

To: Board of Education

From: Constance Hubbard, Superintendent
Randall Booker, Assistant Superintendent – Educational Services

Subject: **CONDUCT PUBLIC HEARING AND ADOPT PROPOSED NEW TEXTBOOKS
FOR WORLD LANGAUGE**

I. SUPPORT INFORMATION

For the past two years, the PUSD Curriculum Forum consisting of administrators, teachers, parents and community members have met to discuss the World Language curriculum (K-12).

Along with the Curriculum Forum meetings, teachers and administrators have discussed the World Language Program at PMS, MHS, and PHS Site Council Meetings. Teachers also used articulation time to develop and administer student surveys, incorporate the conversations from the Forum and Site Council Meetings to review and design a comprehensive program, and research new textbooks.

The PHS World Language Department developed criteria for examining and comparing various textbooks. World Language teachers sought student and parent input, conferred with administrators, colleagues from comparable schools, and professional journals and researched, reviewed, and discussed textbooks to support the World Language curriculum.

A 30-day public review period of the textbook has been conducted (March 27 – May 8) and each textbook has been on display at the District Office During the 30-day public review, the community was invited to submit written comments, which would then be directed to the teachers for further reflection. We received one written comment with no expressed concerns.

After much consideration, the World Language Department is submitting the following textbooks for adoption to the School Board.

Recommended Textbooks:

| | |
|--------------------------|---|
| <i>¡Así se dice!</i> | (Spanish A - 7th grade, Spanish B/C - 8th grade) |
| <i>Avancemos 1, 2, 3</i> | (Spanish I, II, III - grades 9-12) |
| <i>Conexiones</i> | (Spanish IV - grades 9-12) |
| <i>Temas</i> | (Spanish AP - grades 9-12) |
| <i>AP Spanish</i> | (Spanish AP – grades 9-12) |
| <i>Bien Dit 1, 2, 3</i> | (French A/B/C & French I, II, III – grades 7-12) |
| <i>Quant à moi</i> | (French IV - grades 9-12) |
| <i>Huan Ying I</i> | (Mandarin A - 7th grade, Mandarin B-C - 8th grade, Mandarin I - 9th/10th grades) |

II. RECOMMENDATION: REVIEW AND ACTION

Conduct Public Hearing and Adopt Proposed New Textbooks

Board Meeting of
May 8, 2013

TO: Board of Education

FROM: Constance Hubbard, Superintendent
Michael Brady, Assistant Superintendent

SUBJECT: **APPROVE REPAYMENT OPTIONS FOR BOND ANTICIPATION NOTES (BANS) AND PROVIDE STAFF WITH DIRECTION FOR USE OF ANY MODERNIZATION FUNDS TO PAY DOWN DEBT**

I. SUPPORT INFORMATION

In March 2006, Piedmont voters authorized the District to sell up to \$56 million in general obligation bonds to finance the repair, strengthening, and renovation of school buildings. The District issued the first \$14,999,934 million in SSBP bonds in August 2006, and an additional \$19 million in October 2009. In 2010, the District issued an additional \$12 million in Bond Anticipation Notes (BANs). Bond Anticipation Notes are short-term bonds that are issued with the expectation that the proceeds of a future long-term bond issue will pay-off the anticipation notes. Bond Anticipation Notes are typically used when the issuer wants to delay a bond issue, such as the District did in 2010. By issuing \$12 million in BANs, the District stayed within its statutory debt limit, and preserved its ability to use an advantageous funding option that became available in 2011 through the Federal American Recovery and Reinvestment Act (ARRA).

In January 2011, the District received authorization to issue \$10 million in Qualified School Construction Bonds (QSCBs), available to a limited number of school districts as part of ARRA. QSCBs provide federal tax credits for bondholders in lieu of interest, significantly reducing the District's debt service costs, and saving Piedmont taxpayers millions of dollars in interest payments.

In May 2013, the District will have its first opportunity to repay the \$12 million in Bond Anticipation Notes (BANs) issued for the Seismic Safety Bond Program by replacing the BANs with bonds. On January 23rd, Ruth Alahydoian of KNN Public Finance presented three options for repayment of the BANs, and the advantages and disadvantages of each option. The first option, which replaced \$12 million in BANs and also preserved \$2 million of future bonding capacity for PUSD at a cost of nearly \$62 million, was not considered a viable option by the Board. The two remaining options presented at that time focused on either replacing the BANs as originally issued, or reducing the total amount to be borrowed by using some portion of State Modernization funds (in excess of what was required to complete the Seismic Safety Bond Program).

The first viable option presented in January, 2011 converted \$12 million in BANs (plus \$1,627,480 in interest that has accrued to date) into a long-term bond with a

maturity date of 2043 and a total cost of \$54,755,000 at 5.43% interest. A second viable option used \$1,627,480 in State Modernization funds to pay off accrued interest to date and replace \$12 million in BANs with a long-term \$12 million bond with a maturity date of 2041 and a total cost of \$46,642,480 at 5.93% interest.

Between January, 2013 and today, there has been much discussion at the State level about the type of bonds that would need to be issued to replace the District's BANs: specifically, the use of Capital Appreciation Bonds (CABs). Capital Appreciation Bonds are often incorporated within the sale of a series of bonds over a multi-year scenario (such as the SSBP) because CABs help to keep tax rates low while other bonds are paid off. The downside to CABs is their extended repayment period (up to 40 years), with most of the interest paid in the last years of the CAB, and with debt service ratios (total paid: total borrowed) reported as high to 9:1 in some school districts.

Part of PUSD's current discussion of bond replacement options is Assembly Bill 182, which passed through the State Assembly in April, 2013. AB182 places more severe restrictions on school districts that wish to issue Capital Appreciation Bonds (CABs) as a means to help fund modernization or construction projects. AB182 would set limits on the repayment period (25 years) and debt service ratio of total payments to principal borrowed (4:1). As written, AB182 is not "urgency legislation," which means the law would not go into effect until January of 2014. Not only can PUSD replace its BANs before 2014, districts with current BANs (such as Piedmont) could request a waiver from the new law. AB182 still allows districts to issue CABs, but limits repayment to 25 years and a 4:1 ratio, and requires they be callable (able to be paid off/refinanced) if conditions allow before the end of their term.

As part of its presentation, KNN will demonstrate that in order to pay off the BANs and stay within the \$60 per \$100,000 of assessed value tax limit (as mandated by Proposition 39), the District will need to replace its BANs with Capital Appreciation Bonds. We hope to issue with a debt service ratio (4:1) and call feature that addresses AB182 as written. However, the repayment will have to go out more than 25 years (up to 30 years). While using funds on hand may be useful to reduce the overall repayment costs of the replacement bonds, they will not reduce the repayment term to 25 years or avoid the use of CABs.

The decision as to debt reduction must be made before proceeding with the conversion of the BANs to bonds. A Resolution authorizing the bond sale with estimated interest and payment schedule will be brought back to the Board for approval. The process will likely require the District to go through the rating process with Moodys and/or Standard & Poors prior to issuance.

II. RECOMMENDATION: REVIEW ACTION

Review BAN repayment options; provide direction to staff as to use of Modernization Funds for debt reduction and authorization to proceed with bond issuance.

TO: Board of Education

FROM: Constance Hubbard, Superintendent
Harlan Mohagen, President, Association of Piedmont Teachers

SUBJECT: **CONDUCT SECOND PUBLIC HEARING FOR 2013-14 NEGOTIATIONS
BETWEEN THE DISTRICT AND THE ASSOCIATION OF PIEDMONT
TEACHERS (APT)**

I. **SUPPORT INFORMATION**

The 2011-14 Collective Bargaining agreement between the District and the Association of Piedmont Teachers includes the provision for negotiations for the 2013-14 school year to re-open:

- Article XVI – Benefits
- Article XV – Retirement/Disability Benefits
- Article XVII – Salaries
- Article XIX - Employee Evaluation
- Additional up to two articles of choice by APT and up to two articles of choice by the District

The instructional calendar for the school year 2014-15 is negotiated separately to expedite planning for students, parents and staff. In keeping with the efforts to reduce student stress, it is anticipated that there will be discussion of a calendar option that allows for the first semester to end before winter break. This would require an earlier start in August 2014 with an earlier end of the school year in late May/early June of 2015. The goal is to develop options to discuss with the community as soon as possible to set the 2014-15 calendar by October of 2013.

The public was provided the outline of the negotiations process and timeline on March 27, 2013. The contract is on the District website and the community was invited to provide feedback to the District at the first public hearing at the April 10, 2013 Board Meeting.

The process requires that the articles to be reopened are “sunshined” for the purpose of providing the public with an opportunity to provide comment prior to Board approval of the articles to be considered. Once an article is identified as “open” by either party and is “sunshined,” the negotiations process begins. The specifics of the negotiation discussions are confidential until such time that they are brought to the Association and Board of Education for approval.

We have a history of using the Interest-Based Bargaining (IBB) process in Piedmont for at least the past thirteen years. The process focus is on interests, not people or positions. It is collaborative and seeks solutions that meet mutual interests when possible.

The Association of Piedmont Teachers has identified one article of the two available in addition to those identified as automatic. The District is not proposing to reopen any additional articles. The additional article proposed by APT to be reopened is:

- Article XXI – Class Size

This is the second and final Public Hearing of the reopeners. Approval by the Board of Education of the identified articles to be reopened signals the start of the negotiations process, which is confidential.

Any person wishing to provide information concerning the articles to be reopened may communicate with members of the Board of Education and the Superintendent via email, phone or in writing.

| | |
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| Rick Raushenbush Board President | r-raushenbush@piedmont.k12.ca.us |
| Andrea Swenson Board Vice President | aswenson@piedmont.k12.ca.us |
| Roy Tolles Board Member | rtolles@piedmont.k12.ca.us |
| Ray Gadbois Board Member | rgadbois@piedmont.k12.ca.us |
| Sarah Pearson Board Member | spearson@piedmont.k12.ca.us |
| Constance Hubbard Superintendent | chubbard@piedmont.k12.ca.us |

As of May 3, 2013, no written comments about the proposed articles or the negotiations process have been received by the Superintendent.

II. **RECOMMENDATION: REVIEW AND DISCUSSION**

Conduct second of two Public Hearings on the proposed articles to be opened for negotiations between APT and the District:

- Article XVI – Benefits
- Article XV – Retirement/Disability Benefits
- Article XVII – Salaries
- Article XIX - Employee Evaluation
- Article XXI – Class Size

Approve articles as presented so that negotiations may begin.

The Association of Piedmont Teachers Contract can be viewed on the District website at: www.piedmont.k12.ca.us/forms/jobs/certificated_contract.pdf

PIEDMONT UNIFIED SCHOOL DISTRICT

Council Chambers, City Hall

120 Vista Avenue

Piedmont, California 94611

MINUTES OF

Regular Meeting of the Governing Board

March 27, 2013

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| CALL TO ORDER | Board President Richard Raushenbush called the meeting of the Board of Education to order at 6:30 p.m. |
| ESTABLISHMENT OF QUORUM | President Richard Raushenbush, Vice President Andrea Swenson and Board Members Sarah Pearson, and Ray Gadbois were present. Board Member Roy Tolles was unable to attend. |
| Adjourn to Closed Session | The Board adjourned to Closed Session at 6:31 p.m. to discuss: Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations Association of Piedmont Teachers (APT) (Government Code Section 54956.6). |
| Others Present in Closed Session | Superintendent Hubbard Randall Booker, Assistant Superintendent, Educational Services |
| Absent from Closed Session | Board Member Roy Tolles Assistant Superintendent Brady, Business Services |
| Reconvene to Regular Session | President Raushenbush called the Regular Session of the Board of Education to order at 7:05 p.m. and led the Board and audience in the Pledge of Allegiance. |
| Others Present at Regular Session | Superintendent Constance Hubbard Randall Booker, Assistant Superintendent, Educational Services |
| Absent from Regular Session | Board Member Roy Tolles Assistant Superintendent Brady, Business Services |
| Report of Action Taken in Closed Session | None |
| Agenda Adjustments | None |
| COMMUNICATIONS/ANNOUNCEMENTS | |
| Association of Piedmont Teachers (APT) | APT President Harlan Mohagen attended an evaluation committee meeting last night, and was struck by how much commitment, perseverance and dedication committee members have shown in working for almost three years to develop the best evaluation process. This would not have been possible without the grant from the Piedmont Educational Foundation. Many thanks to them for the funds to get started on a process that makes an important difference for teachers and students. |
| CSEA | None |
| Parent Clubs | None |
| Student Representative to Board | Elise Lasky said the Badminton Team had their first home match last week. JV and Varsity Lacrosse are playing at Witter tomorrow and there is also a track meet tomorrow along with a Men's Varsity Tennis Match and Golf Match. Congratulations to Women's Basketball for their impressive season and making it to the CIF regional finals. Friday is the final rally for school and Saturday night is the Spring Fling, which has a space theme and a band called the |

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Phenomenauts is performing. Last week there was a PHS Assembly on respect and students participated in facilitated discussion in the following class. Tomorrow is Career Day and there will be a special schedule with only three classes and two speakers in the morning. Last week the Piedmont Band played with the California Woodwind Ensemble at the high school. Congratulations to Maddie Pomaro, Katie Milne, Zane Haney, Becca Havian, Gabe Bolio and Maria Elena Diaz for placing at the Ohlone Theater Festival last Saturday and to all those who participated, which was many acting students and some students who performed in *Oklahoma*.

None.

Superintendent Announcements

PRESENTATION

Announcement of PEF Contribution of Funds to the District

Superintendent Hubbard explained that Nancy McHugh, President of the Piedmont Educational Foundation (PEF), is not present because she was not informed of the meeting. The way the process works is that the Ed Fund has an endowment with a strict formula as to how it can be paid out. Once a certain amount is paid out, that amount becomes the base for the following years. The Ed Fund has pledged to make sure the endowment amount can be guaranteed each year, using their foundation fund when necessary. The contribution has steadily grown over the years and last year the amount was \$200,000; this year because investments are doing well, approximately \$219,000 will be pledged based on the formula. The process is that the PEF President tells the Board the amount available, and the District writes a letter requesting how much of that money they would like and explaining how it would be used. In the past few years, the request has been general and the money has been used as part of the General Fund to support programs during these difficult economic times. Superintendent Hubbard will draft a letter to be approved by the Board, the PEF Board needs to approve it, and then the award money will be presented to the Board. In the interim budget we counted on \$200,000; now \$219,000 will be plugged into next year and each subsequent year. During these past years of funding issues, it hasn't just been the lost of funds that has made budgeting so difficult but also the unpredictability of funding. The PEF grant has been particularly valuable because it provides stability, which is one of its purposes.

Wildwood Playground Repair

Superintendent Hubbard reported that there is money left upon completion of the Seismic Safety Fund Bond Program because we focused on life safety projects and did not do every modernization project in order to ensure we had enough to complete the structural/seismic safety projects. Now we're circling back, looking it at enhancements, new projects, and projects that weren't quite finished. Principal Carol Cramer will review the enhancements that were not done and things that still need to be done at Wildwood. At Wildwood, the playground is 99 steps below the school so the Piedmont terrain has a significant effect.

Principal Cramer has been working on the vision for the playground with the help of Wildwood parents Robin and Rhonda Kelly. Tonight she is focusing on repairs to the playground. A remodel done in the mid-1990s changed the playground significantly. When the playground was put in, the idea was that students would be able to freely use the baseball field as their grassy field. That works sometimes but impacts from such things as archery, the irrigation schedule, re-seeding, and mud take up most of the year. The last time the asphalt was done was in the mid-1990s. Since then the blacktop has also functioned as a parking space, bus parking, housing for trailers,

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and a staging area for construction. A sinkhole developed in the middle of the playground and has been repaired. A storm drain without an accessible cleanout was installed under Witter Field and directly under the playground; it has become clear that a cleanout needs to be installed directly in the middle of the playground to prevent Witter Field from flooding. The playground itself is uneven and has different surfaces: part is slurry filled and part re-paved fire lane, and there is a hole where a tree was removed. The uneven asphalt needs to be repaired for basic safety. In addition, the field house on the playground adjacent to Witter Field is used as bathrooms for the playground and the rest of the field house belongs to the District and houses mowers and equipment. It also serves as the backstop for lacrosse balls. The outside stucco needs repair and the building itself needs to be painted.

The basic repairs are needed; the field house needs repair and the asphalt on the playground needs to be safe. Before redoing the asphalt, we would like to explore our options. Fencing was redone for security, which has opened up the hillside area. One idea for this area is a slide. We are looking at relocating the batting cage, and this will provide an opportunity to move the basketball courts from the center of the playground. Students currently use the asphalt and play structure area and have one wall-ball court between the field house and the play structure, but this area is so small it only works for younger students. The batting cage has dirt around it for digging. There was an acacia tree that was fun and provided shade and was a huge loss when it had to be removed. Some redwoods behind the play structure provide a place for children to run, however their roots are beginning to impact a retaining wall and Witter Field. Our hillside has been opened up but is not accessible due to ivy and the lack of pathways; a bare minimum request would be to create a pathway up to the oak tree.

Unlike other elementary schools, Wildwood has never had a gardening project because of the terrain. At this point we would like a butterfly garden that does not require much tending. Our gardening equipment is stored up at the school. Thanks to Rob Kelly, the school currently has two large, irrigated, raised planter beds on the back patio. There's also a new in-ground area with a three sisters garden and a planter bed off the lunch patio.

Present Raushenbush asked if there has been thought about what they want for the playground: asphalt or something else. Ms. Cramer answered that there has been a lot of discussion about how to get more shade and whether the playground surface will be cement or not. Tree roots also have to be considered and whether there are areas that should be left as natural areas. Estimates are currently being developed.

Board Member Pearson asked if it was rare to be able to use that the ball field and Witter Field for PE. Ms. Cramer explained they use the track at Witter for PE because the playground is too small for laps and the playground surface needs leveling. They can use it at lunch, although twice the number of staff are required for supervision because fencing obstructs the view.

Board Member Tolles said each elementary school has an asphalt playground and Wildwood needs their playground fixed to bring them to an equitable position.

Superintendent Hubbard said all plans, including their timelines, phasing and budget will go to the Steering Committee meeting next

week. Additional members with expertise in various areas have been added to the committee since it expanded its scope. At the April meeting, the next phase of the Alan Harvey Theatre will be considered and then the Board will have heard all the proposals. In May the Board can start making some decisions so there is lead time for summer projects. Some projects have been approved and are in progress. Deciding on priorities and having good understanding of all projects is important so that we do things in the right sequence. For example, if we are working on the Wildwood playground and there are additional access issues, we would do both at the same time. The Steering Committee will come back with more information in April and more definition in May.

President Raushenbush would like the Board to know the priority of necessary projects, to make a decision on retiring the debt, and to determine what to do with other projects that cannot be funded at this time.

REVIEW AND ACTION ITEMS

Presentation and Acceptance of 2012 General Obligation Bonds Financial Report - Audit Report; Presentation and Acceptance of 2012 General Obligations Performance Report

Assistant Superintendent Brady was unable to attend this evening so Superintendent Hubbard is making the presentation. The seismic program requires two audits: a financial audit concerning how we are keeping the books and a performance audit to ensure that we are expending money in line with what was authorized in the bond and that we have fulfilled the provisions of Prop 39, such as having citizen oversight. The auditor presented the audits at the Seismic Safety Bond Program Citizens' Oversight Committee (COC) meeting this month and there was in-depth questioning and review of the audits. The presentation this evening is more of a general overview. The financial statements in this audit present only the Building Fund and the Facilities Fund specific to Measure E and do not represent any other funds. On page 15 the auditors state that the financial statements are free of material misstatement and that testing disclosed no instances of noncompliance. This means this is a clean audit with no findings or questioned costs.

As far as the performance audit, page 21 describes its purpose, which is in line with the requirements for Prop. 39: did we have sufficient internal controls and did we comply with the requirements of Proposition 39. Page 4 lists the conclusion; the auditors sampled 48% of the total expenditures, a very high percentage. They found no issues and there were no findings. If the Board has specific questions regarding the audit, they can directly email the auditor with their questions. Because this audit was created by the auditors, it is something the Board *accepts* rather than *approves*. Many thanks to Michael Brady and the business services staff, who did this extra work without additional personnel.

Board Member Gadbois moved to accept the General Obligation Bonds Financial Report - Audit Report; Presentation and Acceptance of 2012 General Obligations Performance Report, the motion was seconded by Board Member Tolles and unanimously approved.

Accept Annual Report from the Seismic Safety Bond Program Citizens' Oversight Committee (COC)

Greer Graff, President of the COC, presented the 2012 Annual Report to the community. The COC oversees the expenditure of Seismic Safety Bond Program funds and ensures that all expenditures are made for the purposes authorized by the voters. It is composed of individuals from senior citizens organizations; school organizations; legal, technical and financial organizations and parents. This report covers 2012 and reflects the completion of the program as of February 2013. Although it is not part of the report,

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the Board should note that committee members asked many tough questions and had a good exchange with the auditor.

This is the first time that Bill Drum has not been present at an audit report; he was a great asset and very involved in the process. The committee reviewed all expenditures and will return next year with their final report. All committee members have agreed to stay on the committee until the project is completed.

Mr. Tolles noted that the committee is very diligent and spent an hour reviewing the audit with the auditor. What the District did went beyond life safety and what was done makes it much more likely the buildings will be serviceable after a large quake.

There was no public comment.

Mr. Tolles moved to accept the Annual Report from the Seismic Safety Bond Program Citizens' Oversight Committee. The motion was seconded by Ms. Swenson and unanimously approved.

Conduct Public Hearing on Proposed New Textbooks for World Language

Assistant Superintendent Booker presented the recommendations of the PHS World Language Department and the Curriculum Forum for adoption of textbooks for Spanish, French and Mandarin. For the past two years the Curriculum Forum has been discussing the World Language curriculum and the World Language Department has conducted a comprehensive review to determine which textbooks to recommend. Virginia Leskowsi, Spanish teacher and chair of the World Language Department, said the recommendations come after much of thought and input. The committee assessed if current textbooks could be used, networked with other teachers and programs, examined and compared textbooks, developed criteria, utilized student input and piloted lessons with students before making their final recommendations. The current Spanish and French books are worn out and many of their sources out of date. In addition, the AP criteria for French and Spanish have changed. In teaching Mandarin, new texts use simplified rather than traditional characters, something approved by the Chinese government in 1956. Better and more current Mandarin textbooks are available.

Board Member Pearson noted that although AP Mandarin classes are challenging and old textbooks too simple, the committee is recommending keeping those texts. Ms. Leskowski explained that there was not a better option for the lower levels; this is not an issue for upper-level and AP courses as new texts are recommended.

A 30-day public review period will be conducted until May 8th, with each textbook on display at the District Office. Comment cards are available for the public and any public comment will be addressed as part of the recommendations at the May 8th Board Meeting.

President Raushenbush asked if we are teaching the correct languages and Mr. Booker said there is an ongoing conversation about Latin but no recommendation for another for adding or dropping any language. Board Member Pearson asked if there was any interest in a Latin lunch-time club or a lunch club for any other language. Mr. Tolles also would welcome the inclusion of Latin because of the grounding it provides in the roots of English.

Superintendent Hubbard said that the cost of books adds up to about \$100,000 and this is why we carry money over in the budget. What we receive is \$54 per student for textbook when the costs are \$100-135 per text per student.

Adopt Resolution 12-2012-13 "Approve Adult Education Program Plan" of Courses Offered Through PUSD Adult Education

Superintendent Hubbard presented a resolution to approve the Adult Education Program Plan of courses offered through PUSD Adult Education. Because adult education funding is no longer restricted, many districts have cut back or eliminated adult education programs. PUSD continues to offer adult school classes and our basic literacy, senior citizen classes and independent study high school diploma program provide a valuable service to the larger community and contribute \$120,000 a year to the General Fund. The Governor is proposing giving all adult education money to community colleges; however, there may be a push for K-12 school districts to continue offering adult education classes and we want to keep ourselves current either way.

Harlen Mohagen, APT President and PHS teacher, supports this resolution and has seen the importance of adult education in helping kids get high school diplomas and adults to move forward.

It was moved by Board Member Pearson and seconded by Board Member Tolles to adopt Resolution 12-2012-13 "Approve Adult Education Program Plan."

The motion passed as follows:

AYES: Tolles, Gadbois, Pearson, Swenson Raushenbush
NOES: None
ABSENT: None
ABSTAIN: None

Collective Bargaining Requirements and Timelines: District and Association of Piedmont Teachers (APT); District and California School Employees Association (CSEA)

Superintendent Hubbard explained that collective bargaining between public agencies and representative associations require that the public have an opportunity to provide comment on the areas to be negotiated. The District has agreements with the Association of Piedmont Teachers (APT) and the California School Employees Association (CSEA) that are in effect through June 30, 2014. The collective bargaining process begins with identification of articles/areas of interest. The public is provided at least two opportunities to provide comment for Board consideration in its direction to the District negotiations team. Once bargaining begins, the process is confidential.

As part of the current agreements, the articles on salary, benefits, retiree benefits are automatic re-openers each year. APT and the District have mutually agreed to automatically re-open the Instructional Calendar and Evaluation articles. The District and Association may each choose to open up to two more articles for consideration.

The process requires that the articles of interest by both parties are sunshined for public comment before negotiations begin. The public is invited to provide comment this evening on any provisions of either collective bargaining agreement that they would like the Board to consider as part of the sunshine process.

At the Board meeting in April, the Board is scheduled to be presented with the additional articles that the District and/or APT identify as open for negotiation. The Board may direct staff to clarify/add articles to the list of sunshined articles for discussion. At the May 8th Board meeting the public will have an additional opportunity to provide feedback to the Board on the articles identified for negotiations. Once the articles have had two public hearings, negotiations may begin.

CSEA has not determined the timeline for the presentation of the first official sunshine notice. The process follows the same timeline.

Both association representatives have indicated that salary, benefits and retiree benefits are their priorities for consideration.

REVIEW & DISCUSSION ITEMS

Begin Discussion on District Goals for 2013-14

Superintendent Hubbard is beginning the discussion on district goals for 2013 in anticipation of establishing a timeline to address the process.

The Commitments, Vision and Goals that the Board affirmed for 2012-13 clearly reflect the strategic responsibilities of the Board. The Action Plan for 2012-13 reflects the tactical and operational activities that are identified to address the Board's strategic direction during the 2012-13 school year. At the end of this year/beginning of next year, an update on the Action Plan will provide information that the Board can use to assess the progress made toward fulfilling the long and short term goals as defined.

The included visual outline reflects the themes and acts as a guideline to help maintain focus. It was developed from the community workshop "Shaping Our Future" held in December 2009. The two-day meeting brought community members, teachers, students, classified staff, parents, administrators and Board members together to collaboratively define the vision for Piedmont Unified School District. "Shaping Our Future," like all successful strategic planning processes, should include a re-visit to the vision and goals within three or four years of its approval.

Significant staff time and attention will be required for review and implementation of the Common Core Standards and continued implementation of the certificated evaluation system. The requirements connected with the concept of the Local Control Funding Formula (LCFF) from the State will require districts to develop an articulated District-wide plan for student achievement. These three major areas facing the District beginning in 2013-14 are interdependent. Professional Development for all staff and a clear strategic plan are critical in continued growth for the District in the next few years.

Assistant Superintendent Booker said that participating in the "Shaping Our Future" workshop provided many purposes for teachers and administrators: they got the opportunity to participate in the formation of the strategic plan and it became a learning opportunity for all who participated. Through the process people ended up owning the vision. The process is powerful and continues to serve us today.

Board Member Pearson participated in the process and found it an excellent community-building tool. She wonders if the district could afford a nonstudent day for all staff to participate in the process. Superintendent Hubbard said if the Board agrees to pursue this, it would be up to administration to figure out how to implement it.

Vice President Swenson would like to revisit "Shaping Our Future." The District has just passed a new parcel tax and it's a good time to review and see what we're doing well and what we need to do differently. In the past four years the world has changed and our focus has changed. Our tech plan should be reflected in our goals. It is good for the community to see what we are doing and good for us to focus and talk about it together, students teachers, parents administration and community members.

Board Member Gadbois thinks this would be a good exercise. He

sees some big questions ahead of us: should we change the school year or the school day, expand how we use technology, should we consider more online learning, do we utilize a flipped classroom (lectures online at night and homework in classrooms during the day with teachers) parents? Should we have a longer school year? Less homework and more days in school? Should everyone have an iPad or chromebook in high school?

Ms. Swanson would like to set a date now for planning so people can know ahead of time.

Board Member Tolles supports this idea and feels like the process is a good way to wrap up an incredible community-building activity.

Superintendent Hubbard said "Shaping our Future" drove some District activities: increasing garden space; offering different summer school programs including service learning (AISCE); developing the evaluation committee; and discussing "achieving the honorable," student stress and changes in the school year. "Revisiting Our Future" would be a way of starting this as an ongoing process much like WASC. We would not be starting from scratch this time. It took three years to figure out how to narrow our focus, work more in-depth and report back in a way that makes sense. We can take "Shaping Our Future" and the goals as they have evolved, use them as stepping stones for the future, and can revisit the plan again in 2 to 3 years. This will be important because we have an eight-year term for the school support tax and we have usually done this in conjunction with the election timeline. Ms. Swanson said the graphic recorder was spectacular and well worth the money. It was very useful to be able to visually see the plan.

President Raushenbush does not want to see this meeting as the only component of next year's action plan. He would like to see some concrete measures addressing student stress as soon as next year. He would like to discuss such issues as the best time to end the first semester, scheduling tests so students are not overloaded, and understanding how the addition of AP classes impacts students.

Mr. Gadbois concurs he would reducing student stress included the goals and would like to hold a goal-planning meeting in the fall. He thinks one goal should be to have a strategic planning meeting or workshop next year on the issue of providing a safe learning environment including reducing stress. One dramatic question is if the district should stop offering AP classes.

Mr. Raushenbush said research is needed to see how colleges would look at that something like this.

Mr. Gadbois thinks it is useful to pick two to three tactical areas of focus - technology planning, addressing student stress, improving strategic planning, and evaluation, knowing that other things are not going to get done.

Superintendent Hubbard noted that the areas of emphasis seem to be: technology, as much use in the classroom and policy as a tool to enhance teaching and learning; budget; common core, which is a reality whether we like it or not, and will be very time-consuming and require a lot of work with staff and explanation to the public; re-shaping our future, which is a priority in developing planning; reducing student stress; and the evaluation process.

There are many ways to address these issues, including instructional calendar, test schedule, class structure, graduation

requirements, safety issues and the grade-point system. The focus is how students can be successful once they get to college. It is not having knowledge, it is being well-rounded, understanding what they want to do, knowing how to work with people, and these kinds of things. We could use this as one big area of focus. Administration talks about this all the time and it helps us when this is also a priority of the Board.

Superintendent Hubbard said making this a priority means we would not be talking about social studies and certain other requirements. We will be talking about language arts and math because it is the Common Core focus. If this is the agreement of the Board, it is much more helpful to know this in April than in September.

Mr. Gadbois wanted to know if Common Core were not the focus, would social studies be on the agenda. He is concerned that whatever subject is on the back burner won't be reviewed for at least two more years. Superintendent Hubbard explained that eventually social studies and science will be included in the adoption cycle, and that our standards align with State standards. Common Core standard will become THE standard.

Mr. Raushenbush asked if there were some areas where our textbooks are out of date and need to be addressed. Assistant Superintendent Booker said there are no situations where textbooks are falling apart and we don't have a number of departments needing new books. The next area to address for textbook adoption is world history. Superintendent Hubbard distinguished between specific book needs versus critical areas of review. When a new text is needed, we don't wait and we replace books on an individual class basis.

Mr. Booker said full-out curriculum review has been superseded by Common Core: we cannot do both. Textbooks are updated every eight years. It is important that the Board and the public understand that the considerable amount of time and work that goes into textbook recommendations. Textbooks are generally updated every eight years.

Superintendent Hubbard stated the purpose of Common Core standards is for students to understand the importance of what they learn. For example, what's important in math is not just to do the problem but to be able to explain why certain things are done. Smarter Balance assessment will replace STAR testing, and this will require training teachers in how to deliver the test, students in how to take it, and parents in how to understand the results. This is supposed to start in the fall of 2014 for testing in the spring of 2015.

Board Member Tolles said one goal is a safe learning environment. Given the controversy this year with the fantasy league and date rape and respect assemblies, would administration like the Board to do more on this issue. Assistant Superintendent Booker said this falls under social emotional health and student stress, and the work is continuing at all levels.

Matty Specht, student at Piedmont High School, said one issue he has seen is class size. Last year his grade was in seven different history classes and this year there are only six different sections for economics and civics. What is the goal about sustaining and lowering class size? How is the Board going to approach this?

Superintendent Hubbard said our goal is to keep class size relatively small; in other districts class size has expanded greatly. The Board

has set a commitment to not doing layoffs, and she does not see any significant reductions in class size. Our average is 26 to 28, which is good for secondary classes. The commitment is to keep K-3 classes low in size – they are still at 21 to 23 where other districts are 28 to 29. Our grades 4-5 are at a 26 to 27 while other districts are at 32.

Matty Specht said he would like to size addressed in Mandarin II. In his freshman year there were 41 students and it was overwhelming. In language classes, small size is very important.

Superintendent Hubbard explained that class size changes based on the master schedule and sometimes because of demand, a class size is larger. This changes from year to year; however without more money in the budget, we cannot change much.

Mr. Raushenbush agree with the items mentioned by the Superintendent with inclusion of evaluation process

Mr. Gadbois mentioned that the facilities modernization program will still require attention and someone to manage it.

Superintendent Hubbard said the District has been working on tactical activities and asked if it would be helpful to bring an outline of them to the Board next month: for example, in these areas, these are the priorities. The Board can tweak this, and Administration will go back and figure out how to how to flesh out the priorities. The goal is to complete an action plan update by August.

INFORMATION/ANNOUNCEMENTS

Update on Safety Procedures for Elementary Schools

The installation of perimeter fencing at all sites along with the installation of auto locks is in process. Signs have been ordered and will be installed over the next several weeks to provide notice to the public that gates will be locked during certain school hours. The signs will be covered until the plan is ready to be implemented by all three schools and the public is notified. Staff will finalize the protocols and develop a comprehensive communication plan before full implementation of the new procedures. New protocols will limit public access to each of the elementary school sites during school hours. This will require a change in access patterns for the public especially around Witter Field Complex, and will also affect the student walking traffic patterns for middle and high school students during the middle of the elementary school day. Parental access to Schoolmates during various times of the school day may also be affected. The protocols will be developed with school and Schoolmates staff at each site and will make every effort to accommodate families while maintaining reasonable, safe access. The Piedmont Police and Fire Departments are also being consulted to review safety issues.

Plans include information to be sent via parent newsletters, public notices in the newspapers, posting on the District, Piedmont Portal, Patch, and PCA websites. Neighbors in the Witter Field area will also be sent letters.

A change in the current perimeter fencing arrangement at Havens is still under consideration. Decisions on this aspect of the tri-school safety issues will not need to be finalized to begin the enforcement of the safety protocols described above.

CORRESPONDENCE

Vice President Swenson reported correspondence was light. She received an email from the Piedmont Appreciating Diversity Committee weighing in on the principal searches and an email in favor of

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the revising the "Shaping Our Future" document.

President Raushenbush received some emails regarding the *Borikas* decision and its interpretation and an email about how principal searches might be organized.

BOARD REPORTS

Mr. Tolles missed the previous board meeting and the Piedmont Appreciating Diversity Committee fundraiser at Yoshi's. He attended the Modernization Steering Committee meeting yesterday and the week before.

Mr. Gadbois attended the WASC readout; there were many people there and it was very impressive. He also attended the PHS play *Leading Ladies*.

Ms. Swanson also attended the WASC readout and found it very impressive: many students were there and the woman giving the report cried.

Ms. Pearson attended the Diversity and Respect Advisory Committee, where they heard about a professional development experience for teachers coordinated by Mr. Booker. She attended parent assembly about respect. Students talked about inclusion and exclusion, behavior they experience every day. She also attended the College & Career Center program for freshman parents, elementary conferences and is volunteering at the PHS Career Day tomorrow.

Ms. Swenson attended a Connect meeting about global effects of global warming on the bay, a City-School liaison meeting, She participated in the WASC meetings and the readout, which was spectacular, the PHS respect assembly for parents, the PEF meeting, and a meeting Monday regarding the Calypso system.

Mr. Raushenbush attended the respect assembly for parents, which was set up to preview the assembly for parents before it was presented. He attended the Calypso presentation, the steering committee, the liaison committee, and the play *Leading Ladies*.

CONSENT CALENDAR

Superintendent Hubbard asked to remove the second position (psychologist) in the Personnel Action Report (Item D), as the person listed is not taking the position.

It was moved by Board Member Pearson, seconded by Vice President Swenson, and unanimously approved to accept the consent calendar as corrected.

- A. Adopt Regular Board Meeting Minutes of January 23, 2013
- B. Approve Certification to State of Athletic Coaches, 2012 Title 5 of the California Code of Regulations, Section 5594 requires that each local governing school board shall certify to the State Board of Education that the provisions of Section 5593 have been met.
- C. Approve Overnight Field Trip for 14 PHS students to participate in Junior State of America Convention in Santa Clara from April 26-28, 2013.

It was moved by Mr. Tolles to accept the consent calendar, seconded by Ms. Swenson, and unanimously approved.

FUTURE BOARD AGENDA ITEMS

Mr. Raushenbush noted that the Allen Harvey Theatre presentation will be made on April 10 and asked when administration expects to be able to lay out all projects and what we know about their costs.

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Superintendent Hubbard will bring back a background in April regarding what decisions are needed by the board and a timeline. In May there will be a better sense of the program budget, and she is hoping some decisions can be made in May.

- Alan Harvey Theatre Design Presentation (April 10)
- Approve Revised 2013-14 Instructional Calendar (April 10)
- Charge for School Support Tax Subcommittee (April 10)
- SARC (Student Accountability Report Cards) (TBD)
- 2012-13 Action Plan Update (TBD)
- Accept Closeout of Seismic Safety Program Projects: Havens School, PHS Quad/Library and Student Center Buildings, Wildwood and Beach Schools, Ellen Driscoll Playhouse (TBD)
- 2013-14 Goals (TBD)
- Honor District Retirees (June 12)
- Adopted Budget (June 26)
- Facility Use (TBD)
- Calendar Options for 2014-15 (TBD)

Adjournment

There being no further business, and with no objection by the Board, President Raushenbush adjourned the meeting at 10:22 p.m.

RICHARD RAUSHENBUSH, Board President
Piedmont Unified School District
Board of Education

CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education

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

MINUTES OF
Regular Meeting of the Governing Board

April 10, 2013

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| CALL TO ORDER | Board President Richard Raushenbush called the meeting of the Board of Education to order at 6:30 p.m. |
| ESTABLISHMENT OF QUORUM | President Richard Raushenbush, Vice President Andrea Swenson and Board Members Sarah Pearson, and Ray Gadbois were present. Board Member Roy Tolles was unable to attend. |
| Adjourn to Closed Session | The Board adjourned to Closed Session at 6:31 p.m. to discuss: Conference with Legal Counsel – Pending Litigation Significant exposure to litigation pursuant to Section 54956.9: 1 case |
| Others Present in Closed Session | Superintendent Hubbard Michael Brady, Assistant Superintendent, Business Services Randall Booker, Assistant Superintendent, Educational Services |
| Reconvene to Regular Session | President Raushenbush called the Regular Session of the Board of Education to order at 7:05 p.m. and led the Board and audience in the Pledge of Allegiance. |
| Others Present at Regular Session | Superintendent Constance Hubbard Michael Brady, Assistant Superintendent, Business Services Randall Booker, Assistant Superintendent, Educational Services |
| Report of Action Taken in Closed Session | None |
| Agenda Adjustments | None |
| COMMUNICATIONS/ANNOUNCEMENTS | |
| Association of Piedmont Teachers (APT) | APT President Harlan Mohagen introduced Gabrielle Kashani, who will be the new representative to the Board. She announced that teachers are looking forward to spring break. |
| CSEA | Jaime Turnbull-Dreher, who works in the District Office, introduced herself as Second Vice President of CSEA and member of the CSEA Chapter 60 Executive Board. She congratulated District employee James Gbetrah for receiving a \$1,000 CSEA Academic Scholarship. The requirements for applying were that you had to be pursuing a college degree and maintaining a 3.0 GPA. Our CSEA chapter was able to send four members, Mary Carter, Ve Hseih, Emily Martinez, and Vicky Salazar, to the 16 th Annual California Paraeducator Conference in San Jose. She is looking forward to sharing more CSEA news with you in the future. |
| Parent Clubs | None |
| Student Representative to Board | Elise Lasky reported that on Friday Varsity Lacrosse and JV Baseball have home games and Varsity Softball has an away game. Thursday high school students are having a social-ethical initiative assembly, the third installment of the program addressing student |

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comments. The speaker will be Dr. Dacher Keltner, UC professor and creator of the Greater Good Science Center in Berkeley. The AP Art Show is opening tomorrow night from 6:30 to 8:30 p.m. at the Center for the Arts and will be open through Sunday.

Persons wishing to speak to any items not on the agenda

George Childs, Piedmont resident, spoke urging the Board to use their support and influence to suggest that advertising by school groups not be posted on utility poles. It is against state statutes and becomes a minor blight on the community. He has sent a letter on this subject to the Board.

President Raushenbush noted that the Board cannot comment on this issue because it is not on the agenda.

Superintendent Announcements

None.

PRESENTATION

Alan Harvey Theatre Design Concept

Assistant Superintendent Booker explained that at its May 23, 2012 meeting, the Board allocated funding for high-priority, time-sensitive projects including conceptual design work on the Alan Harvey Theatre (AHT).

A team of community members and PUSD Staff interviewed various architectural firms and Kwok Architects (QKA) was selected for the project and began meeting with PUSD administration, teachers, parents, and community volunteers. Working closely with the Alan Harvey Theater Planning Team, QKA produced initial schematic designs for both interior and exterior modifications. The schematic designs do a good job of incorporating the various needs outlined in our programming meetings.

The AHT Programming Manual and Schematic Design incorporates mandatory upgrades needed for accessibility, necessary repairs to the building for structural upgrades and safety, and desired improvements requested for instructional and performance programs.

As part of the Board Presentation, the programming manual and computer-generated interior and exterior renderings can be found on the PUSD Website at <http://www.piedmont.k12.ca.us/facilities>.

Mr. Quattrochi said that one of their greatest challenges was to create a sense of entry to the theater and address accessibility challenges; at this point the entrance to the theater is not welcoming and not easy to locate. Although structural issues have been addressed, several accessibility issues have not: the control room is not accessible; and the lobby is undersized and there is not an easy flow of traffic into the theater. Site accessibility was not as difficult as originally thought: existing parking can be used and there is a good path of travel along the back of the theater - the ramp itself is fine, only the railing needs to be replaced.

They focused more on the interior. The theater has lovely windows that provide daylight but its shortcomings include the stage areas, which are lacking in modern lighting, rigging and sound equipment. Other issues are the lack of a sound and light lock separating the lobby from the house, and accessibility into the house, the orchestra pit and the stage. Their conceptual plans involve creating an addition on the street side, which would create a strong lobby off the street for community entrance and at the same time maintain a separate student entrance. The new plan allows direct access to the stage and a point of entry to a new classroom area as well as a new loading dock. Undersized rooms have been removed and a lobby is

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created that will allow people to filter outside during breaks. There is a separate area for concessions and improved bathrooms including an enlarged women's restroom. The student entrance would be through the lobby and not directly into the house, and sound and light locks are provided between the lobby and the house. Seating within the house has been changed to allow circulation with a cross-aisle and an accessible path of travel directly to the stage. The orchestra pit would be changed with a brand-new three-level pit filler allowing for an orchestra level, a stage level that can provide a thrust stage, and a mid-level that could accommodate additional seating. The back of the stage is changed to create a deeper stage.

The new addition includes a classroom space with its own separate entrance from the outside that would provide space for a speaker or a small performance area. This room would include telescoping seats: 56 seats that can fold back into the wall to create a large open area. There is also a green room with men's and women's dressing rooms and a wardrobe room. An elevator is added because even the orchestra pit must have access. In the house, several box seating areas have been created; there are a total of 328 house seats with 62 additional in the orchestra pit, bringing the total close to 400 seats. The new design would allow the entire orchestra and choir to be on stage at the same time. The existing basement space is reconfigured to create a nice shop area as well as an accessible entrance to the orchestra pit. It will be necessary to adjust the floor slightly but fortunately the slab will not have to be replaced. Mr. Quattrocchi thanked Mark Becker for his help. Outside trellises would echo the existing trellises, and seat walls and planters would be added. A green wall consisting of a living wall or vertical garden is suggested for the part of building closest to the street. Inside there would be large blackout curtains and LED lighting, which is very cost-effective. The control room is larger and also becomes a teaching space.

The cost estimate includes \$4.9M for upgrades and improvements to the existing building, \$2.76M for the addition of a classroom and green room (not including the basement), an additional \$344k for a full basement (not including elevator and lift, which are included above), and \$1.7M for theatrical improvements such as lighting and AV equipment. This summary of costs does not include soft costs and is an estimate of construction costs. The basement figure is higher because the soil is rock and must be excavated.

President Raushenbush requested that comments be focused on information and questions, as the Board is not deciding on spending money this evening.

Leslie Quantz, CHIME Board President, said CHIME is behind the project and supports it.

Kim Bellchamber, who has a daughter in theater at PHS and is a board member of PAINTS, enthusiastically endorsed the project. PAINTS is interested in funding a gallery space in the lobby, improving lighting in the lobby, and installing an art-friendly hanging space and display cases.

Jan D'Annunzio, PUSD Music Assistant, welcomed the design because our theater does not compare with other school theaters around the state.

Mark Becker is in support of the project. He said the staff has done

a great job and with the architectural plan we are in great shape, although financially we are not. He would like to see a way to hone down the numbers, number one through a public-private partnership and number two through the opportunity to work early with the builder to value engineer and build in realistic cost parameters. He thinks the project is do-able and necessary. It is essential that the Board figure out a way to make this a priority because if this is put off for too long, it may be too late to renovate and the Board will be looking at the much greater cost of building a new theater.

Anita Bloch, Piedmont resident, said that 75% of students participate in theater, music and dance. The theater could be an incredible asset. It is unacceptable that our theater is not accessible and actually dangerous. She liked the classroom and smaller theater space, which could be an additional rental space for the District.

Tracy Kirkpatrick, PHS parent, is a huge fan of the performing arts program. The current theater is sorely in need of refurbishment and is wholly inadequate to take advantage of 21st century technology. Safety issues are a key concern. She liked the design's modesty of scale and urges the board to move forward on this project. She also likes the addition of a classroom and a place to build and store sets.

Kim Taylor and Andrea Mullen, PHS theater teachers, dittoed what Ms. Kirkpatrick and Mr. Becker have already said and thanked the Board for their support of arts programs.

President Raushenbush liked the conceptual presentation and knows it meets what our theater teachers believe is needed. He thanked Mark Becker for his ideas and contributions. Money is the key issue: there is not enough in deferred maintenance or modernization funds for this project. It would be good to get a better feel for actual costs and then figure out if there is a way to raise the money.

Board Member Gadbois said because the theater is an asset for the school district and the entire community, it is appropriate to have a discussion with the entire community. It's important to remember that this was initially part of the scope of work for Measure E. After the seismic work was determined, the theater ended up as a lower priority. Although it is a not a seismic hazard, there are other issues.

Board Member Tolles said the design seems great. The District put in seed money to come up with the conceptual design. There will need to be a lot of creativity to come up with the money. There are a number of possibilities, including passing bonds for the project. His understanding was that the Board was putting money into the design and the rest would be public money. If the Board is thinking about spending millions of dollars of school money, he would like a broader review of other spending possibilities.

President Raushenbush reiterated that the theater is an improvement that will be used every day and affect every student in the district. He wondered if it is reasonable to ask Mr. Booker to get a rough number on the cost of getting construction drawings in hand so cost estimates could be gathered.

Mr. Booker thanked Pete Palmer, Rick Raushenbush, Andrea Swenson, Mary Ireland, Jean Jarvis, Tracy Kilpatrick, Julie Moll, Tammy Becker, Mark Becker, Andrea Mullen, Kim Taylor, Amy Moorehead, Mark Quattrocchi and his staff, and lastly Bill Drum for their work on the committee and helping to develop these plans.

REVIEW AND ACTION ITEMS

Conduct Public Hearing for 2013-14 Contract Openers Between the District and the Association of Piedmont Teachers (APT)

Tonight is the first public hearing for contract openers between the District and APT being “sunshined” for public inspection and comment. The Board will hold a final public hearing and take action on the reopeners at the May 8, 2013 meeting, after which time negotiations will begin. The negotiation meetings are confidential.

This year items are being considered for bargaining include salaries, benefits, retirement benefits, and employee evaluation. Each side can open up to two additional items. APT is proposing to add class size (Article 21).

Unique to our district is separating the discussion of the academic calendar and later on tonight the Board will be asked to approve some changes to the calendar for next year. We will begin looking at the 2014-15 school year, perhaps looking at an earlier start date so that the semester ends before winter break. The APT contract is available online on the District website.

Tonight’s hearing is an opportunity for the public to make comments on the items to be bargained. This way the Board has a chance to hear the comments. There will be one more opportunity for public comment at the May 8 meeting, after which time negotiations will begin and the sunshining process is closed.

Harlan Mohagen, APT President, asked if there were any questions. There were none.

Jon Elliott, Piedmont resident, spoke in support of the sunshined items and believes that finances and evaluation process are enough to discuss.

Update District Modernization Program Decision Timeline

Superintendent Hubbard presented a suggested timeline for review of proposals for the development of the Modernization Program. The Seismic Safety Bond Program (SSBP) was completed on time and within the program budget of \$69.1M. Additional scope to site projects for a total of \$460k was added and funded by capital facilities donations. The State Modernization funding in excess of what was required to complete the SSBP is \$5.8M. Of this amount, approximately \$2.2M in modernization projects have been authorized to date. Modernization projects authorized by the Board included agreed upon increases of scope during the seismic work to maximize cost effective use of funds (such as playground alterations in slope to meet ADA compliance at Beach during construction); upgrades to technology infrastructure at the elementary schools; and other priority projects including \$500k in HVAC work at PMS, \$700k for Beach/Wildwood roofing projects, and \$100k for architectural fees for Alan Harvey Theatre approved in May 2012).

It is the approximately \$3.6M remaining in this account for which the Board will consider allocation toward projects for the District Modernization Program and/or debt reduction.

The Modernization Steering Committee has reviewed all requests for funding of projects, and divided them into tiers for Board consideration based on priority.

There was consensus that the priority is that which must be done to protect newly renovated buildings and address campus-specific life/safety, accessibility and liability issues. These Tier 1 projects include installation of an orchestra pit filler at AHT at the top of the list. The second item is the storm drain at PMS, which the District is

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discussing with the City to see what help they can give us. The third item is replacement the Wildwood blacktop and installation of storm drain access, another project left over after the seismic work. The next priority is replacement of the mechanical system at AHT, and another is District-wide remediation of a non-structural hazards, such as replacing windows, securing light fixtures and objects - work we do all the time as part of building maintenance. The final priority projects are the district-wide upgrade of the technology infrastructure "backbone" for computing, wifi and communication system upgrades and the installation of Calypso communications system at PHS, PMS and MHS to improve campus security. The committee is still considering what needs to be done in the technology area. It is safe to say that some technology upgrade needs to be done..

Once those items are subtracted from the \$3.6M we get to tier 2: consideration of reducing long-term debt.

At the next Board meeting there will be an update on options for the Bond Anticipation Notes and their implications so the Board can make a decision on how to allocate any remaining money to Tier 3 projects – those requested but not funded under Tier 1. Some of these projects will have private fundraising as we have done in the past, and the Board will authorize projects for which fundraising would be permitted.

Assistant Superintendent Brady said the cost of the pit filler is in the \$65-\$90,000 range. For the storm drain at PMS there is an estimate of \$5-\$8,000 to do an investigation to determine the extent of the work necessary. The work at Wildwood for the blacktop and a manhole cover is \$120,000, excluding Witter Field and relocation of the batting cage. The work would include leveling, installation of the manhole cover, etc., and removal of the batting cage. Work on the field house and bathrooms, including the rolldown doors, stucco work and repainting, is not part of modernization but would fall under deferred maintenance funds. Depending on what we do with the ductwork, replacement of the mechanical system at AHT is about \$280-350k. Nonstructural remediation is in the \$150k range and is included in the \$2.2M already allocated. Each cost estimate includes 10 to 15% contingency. Perimeter fencing and gates are included in the \$2.2M already allocated.

Mr. Brady said it is possible there is a manhole cover already at Witter Field that is covered over with the turf. If we need a second drain at Witter Field the cost should be about \$10-\$15,000.

Mr. Booker said we are trying to determine if there is an economy of scale with having Calypso and the tech backbone installed at the same time and the tech committee is investigating this question with different installers.

Superintendent Hubbard noted that the technology work includes safety issues as well as educational curriculum delivery questions. We don't know what will be needed in 4 to 5 years and we need to build a system that is flexible and responsive.

Mr. Booker said the goal of infrastructure backbone is for every student to have access to a tablet or laptop device. The steps to get there are to create wireless capability, an infrastructure to support it, and a PA system (Calypso), which needs drops, wires, routers and switches layered on top of each other. The public is invited to attend a district technology meeting on Monday, April 29 at 3:30 p.m. in the

Haven's Library to hear the infrastructure plan. The steering committee recommended the creation of a technology subcommittee that would include about 10 teachers and parents with tech backgrounds. This committee will review educational goals and discuss design and available products. Ms. Swenson noted that parent clubs are adding tech positions to their roster.

Calypso is a PA system that can make announcements to one classroom, a specific sector, all classrooms or outside. It allows for two-way communication; teachers can initiate contact with the office. A wall panel in each classroom includes speakers and a projector.. It supports amplification of sound for all students and this can be done in every classroom. Studies have shown that this supports student learning for all students, not just for those with hearing issues. Currently PHS has a one-way intercom system that does not reach every classroom, outside the buildings, the gyms, Witter Field, the Music Building or Millennium. A two-way system is useful if a teacher needs help, if there's an intruder, or if they wish to ask a question and it allows for quicker response time during an emergency.

Mr. Raushenbush said Calypso is a very fancy and expensive system at \$1M. He does not want to place Calypso over every other project so he would like to see a bid that includes Calypso, wireless and both. Mr. Booker notes that you cannot have Calypso without the infrastructure backbone.

In terms of doing the AHT projects incrementally Mr. Booker said the discussion included upgrading mechanical systems, replacing the seating in the current configuration, replacing the transformer, and minimal sound and lighting upgrades for about \$650-\$750,000.

Mr. Tolles thinks the board has enough information on the theater with the conceptual design and that detailed construction drawings don't make sense until there is money available to do the construction.

President Raushenbush summarized the Board position as giving direction to move ahead with pricing so that the first five projects could be moved forward this summer.

There was no public comment.

Mr. Gadbois wondered if the list of fundraising projects could be approved at the next meeting so that fundraising can begin on those projects expected to be funded 100% by fundraising.

Mr. Raushenbush has in the past been in favor of paying off the debt and when he sees who would get the relief, it is people in 2030 who will also get the benefits of the work being done now. Paying off the debt doesn't save as much money as he thought it would, and the benefit comes later than he thought. There are many more things the Board needs to do with the money.

Mr. Tolles said the \$1 million is much needed now and doesn't affect the debt very much.

Review and Approve Charter for the School Support Tax Advisory Subcommittee (Measure A)

Board Member Gadbois reviewed a draft of the charter for the school support tax advisory subcommittee, which shall serve in an advisory capacity to the Board to help review and project the financial needs of PUSD with respect to the levy of the voter-approved School Support Tax, Measure A. The Subcommittee shall conduct an independent examination of the District's budget and

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Review and Approve 2013-14 District
Goals and Action Plan Areas of Emphasis

related documents prior to making formal recommendations in their annual report to the Board. Some excellent editorial suggestions he received from Mr. Elliott will be included in a final version of the charter being brought for approval under the consent calendar at the May 8 Board Meeting.

Jon Elliott, speaking as a Citizens' Advisory Committee alumnus, supports the charter. He feels the structure still offers as much opportunity for autonomy as the previous CAC did.

The Board is requested to review and approve the 2013-14 District Commitments, Vision and Goals including the areas for emphasis in the development of the 2013-14 Action Plan. The Commitments, Vision and Goals that the Board affirmed for 2012-13 will continue to be the foundation for planning for 2013-14.

Superintendent Hubbard would like the Board to approve the general areas for emphasis so Administration can develop an action plan to be implemented at the beginning of the next academic year. She would like to communicate to the public is that there seems to be the idea that the District has leeway around the Common Core standards and that is not correct; we do not. The evaluation system is in progress and Common Core standards will dictate how we conduct our site councils and curriculum forms. It is helpful to know that reducing stress factors for students is an additional priority. There are many ways to address this and Administration will work with the principals to develop tactics.

One of our issues has been the number of areas we are asking staff to address Piedmont is a small district and doesn't have the staff to do everything everyone wants all the time.

Jon Elliott, Piedmont resident, commented that because the District has to gear up for Common Core and is taking on technology and the evaluation process, it seems everything else should be filtered through these priorities. He would like to see the district be as explicit as possible in focusing attention on these three priorities. One additional area might be the renewal of "Shaping our Future," which was a wonderful experience. He expressed concern that if this is done in the fall, parents might not know enough about Common Core, teacher evaluations or technology to be able contribute and he recommends putting it off until more people know more about it.

Ms. Hubbard said the purpose of "Shaping our Future" is for the community and the Board to be involved in high-level direction setting and she doesn't see the specifics of Common Core or the evaluation system as necessary for that process. The "Shaping our Future" exercise is one of having the community and the Board affirm our pathway, and Common Core and evaluation are things that we do all along that pathway. It makes sense to have community input after the passage of Measure A so the community can have an opportunity to say this is what we think strong schools look like. There will be significant administrative change and Board turnover in February 2014 and it is good that for people to know where we think we are going and be able to react to it.

Ms. Swanson agrees, and she and Ms. Pearson volunteered to help with the planning. If we plan it now, we can develop a process where all staff could be involved. The Piedmont Educational Foundation is supportive of this idea. Ms. Hubbard would like to

NOT APPROVED

Regular Meeting Minutes of
April 10, 2013
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work with Sacramento public policy facilitator Gina Bartlett, who is a really good facilitator with large numbers of people. This process is a way we can engage the public in the process and institutionalize the process.

A motion was made by Ms. Swenson, seconded by Ms. Pearson to approve the 2013-14 District Goals and Action Plan Areas of Emphasis. The motion was passed unanimously.

Approve Revised 2013-14 Instructional Calendar

The Board is requested to approve a Revised 2013-14 Instructional Calendar that reflects Parent Club support of the buy-back of two furlough days This calendar includes furlough days of one student day and two staff days - one regular workday and one professional development day.

The corrected version of the calendar will be made public on the website as a revised instructional calendar for 2013-14 with the date of 4-10-13. The dates for elementary school conferences and back-to-school nights will be announced in school bulletins.

It was moved by Ms. Pearson, seconded by Mr. Tolles and passed unanimously to approve the revised 2013-14 instructional calendar.

Review Schedule of Regular Board of Education Meetings for 2013-14

The proposed schedule of 2013-14 Regular Board Meetings is included in the packet and will return for adoption at the May 8, 2013 meeting.

Approve Resolution 13-2012-13
"Regarding Sufficient Funding for District Students"

The Board will be requested to approve a resolution calling for the Legislature and Governor to provide public education funding commensurate with that of other similar states. This resolution is being brought forward to encourage the Governor and Legislature to work on the issues that still are not addressed by the Local Control Funding Formula (LCFF). All the additional money from Proposition 30 will do is to get us to the 2007-8 funding level in seven years. Our district was woefully underfunded and the Governor's efforts have only stopped the bleeding. We want to make sure they understand that schools are still underfunded. Most districts don't disagree with the idea of extra funding for low income, immigrant and English learner students but disagree with the thought of remaining flat for seven years. The purpose of this resolution is to send a message about the overall adequacy of funding.

Present Raushenbush said is not a bad idea to direct extra money to low income students and English learners, the problem is that the whole funding is inadequate.

Superintendent Hubbard said Piedmont has not participated in discussions about winners or losers because all students are losing under this formula and under the proposed spending plan, California will still be 48th in the country.

It was moved by Mr. Tolles and seconded by Mr. Gadbois to approve Resolution 13 -2012 -13 "Regarding Sufficient Funding for District Students."

The motion passed as follows:

AYES: Tolles, Gadbois, Pearson, Swenson Raushenbush
NOES: None
ABSENT: None
ABSTAIN: None

INFORMATION/ANNOUNCEMENTS

Announcement of 2013 Art Hecht Volunteer of the Year Awardees

Superintendent Hubbard said the selection committee met and reviewed many worthy applicants for the Art Hecht Volunteer of the Year. The committee unanimously decided to give the award this year to Mary Ireland and in honor of Bill Drum. Ms. Ireland and the family of Bill Drum will select a piece of artwork from the AP Art Show being held at the Piedmont Arts Center. Both awardees are very deserving and epitomize dedication to Piedmont and Oakland students – Bill with his volunteer work at Piedmont Avenue elementary school and his green projects at PMS, and Mary Ireland with her work on the PHS summer school community service program.

CORRESPONDENCE

Vice President Swenson received some comments about the draft charter for the School Support Tax Subcommittee and district goals, along with comments about the APT contract. President Raushenbush received mails about technical issues and the principal selection process

BOARD REPORTS

Ms. Swenson attended an APCP meeting, the Beach Parents Organization, a Public Safety Committee meeting with the new police chief where she discussed the license plate readers, and the Wildwood Parents Club meeting in place of Ray Gadbois.

Ms. Pearson attended the PHS career day and the Tri-School Site Council, which had a discussion about homework. She spoke about the importance of compassion, which is something that James Steyer discussed in his speech organized by the Piedmont Parents Network. She is also attended several Spring Fling events.

Mr. Gadbois thanked Ms. Swenson for attending the Wildwood Parents Club in his place.

Mr. Tolles has been leaving Tuesday mornings open every week for the Modernization Steering Committee meeting, which is meeting regularly at this point.

Mr. Raushenbush attended Prof. Steyer's talk, which presented a curriculum for dealing with social media that has been introduced in some PMS classrooms. He attended the Modernization Steering Committee and the PMS Parents Council, where there was a high-level summary of the PMS principal search process.

CONSENT CALENDAR

It was moved by Vice President Swenson, seconded by Board Member Tolles and unanimously approved to accept the consent calendar as presented:

- A. Adopt Regular Board Meeting Minutes of February 13, 2013 and March 13, 2013.
- B. Approve Monthly Financial Report of the District for March 2013
- C. Approve Warrant List Dated 4-4-13 for Goods and Services Rendered for November 1, 2012 through February 28, 2013
- D. *Approve Williams Report for the period of January - March, 2013
- E. *Approve School Accountability Report Card (SARC), 2011-12, for all Piedmont Schools
 - Beach Elementary School
 - Havens Elementary School
 - Wildwood Elementary School
 - Piedmont Middle School
 - Millennium High School
 - Piedmont High School

NOT APPROVED

Regular Meeting Minutes of
April 10, 2013
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The State of California mandates that school districts publish School Accountability Report Cards (SARCs). The purpose is to inform the community about conditions, needs, and progress at each school and to provide data by which parents/guardians can make meaningful comparisons between schools and districts

FUTURE BOARD AGENDA ITEMS

Mr. Raushenbush said there will be additional discussion of modernization issues on future agendas, and the BAN retirement will be discussed at the May 8th meeting. Superintendent Hubbard hopes to announce that selection of the middle school principal at May 8th meeting.

- Honor Art Hecht Awardees (May 8)
- 2012-13 Action Plan Update (TBD)
- Accept Closeout of Seismic Safety Program Projects
Havens School, PHS Quad/Library and Student Center
Buildings, Wildwood and Beach Schools, Ellen Driscoll
Playhouse (TBD)
- Honor District Retirees (June 12)
- Adopted Budget (June 26)
- Facilities Use (TBD)
- Calendar Options for 2014-15 (TBD)

Adjournment

There being no further business, and with no objection by the Board, President Raushenbush adjourned the meeting at 10:08 p.m.

RICHARD RAUSHENBUSH, Board President
Piedmont Unified School District
Board of Education

CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education

ROUTE TO THE GOVERNING BOARD

FROM 04/01/2013 TO 04/30/2013

UNAPPROVED TRANSACTIONS INCLUDED

Fund :01 General Fund

| SUMMARY BY Object | WORKING BUDGET | EXPENDED/RECEIVED | | | % | ENCUMBERED | UNENCUMBERED | |
|-------------------------------------|----------------|-------------------|---------------|-------|-----------|---------------|--------------|---|
| | | CURRENT | YEAR TO DATE | | | | BALANCE | % |
| 80xx Revenue | 13,734,867.00 | 589,707.87 | 7,295,092.13 | 53.1 | 0.00 | 6,439,774.87 | 46.8 | |
| 81xx FEDERAL REVENUE | 654,139.00 | 167,348.00 | 373,648.19 | 57.1 | 0.00 | 280,490.81 | 42.8 | |
| 82xx OTHER FEDERAL REVENUE | 76,551.00 | 5,767.00- | 62,440.00 | 81.5 | 0.00 | 14,111.00 | 18.4 | |
| 83xx OTHER STATE REVENUE | 167,419.00 | 12,281.00 | 59,363.00 | 35.4 | 0.00 | 108,056.00 | 64.5 | |
| 84xx OTHER STATE REVENUE | 674,512.00 | 0.00 | 374,416.00 | 55.5 | 0.00 | 300,096.00 | 44.4 | |
| 85xx OTHER STATE REVENUE | 1,487,114.00 | 94,666.99 | 845,354.67 | 56.8 | 0.00 | 641,759.33 | 43.1 | |
| 86xx OTHER LOCAL REVENUE | 12,249,430.00 | 60,945.95 | 7,682,370.30 | 62.7 | 0.00 | 4,567,059.70 | 37.2 | |
| 87xx OTHER TRANSFER IN | 1,056,098.00 | 0.00 | 717,881.00 | 67.9 | 0.00 | 338,217.00 | 32.0 | |
| 89xx INTERFUND TRANSFER IN | 244,343.00 | 0.00 | 244,343.00 | 100.0 | 0.00 | 0.00 | .0 | |
| TOTAL: 8xxx | 30,344,473.00 | 919,182.81 | 17,654,908.29 | 58.1 | 0.00 | 12,689,564.71 | 41.8 | |
| 11xx Certificated Salaries | 12,148,677.00 | 1,124,520.09 | 10,100,763.45 | 83.1 | 0.00 | 2,047,913.55 | 16.8 | |
| 12xx Counselors/Psych/Nurse/Librari | 1,191,510.00 | 100,733.13 | 904,631.32 | 75.9 | 0.00 | 286,878.68 | 24.0 | |
| 13xx Cert Salaries-Admin/Supervisor | 1,792,912.00 | 130,846.82 | 1,314,997.53 | 73.3 | 0.00 | 477,914.47 | 26.6 | |
| 19xx Other Certificated Salaries | 478,710.00 | 33,864.77 | 306,428.16 | 64.0 | 0.00 | 172,281.84 | 35.9 | |
| TOTAL: 1xxx | 15,611,809.00 | 1,389,964.81 | 12,626,820.46 | 80.8 | 0.00 | 2,984,988.54 | 19.1 | |
| 21xx Class Sal/Instructional Aide | 2,004,798.00 | 208,201.76 | 1,650,729.70 | 82.3 | 0.00 | 354,068.30 | 17.6 | |
| 22xx Classified Support Salaries | 1,268,298.00 | 92,032.91 | 968,288.20 | 76.3 | 0.00 | 300,009.80 | 23.6 | |
| 23xx Class Sal/Administrator/Superv | 126,071.00 | 9,562.04 | 102,594.33 | 81.3 | 0.00 | 23,476.67 | 18.6 | |
| 24xx Class Sal/Clerical&Othr Office | 1,438,650.00 | 103,574.67 | 1,025,600.42 | 71.2 | 0.00 | 413,049.58 | 28.7 | |
| 29xx Other Classified Salaries | 69,983.00 | 5,404.24 | 47,289.97 | 67.5 | 0.00 | 22,693.03 | 32.4 | |
| TOTAL: 2xxx | 4,907,800.00 | 418,775.62 | 3,794,502.62 | 77.3 | 0.00 | 1,113,297.38 | 22.6 | |
| 31xx STRS | 1,292,359.00 | 109,216.38 | 783,526.01 | 60.6 | 0.00 | 508,832.99 | 39.3 | |
| 32xx PERS | 526,100.00 | 44,061.16 | 392,527.55 | 74.6 | 0.00 | 133,572.45 | 25.3 | |
| 33xx SOCIAL SECURITY | 588,545.00 | 49,572.64 | 623,971.93 | 100.0 | 0.00 | 35,426.93- | .0 | |
| 34xx HEALTH & WELFARE | 3,171,697.00 | 294,394.00 | 2,686,594.96 | 84.7 | 0.00 | 485,102.04 | 15.2 | |
| 35xx STATE UNEMPLOYMENT INSURANCE | 226,013.00 | 19,680.17 | 145,473.96 | 64.3 | 0.00 | 80,539.04 | 35.6 | |
| 36xx WORKERS COMPENSATION INSURANCE | 386,277.00 | 17,890.98 | 260,517.50 | 67.4 | 0.00 | 125,759.50 | 32.5 | |
| 37xx OPEB | 542,369.00 | 1,865.25 | 357,727.05 | 65.9 | 0.00 | 184,641.95 | 34.0 | |
| 38xx PERS REDUCTION | 41,496.00 | 6,186.31 | 48,615.57 | 100.0 | 0.00 | 7,119.57- | .0 | |
| TOTAL: 3xxx | 6,774,856.00 | 542,866.89 | 5,298,954.53 | 78.2 | 0.00 | 1,475,901.47 | 21.7 | |
| 41xx Approved Textbooks | 206,050.00 | 92.00 | 77,763.13 | 37.7 | 506.68 | 127,780.19 | 62.0 | |
| 42xx Books and Othr Ref Materials | 24,725.00 | 2,433.74 | 17,496.29 | 70.7 | 1,640.55 | 5,588.16 | 22.6 | |
| 43xx Materials and Supplies | 973,990.00 | 91,269.20 | 736,256.06 | 75.5 | 58,661.77 | 179,072.17 | 18.3 | |
| 44xx Non-Capitalized Equipment | 88,031.00 | 39,745.84 | 178,504.51 | 100.0 | 5,089.91 | 95,563.42- | .0 | |
| TOTAL: 4xxx | 1,292,796.00 | 133,540.78 | 1,010,019.99 | 78.1 | 65,898.91 | 216,877.10 | 16.7 | |

ROUTE TO THE GOVERNING BOARD

FROM 04/01/2013 TO 04/30/2013
UNAPPROVED TRANSACTIONS INCLUDED

Fund :01 General Fund

| SUMMARY BY Object | WORKING BUDGET | EXPENDED/RECEIVED | | | % | ENCUMBERED | UNENCUMBERED | |
|-------------------------------------|----------------|-------------------|---------------|-------|--------------|--------------|--------------|---|
| | | CURRENT | YEAR TO DATE | | | | BALANCE | % |
| 52xx Travel and Conference | 75,424.00 | 7,976.62 | 78,941.59 | 100.0 | 5,509.00 | 9,026.59- | .0 | |
| 53xx Dues and Memberships | 17,200.00 | 0.00 | 15,983.84 | 92.9 | 0.00 | 1,216.16 | 7.0 | |
| 54xx INSURANCE | 137,518.00 | 0.00 | 136,279.97 | 99.0 | 695.00 | 543.03 | .3 | |
| 55xx Operation and Housekeeping Svc | 431,090.00 | 28,306.40 | 330,994.12 | 76.7 | 1,892.19 | 98,203.69 | 22.7 | |
| 56xx Rntls,Leases,Repair,Noncapital | 283,819.00 | 23,620.43 | 209,109.30 | 73.6 | 52,841.63 | 21,868.07 | 7.7 | |
| 58xx Prof/Consulting Svcs/Operating | 2,165,941.00 | 135,720.83 | 1,342,259.69 | 61.9 | 862,712.91 | 39,031.60- | .0 | |
| 59xx Communications | 104,181.00 | 8,142.91 | 99,723.33 | 95.7 | 13,679.05 | 9,221.38- | .0 | |
| TOTAL: 5xxx | 3,215,173.00 | 203,767.19 | 2,213,291.84 | 68.8 | 937,329.78 | 64,551.38 | 2.0 | |
| TOTAL: 1xxx - 5xxx | 31,802,434.00 | 2,688,915.29 | 24,943,589.44 | 78.4 | 1,003,228.69 | 5,855,615.87 | 18.4 | |
| 73xx DIRECT SUPPORT/INDIRECT COST | 120,000.00- | 0.00 | 120,000.00- | .0 | 0.00 | 0.00 | 100.0 | |
| 76xx INTERFUND TRANSFER/OTHER USES | 50,000.00 | 0.00 | 0.00 | .0 | 0.00 | 50,000.00 | 100.0 | |
| TOTAL: 7xxx | 70,000.00- | 0.00 | 120,000.00- | .0 | 0.00 | 50,000.00 | 100.0 | |
| TOTAL: 1xxx - 7xxx | 31,732,434.00 | 2,688,915.29 | 24,823,589.44 | 78.2 | 1,003,228.69 | 5,905,615.87 | 18.6 | |

ROUTE TO THE GOVERNING BOARD

FROM 04/01/2013 TO 04/30/2013

Fund :01 General Fund

UNAPPROVED TRANSACTIONS INCLUDED
Summary

| SUMMARY BY Object | WORKING BUDGET | EXPENDED/RECEIVED | | % | ENCUMBERED | UNENCUMBERED | |
|--------------------------------|----------------|-------------------|---------------|------|--------------|---------------|------|
| | | CURRENT | YEAR TO DATE | | | BALANCE | % |
| TOTAL INCOME (8000 - 8999) | 30,344,473.00 | 919,182.81 | 17,654,908.29 | 58.1 | 0.00 | 12,689,564.71 | 41.8 |
| TOTAL: 1xxx - 5xxx | 31,802,434.00 | 2,688,915.29 | 24,943,589.44 | 78.4 | 1,003,228.69 | 5,855,615.87 | 18.4 |
| TOTAL: 1xxx - 6xxx | 31,802,434.00 | 2,688,915.29 | 24,943,589.44 | 78.4 | 1,003,228.69 | 5,855,615.87 | 18.4 |
| TOTAL: 1xxx - 7xxx | 31,732,434.00 | 2,688,915.29 | 24,823,589.44 | 78.2 | 1,003,228.69 | 5,905,615.87 | 18.6 |
| TOTAL EXPENSES (1000 - 7999) | 31,732,434.00 | 2,688,915.29 | 24,823,589.44 | 78.2 | 1,003,228.69 | 5,905,615.87 | 18.6 |

PIEDMONT UNIFIED SCHOOL DISTRICT

Piedmont, California

May 8, 2013

TO: Members of the Board of Education
FROM: Constance Hubbard, Superintendent
SUBJECT: Personnel Action

SUBJECT TO BOARD APPROVAL

Employment: Certificated

| | | |
|--|----------------------------------|----------|
| Rebecca Branstetter Effective 4/12/13 | Psychologist .2 FTE Temporary | District |
|--|----------------------------------|----------|

Resignation: Certificated

| | | |
|--------------------------------------|---|--------|
| Melissa Higgins Effective 6/13/12 | Resource Specialist .4 FTE Temporary | Havens |
|--------------------------------------|---|--------|

| | | |
|-------------------------------------|-------------------------------------|-----|
| Karen Blanpied Effective 6/15/13 | Social Psychology Teacher .8 FTE | PHS |
|-------------------------------------|-------------------------------------|-----|

Retirement: Certificated

| | | |
|-------------------------------------|--------------------------|-----|
| Christine Alper Effective 8/1/13 | French Teacher .8 FTE | PHS |
|-------------------------------------|--------------------------|-----|

| | | |
|----------------------------------|----------------------|-----|
| Pam Brandau Effective 6/22/13 | Counselor 1.0 FTE | MHS |
|----------------------------------|----------------------|-----|

| | | |
|-------------------------------------|----------------------|-----|
| Jeanne Donovan Effective 6/30/13 | Principal 1.0 FTE | PMS |
|-------------------------------------|----------------------|-----|

| | | |
|------------------------------------|--|----------|
| Leslie Flegal Effective 6/17/13 | Speech Language Pathologist 1.0 FTE | Wildwood |
|------------------------------------|--|----------|

| | | |
|---------------------------------|---------------------------------|-----|
| Linda Gann Effective 6/15/13 | Science/Math Teacher 1.0 FTE | PMS |
|---------------------------------|---------------------------------|-----|

| | | |
|--------------------------------|-------------------------|-----|
| Don James Effective 6/15/13 | Math Teacher 1.0 FTE | PMS |
|--------------------------------|-------------------------|-----|

| | | |
|------------------------------------|----------------------|-----|
| Rich Kitchens Effective 6/30/13 | Principal 1.0 FTE | PHS |
|------------------------------------|----------------------|-----|

| | | |
|--------------------------------------|---------------------------|-----|
| Janet Labberton Effective 6/15/13 | English Teacher .8 FTE | PHS |
|--------------------------------------|---------------------------|-----|

**Board of Education Meeting
Personnel Action List
May 8, 2013
Page 2 of 2**

Harlan Mohagen
Effective 6/20/13

Resource Specialist
1.0 FTE

PHS

Nancy Parker
Effective 6/15/13

Reading Resource Teacher
1.0 FTE

Beach

Employment: Classified

Jorge Chavez
Effective 4/22/13

Special Ed Para
1.0 FTE

Beach

Amanda Nelson
Effective 4/23/13

Special Ed Para
.53 FTE

Off-Site Preschool

PIEDMONT UNIFIED SCHOOL DISTRICT
Schedule of Regular Board of Education Meetings
2013-14

Regular Board of Education meetings listed below are held on the second and fourth Wednesdays of each month, unless otherwise noted, and are held in the Council Chambers of the City Hall, 120 Vista Avenue, Piedmont, beginning at 7:00 p.m.

July 10, 2013 (already scheduled in 2012-13 school year)

August 21, 2013

September 11, 2013

September 25, 2013

October 9, 2013

October 23, 2013

November 13, 2013

December 11, 2013

January 8, 2014

January 22, 2014

February 12, 2014

March 12, 2014

March 26, 2014

April 9, 2014

May 7, 2014

May 21, 2014

June 11, 2014

June 25, 2014

July 9, 2014

Presented at Board meeting of 5-8-13

PIEDMONT UNIFIED SCHOOL DISTRICT

CHARTER FOR THE SCHOOL SUPPORT TAX ADVISORY SUBCOMMITTEE

SCHOOL SUPPORT TAX MEASURE A MARCH 5, 2013 ELECTION

Introduction and Background

The School Support Tax Advisory Subcommittee (“Subcommittee”) shall be established by the Board of Education as an independent subcommittee of the PUSD Budget Advisory Committee (“BAC”). The BAC serves as a community forum for interested community members to receive up-to-date information about the District’s budget. All stakeholder groups, including the Parent and Support Clubs, Employee Associations (APT, CSEA and APSA), Piedmont Educational Foundation, and the community at large, are invited to participate in the BAC. The BAC operates in accordance with the Brown Act, with posted agendas listing the time, place, and discussion items for each meeting.

Members of the Subcommittee shall be active members of the BAC so that they will have current information and understanding of the District budget. However, the Subcommittee will operate independently of the BAC and report directly to the Board of Education. The Subcommittee will establish its own meeting schedule and agendas. In addition to the budget information provided to the BAC, the Subcommittee may request additional information relating to the budget or School Support Tax from the Assistant Superintendent for Business Services, who will be the primary point of contact for the Subcommittee.

Charge to the Subcommittee

The Subcommittee shall serve in an advisory capacity to the Board of Education to help review and project the financial needs of the PUSD with respect to the levy of the voter-approved School Support Tax. The Subcommittee shall conduct an independent examination of the District’s budget and related documents prior to making formal recommendations in its annual report to the Board.

The scope of work for the Subcommittee shall be limited to advice on whether and to what extent to levy the School Support Tax, as set forth below. If the Board wishes to expand the Subcommittee’s charge to consider other items, the Board must do so by majority vote.

As part of the District’s annual budget development process and during the term of the School Support Tax, the Subcommittee shall submit an annual report to the Board of Education showing:

- A high level, comprehensive analysis of the District’s budget, including relevant metrics, historical trends, and comparisons with similar school districts, that provides an analytical basis for the Subcommittee’s recommendations.
- The amount of funds collected and expended from the proceeds of the School Support Tax in the current fiscal year and projected for the next fiscal year, as well as the status of any projects or programs required or authorized to be funded from the proceeds of the

School Support Tax, as described in the Full Text of the March 5, 2013 Ballot for Measure A (Exhibit A).

- A recommended levy amount for the School Support Tax, up to the maximum allowable for the subsequent year's tax. The Subcommittee shall recommend to the Board whether to (1) maintain the existing School Support Tax levy; (2) increase the existing levy up to a maximum of no more than two percent; or (3) decrease the existing levy. The Committee shall explain the basis for its recommendation, including the fiscal impacts of recommended and alternative funding levels on the District's budget.

Board of Education Responsibility

- Establish the Charter for the Subcommittee no later than May 5, 2013, after two public hearings at Regular School Board meetings.
- Appoint to the Subcommittee, by November of each year, a total of 3 to 5 members representing a variety of stakeholder groups, and with appropriate finance knowledge and experience.
- Appoint at least one Board liaison to the Subcommittee, to serve on an annual basis.
- Revise and/or clarify interpretation of the Charter as necessary at regular meetings of the Board.

Operations of the Subcommittee

- The Subcommittee shall elect officers by majority vote. Offices shall be limited to a Chair and Secretary, who are elected annually at a meeting of the Subcommittee.
 - The Chair is responsible for preparing agenda materials, administering meetings, and ensuring that the Subcommittee's charge and expectations for the annual report are fulfilled by the Subcommittee each year.
 - The Secretary is responsible for preparing minutes of the meetings and administering meetings when the Chair is absent.
- The Subcommittee will establish its own meeting schedule and agendas.
- Recommendations shall be made by majority vote provided, however, that a minority recommendation may be submitted.
- A quorum shall consist of a majority of the full Subcommittee.
- The Subcommittee should coordinate with District administration and staff to secure information and input in ways that are not unduly burdensome.
- The Subcommittee's annual report to the Board will be submitted at least one month before the Board votes on the School Support Tax levies for the following budget year. In general, the report would be due in January or February of each year.

Standards of Conduct of Committee and its Members

- Although each Subcommittee member may have differing perspectives on the financial budget information, analysis and recommendations made by the Subcommittee, individual members will conduct themselves in ways that reflect mutual respect for different perspectives, and work collaboratively to develop the Subcommittee's annual report.

Committee Composition and Length of Service

- Membership: Three to five members, with Board option to expand as needed.

- Term of Service: Two years, except that two of the members first appointed to the Subcommittee should be prepared to serve for three years to allow for staggering of membership terms.
- Removal: Repeated absences, failure to prepare for and participate in meetings, routine failure to attend BAC meetings, health matters, or professional or personal demands.
- Compensation/Reimbursement: None.

Membership Requirements

- Subcommittee members must be Piedmont property owners and subject to the School Support Tax.
- Current PUSD employees or consultants are not eligible to serve on the Subcommittee.
- Members of the Subcommittee should include representatives from various stakeholder groups in the community, including parents, senior citizens, taxpayer advocates, and those without students in the schools.
- Subcommittee members shall also be active members of the BAC who have appropriate financial knowledge and experience.

Application Procedure

- Must submit application by facsimile, mail, email or in person to the Office of the Superintendent, 760 Magnolia Avenue, Piedmont, CA 94611. Applications will be available at the District Office or from the District website: www.piedmont.k12.ca.us

Selection of the Committee

- The Board will work with the Superintendent's office to recruit new Subcommittee members and set a reasonable timeframe for filling openings on the Subcommittee.
- The Superintendent or designee will review applications to verify eligibility to serve on the Subcommittee (i.e., homeowner and taxpayer).
- Board President and Vice President will review applications and as needed interview potential candidates for new and open positions on the Subcommittee.
- Nominees will be confirmed by the Board of Education at a Regular Board Meeting.

CORRECTED

Piedmont Unified School District Employment Contract for District Superintendent

Addendum

This Addendum is entered into effective May 9, 2013, by and between the Governing Board of the Piedmont Unified School District (“District” or “Board”) and Constance Hubbard (“Superintendent”). Specifically, the terms of the Addendum are as follows:

1. The District hereby extends the term of the Superintendent’s employment with the District for an additional year, i.e., until June 30, 2015, subject to the terms and conditions hereafter set forth and conditioned upon the Superintendent receiving a satisfactory annual evaluation each year as set forth in Paragraph 9 of the Employment Contract dated August 24, 2011 between the Parties, attached hereto and incorporated herein as Attachment A.
2. This Addendum makes no changes to Salary and Health Benefit entitlement as outlined in the original Contract. The District clarifies that the Superintendent is entitled to the Separation benefit included as Appendix E to the APSA Memorandum of Understanding effective July 1, 2012.
3. All other provisions of the Employment Contract dated August 24, 2011 between the Parties, attached hereto and incorporated herein as Attachment A, remain valid and in effect with the Addendum.

IN WITNESS HEREIN, we affix our signatures to this agreement as the full and complete understanding of the relationship between the parties hereto.

GOVERNING BOARD OF THE PIEDMONT UNIFIED SCHOOL DISTRICT

By: _____

By: _____

By: _____

By: _____

By: _____

Approval Date by Board of Education