

MINUTES FOR MEETING OF

March 2, 1976

103/75-76
Regular Meeting
March 2, 1976

A Regular Meeting of the Palo Alto Unified School District Board of Education was held on March 2, 1976 in the Board Room at 25 Churchill Avenue, Palo Alto. The meeting was called to order at 7:35 p.m. by Mrs. Rebecca Morgan.

Members present: Mrs. Rebecca Morgan, President
Dr. Royce Cole, Vice-President
Mrs. Jean Amick
Mr. Donald Hammond
Mr. James Steele

103/75-76
Approval of Minutes

Motion: Mr. Steele moved approval of the minutes of the Special Meeting of February 10, 1976 and the Regular Meeting of February 17, 1976 as submitted. Mrs. Amick seconded the motion which carried unanimously.

103/75-76
Approval of Personnel
Actions

Motion: Mrs. Amick moved approval of the classified personnel actions as presented. Dr. Cole seconded the motion which carried unanimously. (The personnel actions are attached as part of the permanent record - Exhibit #34.)

104/75-76
Approval of Warrants

Motion: Mr. Steele moved approval of the bills in the amount of \$163,925.60. Mr. Hammond seconded the motion which carried unanimously.

105/75-76
Approval of Resolution
Authorizing Budget
Transfers

Motion: Mr. Hammond moved approval of the resolution authorizing budget transfers as submitted. Mrs. Amick seconded the motion.

Mrs. Morgan asked for the number of employees being transferred to certificated positions in the MGM program, as indicated by the budget transfers.

Mr. John Martin, Assistant Superintendent-Educational Services, indicated that only one employee had been moved from a classified to a certificated position in that program.

Vote: The motion to approve the resolution carried unanimously. (The resolution is attached as part of the permanent record - Exhibit #35.)

75-76
Correspondence from
Public

75-76
Forum

75-76
Affidavits of Residence
and Responsibility Policy

Mrs. Morgan acknowledged a resolution in support of Town Meeting '76 received from Mrs. Charlotte Jackson. Board members indicated support of this effort and encouraged community involvement. This resolution will return for action at the next meeting.

Mrs. Morgan called on members of the audience wishing to speak in the Open Forum.

Mrs. Ethel Lichtman said she did not receive the addendum to the agenda that allowed for public response to the CEC Initial Proposals and asked to speak at this time. She urged the Board not to consider Proposal #3 as a negotiable item. She noted her membership on the Governor's Commission that is studying the public's role in public education and said they specifically examined the public's role in the negotiation process. She feels the community should be involved in the curriculum development process, as well as in other non-salary and working conditions deliberations.

Mrs. Morgan said the Board will take this suggestion into consideration before responding to the CEC proposals.

Dr. Glen Toney, Assistant Superintendent-Administrative Services, reviewed the proposed Board policy and administrative procedure for affidavits of residence and responsibility and noted changes that were made as suggested by the Board. Dr. Toney noted that approval of this new policy would include appropriation of funds for a district attendance officer next year.

Mrs. Amick asked for assurance that the document meets legal standards. Dr. Toney responded that the district's legal counsel and County Counsel found it to be satisfactory.

Dr. Toney explained that this new policy would not affect juniors who wish to stay in the district as seniors next year.

Motion: Dr. Cole moved approval of the Affidavit of Residence and Responsibility Policy as presented. Mrs. Amick seconded the motion.

Mrs. Morgan noted that approval of the policy carries the understanding that juniors currently attending the PAUSD under the affidavit policy will be excluded from compliance next year.

Dr. Cole suggested that the administrative procedure state that the signing of the affidavit by the parent and live-in adult occur at a scheduled meeting with the Supervisor of Affidavit of Residence and Responsibility program, and that the affidavit be notarized at that time.

Vote: The motion carried unanimously.

Dr. Newman Walker, Superintendent, reported that registration for Ohlone as an alternative school had been completed. An audit of the registration indicated that a majority of the enrollees come from outside the Ohlone attendance area so Ohlone qualifies for alternative status.

Dr. Walker asked the Board to officially recognize Ohlone as a district alternative elementary school and to designate the former Ohlone attendance area as part of the Fairmeadow attendance area.

Dr. Robert Lyman, Assistant Superintendent-Operational Services, explained the new boundary lines for Fairmeadow Elementary School and the adjustments to the El Carmelo School boundaries.

Motion: Mrs. Amick moved that Ohlone be recognized as a district alternative elementary school and that the former Ohlone attendance area become part of the Fairmeadow attendance area. Dr. Cole seconded the motion.

Dr. Lyman reported that of the 437 registrations, K-6, 224 come from outside the Ohlone attendance area and 213 come from within the area.

Vote: The motion carried unanimously.

The District Advisory Committee for Early Childhood Education recommended the following order of entry into the ECE program:

1. Ohlone
2. Loma Vista
3. Palo Verde
4. Walter Hays
5. Crescent Park

Motion: Mr. Steele moved approval of ECE entry as proposed. Mr. Hammond seconded the motion which carried unanimously.

9/75-76

Recognition of Ohlone
District Alternative
School

10/75-76

ECE Program: Order of
School Entry

11/75-76
Adoption of Six Project
Redesign Operating Goals

On November 18, 1975 the Board of Education took tentative action on six of the Project Redesign operating goals with a plan to take final action in February of 1976.

Mr. Tom McCollough, Director of Research, Evaluation and Organizational Development, noted that the material for this meeting included a listing of the goals, responses received by the Design Management Team to date, and some suggested first steps for implementation of the goals.

Mrs. Morgan asked for an indication from the Board regarding the adoption of the five major Project Redesign goals as district goals for 1976-1981.

Although there was no objection to these particular goals, Board members felt they did not constitute a complete list of district goals and preferred to let them stand as Project Redesign goals.

Mrs. Morgan suggested the Board consider the six operating goals individually.

Goal 1.3 The language arts faculty at the secondary level shall establish specific long-range objectives and indicators for meeting those objectives related to improvement in writing and oral skills. Those objectives and proposed indicators should be reported to the Board through the administration within one year of adoption of this goal.

Motion: Mr. Steele moved approval of the goal as presented. Mrs. Amick seconded the motion.

Board members discussed including the elementary level in this goal. Mr. McCollough pointed out that there are other goals relating to the elementary language arts program. Dr. Walker commented that it would not be appropriate to amend this goal as developed by the Project Redesign group. He noted that this language arts activity was already initiated by the Board last year and is nearing completion.

Vote: The motion to adopt goal 1.3 carried unanimously.

Goal 2.6 Within two years, the management of all human services in the district shall be coordinated by one department.

Motion: Mrs. Amick moved approval of goal 2.6. Mr. Steele seconded the motion.

Mr. McCollough noted that Dr. Richard Carey has been assigned the responsibility for coordinating this effort. He also explained that the multicultural program has been assigned to the Educational Services Department. Dr. Toney will continue to coordinate human relations activities in his new assignment.

Vote: The motion to approve goal 2.6 carried unanimously.

Goal 2.9 Within one year a new organizational arrangement shall be created to coordinate our many programs related to exploratory experience, work/study, career awareness, vocational and technical training.

Motion: Mr. Steele moved adoption of goal 2.9. Dr. Cole seconded the motion.

Mrs. Morgan said it was her understanding that any staffing additions or changes implied by adoption of this goal would be considered in the total budget process and would not be a part of the goal itself.

Mrs. Amick reported that the County Superintendent is actively pursuing the possibility of a consortium on career education, involving the districts currently in the Regional Occupational Program, as well as junior college districts.

Vote: The motion to adopt goal 2.9 carried unanimously.

Goal 3.8 During 1975-76 the district shall study and make proposals for further expansion and coordination of volunteer programs.

Mr. McCollough reported that discussions with principals and other staff members indicate little interest in spending money in this area or in making it more difficult for volunteers to serve in the schools as they wish. He noted that Project Redesign does want to recognize the importance of the volunteer program and to spotlight these activities.

Board members were unanimous in their expressions of appreciation for the volunteer efforts in the district, but were reluctant to adopt an operating goal that would initiate further study at this time.

Motion: Mr. Hammond moved adoption of the statement: "The Board continues to give its support to the creative use of volunteers in our school district."
Mr. Steele seconded the motion which carried unanimously.

Mrs. Morgan urged the PTA Council to proceed with its examination of goal 3.8 if the members wish to do so.

Goal 4.3 Within five years a system of competency-based education shall be developed, piloted and a decision made to expand or drop the approach for Palo Alto.

Mrs. Morgan asked if this goal would assume a district-wide piloting, or if receipt of the Cubberley grant for the RISE implementation would suffice.

Mr. McCollough said that if the planning grant is received by Cubberley, competency-based education will be examined, thereby covering part of the goal. In addition, the Cabinet would like to explore possibilities for achieving this goal and report their recommendations to the Board.

Motion: Mr. Steele moved adoption of goal 4.3. Mrs. Amick seconded the motion.

Mrs. Amick suggested that the efforts in other districts be closely examined to take advantage of all the work already completed.

Dr. Cole expressed mixed feelings about this goal. The competency-based approach to education may be very dry and sterile, and he would not want that to become the major theme in the educational program.

Mr. McCollough explained that in other districts competency-based programs are not considered to be a full description of the educational program there.

Dr. Cole expressed his concern that such a program could divide students into two categories: those that are academically oriented and those for whom we provide a competency-based program.

Dr. Rudolph Johnson, Project Redesign Research Consultant, reported that competency-based education does not try to encompass the whole system. We should examine what it takes to be a competent adult in society today and then see that those competencies are addressed in the school program.

Mr. Hammond expressed strong support for this goal. He said there should be a reflection of some basic capability at the end of a twelve-year period.

Vote: The motion to adopt goal 4.3 carried unanimously.

Goal 5.1 A director of program evaluation shall be appointed for the district.

Dr. Walker remarked that this department has been created, but the scope of responsibilities has not been defined. He feels the scope will be minimal based on the resources available to the district.

Mrs. Morgan said that there is a need for program evaluation. However, some concerns have been expressed about designating a position before developing a job description.

Mr. Hammond said there is a continuing need for checking on the effectiveness of programs created at the time of funding such a department. An explicit statement by the Board of Education is necessary, noting that local district concerns as well as state criteria and testing are important. He feels these objectives could be met within a modest budget. This is an important function, but one that is difficult to manage well.

Motion: Mr. Hammond moved adoption of goal 5.1. Mr. Steele seconded the motion which carried unanimously.

Mr. McCollough suggested a procedure for examining the remaining thirty Project Redesign operating goals. He would confer with Cabinet and members of the DMT and then select six goals for presentation to the Board at the next meeting. After this introduction a period of time for community reaction to these goals could be set. This procedure was acceptable to the Board.

Dr. Cole expressed support for Mrs. Morgan's earlier suggestion regarding adoption of the five major Project Redesign goals for the district. He would add a sixth goal to the list.

Motion: Dr. Cole moved adoption of the five major goals, with the addition of a sixth goal which reads:
"To begin and sustain a process for rejuvenation of the teaching staff, the major responsibility to lie with the Superintendent and his building principals with primary attention to the teacher."
Mrs. Amick seconded the motion.

Mrs. Morgan suggested that if the Board wishes to adopt any of these goals, they be placed on a future agenda along with other goals Board members may wish to present.

Mrs. Amick expressed her concern about acting on an item that is being discussed for the first time.

Since the agenda item for this meeting was the adoption of Project Redesign operating goals, both Mr. Hammond and Mr. Steele expressed reluctance to act on major district goals.

Dr. Cole commented that **attention** should be aimed primarily on making the job of teaching as stimulating as possible as to produce direct results on the learning environment in the classroom.

Mrs. Morgan suggested perhaps Mr. McCollough could select goals for the next agenda that speak to Dr. Cole's concern. She said she sensed that the Board would like the five major goals to be those of Project Redesign rather than district-wide goals.

Vote: The motion to adopt the five major goals plus the sixth goal as presented by Dr. Cole failed 4 to 1, with Dr. Cole voting "yes."

Dr. Glen Toney presented a proposed policy on physical abuse which specifies that all students, employees, and other members of the community will be protected from physical abuse or threat of physical abuse while on school property or during school related activities.

Dr. Toney reported that the district does not currently have a policy on physical abuse, and a need has been expressed by teacher organizations and some parents in the community. Over a year ago the Superintendent's Human Relations Advisory Committee was given the charge to develop such a policy. They have developed a policy in two parts - one on physical abuse, and one on verbal abuse to be presented at a later date.

Mrs. Morgan noted that physical abuse can be interpreted in different ways. She said it is probably naive to believe that every student and staff member can be protected from the normal hassling and rough play that tends to occur, especially with adolescence. Dr. Toney agreed that the district cannot insure that physical abuse will not occur, but it can act affirmatively when it happens.

Mrs. Morgan said she agrees with the intent of the policy, but feels it will be difficult to enforce.

Mr. Steele asked that this policy be reviewed by district legal counsel before it is brought to the Board for final approval.

12/75-76
Proposed Policy:
Physical Abuse

Mrs. Morgan explained that this resolution in support of March 1976 as "Youth Arts Month" was presented by Mrs. Kay Alexander, PAUSD Elementary Art Consultant and Youth Arts Month Coordinator for California. She asked that the Board take action at this meeting so that the resolution will be timely.

Motion: Mrs. Amick moved adoption of this resolution. Mr. Hammond seconded the motion which carried unanimously. (The resolution is attached as part of the permanent record - Exhibit #36.)

Mrs. Morgan recognized Mrs. Alexander's work in coordinating the art displays in the Board Room as well as those throughout the building.

Proposals to furnish plumbing supplies and electronics supplies to the district on an "as required" basis were opened in the Purchasing Department on February 9 and 10, 1976, respectively. The administration recommended that supply contracts be awarded to the following vendors:

Bid #1537 - Plumbing Supplies

Estimated dollar volume (annual) - \$18,000.00.
Coast Pipe and Supply, San Jose

Bid #1538 - Electronics Supplies

Estimated dollar volume (annual) - \$10,000.00.
Peninsula Electronics, San Jose

Motion: Dr. Cole moved approval of the bids as recommended. Mr. Steele seconded the motion which carried unanimously.

Mrs. Morgan briefly explained why the Board was considering a change in the appointment of its Designated Representative. She noted that Dr. Robert McLean willingly accepted the appointment last fall even though it was not his preference. Recently the Board has looked more closely at the impact of collective bargaining and has realized the need for regular professional guidance in legal matters and in the negotiating process. The Board also realizes the time commitment that Dr. McLean has made as BDR, resulting in time taken from his responsibilities as Assistant Superintendent for Personnel Services. Mrs. Morgan noted the Board's appreciation for the good working relationship between the BDR and the employee

organizations over the years, and said she hopes that this relationship will continue. Staff will continue to work as members of the negotiating team even with the hiring of a professional negotiator. Mrs. Morgan introduced Mr. Dan Cassidy, of the firm of Paterson and Taggart, who will serve as the Board's Designated Representative if the Board acts affirmatively on this agenda item.

Motion: Mr. Hammond moved that the Board authorize the Superintendent to enter into a contractual agreement with Paterson and Taggart for legal advice and negotiating services for the district. Mr. Steele seconded the motion which carried unanimously.

Mrs. Morgan noted that the Board had already heard from Mrs. Lichtman on this item. She called on other members of the audience wishing to address this agenda item.

Mrs. Ellen Ainsworth, speaking for the Palo Alto League of Women Voters, said they assume that these three proposals are partial proposals and do not constitute the CEC's complete negotiating proposals.

The League recommended that meeting and conferring on Proposals #1 and #2 not begin until the full budgetary implications are available to the Board and the public. In regard to Proposal #3, the League proposed that at the very least, "Steering Committees" be dropped from this item. SBL60 considers curriculum a "consulting" item rather than a negotiable item. Since the term "consult" has not been defined in either SBL60 or in official Board policy, the League recommended action on this proposal be deferred.

Dr. Louis Fein, speaking for the Palo Alto Learners' Association, recommended that the Board reject all three initial proposals of the CEC. He said that in Proposal #1, the CEC is asking that all teachers be retained, except those who retire or leave voluntarily. The money used to pay more teachers than the district needs must come from other parts of the budget and this would be detrimental to the learner. He said that Proposal #2 requires that all teachers who are surplus in one program be retrained at district expense in order to qualify for a position in another program. Dr. Fein said that agreements to this proposal could be an educational disadvantage to the learner and a financial and administrative disadvantage to the district.

6/75-76
Community Input on
Initial Proposals
Presented by CEC on
February 17, 1976


In regard to Proposal #3, PALA believes that teacher participation in curricular decision making through advisory committees should be limited since teachers will be selected for these committees by the teachers' organizations. PALA recommended adoption of a counter proposal which would permit the Superintendent to select employee members of advisory committees as he does community and student members.

Mr. Hammond commented that the Board feels it has the freedom to bring any new negotiating items to the public, and it is their full intent that major items be given this public hearing.

The Board recessed at 9:23 p.m. to an Executive Session. During this session the following action was taken:

Motion: Mr. Hammond moved that the Board concur in the transfer of Mr. Larry Lynch to Gunn High School, effective July 1, 1976. Dr. Cole seconded the motion which carried unanimously.

At 12:10 a.m. the Board reconvened and adjourned to a Special Meeting on March 9, 1976 at 7:30 p.m. in the Board Room at 25 Churchill Avenue.


NEWMAN M. WALKER
SUPERINTENDENT OF SCHOOLS
AND SECRETARY TO THE BOARD