

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

MINUTES OF
Regular Meeting of the Governing Board

March 28, 2007

CALL TO ORDER Board President Lindenmayer called the Board of Education meeting to order at 6:00 p.m.

ESTABLISHMENT OF QUORUM President Ward Lindenmayer, Vice President June Monach, Board Members Cathie Geddeis, Ray Gadbois, Roy Tolles

ADJOURN TO CLOSED SESSION The Board adjourned to Closed Session at 6:01 p.m. to discuss:

A. Public Employee Performance Evaluation: Superintendent (Government Code Section 54957)

B. Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations with the Association of Piedmont Teachers (APT) (Government Code Section 54956.6)

OTHERS PRESENT FOR CLOSED SESSION (After discussion of Item A.)
Constance Hubbard, Superintendent
Michael Brady, Assistant Superintendent, Business Services
David Roth, Ph.D., Assistant Superintendent, Educational Services

RECONVENE TO REGULAR SESSION Board President Ward Lindenmayer called the Regular Session of the Board of Education meeting of March 28, 2007 to order at 7:08 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
David Roth, Ph.D., Assistant Superintendent, Educ. Services

Action Taken In Closed Session None

Agenda Adjustments None

COMMUNICATIONS / ANNOUNCEMENTS

Association of Piedmont Teachers (APT) None

California School Employees Association (CSEA) None

Parent Clubs None

Student Representative to the Board Student Representative to the Board Sophie Coysh reported that:

- Staff appreciation week is going on at this time
- The week of April 9 is the Spring Fling

- April 13 is a rally and field day
- April 14 is the Spring Fling school dance
- Career Day (today) went well

PERSONS REQUESTING TO SPEAK ON ITEMS NOT ON THE AGENDA None

Superintendent

Superintendent Hubbard reported that:

- The Academic Performance Index (API) results being released in the news are the same statistics that came out in the fall. Dr. Roth will provide an update at the next Board meeting
- STAR testing started the end of April and goes through May. One of the critical components included in the testing is the student participation rate. All schools are urging parents to have their students come to school to take the test and not opt out

Board President

Board President Lindenmayer reported that:

- The All-Student Art Show hosted by PAINTS and the Piedmont Centennial Committee will be held on Thursday, March 29 at 801 Magnolia Avenue. The reception is from 6-8 p.m. and the community viewing is from 9 a.m.-5 p.m.
- The High School students who placed 1st, 2nd and 3rd place in the Bird Calling Contest will be on the David Letterman Show tonight at 11:00 p.m. on CBS
- On Monday, April 2, there will be a memorial gathering at 3:30 p.m. at the Piedmont Community Hall for Dana Whittaker, Wildwood third grade teacher who passed away
- On Monday, April 30 and Tuesday, May 10, there will be Joint City-School District Civic Center Master Planning meetings, both at 7:30 p.m. at the Piedmont Community Hall. They will not be broadcast live but will be televised shortly thereafter.

REVIEW & ACTION ITEMS

A. Approve Three-Year District Education Technology Plan: 2007-08, 2008-09, 2009-10

Assistant Superintendent Michael Brady introduced Valerie Jew, the Teacher/Technology Coordinator at Havens who assisted him with the Technology Plan.

The State and County require an approved District Technology Plan for a three-year project. The District's Plan has County approval but is not yet State approved.

The Plan is written to provide clear goals in order to qualify for funding. The funding opportunities include: Enhancing Education Through Technology (EETT); and the E-rate discounts. This Plan is also written so that all sites will have a clear direction for the next three years in relation to staff development, the purchase of equipment, integrating technology with the curriculum, and other goals and objectives.

Three main goals spanning the next three years are:

1. increase the band width throughout the District; presently, it's not sufficient at each site (for video streaming);
2. continue and increase staff development opportunities as technology continues to advance; and
3. commit to broaden the school-to-home communications (by June, 2010, there will be a uniform system of a two-way voice mail and email communication with parents, as well as improving the District web site in format and content).

Ms. Jew thanked and commended Assistant Superintendent Michael Brady for his leadership on this project.

It was moved by Board Member Geddeis, seconded by Vice President Monach and passed unanimously to approve the three-year District Education Technology Plan, effective July 1, 2007 through June 30, 2010.

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

B. Bond Program:

1. Presentation of Piedmont High School (Library/Student Center/Alan Harvey Theater) Tier 2 Analysis – Structural, Accessibility, and Fire/Life Safety Report

John Nelson and Ron Gallagher of *murakami*/Nelson Architects and Engineers gave a presentation of the Tier 2 Analysis of Piedmont High School (Library/Student Center/Alan Harvey Theater) portions. The Tier 2 contained all components: structural, accessibility and fire/life safety issues.

The Superintendent wanted to make it clear that there is a lot of information to digest and this will be the most complete hearing of the report to date. It is not brand new information to the Board. The District's Technical Advisory Committee, composed of community architects and engineers; and the District's Steering Committee, has also reviewed this information.

There are some recommendations for immediate mitigations that the Superintendent will be asking for direction on in order to keep the project moving, since the next Board meeting is not until April 25. The structural peer reviewer for the High School is Maryann Phipps of EStructure.

John Nelson stated the three priority buildings needing the most attention at the High School are:

- Building A: Quad Building/Library
- Building B: Student Center
- Building C: Alan Harvey Theater

Phase I is Evaluation and Analysis; Phase II is the Concept Design; and Phase III is the Design Construction documents and Construction.

Ron Gallagher presented the results of the evaluation in terms of: ASCE 31 standards; life safety performance level; and future (200+) year earthquake consideration.

STRUCTURAL

Alan Harvey Theater

- Mostly meets ASCE 31 standards
- Some deficiencies in roof
- Modest strengthening required
- Large concrete columns do not need to be strengthened as originally thought

Student Center

- Does not meet ASCE 31 criteria
- Roof overstressed
- Anchorage of walls to roof overstressed
- Building strengthening required; has diagonal sheeting and heavy tile and moderately overstressed; more significant problem: the roof and the walls are not as strongly connected as they should be; there are large trusses that need to be better connected to the walls. Concrete walls tend to pull away from wood roof buildings

Quad Building

- Consists of five structures: original Quad building built in 1930's, an addition; in mid-70's library was built; mid 90's library addition added and mezzanine in library. These are relatively new structures
- Original building and addition do not meet ASCE 31 criteria.
- The library and mezzanine do meet ASCE 31 criteria
- the library addition almost meets ASCE 31 requirements. The basic problem is that it is very weak and there is very heavy plate tile on it. Right below the roof is some added bracing which is greatly overstressed; attic bracing is greatly overstressed
- Lack of transverse shear walls
- Life safety risks
- Major strengthening required

Interim risk reduction:

- Remove roof tile; put temporary roof on
- Possible temporary bracing

Mr. Gallagher offered his professional judgment of what the post-earthquake tagging would more than likely be if there was an earthquake of a 6.0 magnitude or more:

Quad building:	would be red-tagged
Student Center:	would be yellow tagged (restricted use: could only enter to make repairs or collect belongings)
Harvey Theater:	would be green-tagged (could generally be used as before)

Of the six buildings evaluated, the Quad building is by far the worst (not including the classroom wings at Havens that were closed down).

Mr. Nelson advised that Mr. Gallagher is the person who wrote the red-tag, yellow-tag and green tag standards for the State of California so he is very knowledgeable on this subject.

Mr. Nelson reviewed the ADA / Accessibility issues, looking at both federal and state building code standards. They vary somewhat but both must be adhered.

ADA / ACCESSIBILITY

At the High School, there is non-compliant parking, no accessible pickup/drop-off zone; and no compliant directional signage through the campus – the path of travel route is very poor

Quad Building/Library

- was last remodeled in the 1990's so a lot of accessibility issues have been corrected. However, there remains a problem with the elevator (size, controls, path of travel to); the second floor entry doors; and a lack of compliant signage. If the library was closed, the path of travel to the elevator is even worse.
- Doors are too narrow and need to be modified

Student Center

- Non-compliant primary entry
- No accessible staff toilet (only accessible by stairs)
- No accessible student toilets (none)
- Food Service counters in the queue lines are non-compliant
- Kitchen access is non-compliant
- Room signage non-compliant (none)

Alan Harvey Theater

- Lacks dispersed accessible seating
- No compliant toilet rooms (accessibility)
- No assistive listening system
- No compliant room signage
- General non-compliant circulation issues (path of travel) both in and around the facility

FIRE & LIFE SAFETY

- *murakami*/Nelson will be meeting with the Piedmont Fire Department to discuss needed changes and the Fire Department's needs/requirements such as fire lanes and any other concerns

Quad Building / Library

- New fire alarm system needed
- Low-level exit lighting needed
- Widen second floor entry doors as mentioned previously
- Corridor and handrail issues

Student Center

- New fire alarm system needed
- No emergency lighting

- No low-level lighting
- Some stair/landing/handrail issues (non-compliant)

Alan Harvey Theater

- New fire alarm system needed
- No emergency lighting
- No low-level lighting
- Smoke evacuation vents undersized over stage area
- General non-compliant circulation issues (exiting)

NEXT STEPS:

- Finalize report
- Do concept design, supplemental investigation, peer review and determine cost estimate
- Public engagement process
- School board decision on which design concepts to follow
- Proceed with design and construction

The issue was raised: Since the consultants are recommending that something be done with the roof, if, through the discussions and the analysis, it is decided to vacate those classrooms in that building, do the consultants still recommend that the roof be repaired or is it still a risk? Mr. Nelson advised it would still be a risk factor for anyone who was walking around the surrounding area of the Quad building in regard to the roof. "Sluffing" and "shedding" could occur. These terms mean falling off (as in the roof tiles). Would DSA have a problem with supporting that work as an interim measure? Mr. Nelson indicated that as long as the District would only be doing a roof replacement project, DSA would not be involved in that. The consultant would have to talk with DSA if there was any strengthening proposed, however.

Additional investigative work may take work this summer, such as digging into the foundation of the Quad building. The footings of the columns are very solid; the footings are not shallow. The structural peer reviewer agrees.

It was also asked: If the capacity of the theater was reduced, would there be some associated reduction in accessibility costs? Mr. Nelson stated, only in relation to the number of seating. Issues identified would still be the same, such as the bathrooms not being accessible.

Resident George Childs asked about the Alan Harvey Theater: how much seismic work is being envisioned there and assuming there's not much, would there be a sufficient amount such as to trigger the requirement of all the fire and life safety improvements? And if there is very little seismic work to be done, would there be a necessity to do all of the accessibility upgrades?

Also, on the roof issue on the two portions of the Quad: if it is decided to move forward with removing the tile, would the replacement be considered a temporary measure to come off later or something that would be incorporated in the final solution?

Before having the consultants respond, Superintendent Hubbard advised that she was going to be asking for direction from the Board to proceed with getting the roof tiles off the Quad section and looking at having the roof removed since it presents an issue for the surrounding campus. This will mitigate issues with the building in order to leave students in there for at least another year. Students may have to be vacated depending on how the work gets phased, but for at least a year, it would not disrupt the educational program. The roof replacement will be temporary in nature and would last 3-4 years until the final roof design is put on because what is underneath the temporary roof would need to be torn off. The tiles would be saved and stored as replacement for other school/city facilities.

Mr. Nelson added that the threshold standard for accessibility compliance is roughly about \$120,000 worth of work before it triggers accessibility from the State. ADA is a civil legislation and there is no dollar threshold associated with that. He is sure that the roof repair work at the Alan Harvey Theater would be over \$120,000. DSA is the ultimate arbiter of what actually is required to be done by the State.

There are a number of issues in doing the roof work. It needs to be durable and water-tight until a final solution is achieved. There will be steel bracing work for attaching to perimeter walls and a variety of other strengthening work, so access will be needed to that whole area; therefore, they would not want to put on a permanent roof.

The consultants were asked if it is needed to pull the students out and put them in portables, to which Mr. Nelson said definitely yes. The students will have to be removed from the Quad buildings when it comes time to do the strengthening. The extent that students would have to be removed from the library or mezzanine or some of the other spaces would be determined after the consultants go forward into concept design. There will be a process to go through.

The Superintendent added that this would allow the District another year when the District expects to have 30 fewer students and perhaps as much as 60 fewer students the year after. In talking with the High School principal and staff, they have indicated that one additional year will help them in terms of planning, and the District will have a better idea of whether students would be vacated for one semester versus one year, making the alternate plan different.

Board Member Tolles mentioned that this subject matter was discussed in detail at the Technical Advisory Committee meeting and they gave their unanimous support for the removal of the tile of the Quad buildings as an interim measure.

It was moved by Board Member Tolles, seconded by Board Member Gadbois, and passed unanimously to authorize the Superintendent to proceed as rapidly as possible to make plans for removing the tile roof at the Quad building and replacing it with a temporary roof this summer.

Board Member Tolles said now that the Tier 2 structural analysis has been completed, *murakami*/Nelson needs to conduct additional destructive testing to know enough about the building to be able to design it, since previous design drawings could not be found.

Superintendent Hubbard said this will also provide a better cost estimate to the District and keep the project moving. The Superintendent will return to the Board with a specific proposal at the next meeting.

Some costs will be incurred so that *murakami*/Nelson can get the specifications together for pricing and an emergency resolution will be necessary because the District does not have sufficient time to do the bidding process.

There was no other public comment.

B. Bond Program:
2. Update by Board Subcommittee on
Public Engagement Process

Vice President Monach advised that if interested persons go to the District bond web site, which is www.pusdbond.org, there is a recap of the State Funding Board Workshop recently held. There is also a schedule of when KCOM is will be airing the various Board meetings and Board workshops pertaining to the Bond Program. Under program information on that same site, information is updated on bond project progress. Additionally, detailed adopted Board minutes are available on the District web site: www.piedmont.k12.ca.us, then click on "About PUSD" and then click on "Board Agenda and Minutes".

She reiterated that the joint community meetings on April 30 and May 10 will be held at the Piedmont Community Hall, both at 7:30 p.m. April 30 will be an open community forum, and May 10 will be a community review workshop.

The Superintendent added that she and John Nelson will be meeting with the parent clubs and any other interested parents at 7:00 p.m. in the High School Library next Wednesday. A notice has already been distributed.

A Board Workshop has also been scheduled for Monday, April 23, from 8-10 a.m. at the City Council Chambers regarding the PUSD Bond Program.

B. Bond Program:
3. Update on Oversight Committee
Meeting of March 8, 2007

Assistant Superintendent Michael Brady stated that the purpose of the Citizens' Oversight Committee (COC) is to oversee that the bond expenditures match what was promised to the voters for Measure E. The committee consists of twelve community members: parents; senior citizens; and individuals having specific areas of expertise such as legal, construction, or financial backgrounds. They serve a two-year term. Their duties are to inspect the facilities, review all spending proposals, review all efforts by the District to maximize revenue, and look for ways in which to save taxpayer money and make sure that funds used are appropriate expenditures. They will review performance and financial audits which will happen over the course of the summer.

The committee has met four times. At the last meeting, the COC created a subcommittee to prepare its annual report.

By a vote of 6-1 with 2 abstentions, it was determined that expenditures for the move of the counseling office met the requirements for funding under Measure E; and by unanimous vote, it was determined that the expenditures since the inception of Measure E have been used appropriately.

C. Conduct Public Hearing Regarding the Use of Funding Allocation Contribution by the Piedmont Educational Foundation Endowment Fund for the 2007-08 School Year

The Superintendent explained the process for requesting funds from the Piedmont Educational Foundation. The Foundation, on behalf of their Endowment Fund, offered the District an amount of \$137,127. The Foundation felt it was important to make the total amount of funds available to the District, which explains the non-rounded figure.

It was recommended by the Superintendent that the full amount of funds be requested and that the funds be used as follows:

- To continue support of the counseling and student supports services K-12;
- To continue support of the elective programs at the Middle School and High School; and
- With the extra \$37,000, reinstate the elementary professional librarian time by .4 FTE across the District.

A formal letter requesting the funds will be sent to the Piedmont Educational Foundation.

D. Conduct Public Hearing of the Proposed Levy of the Current 2006-07 Parcel Tax, to be Assessed in 2007-08

Each year, the Board must take action on the levying of the current parcel tax. The Board can increase the levy by up to five percent (5%) (or less) per year for the life of the parcel tax, or maintain the present rate.

The current levy, along with different variations of percentages of increases will be presented at the Budget Advisory Committee meeting next week.

Board Member Geddeis said it is clear the parcel tax is not going to be sufficient to maintain the current program. The District would be spending down the reserve at a rate that would compound every year. Board Member Gadbois agreed.

Resident George Childs said his vision would be to leave the parcel tax as is. He is sympathetic to the possible dipping into the reserve and how it would affect the sustainability of the income received from the parcel tax. He would like to promote further discussion among staff, Board members and the public. What will the effects of the tax increase (or lack thereof) be to the taxpayers and what would any alternatives be?

Superintendent Hubbard added that this will also be discussed at an Associated Parent Clubs of Piedmont meeting and that the group will be going back to their constituency so that they will have a clear understanding of what is going on.

Board Member Gadbois stated we need to be very careful about our reserves because under GASB 45 (post employment benefits), we need to figure out how to fund the liability.

E. Approve Contract Reopener Proposals for 2007-08 Negotiations Between the District and the California School Employees Association, Chapter 60 (CSEA)

It was moved by Board Member Geddeis, seconded by Board Member Tolles, and passed unanimously to approve the contract reopener proposals for 2007-08 as follows:

- Article 11 – Leaves
Examine sick leave and bereavement leave policies, use and allocation of days
- Article 12 – Salaries
Each employee will receive a fair and equitable salary for 2008-09
- Article 15 – Workday/Week/Year
Examine the feasibility of lengthening work year for some positions; define special education paraeducator role
- Article 19 – Health Benefits
Appropriate and affordable medical and dental coverage for current employees and retirees for 2008-09
- Article 21 – Retirement
Review retirement incentives, post-retirement benefits

Hideo Benjamin Noda Memorial Fund Grant Program for Spring 2007, Grades 6-12

The interest earned would be used for grants for visual arts for grades 6-12. In the last three years, 04-05, 05-06 and what is being recommended for 06-07, because interest rates have been so poor, the District ate into the corpus and it needs to be built back up. Last year, the District set aside \$3,500 to fund the grant and for this year, the Superintendent recommends doing the same. Then, for the 2007-08 school year, the interest would be built back up and could be used.

It was moved by Board Member Gadbois, seconded by Board Member Geddeis and approved unanimously to use the \$3,500 set aside in the General Fund for the Noda Grant 2007 Spring Grant Program.

There was no one from the public requesting to speak.

REVIEW & DISCUSSION ITEM
Discuss District Goals for 2007-08

The Board agreed that District Goals would be discussed in March-April-May of each year to coincide with budget development. The adopted Goals for 2006-07 were provided for information.

Vice President Monach and Board Member Geddeis met as a subcommittee with the Superintendent to plan for synchronizing goal setting with budget development and long term visioning. It is planned, as a first goal, to put together a simple survey to hear from the educational community and parents on how the Board is doing on advancing these goals. Also, as part of the survey, it will ask for feedback of what a person would like to see for the coming year. Success indicators (how do we measure progress in achieving our goals?) will also be included. Vice President Monach thinks for next year, the Board should place some focus on authentic assessment, meaning looking at each school's self-evaluation to help frame an assessment goal

for next year. Also, the culture of continuous improvement based on timely feedback as a critical ingredient should continue to be promoted.

INFORMATION/ANNOUNCEMENT

A. Announcement of 2007 Arthur Hecht Volunteer of the Year Awardee

Superintendent Hubbard announced that Julia Burke was selected as the 2007 Arthur Hecht Volunteer of the Year. Former Board Member Grier Graff will come to the May 9 meeting to present the award.

CORRESPONDENCE

The survey results regarding the Instructional Calendar were received and distributed. A letter was received from the Piedmont Diversity Committee expressing their support for professional development.

BOARD REPORTS

Board Member Tolles attended the Bird Calling Contest, the High School Staff meeting last Friday regarding the Tier 2 Report; the Technical Advisory Committee meeting, and Steering Committee meetings.

Board Member Gadbois attended the Bird Calling Contest and the school drama, "Fiddler on the Roof"; he is amazed at the talent within the school district. He commended the staff for its success. He also attended the Piedmont Appreciating Diversity Committee meeting, PASS meeting and the Budget Advisory Committee meeting (BAC).

Board Member Geddeis attended the BAC meeting and the Technology Committee meeting.

Vice President Monach attended the Alameda County School Boards Association meeting regarding exchange of information on the superintendent evaluation process done in other districts. She thanked Superintendent Hubbard for giving the Board multiple opportunities to review the *murakami*/Nelson report.

President Lindenmayer attended some of the meetings that other Board members attended. He echoed Board Member Gadbois' comments regarding the incredible talent of the students who performed "Fiddler on the Roof".

CONSENT CALENDAR: ACTION ITEMS

It was moved by Vice President Monach, seconded by Board Member Gadbois, and passed unanimously to approve all of the items presented on the Consent Calendar as follows:

1. Adopt Regular Board meeting minutes of March 14, 2007
2. Approve Personnel Action Report
3. Approve Out of State Field Trip for Piedmont High School Bird Calling Students to Perform at the David Letterman Show in New York, March 28-30, 2007
4. Approve 2006-07 Single Plan for Student Achievement and School Safety Plans for:
 - Beach Elementary School
 - Havens Elementary School
 - Wildwood Elementary School(PHS, PMS and Adult Education will be on April 25 Board Agenda)
5. Accept Certification of Coaches

(Title 5 of the California Code of Regulations, Section 5594 requires that by April 1 of each year, each local governing school board shall certify to the State Board of Education that the provisions of Section 5593 have been met)

FUTURE REGULAR BOARD MEETING
AGENDA ITEMS

Future Regular Board Meeting Agenda Items:
(subject to change)

- Presentation: Youth Educator Program (April 25)
- Accept Student Accountability Report Cards (April 25)
- Ratify Agreement Between District and *Field Turf* (Apr 25)
- Approve District's Five –Year Deferred Maintenance Plan (April 25)
- Report on Model Arts Program – 5 Year Grant Program (March)
- Approve North Region Special Education Local Plan Area (SELPA) Assurances (Apr 25)
- Conduct Public Hearing to Increase or Maintain Current Levy of 2006-07 Parcel Tax for 2007-08 (Apr 25)
- District Goals for 2007-08 (Apr 25/May 9/May 23)
- Appoint Principal, Beach Elementary School (May 9)
- Recognition of 2007 Arthur Hecht Volunteer of the Year (May 9)
- Review of Board Bylaws (Section 9000) (June)

Tentative Board Workshops (subject to change/cancellation):

- Monday, April 23, 2007, 8-10 a.m., City Council Chambers
Subject: PUSD Bond Program: Capital Program Management, Inc. / Decision-Making Models – Effects on Time
- Monday, May 7, 2007, 8-10 a.m., City Council Chambers
Subject: Havens School Design Options
- Monday, June 11, 2007, 8-10 a.m., City Council Chambers
Subject: TBA

ADJOURNMENT

There being no further business, and with no objections by the Board, the meeting was adjourned at 10:53 p.m.

WARD LINDENMAYER, Board President
Piedmont Unified School District
Board of Education

CONSTANCE HUBBARD, Superintendent
Secretary, Piedmont Unified School District
Board of Education