

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

MINUTES OF  
Regular Meeting of the Governing Board

June 13, 2007

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CALL TO ORDER	Board President Lindenmayer called the Board of Education meeting to order at 6:30 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 6:31 p.m. to discuss:  A. Conference with District Negotiator Constance Hubbard 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
RECONVENE TO REGULAR SESSION	Board President Ward Lindenmayer called the Regular Session of the Board of Education meeting of June 13, 2007 to order at 7:02 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)	Hedi Gerken, representing CSEA, Chapter 60, presented three scholarship awards for children of chapter members going on to further their education. The awards were in the amount of \$300 each and the awardees were Brian Butler (mother, Jan, works at the Middle School); Linda Nguyen (father, Son, works for the District's Maintenance Department); and Melinda Szcill (mother, Klara, works at Havens).
Parent Clubs	None

Student Representative to the Board

Sophie Coysh read the names of next year's Associated Student Body President, Vice President and Senior Class Representatives. Riely White will be the 2007-08 Student Representative to the Board.

She added that it has been an honor and privilege to serve as Student Representative to the Board.

PERSONS REQUESTING TO SPEAK ON ITEMS NOT ON THE AGENDA

The three elementary school librarians thanked the Board for reinstating their hours for 2007-08. This will make it possible for them to begin implementing responsibilities under the California State Reading and Language Arts Framework.

Superintendent

None

Board President

None

PRESENTATIONS

A. Recognition of 2006-07 Retirees:

- Ted Alba, Maintenance Technician
- Jane Cohen, Beach/Wildwood Speech Pathologist
- Barbara Dade, Teacher, Piedmont High School
- Janet Fagre, Teacher, Havens
- Nancy Litton, Teacher, Wildwood Elementary School
- Nancy McHugh, Beach Elementary School Principal
- Bev Schmidt, Teacher, Wildwood/District ESL
- Jade Shirachi, Teacher, Wildwood Elementary School
- Marilyn Thompson, Teacher, Piedmont Middle School

Retirees were introduced and presented with gifts. Retirees unable to attend were Barbara Dade, Janet Fagre, Nancy Litton, Bev Schmidt, and Jade Shirachi.

B. Recognition of 2006-07 Student Representative to the Board

Sophie Coysh was presented with a gift from the Board. She will be attending UC Riverside and playing softball.

REVIEW & ACTION ITEMS

A. Conduct Public Hearing and Adopt Proposed Textbooks, Grades 7-12:

- "Full Option Science System", Grades K-5
- "California Science", Grades 4-5
- "Focus on Earth Science", Grade 6
- "Focus of Physical Science", Grade 8
- "Physical Science with Earth Science", Grade 9
- "Chemistry", Grades 10, 11, 12
- "Physics: Principles and Applications", Grades 11, 12
- "Biotechnology: Science for the Millennium", Grades 11,12

The proposed textbooks have been reviewed, evaluated, and recommended for adoption by teachers across all grade levels. In addition, a Curriculum Council consisting of administrators, teachers, parents and community members met once a month to discuss science curriculum, Grades K-12.

The books have been on display for the 30-day required public review period. The new health textbook for Grade 7 will be brought forward for adoption at the June 27, 2007 Board meeting.

Dr. Jamie Adams, Director of Curriculum, reported on the comments received. One comment was by a person who felt the textbook for Grades K, 1, and 2, did not have enough depth for the students. Dr. Adams discussed the concern with the

teachers at that level and they all agreed the textbook was the most appropriate for their students.

At the high school level, a couple who participated on the Curriculum Council felt very positive about the Chemistry and Physics books and thought they were both excellent choices.

A concern was expressed about the ninth grade science book. The Science Department teachers were consulted. Teachers said the books were chosen after a comprehensive review process and they were all in agreement about the textbook chosen. They felt it was the most rigorous and the most diverse for all levels of learners.

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

It was moved by Vice President Monach, seconded by Board Member Gadbois, and unanimously passed to adopt the new textbooks as proposed.

## B. Bond Program:

### 1. Presentation of Repair Options and Cost Estimates for Havens Elementary School and Direction to the Superintendent

Superintendent Hubbard said tonight will be an updated and refined presentation of repair options and cost estimates for Havens Elementary School. There will be additional opportunities for parents, staff, and community members to provide feedback. The expectation of this meeting is not for the Board to give definitive action but rather to see what kinds of decisions can be made in order for work to be done over the summer.

Options have been reviewed with the Technical Advisory Committee (TAC) and Bond Steering Committee. It was the viewpoint of the TAC that it was not reasonable to expect total replacement costs for Havens to come solely from Measure E funds alone. A final recommendation will not be pursued until all information is obtained. The TAC also wanted to make clear to the Board that Ron Gallagher, structural engineer, confirmed that the PHS Quad building (30's building/library) is significantly higher on the list to be addressed than the Havens buildings because students are still housed at the High School, whereas the Havens students have been removed and placed in interim housing.

One TAC member was in favor of immediately moving forward on the lowest cost option for Havens in order to expedite the project.

John Nelson, President of *murakami*/Nelson, started with a general concept overview for Havens:

- All structural options yield similar structural performance
- All accessibility and fire/life safety options meet code requirements
- There are differences between the options

Retrofit Option #1 (brace frame option):

- Has a combination of brace frame strengthening as well as shear wall strengthening, primarily located in the first grade/kindergarten wing and along the second grade wing
- The rest of the strengthening is primarily shear walls within the building itself: library, administration area, and within the Ellen Driscoll Theater, including the proscenium wall
- There are a series of accessibility projects, mainly related to ramps – new ramp at the entry, new ramps at the core administration area, a ramp at the playground area, a ramp at Bonita Avenue, and a ramp to get up to the Ellen Driscoll Theater

Retrofit Option #2:

- Has plywood roof diaphragms in the K-1<sup>st</sup> grade wing and continuous shear walls in the corridor but no impact on the exterior of the building
- Has shear wall work within the core area and library and shear work along the corridor but new plywood diaphragm in the roof ceiling
- At the Theater, it has a new plywood roof diaphragm and no work at the proscenium wall and more limited work around the foundation area
- Combination of ramps at the main entry and Bonita – the same kind of ramp system at the rear of Building B
- Combination of ramps and a lift to meet the accessibility requirements within this option

*Retrofit Options (Option 1 or 2)  
(categorizing in similar manner)*

- Quickest to implement
- Least disruptive
- Steel braces or roof diaphragms would provide required life safety performance
- Plywood roof diaphragms may result in less damage
- Plywood roof diaphragm at Building A-West (Kindergarten/First Grade Wing) would result in significant reduction of natural light – in the corridor and classrooms

Each of these options does not deal with the programmatic or functional issues of the building, especially in the core area in Building A. The circulation and accessibility in that area remain inefficient and complex. There is a corridor system that has multiple paths which is an inefficient way to circulate through a building and the difficulty of navigating that core area if you are disabled is also a concern.

The other thing that occurs – more in Option 1 than Option 2 – is that the science and special education classrooms become significantly smaller when the ramps and other work necessary are done. They are already smaller than the state standards.

The interim housing (portables) would have to remain while the work is being done.

#### “Hybrid” Option: (retrofit and partial replacement)

The “hybrid” option primarily relates to the area in the middle of the building (administration section) where there is the most complication with circulation and accessibility. The proposal is to raise the grade at the site so that the elevation at Oakland Avenue is carried all the way through to the playground area, and that the center section of the building be reconstructed to better use the space, consolidate the circulation and centralize the transition between the Kindergarten/First Grade and Building B/library level (there is a six-foot grade change between these), which will occur in one spot with a stair and lift. All the ramps and other lifts will go away and this area would be the major vertical circulation element.

This option also has some advantages in relation to Building B.

In general, this option would allow the architect and District to select the best of Option 1 or Option 2 to do at various parts of the building. For instance, at the Ellen Driscoll Theater, if the plywood roof diaphragm approach is used, then work won't have to be done at the proscenium wall, and it simplifies the work on the inside of the Theater.

- Seismic strengthening is similar to retrofit options but also requires major demolition, grading, retaining walls and new construction
- Significantly improves accessibility and circulation with a single floor level
- Provides a central hallway adjacent to administration area
- Provides new, centrally located entry to library
- Has level access from Oakland Avenue through Building A to Building B and playground (no level change)
- Resolves exiting at Building B
- Provides the opportunity for programmatic/functional improvements
- Provides the opportunity to reorient entry to the school, relocate administration area, or even add science, computer and art rooms
- Longer to design and build
- Current interim housing would remain
- Phasing based on existing portables

#### Replacement Option (preserve multipurpose building and Ellen Driscoll Theater only)

Raze the entire site, leaving only the multipurpose building and the Ellen Driscoll Theater. This would result in approximately a 38,000 square foot new building

- New buildings will meet all current codes in the “simplest manner” (would be designing building to current code)
- Provides an opportunity to:
  - ✓ Improve use of site, access, open space, parking, security, etc.
  - ✓ Construct a sustainable high performance school (CHPS)

- ✓ Reconcile site grade/elevation changes
- ✓ Provide more efficient design
- ✓ Address programmatic/functional needs
- Interim housing would be required for the entire school
- Additional time is required for programming, planning, designing, permitting and construction

Cost Components:

Mike Wasserman, CPM described the total project costs as an accumulation of “hard” (construction) costs, “soft” costs, escalation, and interim housing components.

“Hard” construction costs: actual bid costs, plus all change orders through the project closeout (construction materials, labor, bonds, insurance, general contractors, multiple sub-contractors, overhead and profit).

“Soft” costs: agency and plan check fees (DSA, CDE, City, County, Utility, etc.); geotechnical/geohazard fees; CEQA fees, survey fees, underground locating fees, architectural and engineering fees and reimbursables; pre-construction project management fees and reimbursables; hazardous material consulting fees and reimbursables; construction manager fees and reimbursables during pre-construction; bidding expenses; inspection and testing fees; construction management; furniture and equipment (non-fixed); moving and storage; construction and project contingencies.

New Construction Cost Comparison:

Since 2006, there have been eight middle and high schools built. The projects ranged from 88,000-133,000 square feet. The bid amounts ranged from \$33,400,000 to \$132,500,000 (netting a cost of \$340-\$530 per square foot hard construction cost). A 12% escalation cost was assumed from bid time through June 2007. A 43% markup in soft costs, other project costs and overall program costs was used. A 30% cumulative escalation through 2010 (9% per year) was assumed. The total project square foot cost for new school construction = \$710 - \$1,100 per square foot.

Cost Comparison of Various Options:

Conceptual Totals for the different options were:

Retrofit Options 1 or 2:	\$10.5 - \$15.5 million
Hybrid Option:	\$14.5 - \$20.5 million
Replacement Option:	\$34.5 - \$50 million

Retrofit Options vs. Hybrid Option

- Lowest cost retrofit option may not be possible due to programmatic impact – most costly retrofit option would be most likely
- Much of same work scope in both options
- Both options would have similar solutions to ADA and

fire/life safety code requirements – DSA input would be similar for the majority of work scope

- Most costly section (administration area) replaced within hybrid option
- May be able to complete hybrid option within cost of retrofit options

#### Recommendations by Capital Program Management (CPM)

- At the Board meeting of June 27, 2007, CPM will request the Board to authorize an amendment to *murakami/Nelson's* initial contract to further develop the hybrid concept, including refinement of the cost estimate.
- CPM will proceed with the development of the hybrid concept including reviews with the TAC, Bond Steering Committee, District faculty and staff, and other groups/outside agencies (such as DSA) as appropriate
- This will allow for long-term plans during concept development
- CPM and *murakami/Nelson* to bring back refined concepts with validated cost estimates to the Board

Board President Lindenmayer asked about the difference between a lift and an elevator.

Mr. Nelson advised that a lift is a minimalist approach to an elevator and they are inspected by the State and similar to elevator inspection. Lifts are more of an exposed element but they can be designed to look more like it belongs in the building. For the most part, they involve less maintenance than elevators. Elevators are more costly; you must have an elevator equipment room; it requires more electrical power. It is advantageous to use a lift if the DSA approves it.

On the subject of the science and special education classrooms already being smaller than normal size, in order to obtain state funding, the District must obtain approval of the project from the California Department of Education (CDE). According to the CDE, if the existing classrooms are small; CDE would not promote the classrooms being made any smaller and it is not recommended by CPM (State standard for a classroom is 960 square feet).

Board Member Tolles had a concern for the dropoff zone being on Oakland Avenue, which is a heavily-traveled street. Mr. Nelson stated that it is an optional treatment and can be discussed with the City's Public Works Department.

Vice President Monach asked about the timeline with DSA. Mr. Nelson said DSA presently has been accepting of what is being proposed. The plan would be to go back to DSA with a more focused approach and then get their response from the accessibility and fire/life safety standpoints.

Havens Principal Tery Susman wanted to reiterate that we are talking about kids and programs and the fact that, in the retrofit only, we are eliminating space in those two classrooms which

right now aren't being used as regular classrooms. Yet if we don't add any other space, we need to bring the sizes to be regular daily classrooms. If they are to be used as regular daily classrooms, they can't be any smaller than what they already are.

George Childs, resident, said it is becoming clear to him that the total replacement option is "off the table" and that maybe the Board should say that. This leaves selecting amongst the retrofit options and the hybrid. From what he can see, the only major difference between the hybrid solution and the other two options is the core area so it might be well to consider going forward with the other parts of the school. It strikes him that the more complicated arrangements we have, the more difficulty there may be in controlling security issues and it may be worthwhile to consider less entrances, as in the hybrid option. He said it should also be considered that any entrances off Highland Avenue should be taken into context with what comes out of the City Master Plan. Another element that the City Council is struggling with is Oakland Avenue. They have had many public hearings about crossing and traffic and they still have not come to a solution. If you are looking for the primary entrance to the facility, you would want to look towards the street that has the least traffic flow, such as Bonita.

Kyla Oh, Havens parent, is very concerned about the future of Havens. She urged the Board to abandon Options 1 and 2. In addition to making the classrooms smaller by having the ramps placed where proposed, lighting would be lost in the classrooms. Studies have shown that light affects the ability of students to learn and she would be really disappointed if that was an effect of the retrofit project. Although she was really hoping for the rebuild, it seems like it is not cost-effective.

Kathy O'Connor, parent of Havens students, asked about enhancing the current play space during the retrofit and design process. She encouraged the Board to consider using the hybrid option, and to incorporate some of the needs that Havens has, such as an art and science classroom, into the hybrid project. She also asked the Board to reconsider looking at the current kindergarten area that has been closed off to see if it can be reopened for 2007-08. Is there is some way to clear the benches and trees for more play space?

Board Member Tolles said we need a master plan on Havens.

Board Member Gadbois said the issue of private funding was mentioned at a Havens community meeting. He thinks we should take a step back to think about a long-term vision process.

Board Member Geddeis sees that both safety and program functionality must be resolved. She feels Options 1 and 2 do not make sense. She feels that, economically, the replacement option is not feasible. She is concerned about the reality of our funding status. The District has no bonding capacity for additional funds until the existing bonds are paid off. She wants

to go forward with a phased hybrid option; make it work now and then possibly do other phases.

Vice President Monach said we all want to do the right thing in moving forward within the context of sound master planning. As Board Member Tolles said, 'time has yielded more informed dialogue'. In the beginning of this issue, we were talking about public safety – earthquake risk. She would like to move down the path of being able to provide relatively decisive direction in moving the master planning process along because from a public engagement standpoint, even though time provides more opportunity for conversation and input, it doesn't necessarily help the Board to become more decisive. She thinks if there is some direction the Board can provide in saying, 'let's look at the hybrid option and look at emerging needs in that context', that would be beneficial. The Board needs to keep some forward momentum going in developing a master plan.

Regarding education program needs, it would be helpful to learn what the program priorities might be. Where we are right now, she would support taking off Options 1 and 2, and would support keeping the other two options (hybrid and replacement) on and moving forward on master planning.

President Lindenmayer said when he first saw the options, the hybrid concept, or some variation, appealed to him, and that replacement would cost too much and he was not convinced it is necessary. The hybrid option allows flexibility built into the idea of programmatic possibilities.

He would like to see that, to the extent possible, comparable facilities be offered at all three elementary schools, whether it's art, science or computer labs, etc. He remembers that the number of computers at Havens – the largest of the three elementary schools - is less than at the other two elementary schools. It's highly unlikely that we will be able to have any additional bond elections for another ten years. Private funding can certainly be pursued, but there's only so far you can push the "deep pockets" in our community. We are talking about millions of dollars. In addition, there may be a City bond election and the community may be asked to finance enlarging the pool. He feels the replacement option is useful as a reference point but way too much. He does not find the retrofit Options 1 and 2 appealing. He would like to see *murakami*/Nelson spend time on the hybrid option with input from the community.

It was moved by Board Member Geddeis to remove Options 1 and 2 from consideration. Motion died for lack of a second.

Superintendent Hubbard said she did not need an actual motion, but direction from the Board.

President Lindenmayer asked Mr. Nelson: if we want to keep the look of the Ellen Driscoll Theater but don't need to keep the historic architectural integrity, are there ways to replace the tile roof with a look-alike tile roof that is lighter at a reasonable cost?

Mr. Nelson responded that since the school is not a designated landmark, this is something that could be done.

Superintendent Hubbard said she was under the impression that there would not be a significant difference in the cost between replacing the roof with a lighter tile versus fixing the building to hold the original tile.

Mr. Nelson said that as soon as you remove the tile from the roof and replace it with either the original tile or a lighter tile, you have disturbed the roof and incur significant costs. There would be some benefits of a lighter weight material that would carry down through the structure. This has not been pursued by the structural engineer because he (Ron Gallagher) assumed the same tile would be used. During the summer, the roof tiles will be weighed at the high school as well as the Ellen Driscoll Theater and then pursue what the benefit would be if it was decided to go to a lighter material. The real cost is in all the finishes. As soon as you start disturbing things, you incur ancillary costs. Yet, there would be a benefit of a reduced load.

Board Member Gadbois asked if there is some way that this summer, without incurring a huge amount of cost, there could be some visioning work on conceptual replacement options, such as how the Havens site might be used: whether the building would be one or two stories, number of classrooms, how the classrooms could be used, etc.

Priscilla Meckley, CPM, responded that at this time, it is believed that if not all, most of the additional conceptual work that would be done for the hybrid, as well as some visioning work may, in fact, be able to be completed within the existing contract amount. There could be a little more but that is why they wanted to come back to the Board with a proposal once they have had an opportunity to look at that and strategize. In terms of the cost, CPM doesn't know that it will be much more than what the Board has already approved for the conceptual phase for Havens.

In terms of the timing, CPM thinks some valuable work can be conducted during the summer, but CPM has not yet had an opportunity to discuss this with the Superintendent and Assistant Superintendent as to what would be the possibilities pursued so as not to lose time, and they can do it at the same time they are working on the retrofit issues.

Superintendent Hubbard said one way this could be done is to allow *murakami*/Nelson to continue on their existing contract up to its limit and then in July, if there is an extension required at a nominal amount, that could be done and come back with an additional report.

Board Member Tolles feels that in order to move the Havens options ahead, more master planning is needed.

At the next Board meeting, CPM and *murakami*/Nelson will come back with more of a framework.

Priscilla Meckley said CPM will come back at the June 27<sup>th</sup> Board meeting and indicate within the existing contract and the fee assigned, whether or not they are able to do further concept development and give that direction.

Superintendent Hubbard reviewed that the District will have CPM provide, within the existing contract already approved, what could get done, with the understanding in terms of asking for direction that they can start moving on, and then if more is needed, they can come back in July and then the TAC will have a chance to look at it to keep the project moving. This includes the hybrid concept and possible replacement concept. The decision on whether or not to build a hybrid or whatever in terms of a definitive decision is not going to be made until after the summer, in order to give parents and the community continued opportunity for input.

Additionally, the consultants will not do any more work on Options 1 and 2 at this point, but will bring back a proposal for the next phase on the Ellen Driscoll Theater.

2. Authorize Investigation and Analysis of the Science Building, Gymnasium/Music Building, Classroom Building-Wing 1, and Classroom Building-Wing 2, Piedmont Middle School

The scope of this project is to review these four buildings for non-structural seismic hazards, deficient accessibility issues, and deficient fire and life/safety issues. As-built drawings will be obtained and each building will be visited to confirm that the room layouts match the as-built drawings. The area around the buildings will also be surveyed.

A code review of each building will be performed for fire and life/safety and accessibility requirements and a list compiled of any deficiencies.

Resident George Childs questioned if Measure E specifically included looking at non-structural safety hazards. Superintendent Hubbard responded that Measure E does specifically list looking at the non-structural seismic hazards, accessibility and fire and life safety issues. For instance, there is an issue with the fire alarm at the Middle School and the District was already aware that there would be accessibility issues.

It was moved by Board Member Tolles, seconded by Vice President Monach, and passed unanimously to authorize the investigation and analysis of the four buildings at Piedmont Middle School, effective June 18, 2007 through August 31, 2007, on a time and materials basis, for a total cost not to exceed \$124,700, for *murakami*/Nelson and its sub-consultants.

3. Authorize Concept Design Phase, Beach Elementary School, and Review Cost Estimates

Conceptual designs will be developed to mitigate or remove the structural deficiencies that were identified in the Tier 2 and Non-Structural Hazard Report. Ways will be explored to remove barriers to accessibility as well as mitigate fire and life safety deficiencies as noted in the Evaluation and Analysis Report. Cost estimates will be developed to bring information back to the Board to determine course of action.

It was moved by Board Member Geddeis, and seconded by Board Member Gadbois to authorize the concept design phase at Beach Elementary School and review cost estimates, effective June 18, 2007 through September 30, 2007, on a time and materials basis, for a total cost not to exceed \$232,300, for *murakami*/Nelson and its sub-consultants.

Resident George Childs asked if this will include looking at the portable building. He advised that the SchoolMates building is already under some review by the City Recreation Department and wanted to make sure both the City and school district discuss the outcome. Mr. Nelson indicated that he has already met with the City (Recreation Director Mark Delventhal) about the issue and all agreed to keep the dialogue going as to plans.

The President called for the motion, and it passed unanimously.

4. Authorize Investigation and Analysis of Maintenance Buildings

An initial review of the four maintenance buildings below the Middle School gymnasium for structural and non-structural seismic hazards, deficient accessibility, fire and life safety issues will be performed. No drawings are available so a diagrammatic site plan will be created.

A visual survey of the buildings will be done and a list of deficiencies compiled. A Tier 1 review of each building will be done, identifying the non-structural seismic deficiencies and findings documented.

It was moved by Vice President Monach, seconded by Board Member Geddeis, and passed unanimously to authorize the investigation and analysis of the Maintenance buildings below the Middle School gymnasium and review cost estimates, effective June 18, 2007 through July 31, 2007, on a time and materials basis, for a total cost not to exceed \$26,500, for *murakami*/Nelson and its sub-consultants.

5. Update by Board Subcommittee on Public Engagement Process

Superintendent Hubbard noted for the Board that on the Consent Calendar, there is a request to approve the extension of the contract with the Center for Collaborative Policy in the planning for future public engagement meetings.

Vice President Monach added that a PUSD Bond Newsletter was released last week and encouraged the public to continue sending their input on the Measure E Bond Program to: [input@pusd.bond.org](mailto:input@pusd.bond.org). Superintendent Hubbard reiterated that instead of sending emails regarding Measure E projects to the schoolboard email address, they should use the [input@pusd.bond.org](mailto:input@pusd.bond.org) email.

Adopt District Goals for 2007-08

Superintendent Hubbard stated that the effort to align goals with the budget development process will be helpful.

Vice President Monach thanked Board members and staff for providing their opinions on what should be considered as near-term, intermediate, and long-term priorities.

It is hoped that objectives relative to the goals will be discussed annually at a September or October Board meeting.

It was moved by Board Member Tolles, seconded by Board Member Geddeis, and passed unanimously to adopt the District Goals for 2007-08.

There was no one present requesting to speak on the issue.

Review of Assumptions for the Development of the 2007-08 District General Fund Budget; Provide Direction to the Superintendent

The Superintendent requested the Board to review the assumptions and provide staff with direction as to how to proceed with the budget development. As assumptions change, the budget changes.

Programs included as essential in the Piedmont students' experience have been maintained and are included as part of the 2007-08 budget.

Assumptions are as follows:

- The elementary librarians were reinstated to the 2003-04 (total additional .4 FTE) level of service and the cost is supported by additional funds provided by the Endowment from the Piedmont Educational Foundation.
- Additional classes funded through Regional Occupation Program (ROP) at Piedmont High School.
- Phased increases to coaches' salaries for the interscholastic program at PHS/MHS to bring them to parity with surrounding programs. This includes a commitment to review the salaries annually.
- Implementation of a pilot program to support High School students around mental health and healthy lifestyle decisions. Staff is in the process of developing a Wellness Center program
- Compensation to attract and retain the most qualified staff remains a priority. There has been significant progress toward the goal to attract and retain the best employees by providing compensation that compares to the top of the non-basic aid, unified school districts in the Standards and Criteria Report. Personnel costs represent approximately 89% of the total expenditures.
- In addition to the cost of step and column (equivalent to 1.5% of salary increase), the compensation included for all employees is 6.5%, which is the combination of a 3.5% increase on the salary schedules and the equivalent of 3% increase to cover the increased cost of the health and welfare package for the 2007-8 year.
- No employee compensation agreement has been reached for the 2008-09 or 2009-10 school years. The multi-year projections will include zero for salary increases and a projected increase of 10% in the cost of health and welfare benefits (equivalent to approximately 1.5% increase in salaries).
- The cost of step and column for employees at a rate equivalent to a 1.5% increase on the salary schedule for 2008-09 and 2009-10.
- Maintain the existing level of post employment benefits for all current employees.

- The cost of post employment benefits for all employees included as a “pay as you go”. No set aside for the funding of the post employment benefit liability to be identified as part of the GASB 45 requirements starting in 2008-09.
- The Board remains committed to a goal of a 4% reserve level.
- The number of students included for the State funding formulas for 2007-08 through 2009-10 based on the current year's P-2 total of 2,518, which is 20 fewer than the current year. Staff will continue to monitor enrollment and attendance closely and make adjustments at the interim reports as required.
- The Parcel Tax support has been an essential component of the District's revenue for the maintenance of programs for students. Revenue from Measures B and C, approved by the Piedmont community by 88.10% and 83.13% margins, respectively, on June 7, 2005, are included as part of the multi-year projections. They include the allowable increase over the current levy of 5% as approved by the Board beginning in 2007-08. No additional increases are included as part of the multi-year projections.
- The funds raised by Parent Support Groups and the Educational Foundation to support programs remain an integral part of the District's budget. The expectation for the budget is to maintain the level of support to include increased costs of personnel.
- The anticipated 2007-08 State budget with the projected 4.53% Cost of Living Adjustment (COLA).
- The multi-year COLA projections include, per the School Services of California dashboard, at 3.7% and 2.6% for 2008-09 and 2009-10 respectively.
- The replacement of Witter Field turf and track to be funded by the Capital Facilities Fund and previous Bond Fund balances. Remainder to be funded from the General Fund resources of the State District Grant and the restricted one-time Mandated Cost fund as permitted by the State in 2007-08. All current lease obligations to be cleared. The District to transfer the equivalent “lease” payment of \$45,000 per year to the Capital Facilities Fund for replacement needs of the field in the future.

The Budget Advisory Committee (BAC) consisting of representatives from all stakeholders in the District, meets regularly to discuss the District Budget. These assumptions were discussed at the BAC meetings throughout the year and as recently as June. There was general agreement and understanding of these assumptions. The BAC meetings have been set for 2007-08 and will be posted on the District web site. The community is encouraged to attend and anyone wishing to become a member of the BAC may contact the Superintendent's office at [bfeusier@piedmont.k12.ca.us](mailto:bfeusier@piedmont.k12.ca.us).

The Superintendent said the District is constantly trying to provide the most current numbers. For instance, from January until now, the District knows there have been significant changes in personnel because of various issues, such as the number of employees being off (i.e., two Maintenance

employees have been off and the District must pay their wages and the wages of substitutes; and one custodian has been off).

Board Member Geddeis commented that the assumptions are about twice as many as in the past. Superintendent Hubbard stated that District staff has been very conservative in any budget decision-making.

The final budget is slated to be approved on July 1. The Superintendent said in her ten years of doing budget work, the State Budget was approved on time only once. A revised District Budget will return forty-five days after passage.

Vice President Monach was appreciative of knowing the assumptions in advance, which may be a way to solicit more activity by parent groups and encourage more attendance at the Budget Advisory Committee meetings.

The Board was in consensus that the assumptions reviewed will be used in the development of the budget.

Vice President Monach thanked the staff for sending out the appreciation letter to property owners for passage of the parcel tax and indicating the purpose of the taxes.

Board Member Gadbois said it should be incumbent upon Board members and staff to inform parent clubs/community members of the District budget.

There was no one requesting to speak on this issue.

Adopt Resolution 26-2006-07, "Resolution Requesting the Board of Supervisors of Alameda County to Issue Tax and Revenue Anticipation Notes in the Name of the Piedmont Unified School District for Fiscal Year 2007-08 in the Principal Amount of Not to Exceed \$4,000,000, and Authorizing the Sale Thereof and Authorizing Preparation of an Official Statement in Connection Therewith"

It was moved by Board Member Geddeis and seconded by Board Member Tolles to adopt Resolution 26-2006-07.

The Board was polled and the motion passed unanimously.

Approve Consulting Services Agreement Between the District and Kelling, Northcross & Nobriga, as Financial Advisor in Connection with the Financing of 2007 Tax and Revenue Anticipation Notes (TRAN) Structure and Marketing, Effective June 10, 2007 through June 30, 2007, at a total cost not to exceed \$8,000

It was moved by Board Member Gadbois and seconded by Vice President Monach to approve the consulting services agreement between the District and Kelling, Northcross & Nobriga.

The Board was polled and the motion passed unanimously.

Approve Declaration of Need for Fully Qualified Educators

It was moved by Board Member Tolles, seconded by Board Member Geddeis, and passed unanimously to approve the "Declaration of Need for Fully Qualified Educators", which is a prerequisite to the issuance of any emergency permits from the Commission on Teacher Credentialing. It is required by the state in the event that the District plans to hire emergency-

credentialed teachers.

There was no one requesting to speak on this issue.

#### Approve Two-Tiered Hourly Rate Increase for Adult Education Instructors

Adult Education Instructors have not received a salary increase since 2000-01. The Adult School must be able to attract and maintain teachers in our state-subsidized classes, such as our Independent Study program where teachers are asked to teach core secondary subjects to high school and post high school students. To teach a state-sponsored class, the teacher must have an appropriate credential and recently, the credentialing class has been increased to eight Saturdays of eight hours a day at an increased cost of almost \$700.

A two-tiered hourly pay rate is being proposed by Adult Education Instruction Karen Gnusti. Establishing a two-tiered system would benefit everyone. Slightly increasing the fee-based teachers from \$23.00/hour to \$25/hour is a respectful increase due to the amount of years that the salary has not changed. Changing the state-subsidized teacher rate from \$23/hour to \$30/hour would move Piedmont from second lowest in Alameda County to a mid-range rate. The funding for the state-subsidized program will cover the increase cost of moving the pay from \$25/hour to \$30/hour.

A comparison salary survey was presented.

It was moved by Board Member Geddeis, seconded by Vice President Monach, and passed unanimously to approve the two-tiered hourly rate increase for Adult Education Instructors, as presented. The increase will become effective July 1, 2007.

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

#### REVIEW AND DISCUSSION ITEMS

Revised Administrative Regulation 5117, "Interdistrict Attendance"

Superintendent Hubbard advised that minor edits have been added to both Administrative Regulation 5117 and 5111.1 to give additional clarification to the public. The regulations are provided to the Board as informational, only.

Revised Administrative Regulation 5111.1, "District Residency"

Board Member Gadbois added that a long-term goal for discussion at a future Board meeting is how to increase enrollment.

#### CORRESPONDENCE

Two emails were received regarding the Havens bond project.

#### BOARD REPORTS

Board Member Tolles attended a Technical Advisory Committee meeting, a Bond Steering Committee, City-School meeting and two graduations.

Board Member Gadbois attended a Piedmont Middle School Parents Club meeting, Piedmont Middle School Ceremony of Completion, a Citizens' Oversight Committee meeting and a Piedmont Appreciating Diversity Committee meeting. The Piedmont Middle School Parents Club donated \$40,000, to be used for technology at the Middle School in conjunction with the

\$100,000 anonymous donation.

Board Member Geddeis said the High School Boosters Club had a very successful end of year coaches' recognition event. The PAINTS Birdhouse Gala was very successful, and she attended the High School Parents Club meeting and the high school graduation.

Vice President Monach attended the Associated Parents' Clubs of Piedmont/Support Club Presidents' meeting and the joint community meeting between the City and the school district regarding Civic Center Master Planning.

Board President Lindenmayer attended the reception for outgoing Beach Elementary School Principal Nancy McHugh, along with all of the other Board members.

CONSENT CALENDAR:  
ACTION ITEMS

President Lindenmayer acknowledged an anonymous donation in the amount of \$100,000 to be used for the Technology programs at Piedmont High School, Piedmont Middle School, and Millennium High School.

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
2. Adopt Regular Board Meeting Minutes of May 23, 2007
3. Accept School Accountability Report Cards, 2005-06  
The Board of Education views School Accountability Report Cards as one way of informing the community about conditions, needs and progress at each school and to provide data by which parents/guardians can make meaningful comparisons between schools
4. Approve Personnel Action Report
5. Approve Subgrant Funding Consortia Application for Title III, Limited English Program, 2007-08  
In order for a school district to qualify for a subgrant under \$10,000 for this program, it must join a consortium where the subgrant generated by the participating local education agencies equals or surpasses \$10,000. The District has been scheduled for an estimated \$6,480 in funds for 2007-08. The funds are used to provide supplementary programs and services to Limited English Program students.
6. Approve Subgrant Funding Consortia Application for Title III, Immigrant Education Program, 2007-08  
In order for a school district to qualify for a subgrant under \$10,000 for this program, it must join a consortium where the subgrant generated by the participating local education agencies equals or surpasses \$10,000. The District has been scheduled for an estimated \$1,170 in funds for 2007-08. The funds are used to provide supplementary programs and services to eligible immigrant students.
7. Approve *Intent to Participate* for the District to be included in the Alameda County School Services of

California, Inc. Consortium 2007-08, effective July 1, 2007 through June 30, 2008, at a total cost not to exceed \$1,568.

8. Approve Application and Assurances for Funding for English Language Acquisition Program (ELAP), Fiscal Year 2007-08
9. Approve Contract Between the District and *Schooldude.com* for a web-based facilities reservation program for rental/use of school facilities, effective July 1, 2007 through June 30, 2008, at a total cost not to exceed \$3,807. Funding Source: Technology
10. Approve Five-Year Contract Between SBC Global Services Inc. dba AT&T Global Services and its affiliated for "OPT-E-Man"® Service and one-time installation of District-wide technology support infrastructure for band-width video streaming ("Agreement for the Provision of Intrastate Special Construction), effective June 14, 2007 through December 31, 2007, at a total cost not to exceed \$47,300 (one-time fee). Funding Source: General Fund.
11. Approve Extension of Contract Between the District and Center for Collaborative Policy, to provide consulting services regarding the public engagement process related to the PUSD Measure E Bond Program, from July 1, 2007 through June 30, 2008, at a cost not to exceed the original contract cost of \$20,000. Funding Source: Measure E Bond Fund.
12. Approve Extension of Agreement Between the District and Luis Sanchez Landscape Maintenance Service for landscaping services for the Witter Field Complex, effective July 1, 2007 through June 30, 2008, at a total cost not to exceed \$41,592. Funding Source: General Fund.
13. Ratify Formal Contract Between District and *FieldTurf Tarkett* for Renovation of Witter Complex Playing Field and Track  
The Board approved the proposal by *FieldTurf* (subcontractor: Superior Sports Systems) for the renovation of the Witter Complex Playing Field and Track at its Board meeting of April 25, 2007. The formal contract is being presented tonight for ratification, effective June 14, 2007 through July 30, 2007, at a total cost not to exceed \$500,000. Funding Source: Bond proceeds originally issued in 1996 for the installation of Witter Field and other construction projects in the District; the Capital Facilities Fund; and from financing not to exceed \$200,000 which will release current lease obligations already designated for Witter Field.
14. Adopt Resolution 27-2006-07, "Disposal of Obsolete Textbooks"
15. Approve Agreement Between the District and Fagen Friedman & Fulfroost, LLP for legal counsel and services, effective July 1, 2007 through June 30, 2008, per the Professional Rate Schedule attached.
16. Approve Agreement Between the District and Miller Brown Dannis Attorneys for legal counsel and services,

effective July 1, 2007 through June 30, 2008, per the professional rates provided within the agreement.

17. Approve Monthly Financial Report of the District for May 2007
18. Approve District Warrant Lists for Goods and Services Rendered, Dated May 25, 2007 and June 8, 2007
19. Adopt Schedule of Regular Board Meetings for 2007-08
20. Approve one Consultant Services Contract with **Melissa Wenters, Au.D.**, to provide audiologic evaluation, record review, case history, and report for one middle school student, effective April 16, 2007 through May 1, 2007, at a total cost not to exceed \$475.00. Funding Source: Special Education
21. Approve one Consultant Services Contract with **Durham School Services**, to provide transportation for one middle school student, effective June 27, 2007 through July 25, 2007, at a total cost not to exceed \$697.60. Funding Source: Special Education
22. Approve one Individual Service Agreement with **Raskob Day School**, to provide summer educational services for one elementary student, effective June 18, 2007 through July 27, 2007, at a total cost not to exceed \$2,100.00. Funding Source: Special Education

FUTURE REGULAR BOARD MEETING  
AGENDA ITEMS

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

- Review of Board Bylaws (Section 9000) (July)

ADJOURNMENT

There being no further business, and with no objections by the Board, the meeting was adjourned at 10:48 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