

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

MINUTES OF  
Regular Meeting of the Governing Board

June 11, 2008

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CALL TO ORDER	Board President Monach called the Board of Education meeting to order at 6:35 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 6:36 p.m. to discuss:  A. Public Employee Performance Evaluation: Superintendent (Government Code Section 54957)
OTHERS PRESENT FOR PORTION OF CLOSED SESSION	Constance Hubbard, Superintendent Michael Brady, Assistant Superintendent, Business Services David Roth, Ph.D., Assistant Superintendent, Educ. Services
RECONVENE TO REGULAR SESSION	Board President Monach called the Regular Session of the Board of Education meeting of June 11, 2008 to order at 7:05 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
Report of Action Taken In Closed Session	None
Agenda Adjustments COMMUNICATIONS / ANNOUNCEMENTS	None
Association of Piedmont Teachers (APT)	None
California School Employees Association (CSEA)	Maureen Rhodin, CSEA Chapter 60 President, introduced herself. She welcomed the new members of the Board, and formally thanked Superintendent Hubbard for her ability to manage the District's resources in order to avoid any layoffs this school year.
Parent Clubs	None
Student Representative to the Board	Riely White, Student Representative to the Board, reported that: <ul style="list-style-type: none"><li>• Graduation is tomorrow at Witter Field.</li><li>• In between this meeting and the last, the baseball team won their North Coast Section game.</li><li>• Student Arts and A Cappella have had their final shows</li></ul>

PERSONS REQUESTING TO SPEAK ON  
ITEMS NOT ON THE AGENDA None

Superintendent Announcements None

Board President Announcements President Monach congratulated the graduates of 2008 and their families and announced that a gift of over \$28,000 has been donated by the 2008 graduates/families to the Piedmont Education Foundation's Endowment Fund. Also, over the past five years, graduates and their families have given nearly \$180,000 to the District

PRESENTATIONS

A. Recognition of Outgoing Student Representative to the Board President Monach, on behalf of the Board, offered thanks for Riely White's service as a Student Representative to the Board. His reports were succinct and provided the Board with information on activities for all students. The Board presented him with his nameplate and a gift.

B. Presentation of CSEA Student Scholarships (3) CSEA Chapter 60 President Maureen Rhodin stated the awardees were not able to attend tonight's meeting. The CSEA Chapter received nine scholarship applications and three were chosen. Recipients are: Tiffany Augusta-Gaines, a special education paraeducator at Piedmont Middle School; Diane Robb, a special education paraeducator at Piedmont Middle School; and Miguel Lima, a special education paraeducator at Beach Elementary School. Each one received a \$300 scholarship toward their continuing education.

C. Recognition of Retiring Employees President Monach stated this is an opportunity to give our thanks and gratitude for service to the retirees.

Tery Susman, Principal, Havens Elementary School, introduced and spoke about the following retirees:

Nancy Linford, a vocal music teacher at Havens and Wildwood, who was with the District for ten years.

Kristi Rasmussen, Havens teacher and a Rawlings Educational Inspiration Award winner this year. She exemplifies the qualities of a good educator.

Gretchen Schnitzer, Havens teachers and a Rawlings Educational Inspiration Award winner in 2002. She is a Fulbright Scholar and known for her humor and passion.

Leslie Haydel, a classified paraeducator at Beach for twenty-two years.

Jeanne Donovan, Piedmont Middle School Principal, introduced and congratulated Nancy Swart, retiring Middle School teacher, for her contributions. Before coming to Piedmont Middle School as a special education teacher, Ms. Swart trained teachers in the Philippines as part of the Peace Corps and taught in Brazil. She is known for instilling positive thinking in her students.

All retirees were presented with a gift and thanks from the Board.

## REVIEW & ACTION ITEMS

### Measure E Bond Program:

1. Review Schematic Design of Maintenance Building
2. Review Schematic Design of Piedmont High School Quad/Library Building
3. Review Schematic Design of Piedmont High School Student Center
4. Review Schematic Design of Ellen Driscoll Playhouse (Theater)

Superintendent Hubbard advised that the process so far has been to conduct investigation reports, various schematic designs, gather some preliminary cost estimates, and now the District needs to know for this portion of the design development, is where we are on the preliminary cost estimates - has anything been seen or discovered that would necessitate altering decisions being made in terms of the total bond program.

She stated that Mr. Nelson will give a brief review of the various projects. Tonight will not be a presentation of specific detailed cost estimates, but Mr. Nelson will verify that the costs to date are within the original "ballpark" figures presented in March 2008. After this phase, and after some more investigation, the District will obtain more detailed cost estimates in order to create realistic budgets for each project. This is anticipated to happen around September/October 2008.

She further stated that the cost estimates seem to be in keeping with all the assumptions the District had when making decisions on Havens. What is not going to be reviewed tonight are the Beach and Wildwood facilities. Beach is due to be reviewed at the June 25<sup>th</sup> Board meeting, and Wildwood will be reviewed at the July Board meeting.

Superintendent Hubbard expressed her appreciation for all of the work ATI and their design team has done thus far. She pointed out that another reason why budgets cannot be solidified at this time is because there is a step within the Division of the State Architect (DSA) that has to be confirmed before we can say this is the approach we are going to take and we know that the design work can be implemented per their thoughts.

John Nelson, President of *murakami*/Nelson & Associates Architects, provided a brief overview of each of the four projects and verified that the figures are in the "ballpark" of those presented in March 2008.

He said substantial progress has been made on the four projects, and that for seismic strengthening projects, DSA is needed to approve the criteria that is being used for doing the structural evaluation. A meeting was held with DSA last week which was very positive; there will be another meeting with them in two weeks. He is hopeful the District will get an official okay from them to proceed on the basis of which have been used in the assumptions.

### **PIEDMONT HIGH SCHOOL QUAD BUILDING**

As part of Measure E, two wings of the original Quad Building will be seismically strengthened. The roof and attic diaphragms will be strengthened and full height concrete shear walls added in two locations. The elevator will be replaced and other accessibility improvements made. To accomplish this work the

Quad Building will need to be vacated. This will require interim housing and possibly other measures to accommodate the loss of classrooms, library, and office space. Interim housing is planned for placement at the High School Gym parking lot/basketball courts. Additionally, a new integrated fire alarm system will be installed at all High School and Middle School buildings.

#### **PIEDMONT HIGH SCHOOL STUDENT CENTER**

The Student Center was identified as a priority building for seismic strengthening under Measure E. As part of that program, the roof diaphragm and the roof/wall connections will be strengthened. Related accessibility and fire and life safety issues will also be addressed. The Student Center kitchen will be relocated within the building and upgraded to comply with Alameda County Health Department requirements. Restrooms will be added for students and staff to comply with code requirements. This work will require relocating the Student Center functions during construction.

#### **MAINTENANCE BUILDING**

This project will provide a new 5,000 square foot pre-engineered metal building, to replace the seismically weak and/or substandard workshop, metal storage building and trailers currently used by the Maintenance Department. Alternative sites were studied, but the existing site was determined to be most feasible. The proposed building and site improvements will provide an efficient, functional facility that will allow maintenance staff to service District facilities on a day-to-day basis, as well as in the aftermath of a major seismic event.

#### **ELLEN DRISCOLL PLAYHOUSE (THEATER)**

The Ellen Driscoll Theater will be seismically strengthened as part of the Measure E Bond Program. The existing foundations will be increased in size and plywood shear walls and a plywood roof diaphragm will be added. Accessibility and fire and life safety issues will be also be addressed. The kitchen will be converted into a boys' restroom and the other restrooms will be converted into a girls' restroom. In conjunction with that work, mechanical and electrical systems will be upgraded to be more sustainable. The fire alarm system will be replaced and will be designed to be compatible with the new school's fire alarm.

#### **Preliminary Cost Estimates**

PHS: Student Center/Quad: \$9 million (the estimate is now at \$8.8 million, which includes relocation costs of \$1M and rental and cost for removing portables and putting area back to the way it was before, and inflation)

Maintenance: \$2M (at \$1.9 million right now)

Ellen Driscoll Theater: \$2.5 (slightly under right now; structural work has increased somewhat)

Mr. Nelson also reported that:

- Included in the PHS Student Center/Quad costs is a new fire alarm system for both the high school and Piedmont Middle School
- Soil investigation is still continuing at the Maintenance site
- It is anticipated that the Maintenance facility construction will begin in September 2008 and be completed by the end of 2008, depending upon the manufacturer and how soon they can do their part. Solar panels for the Maintenance site are being studied but it is costly. More study and discussion would be needed
- For the High School schedule, the process will be design development, more investigation because of lack of drawings on the Quad building, design development, and then construction documents. The District is looking at early January for submittal to DSA. That process will take about 4 months for their review. If the documents are back by May, and depending on the contract delivery method, such as using the lease/leaseback process, a contractor could be selected and the high school could be under construction as soon as school gets out in June 2009.
- For the Ellen Driscoll Theater, we are planning to move ahead right away and are in communication with ATI Architects. The project is now a stand alone; the Havens School construction project will bring utilities to the theater. It is his guess that everything would be done before the new school is completed.

Board Member Jones questioned having a parking lot somewhere for school employees. The Superintendent said it had been looked into but no other space has been identified other than the parking lot/basketball courts at the High School. All the campuses were looked at.

Board Member Jones also asked when interim housing is going to be discussed. Superintendent Hubbard stated the District is waiting for clearer numbers on phasing and timing. When the District learns what its options are, they will meet with High School staff to figure out the best housing. Students/staff will not be moved in the 2008-09 school year.

Mr. Nelson added that each project will have its own timeline: the Maintenance facility will be accelerated as much as possible. We are still waiting for the soils report; the structural engineer will need about a month to design the foundations and retaining walls. This would take us to about mid-August for permit processing. At this time, the District is in the process of selecting a permitting agency because the City is not interested in that; this item should take a couple of weeks. Construction should start sometime in September and should be completed by the end of 2008.

The schedule on the High School is longer. The process is to go through design development; there is more to do.

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

Approve School Accountability Report Cards, 2006-07 for:

- Beach Elementary School
- Havens Elementary School
- Wildwood Elementary School
- Piedmont Middle School
- Piedmont High School
- Millennium High School

Carol King, consultant for the District, presented the School Accountability Report Cards (SARCs) for all schools in the District. The information will be placed on the District web site.

Superintendent Hubbard wanted to make sure the public understands that the SARCs are always one year behind. Per State law, the SARCS for 2007-08 will be presented at the last Board meeting in January 2009.

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

It was moved by Board Member Tolles, seconded by Vice President Gadbois and passed unanimously to approve the School Accountability Reports Cards for 2006-07.

Adopt Revised Gifted and Talented Education (GATE) Plan 2008-09

The GATE plan was reviewed and discussed at the May 28, 2008 Board meeting and some changes were made to the plan following that meeting, which Dr. Roth reviewed for the Board.

The Board and David Roth, Assistant Superintendent for Educational Services, have received additional emails since the May 28, 2008 Board meeting centering around interest in parents having a greater role/vote in key decisions with the GATE Advisory Council; others parents have submitted information on resources. There are other interests in terms of the District participating in some of the activities the county supports.

Dr. Roth believes the GATE Plan offers a clearer roadmap and was developed with a lot of input from the administrative team, teachers and GATE Advisory Council. All felt it was a plan that could be implemented and will be good for students. He also recognized that there are unresolved issues that may be brought back in future GATE Advisory Council meetings.

Audience members wishing to comment were asked to limit their comments to three minutes.

Vice President Gadbois commented that many emails and verbal feedback have been received on this issue and he wanted everyone to know the Board has heard and read all of the comments. He added that the Board is trying to be better about staying on task time-wise during their meetings.

Parent Catherine Ogle distributed a packet of information for the Board to read. She appreciated the changes made to the GATE Plan and requested a couple more changes, one of which was at least two evening GAC meetings for the 2008-09 school year.

Parent Virginia O'Rourke thought the GATE plan was a huge step in the right direction and there is still work to be done. She hopes that next year, the GAC can get more into defining and developing the plan. Using GPA as a criteria was a debatable subject for her.

Community member Jon Elliott looked at the GATE plan as though it were a new program. He would like to see built into the program a few more policy directions: 1) identification of K-3 students; 2) eligibility determination within 30 school days – seems like a long time; suggested alternative language; and 3) another look at the GAC; would like it to be an interactive process where parents are involved.

Parent Kyla Oh thanked Dr. Roth for his time and effort put into this program. She feels the GAC needs to have more meaningful decision-making input to the program. She suggested voting at the meeting and would like to see some kind of language so that the GAC has some power in which to make decisions.

The public hearing was closed.

Board Member Raushenbush stated there is a process in place to make improvements in the GATE program and to continue to improve. He discussed some of the language in the plan. Although he does not agree with voting (he believes there needs to be a decision-maker, which is the District), he does want to see a continuation of an active and collaborative process within the GATE Advisory Committee.

Board Member Jones asked if there are teachers that are GATE certified. Dr. Roth said there may be a couple within the District, but none recently under the program. The tactic Dr. Roth would like to take in terms of pursuing the professional development program in this area is to provide teachers with some understanding of the options; teachers may have an interest in professional development that is not labeled as GATE certification that would apply very well to the needs of the subject. He would like to get options out to teachers and a sense of what they are interested in and go from there. We need teachers who are enthusiastic about participating in these programs if we are to spend money in this way. They may have very little awareness of GATE certification programs. He agrees with participating in activities by the county. He would like to leave the Plan as broader than GATE-specific activities that may restrict what the District can do.

Board Member Jones indicated that one of the prerequisites if the District is going for a three-year approval is that all the teachers be GATE-certified. Dr. Roth said a guiding principle in approaching the development of this plan is to get something in place that we feel we can reliably implement. We have not committed to that standard and it does not mean we are not going to explore certification and we will have to see what the State says about that. He feels that committing to the idea that all teachers who work with GATE students are going to be

GATE-certified is problematic. Dr. Roth feels that within the plan, he would continue to commit to the three meetings. It needs to be considered that there are many people who participate in the Curriculum Council and other meetings. He feels that is reasonable to ask administrators and teachers to be involved. He is concerned that adding additional meetings will create an issue. He understands the parents' desire to have meetings in the evenings, but it will be particularly problematic for teachers. There might be opportunities that could be developed.

Board Member Tolles remarked that if the District starts getting 50% or more of the student population involved in GATE, the program loses sense. He would like to see continued public input in the GAC, as well as the Curriculum Council.

Vice President Gadbois said the GATE Plan may not be perfect plan but the framework is a huge step forward and we will work toward continuous improvement. He does not feel it is the Gate Advisory Council's role to write the GATE plan. We must trust the professionals to manage the educational program, although he agrees with parent collaboration.

Dr. Roth said K-3 children can be referred for a child-study team meeting so professionals would get together and look at what the different issues/concerns are, and then out of that, recommendations for particular types of differentiation, but it does not lead to GATE identification. He is somewhat concerned about "over-identification" because it could lead to additional monies, staff and time that we don't have.

President Monach stated that the benefit of "casting the net broadly" is that you get at the student potential aspects of learning, and that if the base grows, that's great. She said all of us know that Dr. Roth is a strong proponent of professional development, especially in the area of differentiated instruction. She likes the accountability component of getting feedback from families. Programs like GATE need to be very much a work in process. It is the Board's job to support strategy and direction. She thanked the parents for their involvement throughout the year. Although parents/community members may not see every aspect of either their idea or interest in the Plan to be submitted to the State, she believes that everyone's perspective and opinions will continue to shape how we serve students with exceptional needs and talents.

Assistant Superintendent Michael Brady added that he was the GATE Coordinator for the Orinda School District. He said it was a very fulfilling and wonderful turning point in the Orinda School District and that Dr. Roth has done an exceptional job with this plan.

In Orinda, they had a critical mass of 50% or more of the students qualified for GATE which opened up a lot of discussion. They started to look at staff development in terms of differentiated instruction and they also looked at cluster grouping and what it would mean in terms of GATE certification if you had

a critical mass of students like a vast majority who were gifted and talented in one room. Orinda made sure that advanced math stayed on the middle school campus, but these were all things that did not happen overnight. It took a lot of time, discussion and consensus-building. It is very critical to acknowledge all students who may have special talents.

Superintendent Hubbard wanted to clarify that Dr. Roth inherited this plan; there were issues that had not been attended to. What is really important in all of this is that we are looking at student achievement and ways to bring the community in for parents to be more participatory. In both GATE, and Curriculum Council information, we are looking at how to utilize the real function of site councils. In addition to the Curriculum Council and Gate Advisory Council, we also have District Advisory Council for Special Education (DAC) and a District English Learner Advisory Council (DELAC).

It was moved by Vice President Gadbois, seconded by Board Member Tolles and passed unanimously to adopt the revised Gifted & Talented Education Plan for 2008-09.

Conduct Public Hearing and Approve Proposed 2009-10 Instructional Calendar

Discussion was held on the various non-student days and parents' comments received.

There was no one from the public requesting to speak.

It was moved by Board Member Raushenbush, seconded by Board Member Jones, and passed unanimously to approve the 2009-10 Instructional Calendar.

Conduct Public Hearing and Approve Proposed Contract Changes Between the District and the Association of Piedmont Teachers (APT) for 2008-09

The proposal was brought before the Board on April 9, 2008 and a two-week "sunshine" period was held for public review of the issues.

The proposals are as follows:

Salary and health/dental benefits improvements as part of a total compensation package for the 2008-09 school years are included in the current contract which expires on June 30, 2009. Also, as part of the agreement, the Instructional Calendar will continue to be negotiated separately and the Association and the District have the option to open two articles of choice that have non-compensation-related implications.

The following two articles are opened on behalf of the Association of Piedmont Teachers:

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.

There was no one from the audience requesting to speak.

It was moved by Board Member Raushenbush, seconded by Board Member Jones, and passed unanimously to approve the proposed contract changes between the District and the Association of Piedmont Teachers (APT) for 2008-09.

Conduct Public Hearing and Approve Salary Increase for 2008-09 for Members of the Association of Piedmont School Administrators (APSA); and Approve Increase for Other Unrepresented Employees on Personnel Services Contracts (Food Services Manager, Superintendent)

Resident George Childs asked a question regarding Medicare benefits.

It was moved by Vice President Gadbois, seconded by Board Member Jones, and passed unanimously to approve the salary increase for 2008-09 for APSA members and other unrepresented employees.

Re-Adopt Schedule for 2008-09 Regular Board of Education Meetings

After adoption of the 2008-09 Schedule of Regular Board Meetings, it was discovered that one of the dates, Wednesday, April 8, 2009 falls during sundown preceding Passover. Thus, the revised schedule now shows a date of Tuesday, April 7, 2008.

There was no one from the public requesting to speak.

It was moved by Vice President Gadbois, seconded by Board Member Raushenbush, and passed unanimously to re-adopt the regular schedule of Board of Education meetings for 2008-09.

Five-Minute Recess

President Monach called for a five-minute recess of the meeting.

**REVIEW AND DISCUSSION ITEMS**

Review of Assumptions for the Development of the 2008-09 District General Fund Budget; Provide Direction to Staff

Assumptions being used for the General Fund, only, are:

- Programs included in the District's "footprint" defined as essential to the educational experience of Piedmont students have been maintained and are included as part of the 2008-09 budget.
  - The cost of reinstated elementary librarian positions (dating back to the 2003-04 level) is supported by ongoing funds provided by the Endowment from the Piedmont Educational Foundation.
  - Classes funded through Regional Occupation Program (ROP) at PHS remain.

- Increases to coaches salaries for the interscholastic program at PHS/MHS to achieve parity with surrounding programs is built into the 2008-09 budget as supported by student participation fees.
- Continued Implementation of the “Wellness Center” to support high school students around mental health and healthy lifestyle decisions. The pilot will continue to be funded through multiple sources, including 7-12 counseling funds provided by the State as an ongoing program, private donations, and grants.
- Compensation to attract and retain the most qualified staff remains a priority. The District is committed to its goal of providing compensation that seeks to place PUSD at the top of the non-basic aid, unified school districts included in the list of comparable 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 District has reached agreement with all bargaining units for salary increases of 2.0% for the 2008-09 year, plus increased cost of health benefits, for a total compensation package of approximately 4%.
- No employee compensation agreement has been reached for the 2009-10 school year. The multi-year projections will include 0% for salary increases and 0% increase in health and welfare benefits costs over the 2008-09 level until negotiations can be completed.
- The cost of step and column for employees at a rate equivalent to a 1.5% increase on the salary schedule for 2009-10 and 2010-11. District fiscal responsibility for employee health and welfare benefits at the 2008-09 level.
- Maintain post-employment benefits for all current employees, and implement new contractual agreements regarding future post-employment benefits.
- 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 as identified as part of the GASB 45 requirements.
- The Board remains committed to a goal of a 4% reserve level.
- The number of students included for the State funding formulas for 2008-09 through 2010-11 based on the current year’s P-2 total of 2482, which is 36 fewer than the current year. Staff will continue to monitor enrollment and attendance closely and make adjustments to 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 through 2009-10. They include the allowable increase over the current levy of 5% as approved by the Board in 2007-08. An additional 5% increase is included as part of the multi-year projections for 2009-10.
- A transfer of funds from the Parcel Tax Reserve fund in 2008-09 as necessary to maintain the District’s 3% required

reserve. However, the priority is to use as much of the approximately \$500,000 in the fund for its intended use during the 2009-10 year.

- Given the history of support for the Parcel Tax, the multi-year projections for 2010-11 include the same level of Parcel Tax under the current authorization. The amount will be adjusted as part of the 2008-09 Second Interim Report presented in March 2009 based on the election results for the renewal of the Parcel Tax scheduled for March 3, 2009.
- 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 and to include increased costs of personnel.
- The anticipated 2008-09 State budget with the projected 0% Cost of Living Adjustment (COLA) and -6.5% reduction in categorical programs.
- The multi-year COLA projections includes, per the School Services of California dashboard, at 4.83% and 2.70% for 2009-10 and 2010-11 respectively.
- The District will suspend its voluntary transfer of its former equivalent "lease" payment of \$45,000 per year to the Capital Facilities Fund for replacement needs of Witter Field in the future.
- A reduction (where appropriate) in transfers to Deferred Maintenance.

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.

Superintendent Hubbard conveyed that early in March/April, bond fund consultant Kelling, Northcross & Nobriga advised the District not to apply for Tax and Revenue Anticipation Notes (TRAN) because it would likely involve a cost to the District this year. They advised that, because with the State budget situation and the deferment of payments to the District, it is better to do interfund borrowing (borrowing between District accounts), at the Local Agency Investment Fund (LAIF) rate. The Board will be asked to adopt a resolution approving this at a future Board meeting.

Resident George Childs expressed his concerns regarding: the proposal to include \$50,000 out of the District budget as an increase to the District's contribution to the Coaching Stipends at PHS; the salary increases of 2%, plus the increased costs in health benefits really comes to 5%.; the 4% reserve – which is a goal - the mandated goal is 3%; and the parcel taxes have increased by 5% each year.

He also asked if the borrowing from the bond fund would be listed as an item to be paid off if there is an influx of additional funds. Superintendent Hubbard advised it would have to be paid off on a monthly basis.

Board President Monach summarized suggestions to the assumptions: add in the one-time contribution from the Piedmont Educational Foundation which had not been included; add a bullet to talk about the need to borrow from ourselves instead of authorizing a TRAN; take a look at the 0% increase in the Health & Welfare assumption and how to reflect that via the ending fund balance; and a suggestion to introduce the buy-back priority language.

All Parent Clubs mutually decided to earmark funds for the District in the amount of \$165,000 if needed by the District to help balance the budget if mid-year cuts are necessary in 2008/09.

Continuation of Discussion of Goals and Priorities for 2008-09

A Special Board Meeting was conducted on June 4 for the purpose of discussing the 2008-09 goals. Goals were identified as follows:

1. **Educational Program** – Inspire all students to achieve to their fullest potential, by working in partnership with teachers, administrators, parents, and the community to support the continuous improvement of the quality of the K-12 educational program.
2. **School Environment** - Provide a safe and healthy learning environment that promotes responsible citizenship, self-discipline, personal responsibility and resilience, compassion, and mutual respect.
3. **Communications Practices** –Build and improve upon interactions and communication practices among students, staff, and community, in order to support a constructive partnership between the schools and families.
4. **Financial Management** - Closely monitor and manage District finances in order to sustain educational program priorities over the long term.
5. **Facilities Planning and Management** - Maintain and improve the long-term safety, accessibility, usability, and value of our school facilities within budget limitations and in collaboration with the City of Piedmont.

Board and staff comments to consider on the next draft were:

- Under “Educational Program”: add GATE program as how to go forward
- Under “Educational Program”: include “Differentiated Instruction”.
- Supt Hubbard suggested a self-evaluation process for specific categorical programs for quality review and continuous improvement be included under “Educational Program” (revision of 3<sup>rd</sup> goal under Educational Program) as part of CPM. Evaluation would still include a mid-year progress report. Tasks would come from the administrators but not until the fall.
- Board Member Tolles would like to look at long-term capital improvements planning. He thinks the Board should have discussion on public availability of facilities and increased use.

Superintendent Hubbard requested that any specific milestones be allowed time for input by the administrators.

President Monach stated that the District's top priority is to keep student needs first.

Board discussion was held on holding a Board workshop to discuss facilities use.

Resident George Childs commented on measuring student performance.

The Board President and Superintendent will review all of the suggestions and a revised goals chart will return at the June 25 meeting.

City of Piedmont Environmental Task Force

The City has requested that an at-large, voting school community representative be selected to serve on this Task Force. Board Member Raushenbush will be the non-voting School Board representative. Board Member Raushenbush advised that the deadline for submitting an application is 4:30 p.m. on Tuesday, June 24<sup>th</sup>. The Superintendent and Board Member Raushenbush will review all applications and recommend one of the applicants for the Board to appoint.

CORRESPONDENCE

President Monach advised emails were received as follows: 1 regarding the Instructional Calendar for 2009-10, 2 regarding District Goals for 2008-09, 1 regarding the District web site; 10 regarding the K-5 Math Adoption, 2 regarding the Environmental Task Force, 6 regarding the GATE Plan, and 1 regarding the School Accountability Report Cards, 2006-07.

BOARD REPORTS

Board Member Tolles stated he and President Monach attended the Millennium High School graduation.

President Monach thanked Board Member Jones for advising her of a policy forum that was held at UC Berkeley regarding Proposition 13.

CONSENT CALENDAR

It was moved by Board Member Raushenbush, seconded by Board Member Jones, and passed unanimously to approve the Consent Calendar as follows:

- A. \*Adopt Regular Board Meeting Minutes of May 28, 2008 with minor edits
- B. \*Approve Personnel Action Report
- C. \*Monthly Financial Report of the District for the Month of May 2008
- D. \*San Lorenzo Interdistrict Attendance Agreement 2008-09  
This agreement covers any employees of the District or City of Piedmont government workers who reside in San Lorenzo and want to have their children attend Piedmont schools, under criteria set by the District.
- E. \*Approve Out-of-State Field Trip for PHS Bird Calling Students to Perform at the David Letterman Show in New York, May 21-23, 2008

There was not enough time to have the field trip approved prior to

the students attending this event; it is being presented after the fact as a routine, required approval

- F. \*Adopt Resolution 22-2007-08, "Declaration of Surplus Property"  
Old computers/computer-related equipment from Piedmont Middle School that are surplus to the District
- G. \*Approve Three Year-Contract Between the District and AXIOM for services related to mandated costs claims, effective July 1, 2008 through June 30, 2011, (2007-08, 2008-09, 2009-10) at a total cost not to exceed \$17,205.  
Funding Source: General Fund
- H. \*Accept Correction to Adopted Minutes of May 14, 2008  
In the Board-adopted minutes of May 14, 2008 (excerpt attached), it indicates that the elementary math textbook "Everyday Math" will be adopted at the June 11<sup>th</sup> Board meeting, when, in fact, they are not scheduled to be adopted until the June 25<sup>th</sup> Board meeting. Acceptance of this item by the Board will correct the date on the minutes and provide a public notification and record of the change.

FUTURE REGULAR AGENDA BOARD  
MEETING AGENDA ITEMS  
(subject to change)

- Adoption of District Goals for 2008-09 (June/July)
- Announcement of Annual Board Reorganization (Jul)
- Identify Campaign Chairs for Proposed Renewal of Parcel Tax (Jun/Jul)
- Adopt Proposed District Budget (Jun 25)
- Review of Board Bylaws (Section 9000) (TBD)

ADJOURNMENT

There being no further business, and with no objections by the Board, the meeting was adjourned at 11:55 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