

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

MINUTES OF  
Regular Meeting of the Governing Board

April 30, 2008

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CALL TO ORDER	Board President Monach called the Board of Education meeting to order at 6:10 p.m.
ESTABLISHMENT OF QUORUM	President June Monach, Vice President Ray Gadbois, Board Members Roy Tolles, Martha Jones, Rick Raushenbush
ADJOURN TO CLOSED SESSION	The Board adjourned to Closed Session at 6:11 p.m. to discuss:  A. Public Employee Performance Evaluation: Superintendent (Government Code Section 54957)
OTHERS PRESENT FOR CLOSED SESSION	Constance Hubbard, Superintendent Michael Brady, Assistant Superintendent, Business Services David Roth, Ph.D., Assistant Superintendent, Educ. Services Jamie Adams, Director of Curriculum
RECONVENE TO REGULAR SESSION	Board President Monach called the Regular Session of the Board of Education meeting of April 30, 2008 to order at 7:10 p.m. and led the Board and audience in the Pledge of Allegiance.
OTHERS PRESENT AT REGULAR SESSION	Constance Hubbard, Superintendent Michael Brady, Assistant Superintendent, Business Services David Roth, Ph.D., Assistant Superintendent, Educ. Services
Action Taken In Closed Session	None
Agenda Adjustments	A revised Personnel Action Report was presented as an agenda adjustment.  Also, it was moved by Board Member Raushenbush, seconded by Board Member Tolles, and passed unanimously that: 1) information came to the Board's attention after the posting of the agenda that an emergency situation exists because funds may be lost if not acted upon at tonight's meeting, and that 2) the Board add the agenda item, "Report of Enrollment for Grades K-3" for school districts participating in the K-3 Class Size Reduction Program, 2007-08 to this evening's Consent Calendar.
COMMUNICATIONS / ANNOUNCEMENTS	
Association of Piedmont Teachers (APT)	None
California School Employees Association (CSEA)	None
Parent Clubs	None

Student Representative to the Board

Riely White, Student Representative to the Board, reported that:

- Last week was Spring Fling Week, including “Day on the Green’ when students get out early and activities are held at Witter Field
- The Spring Fling dance is on Saturday
- This Thursday and Friday, a dance concert will be held which is put on by the High School dance class. The Thursday performance is at 7:30 p.m. and the Friday performance is at 8:00 p.m.
- The North Coast Section (NCS) is coming up for spring sports
- ASB elections for student office positions are also coming up
- AP (Advanced Placement) tests begin next week and the following week

PERSONS REQUESTING TO SPEAK ON ITEMS NOT ON THE AGENDA

None

Superintendent Announcements

Superintendent Hubbard advised that the High School Advanced Placement Art Show exhibit is currently at the Alan Harvey Theater foyer; STAR testing at the secondary level finished up last week, with elementary testing starting next week; and various celebrations are going on at the elementary schools for Earth Week.

Board President Announcements

President Monach announced that:

- Assembly member Sandre Swanson is going to be hosting a town hall meeting on Saturday, May 3, 2008, from 10:00 a.m. to 12:00 noon at Encinal High School in Alameda, to discuss the State budget situation
- Working with CHIME, there are three Piedmont sophomores seeking instruments in good condition that can be used in music classes throughout the District. There is a drive taking place on May 3-4 at 1421 Grand Avenue. For more information, contact Sara Goodman at 547-2063
- The Tri-School Auction “Moonstruck” will be held on Saturday evening, May 10
- The PAINTS Bird House Gala will be held on Friday, May 3, from 5:30-7:30 p.m. Contact [www.piedmontpaints.org](http://www.piedmontpaints.org) for more information.

## PRESENTATION

A. Wellness Center Report, 2007-08

The Wellness Center was formed in response to student needs identified during the High School accreditation process and from student responses to the Healthy Kids Survey administered every other year. The Center opened in October and has been providing numerous services to students.

Superintendent Hubbard stated the Wellness Center is one way of addressing student needs beyond academic needs. A report to the Board on the Wellness Center will be provided annually.

Brooke Zimmerman, Director of Student Support Services, explained that the Wellness Center was established in coordination with the "Every 15 Minutes Program", which demonstrates the far-reaching effects to students and their families whenever a student makes the decision to drive while under the influence of alcohol. Currently, the Wellness Center has seven therapists, a supervising clinician who works ten hours per week, a 40% health educator, and a nurse. The Center is open daily from 8 a.m. to 3:00 p.m. The Wellness Center has interviewed for intern positions for 2008-09; if hired, there will be full coverage at the Center, with two therapists every day from 8:00 a.m. to 3:00 p.m. Students either self-refer or are brought in after being referred by a friend, a counselor, parents and/or teachers. A quick intake of a student's issue(s) is done, an appointment is set up, and the student is processed, and then assigned to an intern or therapist.

What the Center has found is that most students who come in are experiencing feelings of stress and anxiety; feelings of being overwhelmed by problems with relationships, and that the feelings are numbed by the use of alcohol and/or drug abuse.

There have been over 1,400 student visits since October 1, 2007. Ms. Zimmerman is saddened to reflect what is going on with the students, and feels it is alarming. The successful part is when students come in on their own to help themselves.

There is also a student advisory board that will be blending with peer educators to continue to the next school year. There is a parent executive committee working on fund raising and the Center has an advisory board who will be meeting for the first time on May 12. Many of the members are not members of the Piedmont High School community or Piedmont community but believe in the vision and want to assist in the search for funding. The Wellness Center continues to look for additional financial support.

Ms. Zimmerman added that the Wellness Center Program would not have been possible without the assistance of Piedmont High School Principal Randall Booker, the Superintendent, and the two Assistant Superintendents, Michael Brady and David Roth. She is grateful for the time they took for her to air her concerns.

The mission of the Wellness Center is for students to take responsibility for themselves and their own well being. The Wellness Center will provide a safe and confidential place for them, free of judgment, and will work together as a team to increase access to health education, mental health counseling, and any support services deemed appropriate.

The Wellness Center budget is derived by using some of the State's Grades 7-12 counseling monies, and a commitment of \$40,000 from the High School Parents' Club to help support the Wellness Center next year. There is still a shortfall of \$75,000 in terms of funding continuing personnel. Parents are being very aggressive in grant writing applications. The only ongoing District money would be the categorical counseling money.

REVIEW & ACTION ITEMS  
Approve Naming of Facilities

Two requests were made, one to approve the naming of the music classrooms on the first floor of Morrison Gym, "Gillard Hall", in honor of retired music teacher Leonora Sleeter Gillard, who has touched hundreds of students. Music teacher Dorothy Falarski thanked the Board for making this happen.

Mary Ann Benson worked with Ms. Gillard for over 20 years. Ms. Gillard designed the music program. Naming the hall is a wonderful gesture.

Ms. Gillard said she was deeply honored and particularly pleased about keeping music in the school program.

Board Member Jones commented that her son is a cellist and that the music program was a wonderful experience for him.

The second request came from Principal Randall Booker to name the Piedmont High School baseball diamond at Witter Field the "Coach Humphries Diamond". If the Board approves the naming, a celebration will be held on May 9 at the PHS baseball diamond on Witter Field.

Mr. Booker shared that Coach Humphries served as a physical education teacher in Piedmont for 39 years, and as Athletic Director for 23 of those years. In 2007, he was voted Bay Shore Athletic League Coach of the Year. He has coached over 1,200 frosh football players in his career.

It was moved by Vice President Ray Gadbois, seconded by Board Member Jones, and passed unanimously to name the music classrooms on the first floor of the Morrison Gym as "Gillard Hall", in honor of Leonora Sleeter Gillard.

It was moved by Board Member Tolles, seconded by Board Member Raushenbush, and passed unanimously to name the PHS baseball diamond at Witter Field, "Coach Humphries Diamond".

Measure E Bond Program:

1. Brief Overview of Measure E Bond Program, Including Project Budgets and State Funding

Superintendent Hubbard explained that on January 15, 2008, she presented a recommended program approach that the Board adopted at the end of January. It looked at the summary of all of the various projects – Beach, Havens, Wildwood, Piedmont Middle School, Piedmont High School, and the Maintenance Department, and it looked at State funding in ranges. It is important that the public understand that the work on Havens has always been part of a bigger project and to understand that it is a piece of the project, not the only focus. All projects have always been included in the program approach.

The red-tagged buildings were looked at, which were the ones that the consultants felt were the most dangerous in terms of life safety. These were the Havens two classroom wings, the High School quad (library) building, and the Student Center. It was not known at the time about the Alan Harvey Theater. From the preliminary reviews, the wings at Havens were deemed as very

problematic and a danger to students and because of that concern, action was taken to move the students out and place them in temporary housing (portables). One of the ways the District used to mitigate the danger to students/staff was by reducing use or vacating the building. Because students were in the Havens wings all day long, the students were moved. Since not enough was known about the condition of the Alan Harvey Theater at the High School, and because staff, students and parents did not feel it was right to disrupt current classes in the building solely on speculation, it was not vacated. After more thorough information was received on the design, it was determined that the building was safe. For the High School Student Center, it was verified that portion of the school was problematic and it was mitigated by reducing use. Previously, students could use the building as an eating area, for assemblies and classes. Now use of the building has been severely reduced. For the library (quad) portion of the High School, it was felt that the best mitigation and least disruptive was to lighten the load on the roof. The District proceeded to remove the heavy tile on the roof and put on a temporary lighter roof so that in the event of an earthquake, the tiles would not fall on people and the sub-roof/attic could sustain any falling in at that point, and the building would not be in danger of collapsing.

It is also important that people understand that the District is looking at all of the projects. Beach and Wildwood are still in the investigative stages. Seismic consultants did not feel these sites were of an immediate danger. The District has already had some building evaluations done which conclude that in the event of an earthquake, buildings at these sites would be “yellow-tagged” – not considered an immediate danger. The District also looked at the Middle School in terms of the fire alarm. The District wanted to make sure an integrated fire alarm system was installed for the middle and high schools because they are a contiguous campus. The fire alarm system was felt to be the biggest safety issue at the Middle School.

General budgets were presented in terms of availability of State funding at the January 15, 2008 meeting, also. At the end of March, another budget was presented and the District received more confirmation of what State funding would be if the District could get in its applications by next year, and that funding was very likely if this were done.

The Measure E bond program was also looked at from a different approach: instead of starting with a Havens budget, the District went backward, starting with the High School buildings, Beach, Wildwood, and the Maintenance facilities, ending up with a net figure of \$26.5 million. Various ways to address the Havens replacement were looked at; then Webcor and Mark Becker came to the Board with a design proposal. The District stopped to look at those options, and felt as if Havens could be addressed in the replacement area of \$22.8 million. The Superintendent reiterated that it is important that the public realize that the intent has always been to address all of the buildings – to get as many the buildings in a “green-tag” status as possible after an earthquake, and that the District is

looking at the option that came up, and Webcor can provide us with more information. Mark Becker has donated his time in coming up with a wonderful design; conversations have been held with the Division of the State Architect (DSA), and the District has looked at what all of the possibilities are. By the end of this school year, we will know better the costs that we will likely need for Beach and the High School. Wildwood will require more investigation and preliminary costs will not be known by then. The community also needs to understand that the presentation for the preliminary services agreement with Webcor, and the master contract with ATI to move forward on the rebuild option for a new Havens was done in the context of all the facilities.

Superintendent Hubbard continued. She said people are still saying: what if it costs more? The District only knows what it knows as of now. The District is continuing to get more information, refine the numbers, and continue to do investigation. New construction is more predictable within a budget than trying to address issues in an older building and doing modernization. The District is going with the best information known at this time and is looking at allocating funds to the various sites based on the information it has now.

A Request for Qualifications (RFQ) was conducted and the District interviewed two firms to be potential developers for the building of Havens, of which Webcor was selected. A lease/lease-back option is being looked at so that the structure would be that we would enter into an agreement with our developer, Webcor, and they would agree to build the building at a guaranteed maximum price (GMP), based on plans that are approved by the DSA. What we are looking at tonight is moving forward with that - having Webcor work with our District architect in the development of all the plans, so that the relationship between the two of them starts early on so that the District can look at all possible cost savings and make sure that when it comes time for the District to enter into a lease/lease-back agreement, the GMP makes sense.

She added that representatives from Webcor and ATI were present at the meeting.

President Monach inserted that at the last Board meeting, each Board member provided a personal context to their current thinking and basis for the program scope and budget currently being worked with. It very much reflects collectively the Board's intent to implement a comprehensive program across all the school sites, given what the Board has learned to date through investigation and analysis, including input from the public. From this point forward, the Board's actions will demonstrate their commitment to making it all happen.

Vice President Gadbois would like to see the Board take a formal vote on a budget as prepared here, to treat it in a similar way as the annual operating budget of the District is treated. He felt the Board should formally vote on it and approve it and when there are changes, the Board would vote on the changes.

This would essentially commit the Board to the allocation of resources and this set of priorities. That way, if anything changes, the Board would have to vote to change the allocation of resources. It formally says to the community, "this is our commitment to the community as to what we want to do".

Superintendent Hubbard advised that something could be done to affirm the program approach that was already approved, which included the budget allocations, but she felt uncomfortable having a motion made when the item was not an action item and did not show as an action item on the agenda.

Board Member Raushenbush said he understands Vice President's Gadbois' intent behind wanting to make a motion, but he thinks it is clear from the Board's past intent, past statements, and current statements that the intent is to get all the buildings up to "green tag" status. Although the motion would be symbolic, as soon as actual work is started on the high school, there could be a cost overrun or money could be saved. We could get to a point where we get half-way through Beach and there is an overrun and we might have to find some money or stop half-way through. We have to make a decision that is based on the best information available to us today, which is that today we think we can do everything, and that is the intent. This is why he finds the Havens project so inviting – it has a gross maximum price aspect. He added that the vote would be symbolic because what else are we going to do if we face unwanted facts – the Board is going to have to make a vote to change it, anyway. So on one hand he can go along with voting symbolically, but he wants to be clear that as facts change, the ability of the Board to carry out its intent may change or it may not.

Superintendent Hubbard added that the Board will have to approve every contract - approval must even be given to approve the District going out to bid - so the Board will be required to approve every portion of this process.

Board Member Tolles generally liked Vice President Gadbois' idea because it gets on record the Board's commitment to do the different parts of the project, but he would like to delay a vote until better and more complete information is provided. He also felt that since he was not at the January 15, 2008 Board meeting when the general numbers were approved, he felt it would be useful for the new Board members to approve those numbers.

It was moved by Vice President Gadbois to approve the overall budget summary for the Measure E projects as presented on March 29, 2008 (page 12 of the April 30, 2008 Board packet).

The motion died for lack of a second.

Resident George Childs strongly supported Vice President Gadbois' proposal and was very disappointed it was not acted upon. It would have indicated, "here's where we are and here's where we expect to go".

Resident Wes Smith stated he liked the intent of the motion. There is a philosophical issue that needs to be resolved: is this a budget-defined program or program-defined program? We talk about moving red-tagged buildings to green, but moving yellow-tagged buildings to green gets a little "fuzzy". He encouraged a vote of intent on program. He said you cannot guarantee that we have the money but the intent is more than symbolic; it's a piece of the record. It would also be needed as a personal commitment that wherever the Board is in five years, if the money is not there, the Board is going to step forward and assist in making sure that the work that is required gets finished. His personal favorite is to fund Havens separately. It doesn't mean delay; it means fund it separately, keep going and spending the money on the development work, and then the public will be assured there is plenty of money left to finish the task. The last thing to be worried about is enough money to do this important work on which the community voted.

President Monach raised as an observation that this particular program that the Superintendent just reviewed was introduced at the January 15, 2008 Board meeting and approved at the January 29, 2008 Board meeting. There are two members of the Board now who were not on the Board at that time, and Board Member Tolles was not present at the January 29, 2008 meeting. She asked what the Board thought about, for the record, supporting this particular program at this point in time.

Board Member Raushenbush said he would be happy to have a statement of intent from this Board to convert all of the red-tagged and yellow-tagged buildings to green-tagged buildings, with the priority given to the red-tagged buildings, and that the intent is also to move all of the yellow-tagged building to green tagged buildings. That is the Board's intent. His concern is about putting too much weight on the figures. As some may recall, he did not like allocating \$2M to Maintenance and although he still doesn't, he would be happy to move forward with an intent to convert everything to green-tagged buildings.

Board Member Jones agreed. This is also her intent, as well. She felt it would be a good idea to have a statement by the Board as to its general intent, although she does not want to tie it to a budget and vote every time a number changes because the numbers are so preliminary at this time.

Superintendent Hubbard advised that if the Board wants to discuss this as an issue, it needs to be brought back as an item that is more clearly communicated to the public that it will be voted on because she does not feel in good faith, in terms of the Brown Act, this is what the present agenda communicates. If the Board desires, the issue can be brought back on the next agenda. What was presented did not confirm the intent of necessarily doing the yellow tagged buildings; it just presented a budget if we were going to do the yellow-tagged buildings. So the intent on the yellow-tagged buildings has not been confirmed or voted on by the Board. This was just a preliminary budget predicting what it would cost to bring the yellow-tagged buildings

to green-tagged, and with the idea that we were going to do the next level of investigation and planning to do that so the Board could review it then. So they are two separate issues and if the Board wants to vote on that, her recommendation is that it is a different item that needs to be more clearly communicated to the public and that is the issue to be voted on.

Vice President Gadbois stated he made his motion because he doesn't necessarily think at this point that he would feel comfortable committing to doing all the work no matter how much it costs. So to him, he is interested in approving a scope and budget that we currently anticipate and if something dramatically changes a year from now, we would have to revisit either the budget or the scope. He does not agree that the scope is fixed and the cost is the variable. We need to balance the two going forward.

Board Member Raushenbush stated that at the last meeting, all the Board talked about intent, and that at this meeting we were going to focus in on two specific contracts which every step of the way is going to be by a contract, which we will have to approve, including every significant change order, so he is happy to move to the contract stage.

2. Approve Preliminary Services Agreement Between the District and Webcor Builders for the Havens Elementary School Rebuild Project

Superintendent Hubbard advised that the contract provided is to pursue the Havens Elementary School "Becker Design" in terms of replacing the school. This is a preliminary services agreement in anticipation of getting to the point where we can enter into a lease/lease-back for the construction of the school at a guaranteed maximum price (GMP). The dollars spent toward this, since we have already identified Webcor as the developer, would be counted in the GMP, not in addition to. Also, so far Webcor has donated all of their time in moving this project forward. We have the principals of Webcor here tonight who have made it very clear that their time on the project will continue to be donated. The preliminary services agreement for \$156,775 is only to account for any out-of-pocket expenses that Webcor may incur in this year-long process. We do not expect to get to the end of this phase for another year, and that phase includes all of the plan development, getting in and out of DSA, doing all the work together, Webcor and ATI, from the beginning, and this is really the best way possible to work on getting the product that we want with the quality that we want at a price that is reasonable and in the timeframe we want. We are fighting the inflation factor of time. The idea would be that we would have the preliminary services agreement approved, be in and out of DSA, get the State money, and start construction by June of 2009 and have the building completed so that the staff and students will start out in a new building for the 2010-2011 school year (August 2010). This is a gift of time, energy, funds and support that is unique to the Piedmont community in having a builder such as Webcor to provide us with this support.

President Monach brought to everyone's attention that the estimated amount of services is \$270,058 and of that, a donation of \$113,283 by Webcor was made, which nets out to the \$156,775.

Superintendent Hubbard added that both the Webcor and ATI contracts include provisions that would allow work to be stopped at any time and all the District would owe is what has been spent to date.

Board Member Tolles wants solid information at the end of the schematic design phase in terms of scope of project and cost estimates.

Andy Ball, President of Webcor Builders, stated that the whole project is a process. As they receive the drawings, they will have meetings every week. They will go through the drawings and ideas, being as efficient as possible in coming up with good design ideas and construction ideas. They will have updates every week but they will not have a schematic budget at that point in time; it takes more than 4 weeks to put together the drawings, and then they take about 3 weeks to completely review and go over things more thoroughly in order to come up with a number for the District. Then they will come back to the Board, make a presentation, and show Board members what is on the drawings. It is a step-by-step process. There is no way this will be a "runaway horse" that no one has control over. The Board will be able at any point along the way to say they are not comfortable with this; he also invited Board members to attend the Webcor meetings. Webcor will completely inform the Board of the plans and costs. Webcor is dependent upon getting the drawings from the architect before they can make the formal next step. Every week that goes by provides new information for the Board.

Mark Bello of ATI Architects & Engineers, added that all of their general contracts have all of the legalities included, and in the scope of work at the beginning of every phase, the first sentence refers to submitting schematic design, design development and construction documents to the District for review. At the time of the District's review a decision is made either to proceed or terminate the project. The Board can stop mid-stream at any time.

President Monach said it is important to distinguish between the Board's role in authorizing the contract and contract language and the administration's role representing the owner as the District and pursuing its administrative function. We have to keep in mind that our decision structure and communication channels are running through the Bond Steering Committee. Those reports are vetted through the consultants to the Bond Steering Committee prior to coming to the Board.

Superintendent Hubbard expressed her confidence in both ATI and Webcor Builders.

Board Member Tolles preferred holding on the final decision, to be based upon a little more information on the Havens site and the schematic information on the rest of the sites.

Board Member Raushenbush thought the contracts were fine.

Resident Ken Jensen stated that, as a consultant for 35 years, usually when you are approving a contract, you have information such as schedules, manpower loading, etc. All he sees is a set of draft documents. He asked some questions about demolition taking place this summer.

David Claveau of Webcor stated there will be some preliminary work during the summer but no actual demolition.

Mr. Jensen then asked about the scheduling and costs included in ATI's work scope: who takes the order? If there is a dispute, how is it resolved?

The Superintendent explained that disputes will come to the District and Construction Project Manager and will also be discussed with the Bond Steering Committee.

Mr. Jensen also asked about design milestones: when will people have an idea of the GMP and should there be some discussion in the ATI work program about what happens at the 80% work program timelines of Exhibit B? Reference is made under the cost estimates.

David Claveau of Webcor stated that this is not a process where Webcor is handed drawings; the whole premise of the deliverable method is to move away from that very inefficient process. Upon approval of the contracts, ATI and Webcor will decide the deliverable dates. They will talk about construction sequencing and approval cycles for things like the schematic design drawings, the 50% drawings and the 80% drawings, and allow the Board the time to review and act upon the drawings. The reason that the schedules are not finished yet and that the dates are not known is because Webcor has not yet had the opportunity to sit down and get the input from everyone that is needed. Once the dates are established, Webcor and ATI will have weekly meetings and both will be very involved in the decision making process. Webcor's part will be primarily about schedule constructability, materials, means and methods – things that Webcor is the best at. Webcor will rely on the architect for the design, aesthetics and the program. At the milestone dates, it typically takes about 3 weeks to put a number together – they have to take the drawings, print them, send them out to various subcontractors, do takeoffs, collect, analyze, have meetings and discussions. At that point, a number will be put out. When you see Webcor discussing formal budget submission or formally publishing a budget, they use those words because at that point in time, the District can expect Webcor to hand them a budget that is fully vetted based on a specific milestone of the design and they will be specific milestones. He emphasized that the ATI and Webcor contracts seem very similar but what this deliverable method is intended to do is spend many, many hours with the architect and working together collaboratively.

Resident Michael Perkocha, stated that one of the greatest frustrations is the way the process has moved. There is a tendency to second-guess the team and to try to micro- manage the project by certain members of the Board and this team has demonstrated they have great experience both in construction and design. There shouldn't be any real mystery. His concern is that the Board helps these people to be as efficient as possible as they move forward and not present obstacles to them down the line.

Resident Mary Ann Modesin thanked Mark Becker, Webcor, the Board, and everyone involved in this. She is very happy about the project and hopes it goes forward.

Resident Anne Beeson was curious as to whether or not Ken Jensen had his questions answered. She had a question about the signing of the contracts. She noticed the word "demolition", and one word like that can be pretty important when trying to communicate. It's not good not to be well informed and the community is counting on the Board to do that.

President Monach added that the Board does review material thoroughly, and spends a lot of time in preparation for meetings and contract approvals.

Superintendent Hubbard followed up by stating that in terms of the contract, it was reviewed and vetted by the District's attorney. The word "demolition" did not bother her because she knew that was not going to happen so she understood the context of the wording.

Mayor Abe Friedman, speaking as a resident, wanted to say thank you to the Board for getting everyone to this point and wanted to add his thanks to Andy Ball and Mark Becker and all those who have spent so much of their time and effort. He also hopes the Board will move forward in approving the contracts. He feels it is in the best interests of the community. He added that the Council had seen a presentation given by Mark Becker. The Council made a strong statement of enthusiasm and support and expressed an interest in supporting the project financially with respect to SchoolMates and the field.

Resident Shirley Rexrode felt both Webcor and Mr. Becker were very driven by their passion and thinks the project is good for the community and that money is being spent wisely. She sees how much time ATI, Webcor and Mark Becker have put into this project concept. She thanked their wives and families, as well, for all of the time these people have had to spend on the project. She encouraged the Board to approve the contract.

Resident George Childs said that, given the safeguards that he sees, he thinks it's time that the Board "gets on with it".

It was moved by Vice President Gadbois and seconded by Board Member Raushenbush to approve the preliminary services agreement between the District and Webcor Builders for the Havens Elementary School Rebuild Project.

Board Member Tolles said he would feel better knowing for sure that there is at least 75-80% community support for the Havens rebuild project.

The motion passed unanimously.

3. Approve Master Agreement Between the District and ATI Architects & Engineers for Design Services and Construction Administration Services for the Havens Elementary School Becker Design

The contract includes time and material and a fee of 10% of the total construction value. The two-part agreement is for Phase I (Design Services), effective May 1, 2008 through June 30, 2009, at a total cost not to exceed \$1,357,500; and Phase II (Construction Administration Services), effective May 1, 2009 through July 29, 2010, at a total cost not to exceed \$452,500.

It was moved by Board Member Raushenbush, seconded by Board Member Jones, and passed unanimously to approve the Master Agreement between the District and ATI Architects & Engineers for design services and construction administration services for the Havens Elementary School Becker Design.

4. Report from Structural Peer Reviewer on Supplementary Evaluation of the Havens Elementary School First Grade Wing-Building D

The report by Ted Zsutt, Structural Peer Reviewer, on the Supplementary Evaluation of the Havens Elementary School First Grade Wing-Building D was reviewed by Assistant Superintendent Michael Brady. The report revealed that the Havens First Grade Wing cleared the life safety requirements according to the ASCE evaluation process.

5. Receive Revised 2006-07 Annual Report by the Citizens' Oversight Committee on the Measure E Bond Program

The Committee wanted to update their report to align the release of the Committee's annual reports with the release of audited financials for the District. The Citizens' Oversight Committee's findings are that all expenditures do comply with the purpose of the bonds that were approved by the voters.

Conduct Public Hearing Regarding Use of Funding Allocation Contribution by the Piedmont Educational Foundation Endowment Fund for the 2008-09 School Year

The Piedmont Educational Foundation Endowment Fund is donating \$158,684 to the school district for the 2008-09 school year. District staff is recommending that the full amount be requested and that the funds be used to continue with the Grades K-12 student support services, e.g., Counseling; Grades 6-12 elective programs at the Middle School and High School; and continuation of the elementary library services.

The public hearing was opened. There was no one requesting to speak.

It was moved by Board Member Raushenbush, seconded by Vice President Gadbois, and passed unanimously to request the full amount of \$158,684 and that the funds be used to continue with the Grades K-12 student support services, e.g., Counseling; Grades 6-12 elective programs at the Middle School and High School; and continuation of the elementary library services.

Approve Contract Opener Proposals for 2008-09 Negotiations Between the District and Association of Piedmont Teachers (APT)

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

It was moved by Board Member Tolles, seconded by Board Member Jones, and passed unanimously to approve the proposals as follows:

*On behalf of the Association of Piedmont Teachers (APT):*

Article XVI: Fringe Benefits

The interest is to include language that allows the option for surviving spouse/partner/families of a member or retiree after death to continue participation in the District medical/dental plan.

Article XV: Retirement/Disability Benefits

The interest is to clarify the requirements for qualifying for medical benefits after retirement (being covered by the District at the time of retirement).

*The following two articles are opened on behalf of the District:*

Article VI: Hours and Professional Responsibility

The interest is to explore options for school site schedules that will provide time for professional development and collaboration of staff and to clarify the expectations/definition of the teacher professional day.

Article XIX: Employee Evaluation

The interest is to align the evaluation format to more clearly reflect the California Standards for the Teaching Profession.

Continuation of Discussion of Goals for  
2008-09

Vice President Gadbois reviewed progress to date on the 2007-08 goals. He stated that despite the challenges of a very tight budget and time expended on Measure E issues, continuous improvement has been made on the following:

- educational program
- staff development
- curriculum
- GATE program
- communications
- technology (new District web site); improved infrastructure with technology in the classroom (PMS); Board packets are now on the web site
- School environment: "Every 15 Minutes Program"; Wellness Center; improving nutritional aspects of our schools; "green" initiatives
- budget: we continue to keep close eye on managing all costs
- negotiations; have continued to work in partnership with teachers/classified bargaining units
- Measure E program going very well

He commended the hard-working District staff and teachers.

Board Tolles expressed additional appreciation to Superintendent Hubbard for her public outreach and leadership and for building such a good administrative team.

The following goals he would like to see developed are:

- Facilities issues (shortage of playing fields to Piedmont organizations)

- Financial management will be getting worse, given the State's proposed cutbacks

Board Member Jones stated that the "Goals & Priorities are being used in two ways: one way as a strategic planning process for the future and another way as an evaluation of what the District has done in the current academic year. She agrees with the progress made to date. She felt some of the goals, themselves, such as the educational program and technology plan were "lofty" and could be broken down into objectives.

Board Member Raushenbush said the importance of an education can't be understated, and includes academic and social education. He agrees that some of the goals are "lofty"; they are almost unachievable and will be something to be doing forever; they will always apply.

He felt it should be recognized that what is being asked is somewhat unfair to the District administrators because they are not being given any more people to assist them, and taking away from their actual job of dealing with students, teachers, educators and daily facilities needs. The Superintendent deserves a lot of credit.

He also feels that teachers make the difference in the educational program. He feels the schools have improved. The social atmosphere such as bullying has improved. The goal of "school environment": he thinks there are a lot of things addressing similar type issues such as stress and obstacles students face and he thinks the Wellness Center and the Youth Educators Program are doing their best to address this.

He would like to see is more time for students in school. He feels there are too many minimum days, in spite of his agreeing with the importance of professional development. However, he does not think it should be at the expense of the students. He has never viewed the 180 day school day the maximum our District should aspire to, given the needs and competition in the US and the world.

Regarding substance abuse: he is not suggesting this is a school problem to resolve; it is a community problem to address, and he would like to see what else could be done about it.

He is also interested in long-term sustainability of our facilities, to include solar power.

President Monach stated she feels the educational program is at the heart of what the District does. She agreed that Superintendent Hubbard should be commended for her team approach. She likes the shared leadership approach that the Superintendent has established. She said appreciation should also be given to the teachers who strive to serve the needs of all students.

It's very important from the communications and strategic standpoint for the Board to be patient in letting the process unfold over a longer period of time.

She likes the focus on K-12 professional development.

She wanted to introduce that it is important that one of the desired outcomes as a result of the work the Board does is to see a person at the end of the "high school rainbow" who is compassionate, an independent learner, and who understands that your education is what you make of it. She feels that resilience in people and in learning is a desired outcome, and is aligned with continuous improvement.

Vice President Gadbois said for future goals, perhaps the technology could be folded in with the facilities plan.

He also felt that funding additional staff should be pursued. For instance, at this time, there is only a part-time administrator for the curriculum program. For communications, there used to be a part-time person and now there is none. He would also like to see continued funding for the Wellness Center.

President Monach shared that a survey was sent out to parents, community members and staff last school year and those responses were looked at to see if they could assist the Board as they looked at goals.

Vice President Gadbois continued that a member of the community has offered to work with the District to put together an annual satisfaction survey regarding the quality of education and services received as an additional outreach, to be completed possibly by the end of the year for a survey. This annual survey could be used as an annual benchmark. Alumni were also suggested for inclusion, as well as community members who would be interested, given the effect the schools have on their property values.

Superintendent Hubbard cautioned that, when looking at Board goals, clear definitions are needed, such as what does customer satisfaction mean in the educational arena, and how should that drive the future when, in fact, some of the areas are so hard to interpret that you don't know what you don't know, so you can't judge satisfaction.

David Roth, Assistant Superintendent, Educational Services, feels it is an important data point and a constructive tool for communicating to the staff the levels of satisfaction. It challenges everyone to reflect on their practices and why they may want to change them.

## CORRESPONDENCE

President Monach summarized that 25 emails were received on the Havens rebuild program; 22 of them were from Wildwood parents. One email was received from a Middle School parent complimenting the District on its redesigned web site.

## BOARD REPORTS

Roy attended a Diversity Committee meeting where they talked about a fund raiser primarily for the Wellness Center.

President Monach will attend the Assembly member Sandre Swanson's town hall meeting regarding the State budget ; Board Member Jones may also attend.

## CONSENT CALENDAR

President Monach acknowledged a donation by the Janotta Foundation (Joseph and Gina Laun), in the amount of \$2,500, for use by the Piedmont High School Wellness Center.

It was moved by Board Member Raushenbush, seconded by Board Member Jones, and passed unanimously to accept the Consent Calendar, including the agenda adjustments of the revised *Personnel Action Report* and the *Report of Enrollment for Grades K-3 for school districts participating in the K-3 Class Size Reduction Program, 2007-08* as follows:

- A. Accept Donation to Wellness Center (as noted above)
- B. Adopt Regular Board Meeting Minutes of April 9, 2008
- C. Approve Personnel Action Report
- D. Approve 2007-08 School Site Safety Plans for (overview):
  - Piedmont High School
  - Piedmont Middle School
  - Beach Elementary School
  - Havens Elementary School
  - Wildwood Elementary School
  - Millennium High School
- E. Approve Certification of Athletic Coaches, 2007-08  
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 Education Code have been met.
- F. Approve Professional Services Agreement Between the District and Lozano Smith Law Firm, 2008-09
- G. Adopt Resolution 19-2007-08, "Day of the Teacher – May 14, 2008"
- H. Adopt Resolution 20-2007-08, "Classified School Employees Week – May 19-23, 2007"
- I. Adopt Resolution 21-2007-08, "National Asian and Pacific Islander Heritage Month – May"
- J. Approve Warrant List Dated April 21, 2008 for Goods & Services Rendered

## FUTURE REGULAR BOARD MEETING AGENDA ITEMS

- Budget Update (Apr)
- Discussion of District Goals for 2008-09 (May)
- Student Athletic Participation Fees / Coaching Stipends (May 14)
- Recognition of 2008 Arthur Hecht Volunteer of the Year (May 14)
- Designate League Representative to California Interscholastic Federation (May 14)
- Public Hearing and Adopt Proposed New High School Textbooks (May 14)
- Review of Proposed New Elementary Grade Level Textbooks (May 14)
- Review of Tentative Schedule for 2008-09 Regular Board of Education Meetings (May 14)

- Public Hearing and Adopt Proposed New Middle School Textbooks (May 28)
- Identify Campaign Chairs for Proposed Renewal of Parcel Tax (Jun/Jul)
- Approve Student Accountability Report Cards 2006-07 (Apr/May)
- Approve Preliminary Services Agreement Between District and Webcor (Apr 30)
- Approve Master Agreement Between District and ATI Architects and Engineers (Apr 30)
- Certification of Athletic Coaches (Apr 30)
- Approve 2007-08 *Single Plan for Student Achievement* for all Schools (Apr 30)
- Review of Board Bylaws (Section 9000) (TBD)

There was a brief discussion concerning the student athletic participation fees and the budget.

#### ADJOURNMENT

There being no further business, and with no objections by the Board, the meeting was adjourned at 11:10 p.m.

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JUNE MONACH, Board President  
Piedmont Unified School District  
Board of Education

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CONSTANCE HUBBARD  
Secretary, Piedmont Unified School District  
Board of Education