

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

MINUTES OF
Regular Meeting of the Governing Board

May 11, 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: A. Public Employee Performance Evaluation: Superintendent (Government Code Section 54957) B. Conference with District Negotiator Regarding 2010-11 Memorandum of Understanding with the Association of Piedmont Administrators (APSA) (Government Code Section 54956.6) |
| Others Present in Closed Session (second half, only) | Constance Hubbard, Superintendent Michael Brady, Assistant Superintendent, Business Services 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 7:03 p.m. and led the Board and audience in the Pledge of Allegiance. |
| Others Present at Regular Session | Constance Hubbard, Superintendent Michael Brady, Assistant Superintendent, Business Services Dr. David Roth, Assistant Superintendent, Educational Services |
| Report of Action Taken in Closed Session | None |
| Agenda Adjustments | None |
| COMMUNICATIONS / ANNOUNCEMENTS (Community) | |
| Association of Piedmont Teachers (APT) | Harlan Mohagen, President of the Association of Piedmont Teachers (APT), thanked the Board for "Day of the Teacher" treats. Student cards were sent to teachers in appreciation of their work. She advised that this Friday, there will be a rally at the San Francisco Civic Center Plaza to encourage legislators to balance the budget without cutting education or other public employees or social services and care to the elderly. |
| California School Employees Association (CSEA) | CSEA Representative Ras Medura, on behalf of CSEA President Terra Salazar, urged the Board to approve the CSEA agreement with the District that is before the Board tonight. |
| Parent Clubs | None |

Student Representative to the Board

Eric Huppert, Student Representative to the Board, reported that:

- The Acapella choir is having their annual revue on June 3
- Birdcalling is Friday, May 13
- STAR testing will be held next week with a special schedule; administrators asked him to announce that students should go to bed early and eat a good breakfast!
- The boys' Lacrosse team will play against their arch rival, Berkeley in the BSAL finals on Friday and then move on to the North Coast Section if they win
- Men's tennis is currently in the North Coast Section championships; they will be playing Miramonte tomorrow
- Most spring sports are finishing up
- The Associated Student Body will be having a "Day on the Green" on Friday, May 20 at Witter Field, as an end-of-the-year event
- Associated Study Body elections will be held the following week
- A Red Cross blood drive will be held all day in the gym on May 19

Persons Wishing to Speak to Any Item Not Listed on the Agenda None

Superintendent Announcements None

Board President Announcements President Tolles thanked Assistant Superintendent Brady and all staff who were instrumental in migrating the network from Outlook to Google.

PRESENTATION

Recognition of Andrea Swenson as Recipient of the 2011 Arthur Hecht Volunteer of the Year Award, and Recognition of Piedmont High School Advanced Placement Art Student Faye Wheeler

Superintendent Hubbard shared that Art Hecht was a tireless community volunteer, and was dedicated to students in both Piedmont and Oakland. He served on Piedmont's Board of Education from 1970 to 1982. Mr. Hecht was also very active with the Piedmont Continuation High School (now called Millennium High School). His home was open to students day and night. Art always took the time to listen to "his kids" and selflessly volunteered on their behalf in a variety of ways. In 1998, the Art Hecht Volunteer of the Year Award was established in his memory. This award is presented annually to individuals who have volunteered their efforts over a period of time and made a difference because of their involvement and commitment to Piedmont's youth.

This year, community member Andrea Swenson has been selected as the recipient for the award. Ms. Swenson

As a part of a recipient's recognition, they choose a piece of artwork from the Advanced Placement Student Art Show, and the student is given an honorary award of \$100 for their work. Ms. Swenson chose a piece of artwork by Piedmont High School student Faye Wheeler, which was presented by the student to Ms. Swenson.

Ms. Swenson has served as president of the Wildwood Parents' Club, Piedmont Middle School Parents' Club and Piedmont High School Parents' Club. She coordinated the Scrip program and

chaired the Annual Giving Campaign that raised \$1.5 million, exceeding previous fund raising goals and participation levels. She served as an active volunteer on the last three parcel tax campaigns and most recently has served on the Board of the Piedmont Education Foundation and the Piedmont League of Women Voters. She is also this year's CHIME President. She served last year on the District's "Shaping Our Future" strategic planning workshops.

Ms. Swenson said she is honored to live in a community which values education so much.

REVIEW & ACTION ITEMS

Conduct Public Hearing and Approve Agreement Between the District and the California School Employees Association (CSEA)

CSEA employees provide a variety of vital support positions across the District including administrative assistants, general and special education paraprofessionals, library aides, groundskeepers, custodians, technology and data managers, and maintenance workers.

The District savings from this agreement totals approximately \$618,000 over three years (2011-2014). \$552,000 of saving is a result of the agreed-upon medical benefits cap. An additional \$66,000 in savings will be realized from three (3) furlough days in 2011-2012. It is anticipated that the furlough days may be extended to 2012-13 and 2013-14 after discussions as part of negotiations for those years.

The agreement also includes a Memorandum of Understanding that would yield an additional \$88,000 in savings, should the State reduce District revenue (excluding Special Education revenue) by more than \$200 per student in 2011-2012.

Additional employee concessions include, but are not limited to: a reduction of one paid holiday; a reduction in post-employment benefits; and a cap on professional growth compensation.

The District and CSEA will automatically open negotiations for salaries, benefits, and one additional article each in 2012-2013 and 2013-2014 school years.

A chart provided detailed the impact of the CSEA contract provisions on the multi-year District Budget projections. The Public Disclosure of the Collective Bargaining Agreement form in accordance with AB 1200 will be filed with the Alameda County Office of Education.

The District is thankful that the members of CSEA who, through their negotiations and approval of this agreement, have supported the District in adjusting to the ongoing fiscal crisis in public education.

There was no one from the public requesting to speak.

It was moved by Vice President Raushenbush, seconded by Board Member Monach, and passed unanimously to approve the CSEA contract, to be effective July 1, 2011 through June 30, 2014.

Adopt Resolution 16-2010-11, "In the Matter of the Reduction or Discontinuance of Classified Services for the 2011-12 School Year"

Superintendent Hubbard stated that being on the layoff list does not represent any lack of appreciation for the services provided by the employees in these jobs. The District values their contributions. The positions listed in the resolution coincided with retirements.

Reconfiguration of these services is still in process.
There was no one from the public requesting to speak.

It was moved by Board Member Gadbois and seconded by Vice President Raushenbush to adopt Resolution 16-2010-11, "In the Matter of the Reduction or Discontinuance of Classified Services for the 2011-12 School Year".

The Board was polled and the motion passed unanimously.

Adopt Resolution 17-2010-11,
"Superintendent's Recommendation
Regarding Termination of 4.4 FTE
Certificated Positions as a Result of
Reductions in Service"

Superintendent Hubbard again emphasized that this action is a reflection of economic times, only, not of performance, and the District is very appreciative of the services performed by these teachers. By May 15th, an actual letter must be given to the certificated employee shown on the attachment to the Resolution.

There was no one from the public requesting to speak.

It was moved by Board Member Monach and seconded by Board Member Jones to adopt Resolution 17-2010-11, "Superintendent's Recommendation Regarding Termination of 4.4 FTE Certificated Positions as a Result of Reductions in Service".

The Board was polled and the motion passed unanimously.

Change in Order of Agenda

Because the persons to speak on Review & Action Item E. #1 had not yet arrived at the Board meeting, the President changed the order of the agenda.

Review & Discussion Item "Update on
Negotiations Between District and Cahill
Construction Co. for the Lease/Lease-Back
Agreement for Beach Elementary School
Seismic Safety Bond Program"

Assistant Superintendent Brady updated the Board that proposals for the Beach Seismic Safety Renovation Project were received by three pre-qualified construction firms. Cahill Construction Co. was the firm recommended for selection. However, all three bidding firms came in over budget of the construction project. Cahill's was over by \$800,000. If selected by the Board, Assistant Superintendent Brady will meet with Cahill Construction representatives and District staff and consultants to work on bringing the cost within the established budget by looking at seismic work that is essential versus what can be delayed until State funds are received.

There was no one from the public requesting to speak.

Review & Discussion Item A. "Review and
Discussion of Draft Commitments and
Goals for 2011-12"

Superintendent Hubbard advised that goals do not change significantly from year to year; what changes is where the focus will be on the action plan for the goals. Suggested areas for emphasis for the 2011-12 school year were provided.

Superintendent Hubbard said another reason for having these commitments and goals is to define where staff is to put their energy so that when another project pops up that is not on the list, the Board needs to decide what item will be put aside from the list. Staff cannot do everything, every year, all the time.

Piedmont High School senior Devon Han-Klein stated she is in full support of reviewing the Foreign Language program next year. The *Every 15 Minutes* program was very forceful but felt a lot of it could be changed. The program did not seem very believable – a more

realistic scenario would be helpful. She added that diversity needs to be addressed more at the high school.

Student Representative to the Board Eric Huppert said a student diversity program will be forthcoming but is still in the development stage.

Piedmont High School senior Alex Fettner also felt the "Every 15 Minutes" program was very impactful but would have even more of an impact if the students could see a realistic-looking crash scene rather than viewing it on a video. He also commented that he took the online learning class over the summer with the Oasis and it was not a good program – there were a lot of flaws and time issues and it was hard to monitor how well you did throughout the course. It was not an actual teacher assisting, but a parent volunteer. During the school year, it would not be as effective as having a teacher. Additionally, one does not learn as much or concentrate as much with this online course.

Piedmont High School senior Erin Hodess also took an online class recently with the Oasis program and agreed it was flawed. A student could take a quiz at the same time they were taking the class so all of the answers were right there to answer the quiz questions. She did not feel like she learned anything from taking this online course. Perhaps another program would work.

She also commented that she had heard that a block schedule for the PMS students was being contemplated. She has a sister in 6th grade right now. She had trouble transitioning from having one teacher in 5th grade to having several teachers in 6th grade. She feels the students are too young for the block schedule and that her sister and other students in her sister's classes would have difficulty going to a block schedule.

Review & Action Item E.:

1. Approve Updated List of Donor Fund Raising Opportunities for Wildwood Elementary School and Confirm Items Meet Criteria Provided Under Board Policy 3290, "Gifts, Grants, and Bequests"

Assistant Superintendent Brady asked for the Board's approval to add the items requested by the Wildwood Dads' Club to the list of Donor Fund Raising Opportunities for the Wildwood Seismic Safety Bond Program Project. The list was originally approved in 2009 and broken down by site. The additional approval is for:

- Ornamental security fencing around play areas
- Architectural exterior and courtyard lighting fixtures
- Shade umbrellas
- Playground equipment
- Playground safety ground surface
- School garden materials
- Upgraded audio-visual system for auditorium

Rob Kobal of the Wildwood Dads' Club expressed that the Wildwood Dads' Club is happy to help out.

There was no one from the public requesting to speak.

It was moved by Vice President Raushenbush, seconded by Board Member Jones, and passed unanimously to approve the updated list of donor fundraising opportunities for Wildwood Elementary School

and confirm that the additional items meet the criteria provided under Board Policy 3290, "Gifts, Grants, & Bequests".

2. Approve Increase in the Guaranteed Maximum Price (GMP) to C. Overaa Construction Co. for the Wildwood Elementary School Seismic Safety Bond Program Project

Included in the increase of the Guaranteed Maximum Price (GMP) for the Wildwood Seismic Safety Bond Project is an item that is funded through donations from the Wildwood Dads Club which includes the vinyl coated fencing and the refurbishing of auditorium light fixtures. This is the third change order brought forth. Assistant Superintendent Brady clarified that if there are additional improvements that raise the figures, it will be through donations and will not affect the bond project budget.

Regarding recent discussion about roof reinforcement and a sink hole: these items are still anticipated to come up, and \$300,000 has already been set aside to address these issues.

There was no one from the audience requesting to speak.

It was moved by Board Member Monach, seconded by Board Member Gadbois, and passed unanimously to approve an additional increase of \$84,196 to the Wildwood GMP to C. Overaa Construction Co., from \$5,043,465 to \$5,127,661, to include the items mentioned above.

Superintendent Hubbard advised that, although the order of the agenda was changed to provide additional time for speakers to arrive on the Review & Action Item noted below, she explained that the times shown on the Board agendas are approximate and she does not want to set up an expectation that the Board will delay discussions on items in the future when people are not present at the time the item is brought forward by the Board.

Item VII. F. Appointment of New Members to Parcel Tax Citizens' Advisory Committee

Superintendent Hubbard advised that due to vacancies on this committee, the District opened up an application period for serving. Two applications were received. Candidates were interviewed by Board President Tolles and Vice President Raushenbush. Based on the interviews, it is recommended that both John Hiestand and Jerry Bucci be appointed by the Board to serve on this committee. Mr. Hiestand is the Chief Financial Officer of a company and Mr. Bucci will be retiring as the Chief Business Official from the Orinda Union School District.

APT President Harlan Mohagen said that Mr. Bucci is her neighbor.

Jon Elliot, chair of the Parcel Tax Citizens' Advisory Committee, advised that the next meeting is Thursday, May 19 and hopes both of these people will be able to attend.

It was moved by Vice President Raushenbush, seconded by Board Member Jones and passed unanimously to appoint Mr. John Hiestand and Mr. Jerry Bucci to the Citizens' Advisory Committee to the Parcel Tax Program.

Board Member Gadbois would like to see other organizations offer up names of possible applicants to serve on this committee, also.

Board Member Monach suggested that parameters on the frequency of the meetings should be set [having less meetings].

Vice President Raushenbush was not entirely sure what chairperson Jon Elliott meant by the public outreach function of the committee. Chairperson Elliott felt that the public outreach function ties to the accountability task and that part of developing information was to be able to say here is the history of the parcel tax and context and be able to provide that information. That has gotten merged with the thought of bringing data to the Board.

Vice President Raushenbush feels there is a question about the scope of the committee by going to other organizations to provide information and get input, and that there should probably be discussion by the Board at a later Board meeting on this issue.

INFORMATION ITEM

2010 Base Academic Performance Index (API)

Assistant Superintendent Roth advised that the Base Academic Performance Index (API) Report was released to the public on May 5, 2011. It was calculated using the District's 2010 STAR and California High School Exit Exam (CAHSEE) test results, and serves as the baseline for comparison with the District's Growth Academic Performance Index, which will be released in August 2011.

He continued that STAR testing is but one measure by which we assess how our students are doing. 1,000 is the top of the scale a school could get and being over 900 is well above the threshold of 800 that the State sets. All of our schools have crossed the 900 threshold. What is more important than the API is continually taking a look at proficiency levels on the actual STAR tests themselves to make certain we are keeping our below-proficient students to a minimum and wherever we see increases in below-proficiency, we take a closer look to see what is going on. Our efforts have not been on improving STAR test scores; our efforts through our Action Plans have been on reviewing and improving instructional practices in our curriculum. By focusing on those issues, we have seen increases in STAR test performances.

Board Member Jones stated the state-wide rank shows all of our schools in the top decile but the similar schools rank, especially for Havens, has been going down every year in the past five years.

Dr. Roth said he has looked at the proficiency levels among the three elementary schools and the proficiency on STAR is very comparable. There is a somewhat larger percentage of students that are below-proficient at Havens (4-5%) and an eleven percent discrepancy in the advanced range performance between Havens and Beach and Wildwood. Tery Susman, Principal of Havens, and Havens teachers have been discussing with Beach and Wildwood teachers in approach and preparation. We will continue to look at this.

One trend Dr. Roth has noticed across the State that many districts are becoming much more data-based in their approach and are developing much more systematic approaches to students and their performance on these assessment measures.

CORRESPONDENCE

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

- Email from the Piedmont Middle School teacher-librarians sharing their monthly newsletter

Superintendent Hubbard added that, due to the recent Google migration, it was noted that some people may not have received their agendas because of the way the group lists were made.

Assistant Superintendent Roth advised that the technology specialists have been quite remarkable in how they have handled the transition.

BOARD REPORTS

Board Member Gadbois attended the Rawlings Award presentations which were very moving. He appreciates the Foundation for having these awards so that the well-deserving recipients can be recognized.

Board Member Monach and President Tolles visited the high school this week and she appreciated the welcoming nature of the teachers and students. Board Member Monach thanked Board Member Jones for her editorial regarding administrator salaries.

Board Member Jones also visited the high school classes with Principal Booker, and attended a Wildwood Parent Club meeting where Assistant Superintendent Brady spoke. An interesting discussion on fund raising was held.

President Tolles felt the Rawlings award ceremony was an amazing event. He enjoyed doing the interviews with the applicants for the Citizens' Advisory Committee to the Parcel Tax Program. He feels the Budget Advisory Committee was experiencing a low point in terms of content but they had a good discussion about outreach. He has really enjoyed doing rounds with Principal Booker because his observation is of the students, rather than the teacher – seeing how engaged they are or are not. The Piedmont Middle School Diversity Day was also amazing.

CONSENT CALENDAR

It was moved by Vice President Raushenbush, seconded by Board Member Monach, and passed unanimously to approve the Consent Calendar as presented:

- A. Adopt Regular Board Meeting Minutes of April 27, 2011 Board Mtg
- B. Approve Personnel Action Report
- C. Designate District League Representative and Alternate to California Interscholastic Federation (CIF), 2011-12
CIF requires a designated representative to attend league meetings, and an alternate in the event the designated representative cannot attend. League representatives/alternates must be designated by the governing board to be eligible to serve on the section and state governance bodies of CIF.
- D. Approve California Interscholastic Federation, North Coast Section Application for Multi-School Team Status for 2011-12
Renewal applications must be filed annually in order for Millennium High School students to be able to participate in the Piedmont High School sports program
- E. Adopt Resolution 18- 2010-11, "Declaration of Surplus Property"
The Board will be requested to adopt this Resolution in order to

- declare office/classroom equipment as obsolete to the District
- F. Warrant List dated May 4, 2011 for Goods and Services
Rendered by the District
- G. Approve Financial Report of the District for the Month of April 2011
- H. Approve one Individual Service Agreement with Quality Behavioral Outcomes (QBO) to provide a functional behavioral assessment for one student, effective April 22, 2011 through June 30, 2011, at a total cost not to exceed \$2,200.00. Funding: Special Education
- I. Approve one Individual Service Agreement with Family Life Center to provide basic educational services for one student, effective April 15, 2011 through June 30, 2100, at a total cost not to exceed \$9,477.52. Funding: Special Education
- J. Approve three Independent Contractor Agreements with Helen Miller, Assistive Technology Consultant, to provide an assistive technology assessment for three students, effective May 1, 2011 through May 31, 2011, at a total cost not to exceed \$6,525.00. Funding: Special Education

FUTURE AGENDA ITEMS

Future agenda items are as follows and subject to change:

- Approve Lease/Lease-back Agreement for Beach Elementary School Seismic Safety Bond Program Project (May 25)
- Review & Approve Memorandum of Understanding Between (May the District and the Association of Piedmont Administrators (APSA), Effective July 1, 2011 through June 30, 2012 (May 25)
- Announcement of Openings on Seismic Safety Bond Program Citizens' Oversight Committee (May 25)
- Continue Discussion on Interdistrict Transfer Board Policy (May 25)
- Annual Review of Facilities Use Fees and Approve Updated Facilities Use Handbook (May 25)
- Governor's May Revise Update (May 25)
- Approve Certification of Unused Sites (May 25)
- Review Schedule of Regular Board Meetings for 2011-12 (May 25)
- Approve Deferred Maintenance Five-Year Plan (May 25)
- Adopt Schedule of Regular Board Meetings for 2011-12 (Jun 8)
- Review of Preliminary 2011-12 District Budget (Jun 8)
- Rehire or Release of Temporary Teachers for 2011-12 (Jun 8)
- District English Language Arts Program Recommendations (May-Jun)
- Extend Lease Agreement Between the District and Emery Unified School District for Use of Ralph Hawley School (May-Jun)
- Annual Review of Playfield Use at Havens (May-Jun)
- Review of New Gifted & Talented Education (GATE) Plan (May/Jun)
- Adopt New Gifted & Talented Education (GATE) Plan (May/Jun)
- Annual Review/Approval of Green Committee Plan (Jun-Jul)
- Review and Approve Facilities Funding Agreement for Upkeep of City and School District Athletic Facilities ("Preservation Fund") (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))
- Conduct First Reading of Special Education Board Policies (TBD)
 - Review of Board Bylaws (Section 9000) (TBD)

Items to be added to the Future Agenda list are:

- Update on District Evaluation Committee
- Appoint member to City of Piedmont Public Safety Committee

ADJOURNMENT

There being no further business and with no objections by the Board, President Tolles adjourned the meeting at 9:51 p.m.



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



CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education