children. She asked if so, then when was it and where.
- Support Services Director Despard said she would investigate and report back to the Board.

Board member Troutman said that on September 30, 2004, she and Board members Noriega, Foss, Lauterbach and Superintendent Callahan attended the Business and Education Alliance of the Monterey Peninsula (BEAM) luncheon.

President Lauterbach acknowledged Phyllis Davies from Access Monterey Peninsula (AMP) who taped Board meetings and gave a schedule of when the meetings would be televised.

Board member Eggers said that it was nice to be back after being out of town for one month. He thanked everyone for the messages and officially welcomed Board member Haffa.

Board Vice-President Foss said she visited Marina and attended the Foothill Elementary School Book Faire/Ice Cream Social. She also presented to interested schools another visual aid – rubber balls.

Board member Haffa presented his visual aid of two reams of paper.

Board member Noriega acknowledged the work done to the bulletin board by the dais.

Dr. Callahan said that the bulletin board was done by Yvonne Despard, Mary Godfrey and her husband. He said that the pictures of students were students from MPUSD.

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

John Johnson, MPUSD parent and employee, expressed his unhappiness with the Monterey Herald article regarding his son's grade change. He publicly stated his understanding and quickly reviewed the events that led to the grade change. He said that he went to the Associate Superintendent and then to the Superintendent for intervention after his son's teacher refused to meet with him after several attempts.

Lula Taylor, grandparent and MPUSD parent, also spoke in reference to the Monterey Herald article and expressed her anger over the results of the article.

Mary Greenfield, MPUSD teacher, expressed her outrage and dismay over the Monterey Herald article. She said the policy was changed and notification should have been given to the teacher before the grade change.

Superintendent Callahan clarified that the policy was not changed; only clarified in more detail.

Cindy Rothstein, DLI/POM/NPS representative, discussed Federal Impact Aid and reviewed with the Board what she had written in the Community News regarding Federal Impact Aid.

Helen Rucker, Seaside resident, said she no longer represented COMO because she wanted to speak freely as herself and not for COMO. She explained the importance of deficiency notices and asked if the Board was holding the grade change against Dr. Callahan because if so, then "shame on you".

Ron Woods, MBTA president, said he was troubled by the conversation because the teacher did not want her name mentioned and she was not present to defend herself. He said that presumptions and assumptions were made.

Ewalker James, Citizen League for Progress president, also spoke about the grade change policy. He said that parents needed to be informed and it was the teacher's responsibility to keep parents informed.

Carlos Ramos, Seaside High School volunteer, supported Dr. Callahan's decision to make the grade change. He challenged President Lauterbach to rethink what happened because if this was the cause of Dr. Callahan's bad evaluation then it was terrible decision. He applauded Dr. Callahan's decision and said it was the right thing to do.

Malcolm Mejia, a CSUMB graduate, spoke of his experience with teachers because, in his opinion, he could not express himself culturally. He said the point of education was for people to develop, grown, and learn. It was his opinion that cultural tolerance was not abundant in Monterey.

Liz Reisenbichler, MPUSD parent, questioned the advice given by legal counsel. She felt that mistakes had been made in reference to the grade change and negotiable property and that perhaps the District needed a new superintendent and new legal counsel.

Gary Wilmot, MPUSD parent, expressed support for Dr. Callahan.

President Lauterbach recommended that this be discussed in the Policy Committee so that the Board Policy and Administrative Regulations were congruent.

N. Action Items

- 1. Approve Appointment of Chief Business Officer

The appointment was reported out following closed session.

- *2. Approve District's 2003-2004 Unaudited Actuals Report - *Strategy 1*

Interim Chief Business Officer Pat Finlay gave a presentation and answered Board member questions.

RESOLVED that the District's 2003-2004 Unaudited Actuals Report be approved and submitted to the Monterey County Superintendent of Schools.

MSC+ LeBoeuf/Eggers
AYES: 7
NOES: 0

- *3. Approve District's 2004-2005 Budget Revision #1 - *Strategy 1*

Interim Chief Business Officer Finlay gave a presentation and answered Board member questions.

RESOLVED that Budget Revision #1 be approved by the Board of Education and submitted to the Monterey County Superintendent of Schools.

MSC+ Eggers/Troutman
AYES: 7
NOES: 0

A recess was taken at 8:55 p.m. and the meeting reconvened at 9:05 p.m. to take the following action:

- *4. Seek Board Direction Regarding Associate Superintendent Hiring - *Strategy 5*

Dr. Callahan asked for direction from the Board regarding the hiring of the Associate Superintendent.

RESOLVED to discuss the hiring of an Associate Superintendent.

On a motion made by Board member LeBoeuf and seconded by Board member Eggers, a lengthy discussion was held by Board members and the community.

Board members Haffa, Troutman, Foss, and Lauterbach felt that the candidate for this position should be hired from within the District at the existing salary and that a consultant or the Superintendent could give expertise and assist in training that individual.

Board members LeBoeuf, Eggers, and Noriega disagreed because they felt that someone in that position needed experience particularly when the Superintendent was not present. They asked when would the Superintendent have time to mentor with all the other responsibilities that he has?

Board member Eggers reminded Board members that responsibilities have increased and said it bothered him that the Board reversed its decision because it had been agreed on and then reversed. He said that the decision should not have been changed because of public pressure. Board member Eggers also reminded the Board of the tough time they had when the decision was made to hire Jim Burnis at a higher salary.

Tammy Hunziker, MPUSD parent, said that a decision has to be made because Assessment was a very important responsibility under the Associate Superintendent, and if not careful Title One monies could be lost because of low test scores.

Gary Wilmot, MPUSD registered voter, expressed support for a salary increase because if a consultant were hired to train someone from within, the cost would be more.

Rick Ziel, MPUSD teacher, felt that there were qualified people from within and reminded Board members that John Lamb had worked his way through the ranks.

Helen Rucker, Seaside resident, stated that as a member of the interview panel, they tried to get qualified people initially and it wasn't until the 3rd round that there were qualified applicants due to the increased salary proposal. She warned the Board that "you get what you pay for."

Ewalker James, Seaside resident, also agreed with Mrs. Rucker, and said a few dollars wouldn't save the District.

Jim Burnis, former Chief Business Officer, expressed support for the salary increase because the increase requested was not a lot of money. He said the position was not a training position. He stated that to hire a consultant, the cost would be more. He urged the Board to spend the \$15,000 and offer the salary package to who ever would take the job.

RESOLVED to re-establish the Associate Superintendent's salary at 80% of the Superintendent's total compensation and direct the Superintendent to offer the salary.

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

Motion failed due to lack of majority vote.

RESOLVED to hire best candidate at the current salary.

MSC+	Haffa/Foss
AYES:	7
NOES:	0

Motion carried.

After a brief discussion, it was the consensus of the Board to take action on the following items prior to reconvening into closed session: Items N-5, N-6, O-1

The Board also set October 25, 2004 as a placeholder in case the agenda was not completed at the next scheduled Board meeting, October 25, 2004.

- 5. Seek Board Direction Regarding Director, Special Education Hiring – *Strategy 5* This item was tabled to the next meeting.
- 6. Seek Board Direction Regarding Board Meetings in Trustee Areas – *Strategy 1* This item was tabled until the next meeting.

O. Consent Agenda

- 1. Approval of Consent Agenda - *Strategy 1* **RESOLVED** that the Consent Agenda be approved as submitted.

- *1. Approve Minutes
 - September 7, 2004, Regular Board Meeting
 - September 13, 2004, Special Board Meeting
 - September 20, 2004, Regular Board Meeting
- *2. Approve/Ratify Personnel Items
- 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
Lifetouch National School Studios	Bay View School For instructional supplies	\$479.83
The Education Foundation for MPUSD	Bay View School For 6 th grade school reconfiguration	\$5,796.20
The Education Foundation for MPUSD	Foothill School For 6 th grade school reconfiguration	\$5,796.20
Target	Foothill School For instructional supplies	311.84
Big Sur International Marathon	Seaside High School For Health Professions Academy Scholarship Program	\$1,000.00

- *4. Approve Submission and Implementation of Early Mental Health Initiative (EMHI) Grant for Highland, Del Rey Woods, Marina del Mar, Olson, and Bay View (\$125,182)
- *5. Approve the Submission and Implementation of the California Partnership Academy Grants for Monterey High School Art Careers Academy (\$81,000) and Sport Profession and Recreation Careers Academy (\$81,000)
- *6. Approve the Submission and Implementation of the California Partnership Academy Grants for Seaside High School Health Profession Academy (\$81,000) and Communication and Education Opportunities Academy (\$81,000)
- *7. Approve the Submission and Implementation of NOAA B-Wet Grant for Highland School (\$50,000)
- *8. Approve the Submission and Implementation of NOAA B-Wet Grant for Monterey High School MAOS Program

- *9. Approve Memorandum of Understanding between Community Hospital of the Monterey Peninsula and MPUSD's Regional Occupational Program
- *10. Approve Memorandum of Understanding between Northern California Carpenters Regional Council (NCCRC), Monterey County Office of Employment Training (OET), and MPUSD's Adult Education Program
- *11. Approve Resolution of Appreciation for First Day of School Celebration Sponsors
- *12. Accept AB2766 Emissions Reduction Grants for a Replacement of One Diesel School Bus with CNG School Bus and the Replacement of One Diesel Mail/Delivery Van with CNG Van
- *13. Award Bid for General Construction Contract for Phase IC.2 (Cabrillo, Marina Vista, Marshall, Olson, Stilwell, and Central Coast High School)

NOAA-National Oceanographic Atmospheric Association
 B-Wet-Bay Watershed Educational and Training
 MAOS-Monterey Academy of Oceanographic Sciences

MSC+ Eggers/Troutman
 AYES: 7

T. Closed Session

Board adjourned to closed session at 9:58 p.m.

U. Reconvene Open Session

The Board reconvened at 10:30 p.m. to take the following action:

Due to the lateness of the hour, it was the consensus of the Board to table the following sections to the next meeting:

- P. Reports
 - 1. Committees/Conferences
 - 2. Superintendent's Report
 - 3. DLIFLC/POM/NPS Representative Report
- Q. Information
 - 1. Discuss Superintendent's Search
 - 2. Consider Establishing Community Meetings
 - 3. Review Proposed Classified Management Job Description – Transportation Supervisor
 - 4. Discuss Governance Policies
 - 5. Board Role in Hiring
 - 6. Discuss Proposal for a Board Advisory Planning Committee for MPUSD 2004
 - 7. Review Recommended Board Action Calendar, 2004-05
- R. Board Member Request(s) for Information and/or Possible Future Agenda Items

S. **Board Self-Evaluation, as Applicable** No self-evaluation.

U. **Adjournment** The meeting adjourned at 10:32 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