

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

MINUTES OF
Regular Meeting of the Governing Board

May 26, 2010

CALL TO ORDER	Board President Gadbois called the meeting of the Board of Education to order at 5:35 p.m.
ESTABLISHMENT OF QUORUM	President Ray Gadbois, Vice President Roy Tolles; Board Members June Monach, Martha Jones, Rick Raushenbush
ADJOURN TO CLOSED SESSION	The Board adjourned to Closed Session at 5:36 p.m. to discuss: A. Public Employee Performance Evaluation: Superintendent (Government Code Section 54957) B. Conference with District Representative Constance Hubbard Regarding Pending Liability: One (1) Case: • Case #04-2009-10 (Government Code Section 54956.9)
OTHERS PRESENT FOR CLOSED SESSION	Constance Hubbard, Superintendent (present for Item B. only) Dr. David Roth, Asst. Superintendent, Ed. Services (Item B only) Michael Brady, Assistant Superintendent, Business Services (Item B only)
RECONVENE TO REGULAR SESSION	Board President Gadbois called the Regular Session of the Board of Education to order at 7:12 p.m. and led the Board and audience in the Pledge of Allegiance.
OTHERS PRESENT AT REGULAR OPEN 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	
Association of Piedmont Teachers (APT)	APT President Harlan Mohagen spent the day in Sacramento as part of lobbying efforts on behalf of the California Teachers' Association. She concurred with what School Services, Inc. of California said regarding stopping cuts to education. She again thanked the Piedmont community for their support and the support of all employee groups coming together in accepting furlough days.
California School Employees Association (CSEA)	None
Associated Parent Clubs of Piedmont	None

Student Representative to the Board

Ally Leong, Student Representative to the Board, reported that:

- Last Friday was "Day on the Green" for seniors, which was a huge success
- Winners of the bird calling contest returned from New York today after taping for the David Letterman Show; the segment will be on tonight
- This week is Associated Student Body election week. There was a great turnout. Chris White will be the new Student Body President, as he ran unopposed
- Next Tuesday night the Senior Awards Ceremony will be held at 7:00 p.m. in the Middle School multipurpose room
- A retirement celebration will be held tomorrow night for retiring art teacher Helen Brainerd
- Next week is Senior Week

PERSONS REQUESTING TO SPEAK ON ITEMS NOT ON THE AGENDA None

Superintendent Announcements

Superintendent Hubbard reminded everyone that the meeting needs to be finished in time for everyone to go home to watch the PHS students do their bird calling on the David Letterman Show.

Board President Announcements

None

PRESENTATIONS

Technology Plan Progress Report

Dr. Roth, Assistant Superintendent for Educational Services, introduced Technology Coordinators Stephanie Griffin at Beach Elementary and Louis Cheung at Wildwood Elementary Schools, to share the progress report on the District's Technology Plan.

Ms. Cheung said the first technology directive was to get all teachers to use their email. Another focus was to enable students to filming for imovies at the elementary level. The main focus about the old technology plan successfully managed to use technology to help teachers and students meet the content standards. Now, students and teachers gather information for classroom projects and provide opportunities for critical thinking skills and the band width has been increased, although there is still a growing need for more. Today our District has become much more reliant on technology for communications and recordkeeping. Technology Coordinators have taken on green initiative in hardware acquisition and green with CRS monitors which are more efficient. There is a recycling program for used printer cartridges. At the Middle School, they are using "thin client technology" to reduce the cost of buying more work stations and maintaining student to computer ratio even though funding has decreased. At the school site level, hardware replacement is supported by parent club funding. The backbone of technology infrastructure does not have that same support; we want to concentrate on the ever increasing demands of that infrastructure.

Ms. Griffin stated that the plan is an instructional technology plan. The technology at school has moved from a focus from using technology and integration to how can technology increase our students' achievement and our ability to provide better instruction.

Through an online survey, it was learned that 99% of staff that responded to the survey used email for professional endeavors; 84% use email at least once a week to communicate with parents; over 50% communicate every day by email; 90% considered themselves proficient or advanced; In 2008, 26% of teachers said they never used the computer; now, 85% are using their computer at least once a week.

The plan is building on our current strengths, recognizing our current weaknesses. It dovetails with the "Shaping Our Future Initiative". It incorporates the "green" movement cost-savings measures. Everyone recognizes that funding is a limitation and applauds the efforts of the District and parent clubs in supporting people costs.

The infrastructure needs replacement. The servers at each site should be routinely updated on a three-year basis which the District has been unable to do due to financial restrictions. It needs to be recognized that the servers are the foundation of the networks. When students log into the account and there is a network failure because the server is not operating properly, it shuts down the whole school. Servers were last replaced six years ago. We cannot react proactively because of the budget constraints. Our switch connections also need to be upgraded. Under evaluation is another cost savings called "virtualization", which is a way of not buying more hardware but a system that provides us to run the servers on one machine. It is a long process; you have to find the vendors that provide this and then test each system.

Report from Green Committee

Assistant Superintendent Brady introduced Margaret Ovenden, chair of the Green Committee. There are 24 people who serve on the District Green Committee. The report and green policy was approved on July 1, 2009. The District needs to provide an annual update.

The plan is a tool for recording and preserving the commitments that the District is making both to greening its operations and providing students with tools for creating a more sustainable resilient relationship between human society and the natural environment.

Focuses of the plan include:

- Reducing the amount of waste going to landfill (*reduce, reuse, recycle and rot*).
 - Encourage reuse of items when possible
 - Increase recycling
 - Diverting compostable waste into green waste
- Sustainability and construction:

All new and modernization construction projects to follow the guidelines developed by the Collaborative for High Performing Schools (CHPS) and Leadership in Energy Efficient Design LEEDS.

- Environmentally Preferable Purchasing

Purchase products and services that have a reduced impact on human health and the environment, when quality, performance, price, functionality and safety are comparable to less environmentally friendly counterparts.

- Water and Energy Conservation

- Climate Action

Looking for a 15% reduction in greenhouse gas emissions. In tandem with the City's Climate Action Plan. Pursue funding for Safe Routes to School Program.

- Landscaping and Grounds

Reduce chemical and pesticide use (PUSD already has low pesticide usage).

Site representatives explained what was being done at the school sites to increase waste reduction and student awareness activities; teacher John White talked about the garden at the Middle School.

Conduct Public Hearing on Use Restrictions of New Havens Playfield

Superintendent Hubbard thanked the Recreation Commission and its chairperson, Leesy Taggart; Recreation Director Mark Delventhal and the City for their assistance with holding public hearings.

Board Member Raushenbush provided a recap of the revised version.

Chairperson Leesy Taggart commented that the changes that have been made are mostly minor and noted that it was a very interesting process to talk about what was behind the words and the desires and interests of the school district, City, and surrounding Havens neighbors.

President Gadbois opened the public hearing to receive input regarding the proposed use of the new Havens School Playfield during non-school hours.

Resident Krista Murphy, a Havens School neighbor, spoke in support of the use restrictions and the additional considerations proposed by the Recreation Commission. She questioned how the considerations would be acted upon. She also asked a question about the term "extraordinary use" included in the considerations.

There being no one else wishing to speak, the public hearing was closed.

The proposed recommendations covered the following areas:

1. Use During School Hours
2. Other Uses
3. Priority Use
4. Organized Use
5. Hours of Use – Public

The Recreation Commission also suggested six considerations to be reviewed by the Board, as follows:

1. An annual public review of playfield use with all interested parties, to evaluate the effectiveness of adopted use restrictions. The immediate neighbors have asked for an additional meeting during the initial year. The Recreation Commission expressed their pleasure to participate in or facilitate such meetings.
2. Safety evaluation of the fencing plan, especially on the east and south sides.
3. Clear, prominent field posting of the use restrictions.
4. Clarification of enforcement expectations and procedures with the Police Department.
5. Consultation with the Recreation Department and community youth sports groups with regard to striping, furnishings and layout.
6. Clarification that the field will not have sports lighting and that future installation of lighting would likely require a full public process including hearings and notice.

Recreation Commission Chairperson Taggart stated that the main concern for Havens neighbors was to hold Sunday as a day of rest from whistles and organized use and a desire to have a forum with the Board if something is not working.

It was the consensus of the Board that an annual review be conducted by the City Recreation Commission, on behalf of the school district, on the Havens use restrictions, and report back to the Board by a written communication.

The fencing plan was discussed and deferred to staff.

Enforcement protocol was also discussed. According to Chairperson Taggart, along as use restrictions are clearly delineated and posted, and if there is inappropriate use, the police department will remove the person(s). Permitting was also discussed. The police will not decide who has the valid permit if two parties show a valid permit for the same day/time. Additionally, neighbors should not be the first line of enforcement. There must be an on-call person from the school district to take this responsibility.

It was moved by Board Member Raushenbush, seconded by Board Member Monach, and passed unanimously to adopt the use restrictions for the Havens playfield, as revised.

Staff was directed to work with the Recreation Commission and Police Department, as appropriate, to pursue/support the additional considerations.

Seismic Safety Bond Program:

Prior to the Board items on seismic safety, Program Manager David Burke provided the Board with a program update as follows:

- Havens construction is rapidly moving toward completion
- Wildwood School is packing for the move to Emeryville, and Havens is packing for the move to Piedmont. The “double move” is scheduled for August 2, 2010
- Norcal Moving Services were higher than anticipated; Graebel Relocation Services provided a much lower proposal. Wildwood construction plans are scheduled to be reviewed and approved by the Division of the State Architect in the next two months; following that, the District will go out for bid for a lease/lease-back contractor(s) proposal
- Yesterday we received the Beach 90% construction document estimate which came to \$6.4 million. That includes \$300,000 for construction cost inflation, and \$200,000 for demolition and abatement. This is the plan that provides for the administrative expansion and additional classroom. The District’s budget for this was \$6.5 million, so it is under budget by \$100,000

1. Approve Relocation Services for Moving of Wildwood Elementary School to the Emeryville Site and to Beach Elementary School

It was moved by Board Member Monach and seconded by Board Member Jones to approve the fee proposal by Graebel Relocation Services for the removal of first through fifth grade materials and furniture from the Wildwood campus to the Emeryville site, and kindergarten materials and furniture from Wildwood to the Beach Elementary site, effective May 27, 2010 through August 30, 2010, in an amount not to exceed \$24,062.21.

Although both Board Member Raushenbush and President Gadbois are opposed to paying prevailing wages for moving services, the Board majority voted to pay prevailing wages for moving issues at a previous Board meeting, therefore, they both plan to vote in favor of approving the contract.

The Board was polled and the motion passed unanimously.

2. Approve Proposal Between the District and Graebel Moving Services for Move from Havens, Emeryville to new Havens Elementary School, Piedmont

It was moved by Board Member Jones and seconded by Board Member Raushenbush to approve the fee proposal by Graebel Relocation Services in order to move Havens’ materials and furniture located at the Emeryville site, Beach Elementary, and several storage containers located at PHS back to the new Havens Elementary School in Piedmont. The services will be effective May 27, 2010 through August 30, 2010, in an amount not to exceed \$25,132.21.

There was no one from the public requesting to speak.

Board Member Raushenbush and President Gadbois reiterated for this motion that they are opposed to paying prevailing wages for moving services, however, because the Board majority voted to pay prevailing wages for moving issues at a previous Board meeting, they both plan to vote in favor of approving the contract.

The Board was polled and the motion passed unanimously.

3. Approve Fee Proposal by Murakami-Nelson Architectural Firm for Construction Administration Services for the Wildwood Elementary School Seismic Safety Renovation Program

The Board will be requested to approve the fee proposal by murakami/Nelson in order to begin pre-construction services, construction administration and record drawings. The proposal is effective May 27, 2010 through August 30, 2011, at a total cost not to exceed \$287,900 so the construction phase can be started at the

end of the summer.

The design services (schematic, design development, construction documents and construction administration) has been estimated at \$899,000 for the construction related design phase. This brings the budget on this project to close to \$100,000 over budget, because the \$899,000 does not include an additional \$32,000 in design fees for the calypso system and kindergarten wall work.

Although the architectural fee proposal is competitive within the architectural industry, Board Member Raushenbush requested Mr. Burke to ask murakami/Nelson to consider reducing their fees. Mr. Burke added that this is the second proposal submitted by murakami/Nelson; they have already reduced their fee proposal by \$50,000.

It was moved by Board Member Raushenbush and seconded by Board Member Jones to hold this item over to a future Board meeting

There was no one from the public requesting to speak.

The Board was polled and the motion passed unanimously.

Approve Use of Funding Allocation
Contribution by the PEF for 2010-2011

Every March/April, the Piedmont Educational Foundation announces monies from their Endowment Fund to be donated to the school district. The District then conducts a public hearing and following that, the District requests the amount along with how the funding will be allocated.

This year, the formal announcement was bypassed, yet the Foundation advised the District that they were donating \$162,159 for the 2010-11 school year. The District sent a letter to the PEF requesting the full amount, to be used to continue with the Grades K-12 student support services, e.g., Counseling; Grades 6-12 elective programs at the Middle School and High School; and continuation of the elementary library program.

The Board was requested to take action to accept the funds donated.

There was no one from the audience requesting to speak.

It was moved by Board Member Raushenbush, seconded by Vice President Tolles, and passed unanimously to accept the funds from the Piedmont Educational Foundation's Endowment Fund, to be used for the purposes shown above.

The Board warmly thanked the Piedmont Educational Foundation for helping to support an ongoing stream of funding.

REVIEW & DISCUSSION ITEMS

Continue Discussion of 2010-11 District
Goals

Discussion on 2010-11 District Goals first began at the regular Board meeting of May 12, 2010. It is being continued tonight and will be discussed again at the Special Board Meeting-Open Session on Wednesday, June 2, 2010, 7:30-9:30 p.m., City Council Chambers. The 2009-10 Goals adopted by the Board on July 8, 2009 were

presented, along with the updated Action Plan presented at the Board meeting of April 28, 2010; and the "Shaping Our Future Initiative" material from the April 28, 2010 Board meeting.

President Gadbois asked that the Board discuss the District goals, with the objective of reaching consensus on a near final draft in anticipation of the Special Board meeting on June 2, 2010. At the Special Board meeting, the broad goals would be finalized so that the bulk of the special meeting could be spent on developing the more specific sub-goals. He asked Board Member Monach to develop the near final draft version based on the discussion this evening.

President Gadbois then presented a straw proposal with five goals: 1) Goal #1 – Financial Management; 2) Goal #2 – Educational Program; 3) Goal #3 – Professional Staff; 4) Goal #4 – Educational Community (a combination of the previous year's school environment and communications practices goals); 5) Goal #5 – Facilities. Board Members reflected on the straw proposal, giving feedback for each goal. Board Members supported the way in which the themes from the Shaping Our Future Initiative were incorporated into the proposed draft. There was support from the Board to add Goal #3 with an emphasis on continuing to provide ongoing professional development to support the district's priorities, and to follow the guidelines from the federal Race to the Top program in the area of evaluation, in order to support instructional effectiveness. The Board discussed moving the financial management goal to priority #1. Board Members Monach and Jones thought the word "sustain" was better than "maintain" to describe the long-term needs of the school district on this goal. On the Educational Program goal, Board Member Monach suggested moving the "Adapt program delivery" language to the beginning of the goal description, since any possible changes to program delivery should be discussed early in the process and vetted with the various stakeholders. Board Member Raushenbush said that so far, he was not aware of any options up for consideration by the staff, but thought it would be important to include in the process so that we could demonstrate that we had assessed any possibilities for change. Assistant Superintendent Roth explained that options would need to be brainstormed by the administrative team and input would need to be gathered on the most viable options. Board Member Monach thought it would be advisable to change the Professional staff goal to focus on the instructional program, by building capacity within the professional staff. Board Member Jones suggested changing the word, "reward" to "compensate" and thought we might adopt language from the Race To The Top Memorandum of Understanding/application for this goal. Vice President Tolles expressed an interest in connecting professional development efforts to the evaluation process, instead of compensation. There was robust discussion about whether to keep the Educational Community goal as one or two goals. At the end of the discussion, President Gadbois and Board Members Jones and Monach thought they should be combined. All Board Members agreed that the facilities goal should be pursued as worded in last year's goal.

The sub-goals will be discussed in more detail at the Special Board Meeting of Wednesday, June 2, 7:30-9:30 p.m. in the City Council

Chambers. Board Member Monach will edit the proposed goals and provide to the Board and Superintendent prior to the Special Board meeting.

Superintendent Hubbard said the goals seem reasonable. She does have a concern for what is the realistic expectation to overturn a historic practice that goes way beyond the District's capability either to go against law or Education Code and she does not want it to be considered a block to exploring possibilities. There are changes that can be made and can be tried. Trust is a critical part. There has to be enough trust to try something, enough tolerance for failure when you do try innovation, and the ability to change course if something is not working. It is a delicate balance and there is not anything we can say that isn't working "good enough". We are not talking about a system that is broken or a system that is even a "B+"; we are talking about a system that is anywhere from an "A- to an A+". She wants to make sure that this is communicated and that it is not in the context that our system is horribly broken and needs to be fixed. Additionally, staff can only do what it can do. You can pay staff three times as much as they are presently receiving and they would not be able to get three times the additional work done because staff is already working to over-capacity. Morale and energy has to be considered as we are choosing what we want to do. She does not disagree with anything that has been discussed, but realistically, she feels not all of it can be done.

Review Schedule of Regular Board Meetings for 2010-11

Notations were provided on the proposed schedule so Board members would know why there are date/week deviations.

Vice President Tolles indicated he will miss the June 23, July 14, and August 25 Board meetings.

INFORMATION AND ANNOUNCEMENTS
Information on Governor's May Revise Workshop

Assistant Superintendent Brady stated that the cost of living allowance and deficit factors are consistent with what the District learned back in January. There was nothing that was not anticipated. The District is still not receiving its apportionments on time.

Superintendent Hubbard stated that detailed budget planning is not a new concept. The way the District has been managing the budget is the way it has always been done in order to reflect the educational goals of the community. She added that there is no way of explaining the ridiculous formulas that staff has to go through in trying to calculate. No business could run this way.

Also of concern is the possible suspension of AB 3632 funds, which are program funds providing support from county mental health where students with social/emotional difficulties who require mental health resources that go beyond what a district would normally provide, such as residential treatment, day treatment and outpatient therapy. This can be significant if the bill is suspended. Each year we have a small number of students who require residential treatment. The District supports the educational portion and county mental health pays for the mental health program and residential program. Costs can run up to \$70-\$95,000/year.

Announcement of Openings for Seismic Safety Bond Program Citizens' Oversight Committee for 2010-2011 / 2011-2012

Due to term limitations expiring for some committee members of the Seismic Safety Bond Program Citizens' Oversight Committee, there are several openings. New members will not begin to serve until Fall 2010. Information on the charge and structure of the committee and an application and deadline specifics can be found next week on the District web site. Termed-out members willing to continue to serve can be chosen if not enough applications are received.

Announcement of Special Board Meetings

The following is a list of Special Board Meetings coming up:

- Wednesday, June 2, 2010, 7:30-9:30 p.m., City Council Chambers, Special Board Meeting-Open Session Re: District Goals, 2010-11
- Saturday, June 5, 2010, 10:00 a.m. – 2:00 p.m., District Administration Office, 760 Magnolia Avenue, Special Board Meeting – Closed Session Re: Negotiations Conference with District Negotiator Constance Hubbard Regarding 2011-12 Negotiations with the Association of Piedmont Teachers (APT); the California School Employees Association (CSEA); and the Association of Piedmont Administrators (APSA); the second agenda item is to discuss the Superintendent's Performance Evaluation

Announcement of Noda Grant Awards

Two grant requests were approved, and two were declined. A list of the approved grants was provided.

CORRESPONDENCE

The following communications were received by the Board:

- Input from the Parcel Tax Citizens' Advisory Committee in anticipation of the Negotiations Workshop on May 18
- Emails from community members regarding New York Times article, such as the Race to the Top
- Letter from a community member expressing interest in having the interdistrict permit policy relaxed for grandparents
- Emails received regarding Green Team revisions to the committee's plans
- Input and questions from a community member on a facilities use fee proposal

- Input from a community member on suggested "what if" financial scenarios that the District might run to help in the multi-year budget development process

Board Member Raushenbush received several emails relating to the proposal for charging the City a fee for using District facilities.

BOARD REPORTS

Vice President Tolles apologized to staff and Board Members for missing the last Special Board meeting. He attended the May Revise Budget Workshop in Sacramento on May 20.

Board Member Monach advised that there are 9-10 school districts in California who are suing the State for not providing adequate funding for students, which precludes them from obtaining a good

educational program.

Assistant Superintendent Roth attended a recognition program for Middle School and High School leadership students. The theme was wonderful; the City adopted a resolution declaring a Student Leadership Day.

Board President Gadbois attended the performance "Maine" by the High School dance acting class, which was very funny and entertaining.

CONSENT CALENDAR: ACTION ITEMS

Regarding the agreement with the Dannis Woliver & Kelley Law Firm, Item 12. B. on the Consent Calendar, the Superintendent has been in contact with them via email requesting clarification and agreement on rates and they will send their revised contract.

It was moved by Board Member Monach, seconded by Board Member Jones, and passed unanimously to approve the Consent Calendar with the associated amendments discussed. The Consent Calendar items were as follows:

- A. Adopt Regular Board Meeting Minutes of May 12, 2010
- B. Approve Agreement Between District and Dannis Woliver & Kelley for Professional Legal Services, effective July 1, 2010 through June 30, 2011 with no increase in hourly rates
- C. Approve Certification of Unused Sites (Form SAB 423)
All school districts are required each year to report all unused sites to the State Allocation Board. The District has no unused sites pursuant to Education Code Sections 17219 through 17224.
- D. Approve Student Teaching Agreement Between the District and Brandman University, effective June 1, 2010 through June 1, 2015.
- E. Approve Out-of-State Field Trip for Piedmont High School Bird Calling Students to tape for David Letterman Show, New York City, New York, May 23-25, 2010

FUTURE BOARD AGENDA ITEMS

Future Board Agenda items are shown below and are subject to change:

—▶ **SUBJECT TO CHANGE** ◀—

- Special Board Meeting (Open Session) Regarding 2010-11 Goals, 7:30-9:30 p.m., City Council Chambers (Jun 2)
- Special Board Meeting (Closed Session) Regarding Conference with District Negotiator Regarding Negotiations with the Association of Piedmont Teachers (APT) and the California School Employees Association (CSEA) Chapter 60 (Jun 5-Sat)
- Continuation of Budget Goals Discussion (Jun 9)
- Adopt Schedule of Regular Board Meetings for 2010-11 (Jun 9)
- Recognition of Retirees (Jun 9)
- Appoint Members to Seismic Safety Bond Program Citizens' Oversight Committee (Jun 23)
- **Conduct Public Hearing, Adopt 2010-11 District General**

Fund Budget and All Budgets Operated by the District (Jun 23)

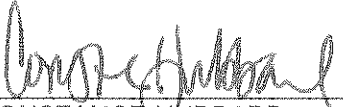
- First Reading of Special Education-Related Board Policies (Jun)
- English Learner Master Plan (Jun)
- Lease/Lease-back Agreement for Seismic Safety Renovation Project of Wildwood Elementary School (Jul)
- Reorganization of Board of Education (Jul 14)
- Review of Tentative Board Committee Assignments (Jul 14)
- Adopt Board Committee Assignments (Aug)
- Board Workshop on Interdistrict Transfers (TBD)
- Review of Board Bylaws (Section 9000) (TBD)

Vice President Tolles requested that the Reorganization of the Board be placed on next meeting's agenda for discussion because he will be missing the next three meetings after June 9th.

Adjournment

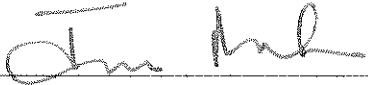
There being no further business, and with no objections by the Board, President Gadbois adjourned the meeting at 10:40 p.m.

RAY GADBOIS, Board President
Piedmont Unified School District
Board of Education



CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education

Signed by:



JUNE MONACH, Acting Board President
On June 23, 2010, Date of Adoption of Minutes