

January 18, 2005

- A. Call to Order** The Board of Education of the Monterey Peninsula Unified School District met in special session at 7:04 p.m. on the above date in the District Office Board Room, 700 Pacific Street, Monterey, California.

The meeting was called to order by President Foss.

- B. Roll Call –
Establishment of
Quorum**

Board Members Present: Robert Eggers
Resa Foss
Alan Haffa (arrived at 7:09 p.m.)
Regena Lauterbach
Shanda LeBoeuf
Carlos E. Noriega
Marjorie Troutman

Staff Members Present: Daniel Callahan
Robert Costa

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

- C. Public Comments on
Closed Session Items**

Ewalker James, Seaside resident, hoped that when the Board goes into closed session that it does the right thing; and when evaluating the Superintendent that the Board will return with an evaluation that will be pleasing to the community. He urged that the Board not be biased, and that the evaluation will be good and truthful.

Donna Kiernan, Highland School principal, hoped that the Board will be fair and reasonable, and allow Superintendent Callahan to receive credit for the job that he has done.

Jack Jensen, Board Director for the Monterey Taxpayers Association and a representative on the Superintendents' Advisory, said when Fort Ord closed he was concerned with what he saw as a lack of responsiveness to the situation, and he came to appreciate the difference in roles between the Board of Education and Superintendent. Mr. Jensen said that Dr. Callahan met the Board's standards in every way, and he's never heard him demean, degrade, discourage, or undercut anyone else. He said Dr. Callahan is focused on fixing, building, improving, and getting his associates to achieve the very most they can. Mr. Jensen said Dr. Callahan solved long-standing financial problems and material problems which were totally overlooked previously and he has planned to meet the future head-on. He's challenged all to improve and find new ways to be more effective and efficient. The results, he said, shows that MPUSD is now stable financially without new taxes and students are making progress across the board on standardized tests. He said if you let Dr. Callahan go, it's a signal to every administrator in the State of California, that Monterey is not the place they want to work. Mr. Jensen encouraged the Board to continue to trust and work with Dr. Callahan, to challenge the historical ways of doing business, seek and hire the best and brightest teachers and staff, and achieve excellence in education across the board for the children, parents, and taxpayers for Monterey. He urged the Board to look at the big picture and reappoint Daniel Callahan.

Bob Mulford, former CEO, addressed the issue from a business point of view, not from a performance point of view for Dr. Callahan. He said that he has not been able to pick up a newspaper and not find an article about a school district needing a new superintendent, and if the Board saw fit to not renew his contract, he won't have a problem getting a job, but the District will have a difficult time getting somebody with his caliber. He said that MPUSD does not have a clean, wonderful reputation and the Board needs to look at this not just from a performance point of view, but from a community's point of view because to find somebody with his qualifications will be extremely difficult. He implored the Board to look at not only what he has done over the last period or what kind of improvements he has made, but to also look at how the Board can work together and make it work for the community.

Helen Rucker, Seaside resident, said the community wants stability and by letting Dr. Callahan go the Board is sending a signal not only to the superintendents, but also to the community. She asked the Board to do the right thing for the kids and let the District move forward and be the best district that it can be.

Maria Buell, League of United Latin American Citizens (LULAC) President, reviewed what the District looked like before Dr. Callahan arrived. She said that since his arrival in the summer of 2002, he has invited the MPUSD community to help in a process of putting the District together, a Strategic Plan was put in place, the budget was balanced, and the diverse needs of the District has been addressed. She requested that the Board retain Dr. Callahan because of his integrity and commitment to the District.

Liz Reisenbichler, MPUSD parent, expressed concern that as a member of the community and a parent, they have been excluded from the process. She said that it is time for the District to heal, to rebuild the trust that has been severely corroded, and to work together to ensure the best education possible for all of our students. She said the community doesn't believe the District can accomplish its goals under the direction of Dr. Callahan, and that he is responsible for the mistrust by dividing and creating factions among the communities, the District, the Board, and staff. She said that he's made no effort to bring the community together or rebuild the trust that was lost, and because of the divisiveness, the District has not been able to focus on what is most important --- planning and providing quality education for all students. She said the community wants and deserves a fair and competent leader who can unify the District, who they can trust and work with all to ensure a quality education for every student. She said it's time for new leadership in MPUSD, and she urged the Board to stand by its previous decision to not renew Dr. Callahan's contract.

Carlos Ramos, MPUSD volunteer, reminded the Board of the overwhelmingly support that was demonstrated not once, but three times and cited those times. He said that he was taught that if he was perfect, then he should cast the first stone. He asked what stone are you going to cast? What vote are you going to cast? He expressed his support for Dr. Callahan.

Heather Issvoron, Foothill parent, said the Board is the leader, decides what should be done, and the Superintendent carries out those visions. She felt instead of casting stones, that the Board cast a vote for the future. Mrs. Issvoron said it's demanding that communities come together and that segments of the community are not left out. She said whole cities have been left out of the process and asked the Board to consider that before taking its vote.

D. Closed Session

The Board adjourned to closed session at 7:25 p.m. to discuss the following:

1. Public Employee Performance Evaluation (Gov. Code section 54957)
 - *Superintendent of Schools*

Reconvene Open Session

The Board reconvened at 9:25 p.m. to take the following action:

Report Action Taken in Closed Session, if any

Board Member LeBoeuf reported that on a motion made by Board member Troutman and seconded by Board member Lauterbach that the Board did not wish to extend Daniel Callahan's contract. The vote was:

Ayes: Foss, Haffa, Lauterbach, Troutman
Noes: Eggers, LeBoeuf, Noriega

E. Adjournment

The Board adjourned at 9:25 p.m.

Respectfully submitted,

John Lamb
Interim Executive Secretary

JL/jif
+Motion/Second/Carried