

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

MINUTES OF
Regular Meeting of the Governing Board

June 22, 2011

CALL TO ORDER	Board President Roy Tolles called the meeting of the Board of Education to order at 6:03 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 6:05 p.m. to discuss: A. Public Employee Performance Evaluation: Superintendent (Government Code Section 54957)
Reconvene to Regular Session	Board President Tolles called the Regular Session of the Board of Education to order at 7:10 p.m. and led the Board and audience in the Pledge of Allegiance.
Others Present at Regular Session	Constance Hubbard, Superintendent Dr. David Roth, Assistant Superintendent, Educational Services Michael Brady, Assistant Superintendent, Business Services
Report of Action Taken in Closed Session	None
Agenda Adjustments	None
COMMUNICATIONS/ANNOUNCEMENTS Association of Piedmont Teachers (APT)	Harlan Mohagen, President of the Association of Piedmont Teachers (APT), commented on the May 13 th rally in San Francisco and how well Piedmont was represented. She thanked the Parents Clubs for their support of coffee, drinks, treats, setup and breakdown for the joint APT/CSEA retirement celebration on June 9 th . Ms. Mohagen ended with wishing Dr. Roth all of the best in his new position; his time in Piedmont was very special and he will be missed.
California School Employees Association (CSEA)	None
Parent Clubs	None
Persons Wishing to Speak to Any Item Not Listed on the Agenda	Resident Rick Schiller stated that at the Board meeting of May 25, 2011, Board Member Gadbois asked Superintendent Hubbard if turf replacement can be charged as a direct cost to the private sports clubs, to which she said no, and she indicated that a legal opinion had already been given on this issue. Superintendent Hubbard also stated that many school districts do not have the large-volume use of field space as Piedmont. Mr. Schiller agrees and feels perhaps the

legal opinion could be appealed, considering Piedmont's usage. Monies for field replacement is taking money away from academic and arts programs. Perhaps sports clubs could be voluntarily asked to pay a share of replacement costs. He requested that the Board revisit this item.

Superintendent Announcements

Summer School has already begun. Because the regular school year has ended, the Superintendent suggested that email may be the best way to contact people. All schools are closed for the month of July; the District Office is open throughout the summer.

Board President Announcements

None

PRESENTATION

Recognition of Dr. David Roth,
Assistant Superintendent, Educational
Services

Dr. Roth has accepted a position as Superintendent of Buckeye Unified School District in the Sierra Foothills. Superintendent Hubbard presented him with his nameplate used during Piedmont Board of Education meetings as a remembrance. Board Member Monach presented gifts from the Board, Superintendent Hubbard and Assistant Superintendent Brady.

The Board extended its congratulations to Dr. Roth.

Dr. Roth expressed his thanks, saying it is the support from teachers, support staff, parents, and Board members which made it possible for him to take this next step. He thanked Superintendent Hubbard and Assistant Superintendent Brady for supporting his growth and challenging him.

Parent Catherine Ogle reflected that she was grateful for the conversations Dr. Roth has started in the District and the fact he keeps "coming back to the table" even in the hard times. She appreciates his intellectualism. He has taught parents a different way to think. He listens to groups openly. He really is for the students and she will always remember two of his phrases - "moreover" and "case in point"!

Parent Shirley Rexrode has known Dr. Roth for nine years. When her family first moved to the school district, there was a contentious situation between the teacher serving their son and themselves, and Dr. Roth steered the whole situation, while remaining calm, cool, and collected. She really appreciated that. She always felt like he was not just there for the child, but for the whole family. She is sorry to see him go.

Parent Jon Elliott has appreciated Dr. Roth's spirit of inquiry and his willingness to stay with questions and inquiry and never assume we have reached any answer.

REVIEW & ACTION ITEMS

Conduct Public Hearing; Adopt 2011-12 District General Fund Budget and All Budgets Operated by the District; and Adopt Resolution 20-2010-11, "Authorizing Year-End Budget Transfers"
(Assistant Superintendent Brady)

The entire budget packet was provided on the District web site at: www.piedmont.k12.ca./boardofeducation/, "Agendas & Materials / Minutes/Recaps", Board Meeting of June 22, 2011.

Districts are required to adopt their budgets prior to June 30 of each year for the next fiscal year. So, too, is the State of California; however, only once in the past twenty-five years has the State adopted its budget on time. Because of this, school districts are

1. Conduct public hearing regarding the District Budget General Fund and all other funds operated by the District; and adopt the District General Fund and all budgets operated by the District; and

2. Adopt Resolution 20-2010-11, "Authorizing Year-End Budget Transfers of Funds"

routinely forced to adopt their budgets without the benefit of knowing the level of funding they will receive. This year, although the State legislature passed a budget through a simple majority vote in an effort to meet the constitutional deadline, the Governor vetoed it within hours. Thus, the Piedmont Unified School District, like all other school districts, presents an Adopted Budget to meet the June 30th requirement, but must also present a revision to this Adopted Budget (called the Revised Budget) within 45 days once the State Budget is signed by the Governor. The Revised Budget will reflect the information from the Approved State Budget and the year-end Financial Reports of the District (which are not yet fully determined until June 30th). Given the uncertainty that remains with respect to the State's fiscal health and the prospect of the State choosing to resume funding deferrals to public education, the Adopted Budget brought for the Board's review includes conservative assumptions with respect to multi-year revenue projections in the form of neutral cost of living adjustments (COLAs) for 2012-13 and 2013-14.

Summaries of each fund and the list of assumptions used in the development of the 2011-12 Budget were provided under separate cover to the Board and a copy made available at the public information table and on the District web site.

The General Fund is the most significant of the funds managed by the District because it represents the day-to-day operations of the District. It is the only fund that is not entirely restricted as to expenditures of funds received from all sources. Included is a chart that depicts the sources of revenues and expenditures for the General Fund, the Budget Adoption Calendar, enrollment projections and the multi-year projections for 2012-13 and 2013-14. The summary forms recap the information included in the Standardized Account Code Structure (SACS) format that is required by the State.

In addition to the assumptions included for each fund, it is important that the following trends affecting the budget are recognized:

- Programs included as essential by the PUSD Board of Education for Piedmont students' educational experience are maintained within the 2011-12 budget.
- Collective bargaining agreements are settled through June, 2014.
- Although the State has provided Cost of Living Adjustments (COLAs) to the Base Revenue Limit for the past three years, these adjustments have been effectively wiped out through increases in the deficit factor, which has gone from 7.844% in 2008-09 to 19.754% for 2011-12. Consequently, multi-year COLAs have not translated into genuine increases in base revenue funding and are currently excluded from multi-year revenue limit projections.
- The reserve level for economic uncertainty in the General Fund meets the required minimum of 3% for 2011-12 and 2012-13, but a projected shortfall of \$878k in 2013-14 must be addressed if no new State funding is received.

- Flexibility with respect to categorical program spending restrictions originally granted through 2012–13 has been extended through 2014-15, though State and federal support for public schools in California continue to fall well below levels funded in 2008.
- A deficit factor of 19.754% is applied to the Statutory Cost of Living Adjustment (COLA) and 20.22% in continued reductions to categorical program funding since 2008-09 (including K-3 Class Size Reduction, Economic Impact Aid, School/Library Improvement, Instructional Materials, 7-12 Supplemental Counseling, Arts & Music Block Grant, School Safety, and the Pupil Retention Block Grant).
- The gap between increases in the operational cost of programs and a decrease in State funding has been closed by the support of the Piedmont community through renewal of the existing Parcel Tax and the passage of Emergency Parcel Tax Measure E to provide temporary relief for three years. The Emergency Parcel Tax (which generates approximately \$1M) expires in June, 2012.
- Parcel Tax support has been an essential component of the District's revenue for the maintenance of programs for students. It has grown from being approximately 11% of the District's total revenue in 1985 to 32.97% in 2011-12 from Measures B and E as approved by voters in June, 2009.
- Revenue from Measure B, approved by the Piedmont community by 78.4% and on June 2, 2009, is included as part of the multi-year projections at the 2011-12 rate without future increases. Measure B is scheduled to expire in June, 2014.
- Funds raised by Parent/Support Groups and the Educational Foundation to support programs remain an integral part of the District's budget, representing 5.16% of the total budget. The combined community support for the District budget in 2011-12 totals 38.13% of the total budget, or \$4,323 per student.
- District enrollment has been stable, but enrollment adjustments show a dip in base revenue limit for 2012-13 based on lower enrollment projected in 2011-12. Enrollment adjustments will be reflected in the Revised Budget.
- The 2008-09 budget revenue limit was \$14,744,395 (based on a 98% attendance rate for the 2552 students enrolled in 2007-08). The 2011-12 budget revenue limit is \$13,457,903 (based on a 97% attendance rate for the 2559 students enrolled in 2010-11).
- The Budget Advisory Committee consisting of representatives from all stakeholders in the District meets regularly to discuss the District Budget and provide recommendations to the Board of Education in the budget development process. The 35

members also report information on the budget back to their constituent groups.

Parent Jon Elliot asked if the 1-1/2% for Step and Column should be higher.

Superintendent Hubbard stated the 1-1/2% figure is a formula that she has used for fifteen years. When the budget is brought back, the Board may wish to change the percent when all personnel have been hired, so the District does not know at this point.

Parent Catherine Ogle asked what is behind increasing post-employment benefits by 15% a year.

Vice President Raushenbush replied that it is a question of the collective bargaining agreement an employee was under and in effect at the time a person retired as to whether or not they are entitled to receive the coverage they used to get which, until this year, was 100%, or whether they are entitled to receive what everyone will get going forward, which is a capped amount.

Ms. Ogle stated the assumptions for Step and Column seems low; it is confusing.

She continued that the employee benefits are projected as flat (about \$6,000,000/year). But the Step & Column increase of \$300,000/year is saddled with a statutory requirement of about 10% for STRS and PERS, so we should be seeing employee benefits increasing about \$30,000/year. It is associated with STRS and PERS which is linked to the Step & Column increases. STRS and PERS is statutory so that would be something that should be in the projections.

Assistant Superintendent Brady explained that there are elements of that figure that are not just Health & Welfare benefits; PERS is in there and PERS reduction calculations. It is very detailed.

Board Member Gadbois made it clear that as the scenario of State revenues has been discussed, it is just one big assumption, and he does not feel staff should be asked or expected to be super-precise on one line item when another number could be anywhere. It doesn't make sense to spend the amount of time on that level of precision when the overall budget is never going to be that precise.

It was moved by Board Member Gadbois, seconded by Board Member Monach, and passed unanimously to adopt the District Budget General Fund and all other budgets operated by the District.

It was moved by Board Member Jones, and seconded by Vice President Raushenbush to adopt Resolution 20-2010-11, "Authorizing Year-End Budget Transfers of Funds". The motion passed by roll call vote as follows:

AYES: Tolles, Raushenbush, Jones, Gadbois, Monach
NOES: None
ABSTAIN: None
ABSENT: None

2011-12 Budget Priorities: Discuss Program Reductions – 6-12 Library Support Services; K-12 Counseling; K-12 Administration; K-5 Music, Reading Resource, Math/Science Enrichment, Librarians; Board to Provide Direction to Staff

Superintendent Hubbard stated this item would usually not be on a Board agenda either because the District is so far away that staff doesn't know yet what is going to be done and the budget is not even close to being adopted, or because the District is so constrained that it has no leeway as to what to do.

She continued that it is anticipated that the budget will be adopted by the State within 45 days of the August Board meeting. A revised budget will be brought back at that time. The Board is being asked to give staff direction on either the reductions that have already been included in the adopted budget, and/or items such as: should we transfer some monies to the parcel tax reserve? Should the adopted budget reflect a 2% increase in Measure B? The District has already stated that it is counting Measure E as going away, with no talk about trying to renew. Parent clubs who have raised more than the \$1.3 million that we "bake" into our assumptions: the Board could ask the parent clubs to give the District an additional \$200 per student toward general purpose funds. Should the music configuration be changed?

Regarding the library assistance for the Middle School and High School, she clarified that direction has been given that if there are funds available to support, on a per hour basis, and if the Board's priority is to make certain that the libraries remain open at lunch and after school, this is a different direction from saying, "reinstating the position as it used to be". Or, the Board could give staff direction to wait and see what the State says. If it is the worst case scenario, the District is going to need all of the money it has right now to get through 2011-12. The three-year projections include the furlough days which are part of flexibility allowed by the State. The expectation is that the flexibility is going to go away. Therefore, the District has to look at what may need to be added back in terms of program in the context of savings that we have already built in for things like furlough days – do we add a program back or do we restore what we are likely to have to provide per the State anyway?

Some of the issues the Superintendent requested Board direction on for staff were:

- make clear how to ensure that the Middle School and High School libraries can remain open so as not to limit access, but not necessarily reinstate the program the way it was done in the past
- reserves
- parcel tax transfers
- any programs the Board may want to reinstate earlier rather than later
- parent club extra monies raised: how does the Board want to commit the monies?

Superintendent Hubbard added the responses will not be "set in stone"; they are to give staff a general direction of how to proceed.

Elementary music staff talked about the fourth grade music program at the elementary schools and how it will be implemented next school year. They believe the program will broaden the experience of all fourth graders.

Principal Julie Valdez stated that the elementary principals appreciated the collaboration of the elementary music teachers for next year's program, and that the music program will be on the site council agendas for discussion in 2011-12 and will continue conversations during the K-5 collaboration days, with plenty of opportunity for input.

Principal Tery Susman emphasized that during the process, everyone's goal has always been to look at the K-5 music program and enhance it in a way that serves the students.

Ms. Hingman Chan of the CHIME Board, thanked the Board for including the elementary instrumental music program in tonight's meeting. She is happy to see the development of the program. CHIME understands that this is an evolving process and CHIME would like to be an active participant to evaluate the effectiveness of the new program.

Parent and CHIME Board member Tom Nemeth is pleased with the way the program plan has been resolved, although he wished the process had been smoother and more inclusive. He has concerns about that the program goes from two teachers to three teachers and the class size goes from 17 to 25 students, which is a big jump. He does not think the \$9,000 program savings is a big enough benefit to justify a 50% class size increase. He was interested in what the drivers were for making program changes? He feels there will be more discipline problems. CHIME will be monitoring program effectiveness as much as it can.

Shirley Rexrode, a Board member of CHIME, thanked everyone for reacting to the concern of parents and maintaining/preserving the program held for all of these years.

Diana Meservey, spoke on behalf of herself and three previous CHIME presidents, as follows:

- they have read the many letters from the community members and musicians stating the importance of getting started with musical instruments in the fourth grade
- they are disappointed that despite this information, the newly proposed program of which they have not heard all the details, will have Orff curriculum which will replace some of the traditional orchestral instruction. They have concern that the curriculum will be less challenging and lead to classes that are slower-paced and less rewarding at the fifth grade level, thereby creating an inferior Middle School music program
- they requested that the Board take into account that the current program was crafted with expert music educators who structured a model program over 20 years ago to promote excellence in the District
- they wonder if the elementary music teachers are being put into an impossible position of supporting a program at the "eleventh

hour", or are being faced without having an instrumental music program in place for next year.

- CHIME agreed to purchase one of the Orff instrumental sets at a cost of \$4,000. They now understand that a total of three sets are needed – one for each school – at a total cost of \$12,000. It is upsetting to Ms. Meservey and the people she is speaking for, that a portion of this purchase might replace the conventional fourth grade instrumental instruction that was intended as an adjunct to the regular curriculum.
- they support the continuation of a very strong fourth grade music program, and do not support a major change that has not had adequate input or thought in the process.

Joseph Gold, professional musician, felt the process had a hint of secrecy only brought out after a general public outcry. He feels an accommodation has been "hammered out" at the last minute. As an observer, he is not particularly happy with the solution. The level of the music played in some other school districts outside of California is very professional, even in districts that do not have as much money as Piedmont. He feels the District should consider getting someone to help with scheduling of the program. He asked why it was deemed necessary to make the change in the program.

Superintendent Hubbard responded that District staff looks at all programs and a balance of everything that it offers to all students. The change in the elementary instrumental music program was prompted by the following factors:

- The sequencing for music. The fourth grade music program is not all by itself. Staff needs to look at how it progresses from the kindergarten level. She agrees that music is a very integral part of what the District offers – the District does not consider it as an elective. Sequencing: how the students were responding. It was not just a matter of behavioral problems but how students were responding – their level of interest.
- Transitioning – 4th grades have a lot of problems transitioning: do the students seem more interested? Focused?)

The District will be including interested parents, community members, and CHIME as the music program is reviewed. Some changes were made to the program about 4-5 years ago which were an improvement over program delivery. The District reviews many programs every year; for instance last year, the Language Arts curriculum was reviewed; next year, the District will look at World Language.

District staff also looks at choices the students are forced to make in selecting a program. All programs are reviewed and looked at for ways to improve.

Board Member Jones stated she is a strong supporter of music education in public schools. This support grows partially from her own experience. She did not grow up in a musical family. She did not have years of private music lessons, but she received an excellent music education from a public school in New Jersey. She learned how to play a flute in the sixth grade. Building on this

background, she has continued her interest. She now plays the viola and is in an orchestra. Her children play at least one instrument. One is currently a professional musician. She feels a music education is good for all students; it helps them to focus their mind and cooperate with others. There is direct feedback.

Over twenty years, she has held many offices on the CHIME Board.

There have been comments in the press that this program is not part of the budgetary process, which is incorrect. As seen this evening, the District is deficit spending and needs to move toward balancing the budget. In this context, programs are going to be re-evaluated. Part of it is going to end up being a financial evaluation, but when you re-evaluate a program, you are not just evaluating money, you re-evaluate the whole program. So it is part of the budgetary discussion.

This Board has minimized the cuts to music. Music is not being "gutted".

Concerning the current instrumental music program, a lot of people have asked why the program is changing. There are good reasons for a change. Some parents have expressed a concern that their student is frustrated (in 4th and 5th grades) because they cannot keep up. They do not have the musical background sometimes, and there is a huge variation in backgrounds. For instance, her children started music lessons when they were five; other students only get what they have in school and do not have private lessons. For some students, it would be more helpful to have more background – more note reading and rhythm. We are only talking about a couple of month's difference, not a massive change.

The last two years, as Board Member liaison to the CHIME Board, she has been listening to complaints about the 4th grade music program. These complaints were communicated to principals, so it is confusing to her to hear so many people criticize an attempt to change things and make improvements. The changes will be evaluated and we will see how they work.

She continued that another complaint at CHIME board meetings is the 7th grade music gap - scheduling. For all students, 7th graders only have one elective, which usually translates into one half-year of music in the fall and a half-year of foreign language in the spring. Many 7th grade students ending up dropping the instrumental music after the fall of seventh grade and do not continue. The one elective in 7th grade is not only an issue for the music program, as many educators feel that students should have a full year of foreign language in the seventh grade. This problem of one elective in 7th grade has been going on for many years.

It is confusing to her, given that complaints about instrumental music are what she is hearing in CHIME Board meetings so she does not understand the resistance to change. She believes the teachers have worked very hard to come up with improvements.

Elementary principals have stressed that there are classroom management issues so this is a challenge. Families have different

priorities. This program is very popular with students and families. But, she pointed out, it may not be a top priority for every family. Additionally, there are issues in this program of students arriving without their instrument on appropriate days. They do not practice at home. They do not come prepared. Some parents don't know what instrument their student is playing; all of this complicates things for the teachers.

Part of the reason for changing the program and focusing more on sight reading, note reading and basic music knowledge is to try to give the students the background that will help them to continue. It seems to her that music educators do not always agree on how musical instruments should be taught to students. There is not one way to do things in music – not for all teachers and not for all students. Even teachers do not always agree.

There is a huge drop off in 7th grade of the number of students taking instrumental and vocal classes. She cited the following instrumental music enrollment figures for Spring 2011: 5th grade, 189; 6th grade, 131; 7th grade, 14; and 8th grade, 33. In high school, there are about 20 instrumental students per grade.

The proposed program will better prepare students and give them a stronger foundation in understanding music.

She has been amazed at the amount of misinformation that has been spread around in emails and in the press. Music is not dying in Piedmont. These kinds of inaccurate inflammatory statements are not helpful and are not aimed at figuring out what is best for our students which all of us, including teachers, are trying to do. She has been told that some of the letters to the press were a deliberate attempt to embarrass the District because some people felt that their emails were not being answered quickly enough by District administrators. As a point of information, Board members and administrators cannot always answer immediately to these types of issues because the teachers need to be involved, so there is a time lag and it takes a while for these things to be worked out. The timing of these decisions was not an attempt to avoid public input. One of the reasons that this process is so late in the year is because it is part of the budget process. If you look at the budget calendar, it came up as a budget decision and that is what the Board is doing. It was not purposely kept off the June 8 Board agendas "as a cynical attempt to diffuse the issue as people began leaving for summer vacation". It was a case of the June 8th agenda being overly full: we were at the Board meeting of June 8th until after midnight and we had many issues to deal with – not just music. Also, by June 8th, the teachers had not finalized their proposed program so it should not have been on the June 8th agenda, anyhow. She supports the proposed changes. They are an attempt to improve the program. The evaluation process next school year will be very important.

Board Member Gadbois said he appreciated all of the public input and he is happy to see people come who have an interest in the music program. However, as Board members, it is their responsibility not to manage the program based on editorials in the newspaper or how many emails we get on a particular project. He is

disappointed that the local newspaper sensationalized this as some sort of "gutting" of the music program.

It is important to him to create a culture where we do not want to keep doing things the same way just because we have been doing them that way for the last twenty years. We want to have a dynamic program and try different things and make improvements. We are encouraging our administrators and teachers to try new things. This is an opportunity to consider another approach.

Board Member Monach supports giving this new approach to the elementary music program.

Vice President Raushenbush stated the District's goals and philosophy has been for continuous improvement. The effort to look at this music program is to focus on whether the program can be improved to reach more students. Many of the emails he has received have been fairly close to suggesting that the administration is acting against the best interests of children, which is a poor suggestion coming from people in this community who, for the most part, have admired the fact that these administrators work very hard on behalf of our children. There has been nothing insidious or secretive about this effort. There have been efforts to have this discussed at site council meetings and we will have better criteria for making sure it is laid out in advance for people to have opportunities to come. But it was not secretive and there was never any hint of elimination of a circulation of musical instruments. It is insane that a newspaper would suggest that there was, or that people in this community who would have familiarity with the way these newspapers are written, would simply repeat the allegations without reading what is actually proposed by the school district.

He did not come from a musical family. One out of his three children is excited about the music program. We need to keep it and improve it.

At this point, he is happy to support what has been proposed, which is only a .1 FTE, which is a small impact on music. Everyone should be grateful for the fact that the reduction has been kept down to .1 FTE by an administrator who is a great lover of music.

Board President Tolles said, although the process was not perfect, he is distressed about the inflammatory nature of coverage of this issue. He supports the changes proposed.

Board Recess

President Tolles called for a five-minute recess at 10:34 p.m.

The Board requested that the public keep their comments to three minutes.

Parent Shirley Rexrode, incoming Vice President of the Piedmont Middle School Parent Club Board, said she is looking forward to serving PMS students in the best way possible.

One of the problematic aspects of not having library services, for the two part-time librarians who share 1 FTE, is that it might relegate them to doing some of the more menial tasks. Without lunch library,

the 80-100 students that daily go to the library at PMS will not have a safe place to go. With Dan Bonnin having a new position and with an incoming new Assistant Principal, the learning curve for the new Assistant Principal having to get to know the students seems like an issue. There is a fundamental problem of not having a public library in Piedmont. By having no library in Piedmont, it is even more important that PMS preserves this program. She is hoping she can get the community more involved in this issue. She is happy that discussions are taking place about this issue. Additionally, the minimum day at PMS twice a month issue is going to create a parent outcry. One of the ways to plug this problem is to work with the Piedmont Recreation Department to have a study hall on those minimum days. We should have an orchestra or band on some of those days. If we could preserve what we have today at least for another year and see if there are other ways the community can help address some of these after school issues, that would be valuable.

Jon Elliot stated process matters and distinctions matter and need to change. The District has evolved to try to open up more public participation and venues. All stakeholders have not been involved in matters. He asked the Board to continue to expand real opportunities for public participation. Doing BAC and Site Council is not enough. Part of the reaction of the community that then gets blown up in unnamed press media vehicles is that people are surprised because those normal venues for you all looking out do not work for them. Regarding buy-back: if you are looking at the possibility of cutting pieces of program that three months ago/six months ago/a year ago – we loved - we were happy about – you should offer every opportunity to buy-back. The more people own your program, the more they will give you money. He asked the Board to direct staff to look at buy-back to be able to pull around for a year. This would be important in preserving program and in cultivating, rather than alienating, the public in the community. Process has to evolve as early as possible while pieces of program evolve. Keep making the distinctions about what is important and what is not. There are things that lay people can and should have an opinion on, especially in a town like Piedmont where they are paying for it.

Superintendent Hubbard continues to recommend that the Board waits until the State budget and then the District will look at programs to buy back. The District is putting its eyes on the student experience, not the adult experiences, in terms of the school system. In terms of library, the District is looking at what services students are not going to be able to have – not necessarily what is going to make the lives of the adults – teachers, librarians, administrators – easier. Perhaps shifting the technology emphasis or parent volunteers (which is an issue), or shift some employee time may be considered. The dilemma of taking donations to buy certain things is back to the Board's concern of deficit spending. It also has to be kept in mind the issues of employee furlough days, the student instructional time lost, and employee compensations placed on hold.

Board Member Gadbois stated the budget is still not "whole". It is hard to reduce the educational program in any way, shape or form. Until we figure out a way to balance the budget, we should be saving as much money as we can until the day we need it to prevent even more, deeper cuts. He is asking the parent clubs to take the bulk of

that money and commit it towards unrestricted funds to help us fill the budget hole in the way of another \$100 per student per school site. That would be \$250,000 in the first year, \$250,000 in the second year, and \$250,000 in the third year and we would have \$750,000 by the end of three years. He recognizes that parents want to feel like they can have a specific impact on their fundraising, so anything beyond the \$100 per student per school, if the parent clubs want to buy back anything specific, the Board should be open to that, for instance, more library time or smaller class sizes, etc.

Vice President Raushenbush said that given the great uncertainty about the State budget, we need to wait for the State budget to come through before we start deciding what to do about excess funds or what could be bought back. He does think it is important to keep the PMS library open during lunch. As far as moving money from the five percent boost in the Measure B parcel tax to a reserve, he would like it not to be for this year's expenditures. Regarding buy-backs, he would want to do what would be the most benefit for the most students, which seems like it would be buying back an instructional furlough day. However, if staff advised that for roughly the same amount of money, class size could be reduced in a certain number of classes that would be of greater total educational benefit, he would like to hear that. The Evaluation Committee had talked about various things they hoped to do that may involve increased expenses and he would like to throw that in the mix for things that might have priority.

Superintendent Hubbard wanted to make clear that, in terms of priority, some of this has to do with student outcomes, not adults. We know it is very important to have the PMS library open at lunch. We are looking at: can we shift some of the resources that we have for student supervision – for instance, playing games at lunch, thereby having the library open? Or have other supervision? It is still reallocating for priorities for student outcomes within the system which does not necessarily mean we are reinstating the library assistant; it's not "either" "or". If we do not reinstate the library assistant, that does not mean we won't open the library during lunch. But we may have to choose to do something else, for instance, have fewer field trips, so that we can have the library open.

Board Member Monach added that we are not out of the woods. Our budgetary financial goal is to bring our expenditures in line with available revenues ideally over the multi-year planning period. In terms of priorities, we have talked about how, in this economic climate, when funds come to us, they need to come to us fully unrestricted because the lion's share of the money we have lost from the State was unrestricted. This will give us funding flexibility and helps us deal with any uncertainties that may arise. It also helps us with multi-year planning. She supports building the reserve level to address future uncertainties. In regard to gifts, grants and bequests, we say that it is important to respect the individuality of the schools and the autonomy of the stakeholders. When you are specific about how fund raising funds can be used, and you push for the local control argument, your fund raiser would say you are more likely to raise more money. She would entertain that possibility but she feels it is most important to get the State adopted budget information secure and in place. A process suggestion for next year would be to

encourage the parent clubs, the Piedmont Educational Foundation, and support groups to look at their budget development process and the fund raising strategies that they are employing to develop their own multi-year plan in terms of how to use that money. The PEF has already taken this initiative by forming a subcommittee to take a look at how they might change their message in terms of raising funds.

Board Member Jones cannot see, at this time, starting a buy-back program. She hopes there would be a way to keep it open without reinstating positions. We have to move toward a sustainable budget. Similarly with the parcel tax, if it is possible, she would like to put some into a reserve. In terms of buying back program, we need to reduce our footprint so she would favor buying back an instructional day - basically reduce the furlough days, if possible.

President Tolles is also in favor of keeping the PMS library open at lunch. He does not favor any buy-back at this time. He thinks the biggest fundamental issue is: we have no idea what the State is going to do. We need to be ready with everything we have. We should not put any money into the parcel tax fund; just keep everything where it is, and no buy-backs. He is in favor, but not at this time, of providing people with ways to give specific buy-back opportunities as a good way to raise extra monies. People like to know exactly where their money is going.

Superintendent Hubbard added that, if we can get some stability, one of the targeted thoughts for the Giving Campaign coming up in the fall is an instructional day so that the donors would know what they are contributing to. But we still must wait until we have the State budget.

This will be discussed again in July.

Review of Proposed New District Gifted & Talented Education (GATE) Plan

The Board reviewed the District's proposed revised GATE plan, with highlights being pointed out by Dr. Roth. The revisions contained in the plan were developed with the input of the GATE Advisory Council, District administrators, and teachers. The Board will be requested to adopt the new plan at its meeting of July 13, 2011.

Parent Jon Elliot said the GATE Advisory Committee would like to identify GATE children and would like 100% of the students to get what they need. There is this tension back and forth. Implementation of GATE has been spotty. Differentiation is working. The group is working on structural pieces that have to be in place. He is enthusiastic that the GATE program is increasingly fitting into the broader development.

Discussion of Board Committee Assignments and Discussion of Board Reorganization

1. The Board will discuss various committee liaison assignments as it pertains to serving in 2011-12 (this item was tabled at the Board meeting of June 8, 2011 due to

Superintendent Hubbard started off by explaining that the Board typically reorganizes in July. Because 2012 will be an election year, the reorganization will be from July 2011 through February 2012; then from February 2012 through July 2012, and then from July 2012 to June 30, 2013. It is not unusual for a president to remain the president for two years. The Board also needs to determine the Board Committee assignments. Some of the organizations are set up whereby they request that the liaisons be the President and Vice President.

time constraint)

2. The Board will discuss planning for Board reorganization in July

Both President Tolles and Vice President Raushenbush have indicated they would be happy to continue to serve in their capacities.

Board Member Gadbois felt there would be great benefit in the continuity of having both President Tolles and Vice President Raushenbush continue to serve.

Board Member Gadbois wanted to talk about the expectation of attending all committee meetings to the groups to which they are assigned.

Board Member Monach said that, over the years, more committees have been established and it should not be an expectation that Board members attend committee meetings unless specifically requested. Some of the working committees, such as the Bond Steering Committee, would require attending the full schedule of meetings. The rest of the Board was in agreement.

Board Member Jones felt the committee assignments should be rotated.

Vice President Raushenbush stated the assignments are volunteer positions on top of their other jobs and it consumes a lot of time.

Board Member Jones felt that more significance should be placed on attending Site Council meetings rather than parent club meetings.

The Board discussed that the various assignments should be separated by "need to attend" and "call to attend".

"Need to attend all meetings" were indicated as:

- Parcel Tax Citizens' Advisory Committee
- Associated Parents Club of Piedmont (APCP) meetings
- Bond Program Steering Committee meetings
- Bond Program Citizens' Oversight Committee (COC) meetings
- Joint Powers Authority Bus Transportation
- Piedmont Educational Foundation (PEF) (alternates)
- City-School District Liaison meetings
- Diversity-Respect Task Force
- Site Council meetings

President Tolles will put together a draft for the July 13th Board meeting, with anticipated approval at that same meeting.

Final Review and Approve 2011-12
"Commitments, Vision & Goals"

Board Member Monach indicated there was fairly strong interest on the part of the Diversity-Respect Task Force to imbed their mission statement in a Board policy, which action would support the teaching staff and demonstrate backing from the Board on these important areas covering diversity, respect, and anti-discrimination.

It was moved by Board Member Jones, seconded by Vice President Raushenbush, and passed unanimously to adopt the District's "2011-12 Commitments, Vision & Goals".

Conduct Public Hearing and Adopt Resolution 21-2010-11, "Transfer Categorical Funds to Other District-Eligible State Programs"

Assistant Superintendent Brady explained that school districts are authorized to use funding received from the State for Tier Three categorical programs for any educational purpose, to the extent permitted by law. The flexibility to use funds from these programs is authorized for five years from 2008-09 through 2012-13 under Education Code Section 42605.

There was no one from the public requesting to speak on this issue.

It was moved by Vice President Raushenbush and seconded by Board Member Gadbois to adopt Resolution 21-2010-11, "Transfer Categorical Funds to Other District-Eligible State Programs", to include the \$95,795 that is going to be received for Deferred Maintenance.

The motion passed as follows:

AYES: Tolles, Raushenbush, Jones, Gadbois, Monach
NOES: None
ABSTAIN: None
ABSENT: None

INFORMATION / ANNOUNCEMENTS
Update of District Technology Plan

Assistant Superintendent Roth stated the last District Technology Advisory Committee was well attended and several parents had a good handle on the interface of instruction with technology. A student attended the meeting, who was a good participant. We are not going to deal with technology infrastructure issues while Beach is located at Emeryville. He has encouraged people to look for other model programs, perhaps visiting other school districts, to develop a clearer vision of how to proceed in our District.

Election Timeline

Superintendent Hubbard advised that if any community member is interested in becoming a member of the Board of Education, an election timeline will be provided at the next Board meeting. Monday, October 17, 2011 is the date when forms from the City Clerk's Office will first become available. The election will be held in February 2012. This will be shown as an ongoing information item on Board agendas.

Superintendent Hubbard added that Board Member Monach is termed out and the terms for Board Member Jones and Vice President Raushenbush will be ending.

Board Member Jones announced that it will be unlikely that she will be running again in 2012; her husband is a math professor at UC Berkeley and has taken a leave of absence to teach at Vanderbilt University so she will be traveling there a lot and does not feel she can provide the focus and time as a member of the Board.

Board Member Monach shared that she will be working with the Andrea Swenson, Program Chair for the League of Women Voters, to hold an educational forum to inform interested Piedmont residents about what it is like to be a public official for the City Council or

Board of Education. They are targeting early September for the session.

Announcement of Openings for Seismic Safety Bond Program Citizens' Oversight Committee for 2011-12 / 2012-13

Superintendent Hubbard announced that the District is seeking new members for the Seismic Safety Bond Program Citizens' Oversight Committee. The positions will begin in the Fall 2011 (September). Information on the charge and structure of the committee and an application can be found on the District web site and was included with the Board agenda packet material. The deadline for applications is Thursday, July 14, 2011, 4:30 p.m.

CORRESPONDENCE

Board Member Monach reported that:

- Six emails were received from community members asking that the Board stay a decision to make changes to the elementary music program to allow more time for public dialogue
- An email received from a community member requesting that we post all press releases on the District web site
- Three emails were received expressing concern about the proposed reduction to the PMS library program
- One email was received expressing concern about the proposed reduction to the PMS library program and increased class sizes at the middle school
- Two emails were received from the Parent Club presidents providing an update on the Parent Club commitments to support the District through their respective program preservation line items in the Parent Club budgets

Board Member Jones received an email regarding placement for foreign language and an email encouraging people in the community to join *Students First*.

BOARD REPORTS

The graduations were great!

CONSENT CALENDAR

President Tolles acknowledged a donation from William and Maria Canizales in the amount of \$500 for the Wellness Center Program.

It was moved by Vice President Raushenbush, seconded by Board Member Jones, and passed unanimously to approve the Consent Calendar as presented. Items were as follows:

- A. Accept Donation (as indicated above)
- B. Adopt Regular Board Meeting Minutes of June 8, 2011
- C. Approve Second Amendment to Lease Agreement Between the District and Emery Unified School District for Use of the Ralph Hawley School Site, Emeryville
The Board will be requested to approve the extension of the lease agreement in order for Beach to relocate to the Ralph Hawley School site in Emeryville during seismic renovation. The lease will be effective July 1, 2011 through July 31, 2012, in the amount of \$500,000
- D. Approve 2011-12 Consolidated Application, Part I
The Consolidated Application is used by the California Department of Education to distribute categorical funds from various state and federal programs (e.g., Economic Impact Aid,

Title IV Safe and Drug-Free Schools and Communities) to county offices, school districts, and charter schools throughout California. In June of each year, every local educational agency (LEA) submits Part I of the application to document participation in categorical programs and provide assurances that the LEA will comply with the legal requirements of each program. Part II of the application, submitted in January of the following year, contains the LEA's entitlements for each funded program. Out of each state and federal program entitlement, LEAs allocate funds for indirect costs of administration for programs operated by the LEA and for programs operated at schools.

- E. Approve Personnel Action Report
- F. Approve Revised Agreement Between the District and Fagen Friedman Fulfrost Law Firm for legal services rendered, effective July 1, 2011 through June 30, 2012, per the fee schedule provided
- G. Approve Field Trip for Senior Picnic for Piedmont High School Class of 2012 Seniors, Wednesday, September 21, 2011, Castle Rock Park, Walnut Creek (East Bay Regional Park District requests approval from District in advance)
- H. Approve Warrant Lists for Goods & Services Rendered for Months of February, March, April, May 2011
- I. Approve one Master Contract with Progressus Therapy, LLC, to provide services of one Speech/Language Therapist, effective April 25, 2011 through June 30, 2011, at a total cost not to exceed \$25,382.00. Funding: Special Education
- J. Approve one Master Contract and two Individual Service Agreements with Behavior Analysts, Inc., to provide direct therapy and consultation for two students, effective July 1, 2011 through June 30, 2012, at a total cost not to exceed \$53,640.00. Funding: Special Education

FUTURE BOARD AGENDA ITEMS

—————► **SUBJECT TO CHANGE** ◀—————

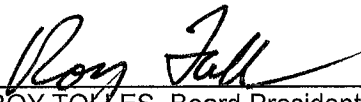
- Reorganization of Board of Education
- Adopt New Gifted & Talented Education (GATE) Plan
- Adopt Board Committee Assignments
- Conduct Annual Public Review of Use of Havens Playfield
- Approve Quarterly Report of Complaints received under the Williams Settlement Agreement
- Appointment of Candidates for Seismic Safety Bond Program Citizens' Oversight Committee
- 2011-12 Action Plan
- Conduct Further Discussion Regarding Possible Board Policy Change Concerning Interdistrict Transfers (TBD)
- 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
- Review of Board Bylaws (Section 9000) (TBD)

- Report of Professional Development (TBD)

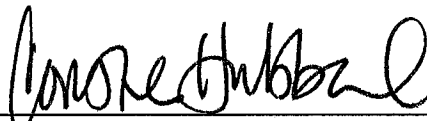
Board Member Monach requested that a "to be determined" item be added regarding incorporating mission statement wording from the Piedmont Diversity-Respect Task Force into Board policy.

Vice President Raushenbush requested that a "to be determined" item be added in mid-fall to provide an update from the Teacher Evaluation Committee.

There being no further business, and with no objection by the Board, President Tolles adjourned the meeting at 12:46 a.m.



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



CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education