



## Pacific Collegiate School

3004 Mission Street  
California 95061

(831) 479-7785

(831) 427-5254 (fax) Santa Cruz,

[www.pacificcollegiate.com](http://www.pacificcollegiate.com)

Pacific Collegiate School  
Board of Directors Retreat  
Minutes  
Sunday, August 19, 2018 - 9:00 am – 1:00 pm  
PCS Library  
3004 Mission Street  
Santa Cruz, CA 95060

### Mission and Vision

Pacific Collegiate School's mission is to provide exemplary, standards based college preparatory and fine arts education for public middle and high school students of Santa Cruz County and bordering areas. Our vision is to offer any student the same quality of education offered by the most academically distinguished schools in California. Our graduates will be prepared to enter and thrive at the world's finest colleges and universities.

In addition to a core college preparatory curriculum, Pacific Collegiate School will emphasize international, cross-cultural, and technological education in order to prepare graduates for life in the 21st Century. Pacific Collegiate students will be introduced to the rich variety of world cultures and become fluent in at least one foreign language. They will become proficient in the basic information technologies essential for cultural literacy in the 21st Century.

#### 1.0 OPEN SESSION CALL TO ORDER AND ESTABLISHMENT OF QUORUM

Tom Morell, Board President, will call the meeting to order and establish quorum.

*9.03am Called to Order.*

**Board Members present:** T. Morell, T. Strudley, K. Olson, J. Karno, D. Holm, E. Ramirez-Ruiz, T. Livingstone, L. Nagamine, J. Azcarate, J. Barchas, S. Jinnah

**Staff present:** S. Fletcher, L. Friend

#### 2.0 APPROVAL OF AGENDA

Agenda deletions and/or changes, or agenda will be approved as submitted.

**Motion:** E. Ramirez-Ruiz moved to approve agenda; J. Karno seconded.

**Vote:** T. Morell-Y, T. Strudley-Y, K. Olson-Y, J. Karno-Y, D. Holm-Y, E. Ramirez-Ruiz-Y, T. Livingstone-Y, L. Nagamine-Y, J. Azcarate-Y, J. Barchas-Y, S. Jinnah-Y

T. Morell announce that the 3-minute limit will be relaxed due to the need for participation.

#### 3.0 REMARKS FROM THE AUDIENCE

This is an opportunity for the public to address the Board regarding items not on the agenda.

The Board President will recognize any member of the audience who wishes to speak on a matter directly related to school business. Each speaker on any specific topic may speak up to three (3) minutes unless otherwise limited or extended by the President. The President may allot time to those wishing to speak but no action will be taken on matters presented (E.C. Section 35145.5). If appropriate, the President, or any Member of the Board, may direct that a matter be placed on a future agenda.

1. *Paula Kenyon* spoke about the 20th Anniversary Special Campaign providing a way to support our school in a way separate from the Annual Fund Drive (AFD).
2. *Pete Rode*, President of the Pacific Collegiate Foundation, gave an update on the amphitheater, solar panel installation and cell tower projects. Shakespeare Santa Cruz was at PCS over the summer which raised approximately \$8k. These funds were used to purchase items like whiteboards and tack boards for teachers. \$3k of these funds are still remaining.
3. *Tom Morell* discussed the solar panel project and how workers will be at PCS during a planned 10 day period. He also addressed PCS facilities and his work over the last 10 years in this area, including the recent working group's progress on a potential theater project. He gave background information about the community's comments, input and support and his hopes for potential progress with the exclusive representative of a teacher's union.
4. *Lauren Friend* discussed system & models of negotiations and leadership such as collaborative bargaining. She talked about the possibility of creating a system that mirrors how PCS already operates keeping consistent with PCS values.
5. *Greg Larson* spoke about the teachers' union, agreeing with both Tom and Lauren in their assessments and that there is a middle ground. He suggested it would be worth having a minimum of a day's-worth of training to get values and standards in place.
6. *Heather Calame* read a drafted letter dated Aug 17 from the United PCS Organizing Committee and the Performing Arts Faculty to the PCS Board of Directors.
7. *Tom Morell* thanked Heather Calame for reading of the letter and said he believed in shared goals.
8. *Paula Kenyon* spoke as a member of the committee who met with the Housing Authority and that the project was on hold, not canceled and there is a desire to continue on all sides.
9. *Cindy Gorski* spoke about how she worked all summer on the Performing Arts project. She found an architect and builder to volunteer time planning for the project.
10. *Christine DeCaporale* read a letter to the PCS Board of Directors from the United PCS Organizing Committee.
11. *Trung Lai* spoke of his admiration to all and he recognized the possible turmoil to come. He asked for a positive mindset moving forward and he hopes to expedite the union work to overcome hurdles as quickly as possible to help with the facility needs.
12. *Jamal Hunt* said that the formation of the union is not about power grabbing. It is about functioning better to make this a win for everyone and to improve the communication structures.

#### 4.0 REMARKS FROM BOARD, STAFF, OR COMMITTEE MEMBERS

General Comment. This is an opportunity for Board, Staff or Committee members to address the Board regarding items not on the agenda. The Board President will recognize any Board, Staff or Committee member not previously placed on the agenda who wishes to speak on a

matter directly related to school business. Each speaker on any specific topic may speak up to three (3) minutes unless otherwise limited or extended by the President. The President may allot time to those wishing to speak but no action will be taken on matters presented (E.C. Section 35145.5). If appropriate, the President, or any Member of the Board, may direct that a matter be placed on a future agenda.

1. *Simon Fletcher* said that PCS launched the 20<sup>th</sup> school year which is the largest start to date (550 children). He stated that in light of all that is going on, the reason why PCS is so successful is due to the staff and teachers. The office staff has been working hard to make a great start to the school year. Despite what is happening internally, the kids are happy and the staff is keeping the students as the main focus.

2. *Lauren Friend* reported that the change to Base Camp has been positive. The 7<sup>th</sup> graders had a better intake experience and the teachers and administrators made Base Camp an incredible experience.

3. *Heather Calame* seconded Lauren Friends' comments and said that base camp was very successful.

5. *Paula Kenyon* commented that the Housing Authority project is more than a VAPA space. It will create more parking, more classrooms, and create space for emergency drills.

6. *Greg Larson* pointed out roles of the subcommittee and the board during this process and how revenue streams could work. He discussed the possibility of creating a side letter to get the project going before the contract with teachers is put in place. He recognized the problem of accepting a lease that is not financially feasible.

## 5.0 ANNOUNCEMENT OF CLOSED SESSION

The Board will take action to expressly approve any staff or ad hoc committee members that will attend one or more of the closed sessions.

### 5.1 HEARING ON COMPLAINT

Government Code Section 54957: (Public Employee appointment, employment, evaluation of performance, discipline, or dismissal of a public employee or to hear complaints or charges brought against the employee by another person or employee)  
The Board will meet in closed session to discuss response to a complaint against an employee. The Board will reconvene in open session to discuss any action taken.

### 5.2 CONFERENCE WITH LABOR NEGOTIATORS

Government Code section 54957.6:  
Agency designated representative: Thomas D. Morell  
Employee organization: United PCS

Report out on closed session items

*5.1 Motion: The PCS Board heard a complaint from one current PCS employee against another current PCS employee. The Board hired an independent investigator to assess the complaint and established an Ad Hoc Complaint Review Committee to make a recommendation on the basis of that investigation. The investigator found that there was*

*no violation of PCS policy. The Committee recommended the Board adopt the investigator's recommendation and further recommended that the complaint be dismissed without action. The Board unanimously accepted the Committee's recommendations.*

*5.2- Direction was given to the negotiators.*

Public comments are allowed on closed session items (limited to 3 minutes per speaker)

## 6.0 ACTION ITEMS

- 6.1 Payroll Authority Approval 5 minutes  
Simon Fletcher, Principal, will review and recommend approval of the annual resolutions authorizing individuals to sign payroll and vendor warrant orders.  
**Motion:** T. Livingstone moved to approve agenda; T. Strudley seconded.  
**Vote:** T. Morell-Y, T. Strudley-Y, K. Olson-Y, J. Karno-Y, D. Holm-Y, E. Ramirez-Ruiz-Y, T. Livingstone-Y, L. Nagamine-Y, J. Azcarate-Y, J. Barchas-Y, S. Jinnah-Y
- 6.2 Contracts for 2018-2019 5 minutes  
Simon Fletcher, Principal, will lead a review of new teacher employment contracts for 2018-2019, and submit for approval.  
**Motion:** J. Karno moved to approve contracts; Sikina Jinnah seconded.  
**Vote:** T. Morell-Y, T. Strudley-Y, K. Olson-Y, J. Karno-Y, D. Holm-Y, E. Ramirez-Ruiz-Y, T. Livingstone-Y, L. Nagamine-Y, J. Azcarate-Y, J. Barchas-Y, S. Jinnah-Y
- 6.3 Approval of Base Camp Stipends 5 minutes  
Simon Fletcher, Principal, will lead a review of stipends for 2018 Summer Base Camp and submit for approval.  
**Motion:** J. Karno moved to approve stipends, E. Ramirez-Ruiz seconded.  
**Vote:** T. Morell-Y, T. Strudley-Y, K. Olson-Y, J. Karno-Y, D. Holm-Y, E. Ramirez-Ruiz-Y, T. Livingstone-Y, L. Nagamine-Y, J. Azcarate-Y, J. Barchas-Y, S. Jinnah-Y

## 7.0 ADJOURNMENT

Materials related to an item on this agenda submitted to the Special Meeting of the Board of Directors are available for public inspection in the PCS Office at 3004 Mission Street, Santa Cruz, during normal business hours. Such documents are also available on the PCS website subject to staff's ability to post the documents before the meeting.

***Meeting was adjourned at 1:15 PM.***

*Pacific Collegiate School does not discriminate against persons with disabilities. Upon request, the agenda can be provided in a format to accommodate special needs. Additionally, if you wish to attend this public meeting and will require assistance such as an interpreter for American Sign Language, Spanish, or other special equipment, please call the school office at 479-7785 at least five days in advance so that we can arrange for such special assistance.*

***Reimagining the Possibilities of Public School***