

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

MINUTES OF  
Regular Meeting of the Governing Board

May 9, 2007

CALL TO ORDER	Board President Lindenmayer called the Board of Education meeting to order at 6:04 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 6:05 p.m. to discuss:  A. Conference with District Labor Negotiator Nancy McHugh Regarding Negotiations with the California School Employees Association (CSEA), Chapter 60 (Government Code Section 54956.6)  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	Constance Hubbard, Superintendent Michael Brady, Assistant Superintendent, Business Services David Roth, Ph.D., Asst. Superintendent, Educational Services Nancy McHugh, District Labor Negotiator (Present for Item A)
RECONVENE TO REGULAR SESSION	Board President Ward Lindenmayer called the Regular Session of the Board of Education meeting of May 9, 2007 to order at 7:09 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	Not present (excused)

PERSONS REQUESTING TO SPEAK ON  
ITEMS NOT ON THE AGENDA None

Superintendent None

Board President Board President Lindenmayer reported that:

- On Tuesday, May 10, there will be another Joint City-School District Civic Center Master Planning meeting at 7:30 p.m. in the Piedmont Community Hall. The meeting will not be broadcast live but will be televised shortly thereafter
- May 16 is the Beach 5<sup>th</sup> Grade Spring Concert, 7:00 p.m., Beach auditorium
- Saturday, May 19 is the Senior Prom
- May 24 is the Havens' 5<sup>th</sup> Grade Spring Concert, 7:00 p.m. at the Ellen Driscoll Theater
- May 25 is the PAINTS Birdhouse Auction and Gala from 5-7:30 p.m. at 55 Sea View Avenue

## PRESENTATIONS

Youth Educator Program

Brooke Zimmerman, Director of Student Services, explained the purpose of the Youth Educator Program, which is for high school students to provide mentoring to middle school students about the negative effects of drugs, alcohol and smoking as students make the transition from middle school to high school. The students felt the program helped them to learn more about themselves and each other by growing individually as a team, and by building mutual respect and sharing life experiences.

Participants in the program are: Nicole Anzai, Carrie Bantz, Gerin del Carmen, Claire Douglass, Madeleine Dreyfuss, Nicole Friedman, Lotus Fung, Jackie Gage, Jules Leyhe, Teddy Pallis, Ryan Relinger, Nick Riker, Molly Sullivan, Danielle Thiele, Maya Viavant, Riely White, Will Young, and Lynn Zukerman.

2006 Arthur Hecht Volunteer of the Year  
Award

Grier Graff, former Board member and last year's Arthur Hecht Volunteer of the Year Awardee, presented Julia Burke as the 2007 awardee.

Mr. Graff personally knew Arthur Hecht. Mr. Hecht was a refugee from Germany. When he came to the United States, he served in the military during World War II. He served on the Piedmont Board of Education and was instrumental in helping to establish Millennium High School. He also mentored at-risk students at McClymond High School and got the Oakland Rotary involved in mentoring and providing scholarships for its graduates. Mr. Graff used the words of Norman Robinson, former White House correspondent and current TV anchor in New Orleans, when he described character as "doing what is right even when no one is watching."

Student Ryan Louie was the student whose art work was chosen by Ms. Burke. Ms. Louie was given a check for \$100 to congratulate her on her artistic ability. She introduced her parents.

#### REVIEW & ACTION ITEM

Conduct Review of Proposed New Textbook for Adoption, "Decisions for Health", Grade 7

Julia thanked the Board and the Board commended her for her outstanding service to Piedmont youth.

Dr. David Roth, Assistant Superintendent for Educational Services, explained that there is a health unit that is part of the seventh grade science curriculum so teachers felt it would be helpful to have a health textbook because it had a strong science basis. The textbook will be on display for the next 30 days and will return for adoption at the June 27, 2007 Board meeting.

There were no questions from the public.

#### REVIEW AND DISCUSSION ITEMS

Discuss District Goals for 2007-08

Each year the Board of Education and the Superintendent set goals to advance the mission of the school district. Draft 2007-08 general goals were provided:

- Educational Program
- Communications Practices
- Technology Plan
- Bond Program
- Financial Management

The draft was developed from looking at last year's goals, the *Single Plan for Student Achievement* of all school sites, and the three-year Technology Education Plan. Ideas and feedback obtained from Board members, staff, and the District Goals online survey will also be integrated into the 2007-08 goals

There were 259 responses to the District Goals Survey: 71% were from parents, 23% from staff, and 6% from the community. A summary of feedback will be provided and discussed at a future Board meeting.

Board Members offered the following suggestions to enhance the current draft:

- 1) integrate the phrase "every student" into the first goal, based upon core beliefs identified during the strategic planning process that "Every person has intrinsic worth" and "The potential for individual success exists in every person";
- 2) in support of the District's mission, have a separate goals that focuses on the school climate and environment; and
- 3) Broaden the category of the Bond Program to include Facilities Planning and Management.

Superintendent Hubbard advised that it is important to look at goals both long term and short term and would also like the Board to think about how all of the issues will get done. There is limited staff and although staff members are eager to accomplish the goals, there is only so much time in a day and when other issues that are not a part of the goals come to the forefront, additional decisions will have to be made about whether or not they get done. For instance, staff is presently

trying to make the facilities use process more transparent and understandable. Maybe part of the process would be to make a choice as to whether or not to add additional staff. The District used to have a full-time Facilities Manager. The District also used to have a Director of Maintenance which they no longer have. She wants to ensure that the goals are realistic for staff, also.

There was no one from the public requesting to speak.

Bond Program:

1. Presentation of Repair Options and Cost Estimates for Havens Elementary School (third presentation)

Mike Wasserman of Capital Program Management, Inc. and the District's Project Manager, started off by saying that at the Board meeting of April 25, 2007, preliminary cost estimates were released. At the Board Workshop of May 7, all cost information was pulled in order to focus on basic core options. Tonight's meeting is a refinement and overview of what the "boiled down" options are and the costs have changed significantly. It is one of the risks that are taken when one tries to get the information out as soon as possible. The new cost estimates are different and more accurate.

Others present who have been working on the project were Mark Kelley, principal, of the company *Mack 5*, which is the cost estimating firm; Ron Gallagher with RP Gallagher Engineering; John Nelson, principal of *murakami/Nelson* Architecture and Engineering firm, and Priscilla Meckley of Capital Program Management, Inc.

A PowerPoint presentation was given by Mr. Nelson in order to review the repair options and cost estimates for Havens Elementary School.

The information was building on the information given at the Board Workshop this past Monday. The various options are being used as a means of developing more realistic and focused cost estimates.

Four options were presented: the brace frame approach, roof diaphragm approach, the hybrid, and the replacement option.

***Option 1 – Braced Frames***

Seismic Work

- braced frames along exterior walls
- shear walls
- limited work at roof

Accessibility Work:

- 7 ramps
- 4 stairs
- 2 lifts
- restrooms accessibility
- site access
- parking
- doors

Fire/Life Safety Work

- 2-hour fire-rated area
- Separation walls
- rated openings
- 1-hour fire-rated walls at hallways at Administration Area

#### Architectural Work

- limited “new” construction for ramp construction
- Special Education & Science get smaller
- Impact on stage and proscenium wall at Ellen Driscoll Theater

#### **Option 2 – Roof Diaphragm**

#### Seismic Work

- Plywood roof diaphragms and shear walls (mainly related to the corridor system in the K-1<sup>st</sup> grade wing, the corridor system in the 2<sup>nd</sup> grade wing and no work at the proscenium wall (at Ellen Driscoll))

#### Accessibility Work

- 5 ramps
- 5 stairs
- 3 lifts
- Restrooms
- Site access
- Parking
- Doors

#### Fire/Life Safety Work

- Still doing the work in this concept along the back, creating a 1-hour wall, but the other 2-hr wall construction is not necessary in this option

#### Architectural Work

- New work for a ramp
- Relocation of Special Education and Science rooms to the exterior wall and rebuilt in that location

#### **Option 3 – Hybrid (replace Administration area)**

#### Seismic Work

- Can be combined with Option 1 (braced frames and shear walls) or Option 2 (roof diaphragms and shear walls)
- Seismic work stays the same as Option 1

#### Accessibility Work

- Raising grade in the Administration area
- 2 ramps
- 3 stairs
- 3 lifts
- Restrooms
- Site access
- Parking

- Doors

#### Fire/Life Safety

- 2-hour fire-rated wall option does not have to be done
- 1-hour fire-rated wall needed
- Consideration of fire sprinklers to increase allowable area
- Rated openings

#### Architectural Work

- New, at-grade entry to school
- New drop off area
- More “new” construction (Admin. Area, Special Education, Sciences & Restrooms)
- New entry to library

#### **Option 4 – Replacement Option**

- Maintain Ellen Driscoll Theater
- Maintain Multipurpose Room
- Create new 40,000 square foot building to replace other structures at Havens

#### Architectural Work

- New programming
- New design and siting of school
- Only Ellen Driscoll Theater and Multipurpose building would remain

#### Seismic Work

- At Ellen Driscoll Theater: either braced frames or shear walls system with a roof diaphragm and shear walls)

#### Accessibility Work

- At Ellen Driscoll Theater: 1 set of stairs, 2 lifts, restrooms, doors

#### Fire/Life Safety

- Limited; some work to be done at Ellen Driscoll Theater

Cost analysis figures were then presented. Mr. Nelson explained that at the last school board meeting, costs were presented as quickly as possible, not giving the consultants a lot of time to go through the figures. Since that time, after more review, project “soft costs” for an upgrade were looked at again and revised. “Project Soft Costs” are items such as architectural and engineering fees for construction, furniture and equipment; consultant fee for furniture and equipment; consultant fee for furniture and equipment, City Design Review fee, tests and inspections, etc. Project soft costs for a new construction project were also reviewed again.

#### Option 1 – Braced Frames:

Low-End: \$ 9.5 million  
High-End: \$11.3 million

Option 2 – Roof Diaphragms

Low-End: \$14.9 million

High-End: \$18.2 million

Option 3 – Hybrid (replace Administration Area)

If combined with Option 1:

Low End: \$13.5 million

High End: \$16.3 million

If combined with Option 2:

Low End: \$18.9 million

High End: \$23.2 million

Option 4 – Replacement

New construction

(replacement Buildings A, B and D)

Low-End: \$18.0 million

High-End: \$22.0 million

Building C

(Theater Upgrade)

Low End: \$1.7 million

High End: \$2.5 million

Sub-Totals:

Low-End: \$19.7 million

High-End: \$22.5 million

Soft Costs:

Low-End: \$15.3 million

High-End: \$19.3 million

Totals:

Low-End: \$35 million

High-End: \$41.8 million

The price escalation factor is estimated at 5% per year.

Mike Wasserman talked about the high cost per square foot, a large part of which is due to soft costs and price escalation.

Discussion ensued regarding hard costs vs. soft costs and how the Board would analyze what the best option would be to proceed.

Superintendent Hubbard explained that the Board may not be ready to provide direction or make any decision on the Havens repair options at the May 23 Board meeting until more information is forthcoming.

Mr. Nelson added that with State modernization money, there are opportunities to leverage the District bond money.

Architect and former Board Member Grier Graff felt that Option 1 and 2 together may be some kind of workable combination, although he favors having the Technical Advisory Committee, in particular the structural engineers, weigh in. The roof diaphragm

option may have more redundancy in it. The hybrid option seems to address what all board members say. It addresses accessibility as well as the educational program.

Regarding the cost estimates, Mr. Graff said that “we don’t know what we don’t know”, so it’s bad for the Board to suggest that we can reduce the unknowns, when they have no idea what the unknowns are. What the Board has to wrestle with is: can you narrow down the options you want to look at?

Resident George Childs: it becomes apparent that Option 4 is not on the table. Dollar-wise, it’s way out of scale as to what is available and, as John Nelson was commenting, it actually looks like you would have to move part of the campus off site. That leaves Options 1, 2 and 3. He feels there is something in between Options 1 and 2. Which of these options is the least wasteful of resources? This also goes along with the Ellen Driscoll Theater and the auditoriums at Beach and Wildwood; he’s a strong proponent of preserving the historic fabric. Ellen Driscoll has historic fabric. The Board is at a point now where they have to make a decision and not go on and on. It would be nice to know everything before you make a decision but people are going to start clamoring at Havens about making a decision. We need to get going. The numbers aren’t going to get much better and can only go up. He urged using Options 1 or 2 or a combination of both.

2. Update by Board Subcommittee on Public Engagement Process

The District Board Subcommittee plans to meet next week to:

- Review the District’s Bond Program web site to assess updating and bringing it current
- Discuss the next bond newsletter
- Work with the Steering Committee and Capital Program Management to post a revised milestone timeline beyond May 2007

Vice President Monach announced another Havens community meeting on May 30, 2007, 7:00 p.m. at the Ellen Driscoll Theater.

She advised that persons with feedback and questions on the different bond projects can send in their comments to [input@pusdbond.org](mailto:input@pusdbond.org).

She acknowledged communications from community members who have suggested a web-based forum as another way for the public to provide input. This will also be discussed in the subcommittee meeting.

Board Member Tolles explained that the web-based forum idea came from a recent havens parents’ Club meeting. He feels there is a growing tension in the parent community over what may or may not happen at the school, given the concept design options that have been presented.

Board Member Gadbois liked the idea of framing questions to

ask at the next Havens community meeting on May 30.

Review of Tentative Schedule for 2007-08  
Regular Board of Education Meetings

The tentative schedule of regular Board meetings for 2007-08 was presented. Board members requested the calendar be reviewed to possibly schedule additional regular meetings in November, and perhaps January and/or April because of so much new information needing to be presented regarding the bond program.

Superintendent Hubbard added that often, the Board Workshops are difficult for staff to prepare for, in addition to an upcoming Board meeting. She asked that the scheduled June 11 Board Workshop be cancelled, to which the Board agreed.

INFORMATION / ANNOUNCEMENT  
District-Wide Staff Development Plans,  
2007-08

Dr. David Roth, Assistant Superintendent, Educational Services, advised that a lot of work is being put into creating comprehensive staff development plans. He has visited other school districts with large staff development models to get ideas. Principals have met with their staff to ask what their needs are, and the administrative team has met to talk about what the entire staff development program should consist of and what it should achieve. The model for next year's program is very exciting to the teachers, and teachers have expressed their pleasure in being solicited for their input. Typically, the District has only been able to provide one-day staff development training but due to the generosity of the Piedmont Educational Foundation, the various parent clubs, and the Lois Blair Rawlings Education Foundation, the District is able to offer a more comprehensive K-12 staff development program, such as additional workshops during the year, and having professional coaching consultants meet in smaller groups with teachers.

Two areas that immediately came to the forefront to address were writing and math. Differentiated instruction (instruction to capture the interest of all students – from struggling students to students who are achieving at a high level) was also an area where teachers indicated a high interest.

A *Writers Workshop* program is in progress at this time.

For math, a program called *Math Solutions*, a well-known approach to math that emphasizes conceptual understanding of mathematics and being able to talk about mathematics and be able to speak authoritatively about math is going to be used.

Technology in math will be a focus in grades 7-12.

A language intervention program called *Language!* to assist Special Education teachers in instructing students in reading and language arts skills will be used.

District staff have also entered into conversations with the P.E., music and art teachers about their staff development needs.

Board Member Geddeis stressed the importance of covering cross-subject matter, articulating from middle school to high school, and the idea that part of the issue is setting standards

and expectations and keeping uniformity across different subject areas and within departments.

#### Information on Election Dates

Superintendent Hubbard advised that at the City Council meeting of April 16, 2007, the Council concurred with the recommendation of the City Clerk to conduct a stand-alone municipal election scheduled for March 4, 2008. Half the cost of the election will be borne by the school district since board member candidates will be on the ballot. The ballot will also include a proposed City Charter amendment changing the City's municipal election date to the first Tuesday after the first Monday in November of even-numbered years, which will coincide with the nation's general election date.

#### CORRESPONDENCE

Emails were received from the High School Librarian who invited Board members to a reception to honor students who produced the first literary edition of the *Highland Piper*, and from a citizen commenting about the relocation of the pool which was discussed at the last joint City-School District community meeting.

#### BOARD REPORTS

Vice President Monach attended the Curriculum Council read-out.

Board Member Geddeis mentioned that the Athletic Boosters will have their annual coaches' recognition on May 22 from 6:00-8:00 p.m. at the Piedmont Community Center. She also attended the Senior Tea.

Ms. Geddeis took a moment to clarify some issues with respect to the futility action Resolutions for the Piedmont High School roof and the track renovation both approved at the last Board meeting. She had heard misconceptions from various sources and wanted to explain that the roof portion at the high school (30's building/Library/Student Center) was for the removal of the tiles and placing a temporary roof, due to a sense of urgency because of a safety issue to students and staff. The cost for tile removal and a temporary roof is not to exceed \$150,000. She wanted the public to understand that, although a lengthy formal bidding process was not used in order to save time, bids will still be solicited via Vila Construction Company and the most responsible bid will still come to the Board for approval.

Regarding the Witter Field playing field and track resolution, she wanted to reiterate that funds for this renovation will not come from Measure E funds. In addition, the company *FieldTurf* is getting the work based on previous work and their willingness to use last year's cost estimate.

Board Member Gadbois attended the orientation for fifth graders going into the middle school. It was widely attended.

Board Member Tolles went back to the issue of the roof at the High School. The Board did not find out until the end of March about the roof situation. At that point, design documents would have to have been prepared for bid, published, conduct a bid opening, and go to the Board to award the bids. This standard

bidding process would have taken too long so another route needed to be chosen. Vila Construction will obtain the bids in a shorter period of time in order that the work can begin in the summer rather than the fall when students are in session.

He also attended the Curriculum Council readout. He attended the joint community meeting and another one will be held on May 10<sup>th</sup>. He attended the Havens Parent Club meeting and a Steering Committee meeting.

President Lindenmayer announced that the Boy Scouts had their annual recognition dinner last Thursday for the purpose of recognizing volunteers to the program. The Sydney Singer Service to Youth Award was presented to Anne-Marie Lamarche.

CONSENT CALENDAR:  
ACTION ITEMS

President Lindenmayer acknowledged the donation by PRAISE in the amount of \$10,000 for use by the District's Special Education Program.

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

1. Accept Donation (as noted above)
2. Adopt Regular Board meeting minutes of April 25, 2007
3. Approve Personnel Action Report
4. Approve Monthly Financial Report of the District for April 2007
5. Approve Interdistrict Attendance Agreement Between District and San Lorenzo Unified School District, 2007-08 School Year
6. Designate California Interscholastic Federation (CIF) League Representative, 2007-08
7. Approve One Master Contract and One Individual Service Agreement with James R. Sylla School to provide basic educational services for one Middle School student, effective January 19, 2007 through June 29, 2007, at a total cost not to exceed \$17,820.00. Funding Source: Special Education
8. Adopt Resolution 25-2006-07, "Declaration of Surplus Property" (pianos)

FUTURE REGULAR BOARD MEETING  
AGENDA ITEMS

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

- District Goals for 2007-08 (May 23/June 13)
- Continued Discussion on Repair Options, Cost Estimates, Havens Elementary School (May 23)
- Review of Board Bylaws (Section 9000) (June)

TENTATIVE BOARD WORKSHOPS

Tentative Board Workshops (subject to change/cancellation):

- Monday, May 7, 2007, 8-10 a.m., City Council Chambers  
Subject: Continued Discussion on Repair Options, Cost Estimates, Havens Elementary School (May 23)
- Monday, June 11, 2007, 8-10 a.m., - CANCELLED

ADJOURNMENT

There being no further business, and with no objections by the Board, the meeting was adjourned at 10:58 p.m.

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

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