

PIEDMONT UNIFIED SCHOOL DISTRICT  
Council Chambers, City Hall  
120 Vista Avenue  
Piedmont, California 94611

MINUTES OF  
Regular Meeting of the Governing Board

February 9, 2011

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| CALL TO ORDER   | Board President Roy Tolles called the meeting of the Board of Education to order at 6:02 p.m.   |
| ESTABLISHMENT OF QUORUM   | President Roy Tolles, Vice President Rick Raushenbush; Board Members Martha Jones, Ray Gadbois, June Monach   |
| ADJOURN TO CLOSED SESSION   | The Board adjourned to Closed Session at 6:03 p.m. to discuss:<br><br>A. Conference with District Negotiator Constance Hubbard Regarding 2010-11 Negotiations with the Association of Piedmont Teachers (APT) (Government Code Section 54956.6)<br><br>B. Conference with District Negotiator David Roth Regarding 2010-11 Negotiations with the California School Employees Association (CSEA), Chapter 60<br><br>C. Conference with District Negotiator Randall Booker Regarding 2010-11 Negotiations with the Association of Piedmont School Administrators (APSA) (Government Code Section 54956.6) |
| OTHERS PRESENT IN CLOSED SESSION  | Constance Hubbard, Superintendent<br>Michael Brady, Assistant Superintendent, Business Services<br>Dr. David Roth, Assistant Superintendent, Educational Services   |
| RECONVENE TO REGULAR SESSION  | Board President Tolles called the Regular Session of the Board of Education to order at 7:07 p.m. and led the Board and audience in the Pledge of Allegiance.   |
| OTHERS PRESENT AT REGULAR SESSION   | Constance Hubbard, Superintendent<br>Michael Brady, Assistant Superintendent, Business Services<br>Dr. David Roth, Assistant Superintendent, Educational Services   |
| Report of Action Taken in Closed Session  | None  |
| Agenda Adjustments  | The regular Board Meeting Minutes of January 25, 2011 were pulled from the Consent Calendar of the agenda and will return for approval at the February 9, 2011 meeting.   |
| COMMUNICATIONS / ANNOUNCEMENTS (Community) Association of Piedmont Teachers (APT) | Harlan Mohagen, President of the Association of Piedmont Teachers (APT), thanked Board Members Jones and Raushenbush for attending the school board breakfast sponsored by the California Teachers Association on January 29th.<br><br>She is hopeful the people of California will pass the initiatives to be on the State ballot in June.   |

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| California School Employees Association (CSEA)                | None  |
| Parent Clubs  | None  |
| Student Representative to the Board                           | Eric Huppert, Student Representative to the Board, was participating in a soccer game and unable to attend tonight's meeting.   |
| Persons Wishing to Speak to Any Item Not Listed on the Agenda | None  |
| Superintendent Announcement                                   | None.   |
| Board President Announcement                                  | President Tolles announced a forum on school funding and resources to be held at the Piedmont Community Hall on Wednesday, February 16 from 7:00-9:00 p.m. The forum will provide perspectives from both the local and state. Panel members will be State Senator Loni Hancock, Oakland Unified School District Superintendent Tony Smith, and Board Member Ray Gadbois. The event is sponsored by the Piedmont Educational Foundation, the League of Women Voters, and the Piedmont Civic Association. |

**PRESENTATIONS**

"Readmont" Community-School District Reading Project

Piedmont High School Principal, along with Beth Black, High School English Department Chair/Teacher, and Susan Stutzman, High School Librarian, announced a new reading program involving the community called, "Readmont". The goal of the "Readmont" project is to encourage all members of the Piedmont community to learn a little bit more about our world through the book and little bit more about each other by talking about it. Small group discussions will be held on the Piedmont High school campus along with a culminating event in the spring. More information will be available for these events through the PUSD website. For more information or to help with the project, persons can contact Susan Stutzman at [sstutzman@piedmont.k12.ca.us](mailto:ssutzman@piedmont.k12.ca.us), or Beth Black at [bblack@piedmont.k12.ca.us](mailto:bblack@piedmont.k12.ca.us).

Information on Proposed New Course, "Honors English 5-6", Piedmont High School, Grade 11

Piedmont High School Principal Randall Booker shared that in discussions over the past few years with High School Site Councils, students, parents, the English Department, the concept of an advanced English curriculum for juniors has come up over and over. He will be bringing forward a recommendation for Board approval of a new "English 5-6 Honors Course", hopefully in March. The course would start in 2011-12 for juniors. They would have the option of either taking the college prep English 5-6 course, or an Honors English 5-6 course. His rationale for recommending the course is as follows:

- There is a large number of students eager for the rigor and depth this course can provide;
- The course will expand the course offerings in the English Department without costing additional FTE or expanding the financial footprint
- The course will offer an additional choice for those students with a passion for humanities
- The course will enhance students' transcripts and serve them in the competitive college process

English Department Teacher and Chair Beth Black stated the course would be for students who have an interest in going into greater depth and complexity in writing and critical thinking skills; it would be a companion piece to what is already being done in English.

On another note, Principal Booker expressed his excitement that of the eleven students selected as semi-finalists in the National Merit Scholarships, all eleven have been selected as finalists! This is the first time to his knowledge, that all semi-finalists have become finalists, which is quite remarkable. He is hopeful they can come to a near-future Board meeting to be commended.

Parent Jon Elliott commented that the process and discussion regarding the proposed course approval was thorough and open, and was a model for persons coming together to discuss the issue in depth.

Report from the Citizens' Advisory  
Committee to the Parcel Tax Program

Superintendent Hubbard stated that the Parcel Tax Program Citizens' Advisory Committee was asked for a preliminary report in order for the Board to get the committee's recommendation and consider the committee's information in the context of the budget development process. She added that openings are being sought for members to the Citizens' Advisory Committee. The deadline for submittals is March 10<sup>th</sup> and information is on the District web site.

Citizens' Advisory Committee chair person Jon Elliott stated the community should know that this is the second year of the committee, which was established to provide a set of "fresh eyes" and a look at District finance activities and how they are tied to the budget and to the need for a parcel tax. This year, the committee's recommendations are:

- 1) that the District levy the Measure E parcel tax in 2011-12; the criteria for the levy has been met.
- 2) The Committee recommends that the Board authorize the maximum five percent (5%) increase in the levy rate for Measure B, based on the following two conditions:
  - The District and its employee representatives negotiate reductions in employee-related expenses so that the significant majority of sought-after expense reductions are by expense cuts, rather than layoffs that reduce the program offerings that the parcel taxes are intended to avoid; and
  - The District allocate \$162,900 of the increase to 2011-12, and set aside the remaining \$244,350 in a Parcel Tax Reserve account. This renews the District's policy of smoothing revenues through the lifetimes of parcel tax measures, and helps offset the expiration of Measure E at the end of 2011-12.

Although local parcel taxes provide approximately one-third of District revenues, anticipated state funding will almost certainly mean that the District cannot continue its existing program "footprint" without running a significant deficit.

The Board expressed appreciation to the committee for its thoughtful report.

George Childs, dissenting Citizens' Advisory Committee member, stated he fully understands the recommendation and believes it is a reasoned proposal. He disagrees with the recommendation of the percentage to be levied. He prefers limiting the escalator to 2%, rather than the full 5%. There are citizens living in Piedmont who are on a fixed income.

Presentation by Kelling Northcross & Nobriga Financial Consulting Firm Regarding Issuing Remaining Seismic Safety Bond Program Funds Under the Qualified School Construction Bond (QSCB) Program and Other Funding Options

Superintendent Hubbard prefaced the presentation by Ruth Alahydoian, Vice President of Kelling Northcross & Nobriga Financial Consulting firm by stating that the issuance of the Qualified School Construction Bonds (QSCBs) is one topic in the context of the "big picture". The Board will be asked to make a decision – by the end of March at the latest - as to whether or not to proceed with the Beach Elementary School Seismic Safety Renovation Project in 2011-12 or 2012-13. The presentation will inform the public of how the QSCBs work, and Ms. Alahydoian will also provide alternate funding possibilities in the event the District is able to proceed with the Beach Elementary School seismic renovation project in 2011-12. The presentation clarifies how much money the District has; what the cash flow needs will be; implications for the issuance of QSCBs; and more information provided on the unknowns at Wildwood.

The District is awaiting the confirmation of receipt of the \$4.7 million from the State, and has another \$8 million of unfunded allocations from the State. Now it is a matter of waiting for the State to sell already voter-approved bond authorizations so the District won't have to wait for another election. The District has secured the use of the Ralph Hawley School in Emeryville, whether or not the Beach construction project begins in 2011-12 or until 2012-13. Continuation of planning for the Beach move is going forward.

Ruth Alahydoian, Vice President, Kelling, Northcross & Nobriga Financial Consulting Firm, provided the following information to the Board regarding the Qualified School Construction Bond (QSCB) Program and other funding options to determine timeline for Beach Project:

- The District applied for and received an allocation to issue Qualified School Construction Bonds (QSCBs) from the State's 2010 allocation.
- The allocation amount is \$10 million.
- The QSCBs must be issued as general obligation bonds.
- Small districts are exempt from this requirement.
- Bond Anticipation Notes (BANs) are also okay
- The QSCBs must be issued by July 14, 2011.
  
- The District planned (hoped) for the QSCB!
- The principal portion of QSCBs will need to be repaid in 15-17 years.
- Repayment of existing Seismic Bonds + QSCBs + Prior Bonds is structured to stay under \$155 per \$100,000 Assessed Valuation.

Regarding completing the Beach project:

- The State's delay in funding approved projects has created a cash crunch.
- \$4.9 million has been approved, but when it will be funded is unknown.
- To wait for the State money will delay construction and increase the project costs by up to 6%, or \$420,000

Knowing that the money is coming eventually, what "bridge" financing options are available to the District?

The District would have to pledge its General Fund to repay the debt. For a \$5 million financing, options and estimated costs were provided, with variations possible within each option.

Next steps were discussed, such as:

- Move forward on the QSCB bond issuance.
- May need to select an underwriter – depending on how competitive market for QSCBs develops. Selection process should be before Board approval of documents.
- Bond documents would need to go to the Board in March/April
  - Bonds issued in May will close by June 1
  - Consider Bridge Financing Options
  - Timing – need about 3 months to put financing together.

Although no action was to be taken at tonight's meeting, both President Tolles and Board Member Gadbois expressed opinions that the District should continue forward on the Beach project as originally planned.

There was no one from the public asking to speak.

Assistant Superintendent Brady explained that the increase in the Guaranteed Maximum Price (GMP) at this time is due to unforeseen conditions; for existing conditions; and increase in added scope to improve the condition of the building. There will more than likely be another increase to the GMP in the next couple of months due to flooring. He reiterated that the project is still on time and on budget even with this increase to the GMP.

Vice President Raushenbush commented that the Bond Steering Committee unanimously supported the request for this increase.

There was no one from the public requesting to speak.

It was moved by Board Member Gadbois, seconded by Vice President Raushenbush, and passed unanimously to authorize an increase of \$157,603 in the GMP for the Wildwood Elementary School Seismic Safety Bond Renovation Project to Overaa Construction Company.

#### REVIEW & ACTION ITEMS

Authorize Increase in the Guaranteed Maximum Price (GMP) for the Wildwood Elementary School Seismic Safety Bond Program Renovation Project to Overaa Construction Company in the Amount of \$157,603

Authorize Increase in Architectural Fees in the Amount of \$87,950 for murakami/Nelson Architects

Assistant Superintendent Brady advised that the increase is for architectural services performed as part of the protracted DSA process related to the Wildwood Construction Project. The increase of \$87,950 brings the architectural services from \$783,900 to

\$871,850

There was no one from the public requesting to speak.

It was moved by Board Member Monach, seconded by Board Member Jones, and passed unanimously to authorize an increase of \$87,950 for murakami/Nelson Architect fee services.

Guiding Principles for Multi-Year Budget Development: Provide Direction for the Reduction/Discontinuance of Particular Kinds of Service (PKS)

Superintendent Hubbard stated that between now and March 9th, a Second Interim Report needs to be developed in which the District has to certify its fiscal health for this year and subsequent two school years. The District is not facing mid-year cuts this year. The Governor has suggested that there be a special State election to extend some existing taxes. The legislature has to place this on the ballot for the voters; that may not be known until as late as April, or, it may be known perhaps by March 9th.

The District has to plan for different scenarios. In addition to the Second Interim Report which will include multi-year projections that are based on State budgets that the District doesn't know, it was also helpful for the Parcel Tax Program Citizens' Advisory Committee to give the Board an idea of their recommendation so that the Board can now give staff an idea of what to use in terms of operating budget for anticipated parcel tax that can be added to the Second Interim Financial Report.

The District is also in the process of negotiations and is working closing with the employee groups. The District is targeting \$1.4 million in a combination of either revenue or reductions in expenses to be implemented in the 2011-12 school year. Negotiations are confidential, however, the Superintendent said it is safe to say that the District is very close to an agreement with the employee groups that will address a significant amount of the \$1.4 million in terms of employee participation (concessions / give-backs /contingencies) in order to lower District expenses going forward.

By March 15<sup>th</sup>, all certificated staff, including administrators, must be notified if they are to be reassigned or laid off. Temporary teachers do not have to be noticed by March 15th and as such are not part of the particular kinds of services, but they are considered when looking at how to staff. It is quite a legal process.

Classified employees do not need to be noticed until May. However, all of this is culminating at one time and Board direction on the particular kinds of services is being requested.

Superintendent Hubbard wanted to make it very clear that reductions will affect people - both the ones providing the service and those receiving the service. The reductions do not mean that the employee's contribution is not valued. The assignment of "low" and "medium" impact is a relative term to the devastation that will occur; it is not to imply in any way that the services of that employee is not appreciated.

Anticipated attrition rates were also looked at. The main focus was on what programs were most important for students over the long haul, over the K-12 program, and looking at reduced experience in

elementary if, for instance, it protects the idea that a high school student can have a seven period day; class size reduction in 1<sup>st</sup>, 2<sup>nd</sup> and 3 grades were looked at, or might it be better to have higher algebra classes in middle and high school because of the personal connections of the younger years. District Office administrators tried to balance everything. The Board also needs to provide direction for the parcel tax so that staff, in addressing the \$1.4 m in a significant way from employee groups – at least by APT – by March 9 can be done. In order for the District to determine its certification on the Second Interim, the District has to certify that they have met certain criteria and have plans. An attachment provided in the Board packet, provided a range of reductions that could be made, and a range of reductions in program, with the intent that they be permanent. The bottom half of the report is looking at planning for contingencies in case there is another \$1 million that has to be eliminated and would result in a devastation of eliminations of programs, so the question is: how long does the District plan on using its contingencies to keep programs in place; how much is it doing for the Parcel Tax Reserve for when Measure E expires. By February 15<sup>th</sup>, we will know what retirements we have which may preclude other layoffs. A range could be developed to be brought back at the March 9<sup>th</sup> Board meeting. In addition, contract agreements and the Second Interim will be brought before the Board.

Regarding the parcel tax, for planning purposes, Board Member Gadbois would like to find \$2 million of additional revenues or cost reductions in the first year, including the 5% Parcel Tax increase. He further noted that he would like to see an escalator of 5% for the next three years. He feels the District needs to be more aggressive this year.

Board Member Monach felt a 5% parcel tax escalator should be used for 2011-12. She supports the Parcel Tax Program Citizens' Advisory Committee recommendation on setting aside monies in a Parcel Tax Reserve account. She mentioned a possible edit to the "Guiding Principles" (#3).

Board Member Jones is in support of a 5% parcel tax escalator for 2011-12. She thinks that all the money from the Parcel Tax should go into a reserve for 2011-12. The intent of both Measures B and E is to protect program and smaller class size, which the District has tried to do.

Vice President Raushenbush feels we have a moral obligation to educate children and that the community cannot continue to fill the gap by disappearing State funding. He would like to see the 5% escalator in Parcel Taxes used for 2011-12.

President Tolles stated that State funding in California is very poor and will probably be so for the next three years. The District needs to start planning for the level of funding that is going to start in 2012-13. He prefers not to "fix" everything in 2011-12. He is in favor of raising the Parcel Tax by 5% this year but not for the next three years, although he would favor an increase for the next two years, but not 5%.

Board Member Gadbois stated that he is interested in getting a Positive Certification for our budget and if that can be done without using a 5% Parcel Tax increase for the next three years, he is fine with that.

Superintendent Hubbard advised it is new practice for the County to allow District to have placeholders for the third year in Second Interim reports.

Discussion was held on a minor edit of Guiding Principle #3.

Board Member Monach advised that sixteen emails were received from individual parents and members of parent clubs and community members, all of which supported levying the core tax – Measure B – by the full five percent.

There was no one from the public requesting to speak on the parcel tax portion of this issue.

For next year, President Tolles would prefer to keep the initial recommendations presented by District Office administrators the same. His biggest concern is for the impact on the District's negotiations and employee relations. He would like to see two percent of the parcel tax included in the \$1.4 million deficit reduction. Because we have a substantial reserve at the current time and everything is premised on that, he prefers to stay with the lighter level of reduction of particular kinds of service.

Vice President Raushenbush stated that of the \$1.4 million in cuts that is the line item, as we identify it, he had not considered that any of it would come from this parcel tax and he does not think it should because the years after that are so dire that the District cannot spend that money to reduce the \$1.4 million in other kinds of cuts. He expects the \$1.4 million in cuts to be made through negotiations with employee groups or reduction in personnel. Next school year, even assuming that we meet this \$1.4 million in reductions, we have a \$687,000 deficit, coming out of our reserves. It gets worse in 2012-13 - then we will be spending \$1.5 million of our remaining reserves and we need \$871,000 more just to have 3% in reserve for unexpected emergencies, as opposed to the ongoing emergency we find ourselves in. In 2012, if the State tax legislation does not pass, right now, the District thinks it will be hit with another \$800,000 in reductions. But with the battles in the Legislature about who is going to take the additional \$12.5 billion in cuts, we could get up to almost \$1,000 in cuts per student. He would leave the cuts at \$1.4 million. As to how many layoffs the District administrators would have to plan for, in his mind there are three different levels:

- Assume that all the things from the employee groups come through and that the tax continuations go through at the State level and the State funds would come through (minimum level)
- The worst case scenario would be to include the assumption that we would lose \$1,000 per student because the tax continuations are not voted in and we don't get any deals with the employee groups – you would triple the worst case scenario – we would be laying off 33 teachers and 15 classifieds. He hopes this does



not happen.

- As the District gets signed deals with the employee groups, the Board can start to put those into assumed layoffs.

If the tax extensions do not pass, he would be willing to do some contingency planning in what we are talking about with the employee groups; we can throw in some parcel tax money and some reserves – but not too much in case the scenario is worse than anticipated; include maybe \$200,000 more to somewhat reduce our risk in the event the State tax extensions do not pass.

Board Member Jones feels we should be doing a little bit more this year in the way of certificated reductions. She does not agree that what we do in 2011-12 does not affect the out years. If you make one-time cuts in 2011-12, it does not do anything for 2012-13. If you make permanent cuts, it does change things in 2012-13. It is important what you do in 2011-12 because if you cut something permanent, whether it is compensation or layoffs or whatever, it has a very serious effect on the following years. We are at the point where we need to start making some more permanent adjustments. The State budget is in a mess and will not be rebounding soon. Personal income fell for the first time since 1938. She does not support placing any of the parcel tax increase into spending in 2011-12. She would support going up to \$1.6 million or more for contingency reasons and because if permanent cuts are made now, it will help in the future. As far as the amount of PKS that need to be considered, that is a function of how negotiations come out.

Board Member Monach referred to the Board's Commitments and Goals and Guiding Principles. She identified two core commitments that drive her thinking. She supports a more measured and gradual reduction to our educational programs that will minimize reductions to the educational opportunities for students. The two core commitments that resonate for her are: "commitment to cultivate a learning community where students are engaged in their learning, strive for excellence, and are supported to achieve to their fullest potential"; and "commitment to work collaboratively with the District staff, employee groups, support groups, parents, and community members to advance the mission and the long term vision of our school system". Calling upon our long-range planning discussion in the "Shaping Our Future" meetings, she states that the one thing we need to hold on to is to find ways for our program to be adaptable to changing needs. In terms of working together collaboratively, to address our multi-year budget deficit, she hopes that we will be able to show or demonstrate a robust solution that is a balance of revenue increases as well as expenditure reductions. We should be very cognizant of what the educational program looks like and if we institute changes, that we are not too suddenly negatively impacting the progression. The elementary program serves as a core and foundation for what comes later and we are trying to prepare students for college prep as well as life after college.

Board Member Monach also supports, in addition to a more gradual approach, ongoing professional growth of staff. The District has been making very deliberate investments of both time and dollars and she does not want to retreat from supporting the staff in that kind

of professional growth. She also supports the student-teacher relationship and student support service staff relationship which is necessary to make learning accessible for all students. She supports the base reductions.

Regarding the parcel tax, she would support using a portion of the parcel tax increase to support programs this coming year. She agrees with the Citizens' Advisory Committee proposal to do a set-aside.

Board Member Gadbois considers the \$1.4 million to be the minimum plan (cuts in the first year). The middle plan would be to take the \$4 million and find \$2 million in cuts this year and the same or similar to next year. The "conservative" path would be to assume that the Governor's budget fails and the tax extensions do not get on the ballot, having to find another \$1.5 million over the same two-year period, so then the \$4 million become \$5.5 or \$5.6 million. This is a worst-case scenario but he does not want to do a bare minimum. In the \$2 million, he would include the robust mix of including the parcel tax.

All of the things we are going to be doing are all with the goal of minimizing the number of people we have to layoff and all the children that they touch, teach and serve in our District. For contingency planning, we may have to use the parcel tax before we were planning to; we may need to add some contingency language in terms of our agreements with the employee groups and we may need to use some reserves. If the worst case scenario happens, we are going to need to start talking again in August about a whole other cycle of 'now what are we going to do?'

Recess

President Tolles called for a five-minute recess at 10:00 p.m.

APT President Harlan Mohagen, as a community member, asked a question about the levy of the parcel tax. Reverting to her position as APT President, in regard to the cuts, she remarked that morale is a strong consideration. Teachers are so invested in their students' learning experience. That is why it is critical that students have the best possible experience they can have each year that they are in school. Teachers have been discussing what can be done to keep the programs sustainable.

Piedmont Middle School Teacher John White said even the "first round of cuts" would be of high impact to the students. He feels the Middle School is at its "peak game". Any cuts would cut the legs off of some pretty essential pieces of the whole student experience, such as "a place for everybody". He is realistic that cuts may come but it needs to be acknowledged that the program that Piedmont has been providing is done. He urged the Board to please keep the program as intact as possible.

Piedmont Middle School teacher Stella Kennedy and Piedmont resident, stated that when she came to Piedmont Unified School District, California was #1 on the planet! Now it is 50<sup>th</sup>. She asked the school board to continue to lead and ring every last drop of the resources the District has, to keep the energy and inspired performance K-12, which is not just for the community but also as a

beacon for the State. She urged the Board to give teachers everything they can in terms of resources.

Parent Mary Kelly, also Vice President of the Parents' Club at the Middle School, asked the Board to cut as little as possible. Even with the minimum cuts suggested, she is sure parents have enough "fight" in them not to let this happen.

Parent Mary Ireland, also President of the Associated Parents' Clubs of Piedmont, stated that parents are very invested in this issue. She thanked Superintendent Hubbard and Assistant Superintendents Roth and Brady for what they have continued to do and for holding everything together thus far. The less impact on the program is the better. The cuts are devastating.

Parent Jon Elliott talked about the District "smoothing the pain" to preserve program, yet things are getting worse. He has a daughter in fourth grade. He is worried that the longer we smooth the cuts and delay, what is the likelihood that when the cuts come, they will be more severe and the loss to her education and to her teachers and staff will be dramatically worse because if no action is taken now, the Board will have to do twice as much a year from now. The \$1.4 million being talked about, in the imaginary world where a hard freeze happened two years ago, the budget would have saved what is about to be three years of step and column – the last two years and the one being considered - and three years of health insurance benefits - so some of that money has gone to pay staff and Kaiser. Had something happened three years ago, the problem would be smaller this year because the budget would be lower and the reserves would be higher. So every year that is "temporized" to smooth the cuts, the risk is that the cuts get deeper when it happens. The chance it is going to get worse a year from now is so close to 100% that the Board has to plan on it. Even with the Phase 1 cuts, though depressing, it is time to suffer the consequences of more of the painful cuts. Think about the scenario that says, how likely is it that come June, we will not have the extra money from the State, and how strong is the scenario that says we have to come up with an extra \$800,000? The Board just has to be pessimistic.

Parent and Piedmont Middle School teacher Joci Kelleher, feels very appreciated by the families whose children have gone through her; she also feels very lucky because she is in a two-income household. Some of her single-income colleagues are single parents with children. When the District talks about staff taking up some of the health care costs and taking potentially a pay cut, that is a huge percentage of that single parent's income. We need to recognize and acknowledge that there are staff members who are talking about living below the poverty line when they have to pay for their kids and home.

President Tolles wanted to comment that Piedmont has an exceptional school system and he can understand why his children like their teachers so much. He attended school in a similar school district and he was bored! He thanked the teachers for all of their enthusiasm.

Vice President Raushenbush added that Piedmont has a wonderful

program. Nothing about the cuts that are to be made are meant to, in any way, impugn the program. Whether we like it or not, we have to try to continue to make it work. It is a terrible dilemma and a dilemma to those employees who are doing such a fine job. He addressed the parcel tax question raised by Ms. Harlan Mohagen.

Board Member Jones works for the State and everyone she works with has had huge salary cuts so she knows what these cuts mean. Measure E is going to go away and that will be a million dollar hole that is going to pop up so the District needs to start the practice of putting some of the money into reserve. Some permanent changes need to be made. She does not see any other choice.

What is vitally important in Board Member Monach's mind is to go on the offense, stay together, acknowledge that the local reality and local efforts to solve this problem cannot be done alone. She assured members of the public, that, given this task at hand, Board members are making every effort to engage at the state level with our legislators because when push comes to shove, that is where we are going to have to get vocal, and she thinks it can be done.

Board Member Gadbois appreciated all of the comments. The program is the people. His perspective is that he does not want to lose any of our talented people. Yet the District has been postponing having to take action on cutting employees for several years - through attrition, raising more money and parcel taxes. We can't think about it one year at a time. We have to protect as many people as possible.

Regarding Harlan's question on the parcel tax and the escalator, Board Member Monach provided some historical background: many communities, when they first started levying local parcel taxes, it was a flat tax that did not change over the term of the tax. Piedmont found that, in doing the projections, that normal operation growth would take place over the term of the tax so what the District did not want to do is a huge bump up and go to the electorate four or eight years later with a huge increase. Piedmont found there was an escalator in many of the parcel taxes passed in other communities. It is a structural part of the tax. The other difference Piedmont saw in the structure of some other communities was that sometimes the parcel tax would be "evergreened" (there forever) but there were other taxes that had shorter terms. But many of the other districts' parcel taxes were four to eight years. Piedmont felt as if, at the time, that it was more reflective of the kind of operating budget and needs that school districts could respond to in terms of how to use the money and preserve programs.

President Tolles announced that a Board Workshop-Closed Session will be held on Monday, February 14<sup>th</sup> to hear more information about negotiations.

Superintendent Hubbard said she felt she had enough direction from the Board in order to proceed.

President Tolles referred again to the Board Workshop-Closed Session, regarding negotiations, to be held on Monday, February 14, from 4:00-6:00 p.m. at the District Administration Office.

INFORMATION ITEMS  
Board Workshop-Closed Session  
Regarding Negotiations

Announcement of Openings for the Citizens' Advisory Committee to the Parcel Tax Program

Superintendent Hubbard advised that a balance of representatives is being sought to serve on the Citizens' Advisory Committee to the Parcel Tax Program due to recent resignations. The purpose and charge of the committee, along with an application, are available on the District web site:  
[www.piedmont.k12.ca.us/districtinformation/parceltaxcitizens'advisorycommittee](http://www.piedmont.k12.ca.us/districtinformation/parceltaxcitizens'advisorycommittee).

Announcement of Forum on School Funding and Resources

President Tolles advised that the Piedmont Educational Foundation and the Oakland-Piedmont League of Women Voters will be holding a forum on school funding and resources on Wednesday, February 16, 7:00-9:00 p.m. at the Piedmont Community Hall.

## CORRESPONDENCE

Board Member Monach advised that the following correspondence was received by the Board:

- An email from a Middle School teacher regarding high school freshman, Eli Nash, whose work is being showcased in an ad for the Danville International Children's Film Festival
- As mentioned before, 16 emails were received regarding the levying of the parcel tax
- 2 emails were received from individual teachers at the Middle School about the particular kinds of services list
- A follow up email from a parent was received regarding the Instructional Calendar development process and suggestions on how to improve the process with regard to parent input
- 1 email was received from a parent with input on the Association of Piedmont Administrators memorandum of understanding which has been forwarded to staff
- Board Member Monach had some individual email exchanges with Senator Loni Hancock's offices, on which she copied Board President Tolles regarding the proposed State tax extension and quicker access to State matching funds

Board Member Jones advised that Tom Torlakson could be contacted regarding the release of State matching funds.

## BOARD REPORTS

Board Member Gadbois attended a Piedmont High School Parent Club meeting and a Piedmont High School Boosters Club meeting.

Board Member Monach attended a budget briefing that was sponsored by Senator Loni Hancock and State Treasurer Bill Lockyer. She enjoys attending the curriculum forum meetings.

Board Member Jones attended a City of Piedmont Public Safety Committee. A public safety event is being planned in conjunction with the Harvest Festival in September. Public Safety Dispatches is a new program which anyone can sign up for in Piedmont which alerts citizens to specific safety issues. The Public Safety Committee is also discussing expanding the role of the committee to address police and committee interactions. A community outreach program is starting on a trial basis for the police to have meetings with assigned neighborhoods in order to have more personal interaction.

Vice President Raushenbush attended the forum sponsored by Senator Loni Hancock; he and Board Member Jones attended a California Teachers Association breakfast with APT representatives.

President Tolles met with the chair and secretary of the Citizens' Advisory Committee to the Parcel Tax Committee and had breakfast with a member of the Bond Steering Committee.

## CONSENT CALENDAR

President Tolles acknowledged a donation by the Piedmont Gifted and Talented Support Group in the amount of \$1,000, with requested use for professional development (registration for California Association for the Gifted Annual Conference).

It was moved by Vice President Raushenbush, seconded by Board Member Monach, and passed unanimously to approve the Consent Calendar, with the exception that Item B, "Adopt Regular Board Meeting Minutes of January 25, 2011", be pulled and placed on the February 23, 2011 Consent Calendar. Items were as follows:

- A. Accept Donation (as noted above)
- B. **(pulled)** Adopt Regular Board Meeting Minutes of January 25, 2011
- C. Approve Personnel Action Report
- D. Approve Warrant Lists Dated January 15, 2011, January 17, 2011 and February 4, 2011 for Goods and Services Rendered
- E. Approve Financial Report of the District for the Month of January 2010

## FUTURE AGENDA ITEMS

Future agenda items are as follows and subject to change:

- Comprehensive Seismic Safety Bond Program (Feb 23)  
Project Budgets Update and Cash Flow Requirements
- Approve SARCS (Student Accountability Report Cards - all sites (Feb 23)
- Board Meeting-Closed Session Regarding Negotiations (Feb 14)
- Draft Layoff Resolution for the Elimination of Particular Kinds of Services (PKS) (Feb 23)
- Review and Approve Facilities Funding Agreement (Feb-Mar) for Upkeep of City and School District Athletic Facilities ("Preservation Fund")
- Lease of Ralph Hawley School, Emeryville (Feb-Mar)
- Conduct First Reading for New Course Approval, Honors English 5-6, Piedmont High School, Grade 11 (Mar)
- Approve School Site Safety Plans for All School Sites (Mar)
- Second Interim Financial Report of the District (Mar 9)
- Special Board Meeting-Open Session to Discuss Budget (TBD)
- Special Board Meeting-Open Session to Discuss Interdistrict Transfers (TBD)
- Uniform Complaint Form Board Policies (TBD)
- Conduct First Reading of Proposed Revised Board Policy 5144, "Discipline" (title to be changed to "Student Discipline") (TBD)

- Discipline")
- Conduct First Reading of Special Education Board Policies (TBD)
  - Review of Board Bylaws (Section 9000) (TBD)

ADJOURNMENT

There being no further business and with no objections by the Board, President Tolles adjourned the meeting at 11:12 p.m.



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ROY TOLLES, Board President  
Piedmont Unified School District  
Board of Education



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CONSTANCE HUBBARD  
Secretary, Piedmont Unified School District  
Board of Education