

# Eye On The Board

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## Board Highlights October 12, 2004

By Mariann Klinger

### Anton gives 100 days 'new spirit'

Standing at the podium before trustees, Superintendent **Roger Anton** characterized his first few months in office as "family" time.

The key ingredient, according to Anton, is opening communication with the district, teachers, administrators, and employee groups. "Like a family, we will not agree 100 percent of the time, but we will remain a family."

The district family, he said, will maintain a commitment to steadily improving student success and achievement.

Anton offered to offer a lengthy list of highlights that "only scratch the surface" and included targets for change. He reminded the board of improving test scores, schools meeting API and Annual Yearly Progress criteria, the recruitment of qualified teachers, fiscal solvency, and major renovations nearing completion. Much of the list was well underway before Anton's tenure began on July 1. It was in targeting the goals, that Anton set the direction of his administration. Here, too, he quickly flipped through what sounded like a well thought out to-do list, including increased student

proficiency rates, improved attendance, double API targets, higher graduation rates, a decrease in drop outs and an 80 percent pass rate on the CAHSEE.

The superintendent ushered in a new classified training program, an advisory council with teacher representation, and a district-wide visit from a member of a 10-administrator core team in the first five days of school.

Anton emphasized student learning as the focus for the district and open communication as a way to infuse a new spirit among district employees, many of who are also either new to the district or new to a position.

Anton's team includes more than 100 new teachers, 14 new administrators and another 21 in a new post. All of the team, he said, "is committed to our focus and is loyal to the district.

The picture he painted was not unrelentingly rosy. He noted that North Salinas and Alisal high schools remain as Program Improvement schools and La Paz Middle School will face a school audit and enter the PI program. Although meeting with employee groups, negotiations with teachers bogged down. His tenure is likely to be dogged by health care issues and Workers' Compensation costs.

“Much has been done in the first 100 days, much remains to be done.”

“Much has been done in the first 100 days, much remains to be done,” he said, telling the board he believed that the district is “on the edge of greatness.”

## Bond work nears end; more to go

District schools sport a new look as many bond-funded projects near completion. Students and teachers are already putting classrooms, lockers, and library shelves to good use.

In a project update, Planning Manager **Karen Luna** said much of the current work is 80 to 100 percent complete. New projects, she said, are entering the bidding phase.

At ESMS two new classrooms and the library bookshelves are in place. The administration part of the project is nearly 80 percent complete. Work is still underway on the track, irrigation system and data upgrades. Luna said the project received state approval to seek bids for new restrooms and building fountains.

At LPMS ten classrooms are finished, other repairs are nearly 90 percent complete and work is to begin on a multi-purpose building.

At HMS construction “is going fast,” Luna said. While a nine-classroom addition is complete, furniture and all, finishing touches on the addition and a locker room are 90 percent accomplished. Students can expect to occupy the locker room area by Oct. 25, she said.

The administration and multipurpose buildings are being demolished. In order to

accommodate the loss of space a double lunch will be put in place, according to Anton.

Because of the ongoing construction, the field renovation will be put on hold until spring, said Luna.

At WMS most of the summer project plans are completed with only darkening drapes left to put in place. The school’s cafeteria, administration and auditorium are 95 percent complete. The track project is finished and relocatables are in place.

At AHS and NSHS modernization efforts are entering new phases. At Alisal a fence surrounds the all-weather track, the theater wiring is underway and the intercom is set for completion. Plans for a stadium restroom and a second modernization phase are under discussion.

At North Salinas the stadium project is going to bid and plans are ready for a new multipurpose room.

The difficulties at EAHS have been ironed out on the 22-classroom complex, the stadium project is awaiting state review, the aquatic center may soon go out for bid.

Work on the SHS Performing Arts Center continues, while the stadium restrooms and tennis courts are to get cost estimates.

## Summer school numbers up for remediation

More than 4300 students completed the summer school program, including 51 who met graduation requirements.

Curriculum Director **John Favero** said most of the schools offered a program on site and all focused primarily on remediation.

The total reflected an increase of 563 students over the enrollment for the 2003 summer program, said Favero.

At the high school level 2,864 students completed the program and 1,519 middle school students completed the program with Harden Middle School students attending at EAHS.

A joint graduation ceremony was held at EAHS for the students who earned the credits needed for a diploma.

About 125 students took part in the YES program at Mount Toro. The program, which maintains a partnership with law enforcement groups, provided job training.

Math and language skills were emphasized at the Migrant Program held at SHS. Two hundred forty-four students participated in the program.

## Classified posts get a pay boost

Trustees approved an increase in salary range for three classified managers. For the most part, the pay boost was recommended to bring the posts in line with other districts in the area, according to Associate Superintendent **James Earhart**.

The increase, which is to go in place on Jan. 1, accounts for an added expense to the district of \$38,615.

The pay increases are part of a restructuring that reflects additional work loads, said Earhart. The changes were supported by the performance based budget process, he added.

The manager of planning and facilities is to be placed at range 65, the manager of transportation, formerly the transportation supervisor, and the manager of purchasing food service, replacing the manager of food service post, will be at range 61.

Since the passage of Measure M, the manager of planning and facilities assumed more responsibility and work, according to Earhart's report.

The transportation manager, in addition to past duties, will also be responsible for the district's HAZMAT operations. School field trips add frequent weekend hours to the post.

The new food service position will mark the assigning of purchasing to a centralized location. Currently, the budget analyst handles purchasing. The restructure will relieve the analyst of the assignment. Earhart's report said the change will allow the analyst to concentrate on the district's financial transactions.

## ROP director hiring timeline readied

The district expects to complete the process for hiring a ROP director by mid-December. The plan is to have the new director begin with the second semester, according to Associate Superintendent **Alejandro Hogan**.

Hogan told trustees the process would begin immediately with advertising the opening. Interview dates are planned for early December and the superintendent's recommendation should go before the board by Dec. 14, said Hogan.

The position was made vacant when former ROP Director **Tim Vinoli** was promoted to associate superintendent as part of Anton's administration team.

## SVFT, district talks stalled

SVFT President **Phil Moore** said the teachers' union filed for impasse in negotiations.

While praising the district for some recent changes, Moore said some issues create an increased burnout level for teachers and must be dealt with. He emphasized class size and the size of special day classes as issues that keep coming back.

Moore said the NCLB mandate created the increased burnout, especially where schools experience a significant teacher turnover rate. For instance, this year EAHS experienced a 30 percent turnover among its teachers. Nearly 40 new teachers came on board, he added.

Despite the impasse, Moore noted positive changes, too. There's a new way of doing business, he said, with administrators coming to the school sites more often. In addition, the newly-established advisory committee attracted many volunteers. "That says quite a lot," he said.

## **Consent Agenda**

Trustees voted 7-0 to approve:

- An agreement with David Eddings and Associates for inspection services at the HMS expansion and remodel project.
- An agreement with David Eddings and Associates for inspection services for the NSH weight room and multi-purpose building.

## **Board Policies**

First reading of the following:

BP 2120 – Superintendent Recruitment and Selection

BP 2121 – Superintendent's Contract

BP 9223 – Filling Vacancies

BP 3514.3 – Facilities Safety Plan

BP 5116 – School Attendance Areas

BP 5116.1 – Intra-District Open Enrollment/School Choice

BP 5127 – Graduation Ceremonies and Activities

BP 6141.6 – Multi-Cultural Education

BP 6142.4 – Community Service/Senior Project

BP 6146.6 – Identification and Education Under Section 504

BP 6172.1 – Advanced Placement/Honors Program

BP 4112.2 – Certification

(Rescind)

BP 2242 – House Organs, Manuals, Directives, Bulletins, Announcements