

North Monterey County Unified School District
8142 Moss Landing Rd.
Moss Landing, CA 95039

Board of Trustees
Special Board Meeting Minutes
March 11, 2010
5:30 p.m.

Minutes of the meeting of the Board of Trustees of the North Monterey County Unified School District held on March 11, 2010.

Board Members Present

Mr. Gary De Amaral, Mrs. Diana Jimenez, Mr. Manuel Osorio, Mr. Sam Laage, Mrs. Polly Jimenez

Administration Present

Mr. Sergio Montenegro, Superintendent; Ms. Monica Williams, Assistant Superintendent of Business; Yvette Padilla, recording secretary, were present.

Others Present

Dean Lines, Essie Martin, Kevin Martin, Clarisse Pedroni, Eloise Milam, David Milam, Marilyn McMurray, Randy McMurray, Sandra Hirt, Liz Gomez, Lisa Stockel, Marilyn McLoughlin, Lorene Kiser, Jennifer D'Amato, Lisa Reid, Sandra Cuevas, Sarah Turner, Susana Gonzalez, Margarita Palacios, Birch Badger, Marina Hestrand, Kate Dixon, Lydia Mauna, Valerie A. Torres, Guadalupe Jaime, Stephanie Ortiz, Mariam Ortiz, Faith De Amaral, Will Pennycook

Closed Session

The Board adjourned to closed session at 5:30 p.m.

Reconvene to open session

The Board reconvened at 6:30p.m.

Reports of Actions Taken in Closed Session

The Board took action in closed session to non-elect a certificated employee.

Adoption of the Agenda

It was moved by Mr. Laage, seconded by Mrs. D. Jimenez to adopt the agenda. Motion Carried 5-0.

Business from the Floor

Mr. Kevin Martin, retired district teacher, stated that he's been a teacher at the district for 30-years and expressed that he is shocked that Mr. John Simpson, North Monterey County High School Vice Principal, has been reassigned. He expressed the Mr. Simpson is professions, self starter, diligent, gentlemen, respectful, extremely loyal, team player positive, and arrives early to school and leaves late. He stated that he has served in many positions throughout the district from teacher to athletic coach to middle school principal to vice principal at the high school. He also stated that when Mr. Simpson first had his heart attack he was worried about work and expressed that he is a true condor. He stated that the high school was always a family and is now afraid that it's going to become just another high school. He stated that he had heard that the reasons for demotion was lack of support and lack of communication and that someone needs to look into this. He added that there is a new Superintendent and a new high school principal and there must be something wrong and there must be a massive mistake. He expressed that Mr. Simpson doesn't deserve this and that we should let him retire with dignity.

Mrs. Essie Martin, retired district teacher, stated that she has known Mr. Simpson for the past 24-year as an administrator. She stated that he served as an elementary principal for 4-years, 7-years at the middle school, and 8-years at the continuation high school and 5-years at the high school as a Vice Principal. She expressed that he's man

of integrity, hard working, never complaining, strong communicator, supportive to teachers and students. She expressed that he's had glowing reports across the district and asked if anyone has looked in his personnel file. She asked why two administrators that have only been in the district for 8-months would want to destroy Mr. Simpson's career. She asked how does this decision effect children and wondered why the board has made this decision. She stated that the high school is already in trouble academically and that people would feel better if Mr. Simpson was there. She asked the Board to reconsider their decision and to consider what Mr. Simpson has given to the district.

Ms. Lisa Stockel, a teacher since 1987, stated that she is speaking as a mom and her children felt safe with Mr. Simpson. She expressed that Mr. Simpson was there to guide her children's way. She added that she is shocked that Mr. Simpson was demoted and is so upset.

Mrs. Marilyn McMurray, high school employee, expressed that the first year Mr. Simpson arrived at the high school as a vice principal the students embraced him because they have so much respect for him. She added that this is affecting moral and students.

Ms. Faith De Amaral, high school student, expressed that the high school already has a lot of changes and feels that all students trust and respect Mr. Simpson. She expressed that he is amazing and feels that the district should not take out the one that is constant at the high school.

Mr. Temo Trujillo, teacher since 1998, expressed that how could this happen at North County and stated that this is wrong. He stated that the moral at the high school is down and feels like his spirit has been ripped out.

Board Reports

Mrs. P. Jimenez reported that she attended two Girls Inc meeting and they are currently in the process of planning a graduation. She added that this program is to empower woman and a lot of them would like to come back next year.

Mr. Osorio reported that he attended the Sunrise House meeting and stated that they discussed the large grant they received. He stated that this grant will be able to serve North County students to provide substance abuse classes and work-shops.

Mr. Laage reported that he attended the preliminary MESA competition at UCSC and stated that the high school took first place and the middle school first, second, and third. He thanked Mr. Scott Rutherford, Mr. David Stahl and Mr. Zachery David Wilson for their help and support.

Mr. De Amaral announced that the North County Booster will be holding their annual casino night on March 13, 2010.

Communications

There was no communication.

DISCUSSION AGENDA

Adoption of Resolution to Reduce or Discontinue Certificated Programs and Services

Ms Williams reported that that board approve resolution 2009-1040 reducing or discontinuing certificated programs and services that will take effect with the 2010-2011 school year and remain in effect in subsequent years unless the position is reinstated.

Ms. Williams explained that the district has an ongoing \$2.7 million reduction in revenue this is a 22%reduction in revenue, this action is the only flexibility that contract allow without negotiation.

Mrs. D. Jimenez asked if theses reduction will help the budget. In response, Ms. Williams stated that yes it will help the budget and it's going to be continuous.

Mrs. D. Jimenez asked what actions have taken place so far. In response, Ms. Williams stated that there has been classified lay-offs, management position, except for the teachers employees have taken a minimum of 5-day furloughs

Mr. Laage asked what was the overall budget percentage for personnel. In response, Ms. Williams stated that personnel make-up over 90% of the budget.

Ms. Birch Badge, Prunedale Elementary Teacher, expressed that there is a large cohort of teachers in K-3 class as this would put them at 30 and pleaded with the Board to think about class size as they already have 30 plus students.

Ms. Sara Turner, Prunedale Elementary Teacher, expressed her concerns in regards to how the Board information was communicated and felt that there are still a lot of voices that need to be heard and asked the Board to consider their decision. She stated that K-1 classes have about 24 students and she feels that they are unable to give them what they need. She added that there are children with extreme special needs and expressed that she could not even imagine teaching 30 plus kindergarten students with what they have.

Mr. De Amaral expressed that he appreciates all of the teacher's hard work, but due to time constraints and due to furlough days not being implemented the district needed to move forward with the March 15, 2010 deadline.

Ms. Turned expressed that as a union member she has not received consistent information and feels that it changes daily. She added that she did not know that administrators would be implementing K-3 class size increase if they did not take the five furlough days.

Mrs. Lisa Stockel expressed that she does not understand how a teacher will be able to support 30-33 students in their class, She added that it's a safety issue and suggested that it should be re-evaluated and make kindergarten classes into half days so two adults may teach the class.

Mrs. Susie Gonzales, Prunedale Elementary School Parent, expressed that she has a 5-year old and next year he will be attending kindergarten and stated that there is no way these students could learn with 31 students and one teacher in the classroom. She added that she volunteers during her lunchtime and has witnessed how hard it would be to teach these kids.

Mrs. Guadalupe Jaime, Parent of 3 students, expressed that she just found out today about the K-3 teachers and feels helpless. She asked the Board to explore other options and feels that K-3 is so important.

Ms. Amparo Jauregui, Prunedale Parent, stated that she is a volunteer for her child's kindergarten class and has implemented an art program from her own money. She expressed that its scary increasing class sizes to 30-31 and it will affect children. She expressed that teachers are really working hard and stated that how are they going to increase test scores. She added that the district should be looking at surrounding district's to see what they are doing and gave an example of Sanger, CA. She urged the Board to make the right decision.

Ms. Leslie Jimenez, Echo Valley Elementary Parent, asked the Board what is their opinion on this item.

In response, Mr. De Amaral stated that the Board is limited to the things that could be said in public as 92% is salary and 22% of the budget reduction which is going to impact personnel. He explained that the budget needs to be in compliance with the County Office and at this point the district is not in compliance. He explained that in October classified and Administration agreed to take 5-furlough days and no agreement was reached by certificated employees to also take the 5-furlough days. He added that at this point we need to be in compliance.

Mr. Munoz, Castroville School Parent, expressed that the district needs to start addressing low performing test scores with parents. He also expressed that his son is in the Dual Immersion Program at Castroville and really thinks the Board should be doing more marketing. He added that it's a lack of planning on the Board's part.

Mr. Dean Lines expressed that he has been part of the negotiation process and the district does have money at the end of the 2009-10 school year and certificated bargaining unit offered the district 5-furlough next year. He stated that they requested after three years the district will give a substantial raise of 7.75% and expressed that at this time the district can't commit to the large increase.

A teacher, who did not give their name, stated that they were not told if they did not take the 5-furlough days that class sizes for K-3 would increase.

Mr. Laage expressed that they are preaching to the choir but they need to pass a budget, and unfortunately it affects personnel. He recommended that if we want change we need to start talking to legislatures and state representative and hold them accountable. He expressed that as a Board member he is trying to make the best decision on the reality of our state budget.

Mr. Osorio expressed that he agrees with the parents, but as a Board member he has a fiscal responsibility and there is only so much he could do. He stated that we need to work in partnership to try and resolve this problem.

Mrs. P. Jimenez expressed that she taught in this district for 37-years and it breaks her heart. She stated that she was a high school teacher of 36 kids per class and agrees that high school students are easier to handle than K-3 students. She added that the district will get through it and the powers to the solutions to the budget problem are in Sacramento.

Mrs. D. Jimenez expressed that she has been a Board Member for 12-years and has many relatives in the district and understands where the community is coming from. She stated that every child deserves an education and gave an example of being on the Juvenile Justice Commission and more and more children are being incarcerated, primarily Latino, African Americans and poor white kids. She expressed that education is key and is very upset that more and more money is being pumped into the prison system. She stated that we are having to do more with less and explained that the district is still on impasse with certificated bargaining unit. She explained that it's illegal for her to go out and lobby, and the Board needs to rely on the district's leadership. She added that there is still room to negotiate this.

Ms. Nancy Oliver, parent, stated that she is an employee at Salinas Unified School District and expressed it's tough times and have taken 5-day furloughs. She stated that there is a lot of work to be done around fiscal. She also added that as of right now the community doesn't trust Board because of the last bond that was passed.

Ms. Griselda Nunez, Prunedale Elementary Teacher, expressed to the Board that if they class sizes increase, they need more time to plan and also need more training.

Superintendent Montenegro expressed also how this will impact his two children at Elkhorn Elementary and also knows how this decision will not only impact the district, but his children.

Ms. Sara Turner, stated if certificated does not take furlough days than class sizes will increase, could this be put in writing. In response, Mr. De Amaral stated that the Board cannot write this up it needs to be dealt with in negotiations.

Ms. Birch Badger thanked the Board and stated that she now has changed her mind about the whole us against them. She added that she feels better after hearing from the Board.

Mr. Laage sadly expressed that he recognizes how this decision is going to affect teachers and appreciates all that they do, but the Board is left with no other choice.

It was moved by Mr. Laage, seconded by D. Jimenez to approve resolution 2009-1040 reducing programs/services that will take effect with the 2010-2011 school year and remain in effect in subsequent years unless the position is reinstated. Motion carried 5-0.

Adoption of Certificated Tie-Breaking Criteria for Seniority Purposes

Superintendent Montenegro reported that Mr. Don Pedroni, Former Assistant Superintendent for Human Resources, has been very instrumental in assisting the Human Resource Department.

Mr. Pedroni explained the process and stated that it's lined up by hire date with thirteen employees at the top who hold a multiple subject credential. He explained that if there are multiple employees with the same hire date the tie breaker consists of a point system with a theory that once the points are calculated the tie will be broken. At this

point, he stated that he still doesn't have an answer and that there is still a whole process to the tie breaker. He added that this is the same process as last year and it's not negotiable.

It was moved by Mrs. D. Jimenez, seconded by Mrs. P. Jimenez to approve the tie breaking criteria to be used for certificated seniority. Motion carried 5-0.

Adoption of Certificated Employee Seniority List

Mr. Pedroni reported that a new amended list was presented and there were no change in hire dates. He added that once layoffs happen the list will be accurate.

It was moved by Mr. Osorio, seconded by Mrs. D. Jimenez for approval of the certificated employee's seniority list. Motion Carried 5-0.

There being no other business, the meeting was adjourned at 8:00p.m.