

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

MINUTES OF
Regular Meeting of the Governing Board

May 9, 2012

CALL TO ORDER	Board President Roy Tolles called the meeting of the Board of Education to order at 6:00 p.m.
ESTABLISHMENT OF QUORUM	President Roy Tolles; Vice President Rick Raushenbush; Board Members Ray Gadbois, Sarah Pearson and Andrea Swenson were present.
Adjourn to Closed Session	The Board adjourned to Closed Session at 6:01 p.m. to discuss: A. Public Employee Appointment/Employment (Government Code Section 54957) <i>(The Board will hear recommendations by the Superintendent and may take action on the following position. Any action will be reported out in Open Session):</i> Anticipated Appointment of Principal, Havens Elementary School B. Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations with Association of Piedmont Teachers (APT) (Government Code Section 54956.6) C. Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations with California State Employees Association (CSEA), Chapter 60 (Government Code Section 54956.6)
Others Present in Closed Session	Superintendent Constance Hubbard Michael Brady, Assistant Superintendent, Business Services Randall Booker, Assistant Superintendent, Educational Services
Reconvene to Regular Session	President Tolles called the Regular Session of the Board of Education to order at 7:06 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	Superintendent Hubbard announced that in closed session the Board unanimously approved Dr. Cheryl Wozniak as principal at Havens. The selection process included input from Havens staff, parents, community members and the administrative team. Dr. Wozniak was chosen after extensive search with input from all stakeholders, an interview with a large group, and extensive background checking. Although she does not begin work until July 1, hiring her this early will result in a smooth transition. She will be meeting with the Havens Parents Club at their June 5 meeting.
Agenda Adjustments	None

COMMUNICATIONS/ANNOUNCEMENTS

Association of Piedmont Teachers (APT)

APT President Harlan Mohagen attended the Advanced Placement Art Show in the Piedmont Art Gallery, which included exceptional work from PHS AP Art students.

This week is Teacher Appreciation Week and next week is Classified Appreciation Week. Teachers have received letters of appreciation and unique hand-made coasters made by the ASB.

CSEA

None

Parent Clubs

Vicky O'Bresley, President of the Havens Parents Club, welcomed Dr. Wozniak to Havens and looks forward to working with her.

Student Representative to Board

Karina Chan, Student Representative, reported that this week is APT testing. For Teacher Appreciation Week students are sending Teacher-o-Grams, notes to teachers that express their appreciation. The Bird Calling Contest was held last Friday and the winning team, Tlalli Moya-Smith, Sheli Schacker and Cameron Anderson will be on the David Letterman Show. ASB elections will be the last week of May and ASB Day on the Green is May 25th. May is a busy time for seniors: commitment day for college admission was May 1, the Senior Tea and Senior Boys BBQ was last Sunday, Senior night for softball was yesterday, and the prom will be May 19. Yesterday was the next to the last issue of *The Highlander* for this year.

Persons Wishing to Speak to Any Item Not Listed on the Agenda

None

Superintendent Announcements

No announcements.

Board President Announcements

President Tolles announced that next Thursday, May 17th, is the second annual fundraiser at Yoshi's for the Piedmont Appreciating Diversity Committee. Entertainment will be provided by Lavay Smith and her Red Hot Skillet Lickers, a ten-piece "big band" that plays the music of Ella Fitzgerald, Duke Ellington and Count Basie. This event begins at 8:00 p.m. and tickets are \$75 per person with all proceeds going to benefit PADC.

PRESENTATION

Recognition of June Monach as Recipient of 2012 Arthur Hecht Volunteer of the Year Award and Recognition of PHS Advanced Placement Art Student Jonathan Shum

Superintendent Hubbard explained that the Arthur Hecht Award, which reflects volunteer work that makes a difference to Piedmont youth, was established in the memory of an outstanding volunteer, Arthur Hecht, who devoted his life to helping young people succeed. In recognition of the award, the recipient chooses a piece of art work from the Senior AP Art Show and the student artist receives a small honorarium. Tonight both the recipient, June Monach, and the artist, PHS student Jonathan Shum, are present.

President Tolles recognized June Monach as the Arthur Hecht Volunteer of the Year. She has given numerous hours and timeless energy including positions on two parcel tax campaigns, President of PEF and Havens Parents Club, Board member for eight years and president for two, and is currently on the Wellness Center Advisory Board, the District Diversity Task Force and is a founder of the Piedmont Portal .

Ms. Monach was honored to accept the award. She thanked the Board for the honor and her family for their support. She and

Jonathan Shum have the same Chinese brush painting teacher, and his art work is an inspiration to her.

Artist Jonathan Shum said he is grateful for the connection between volunteers and the art community; he hopes that more people will visit the AP Art Show next year.

Martha Jones, former Board member, congratulated Ms. Monach and described some of Ms. Monach's contributions, many of which have been behind the scenes. She acknowledged Ms. Monach as a deep and strategic thinker and a master of process, and noted her support of others.

Educational Services Report:
Spotlight on Student Learning

A. Acknowledge Youth Educators

Assistant Superintendent Booker introduced Ting Hsu Engelman, MHS Principal and Director of the Wellness Center, who explained the contributions of Youth Educators, a student leadership and health awareness program operated under the direction of the PHS Wellness Center. The Youth Educators undergo over 60 hours of training, weekly meetings and a weekend retreat to prepare Piedmont High School students to present lessons on drug and alcohol awareness to eighth grade students at Piedmont Middle School. Ms. Engelman introduced PMS Counselors Kech Carera and Ashley English, who work with the Youth Educators.

Billy Ireland, Michael Yu, Will Corvin and Michael Yu each spoke eloquently about their experiences as youth educators and the lasting bonds created between them and with middle-school students.

Assistant Booker thanked Ms. Engelman, the counselors and the Youth Educators and acknowledged their parents for the good work done on behalf of the school community. President Tolles thanked them for their service and commented upon their eloquence.

There was no further comment.

REVIEW AND ACTION ITEMS

A. Conduct Public Hearing and Approve Contract Reopener Proposals for 2012-14 Negotiations Between the District and the California School Employees Association (CSEA), Chapter 60

Superintendent Hubbard explained that this is the opportunity for the public to comment on the items under negotiation so the Board can take them into consideration when giving direction to District negotiators. What is presented this evening is slightly different than what was presented at the previous Board meeting: the District would like to open the article on Evaluations as it relates to work being done with other employee groups (APT and the administrators), including timing of probation. Both CSEA and the District also agree to open Health Benefits for the purpose of clarifying how the benefit caps are being applied. The letter from CSEA shows that CSEA agrees not to reopen any other issues and that this "sunshine" process will allow the parties to reopen negotiations in November after the November elections.

President Tolles said this is the second public hearing, and Vice President Raushenbush thanked CSEA for their willingness to open bargaining in November.

There was no additional public comment.

It was moved by Board Member Gadbois, seconded by Board Member Pearson and passed unanimously to approve reopening negotiations with CSEA only for Article 4 – Evaluation Procedures, and in November, 2012 open Article 12 - Salaries and Article 19 –

Health Benefits, without an additional sunshine period.

B. 2013 Parcel Tax Election: Review, Planning and Direction

Superintendent Hubbard explained that the parcel tax is an integral part of our operating budget; about 30% of our general budget comes from the parcel tax, as our income from the State has been reduced 25% over the past three years. Without the parcel tax income we would not be able to sustain programs like AP Art and Youth Educators, programs that have a direct impact on students. In 2009, Measure E, an emergency measure, and Measure B were passed. Measure E expires this year and Measure B at the end of 2012-13, so we are planning for the renewal of a parcel tax measure. In the past, the idea was that this money would provide enhancement, now it is needed to sustain current programs.

We are planning for the school parcel tax measure in 2013 by beginning earlier and utilizing a slightly different process by dividing the planning into two phases. In Phase I a small planning group comprised of community leaders with expertise in past parcel tax elections and representatives of the community would work directly with District administration and our pro bono consultant Tramatola/Associates to discuss strategic issues, assess voter receptivity and make recommendations on the proposed levy amount and tax structure. They would also identify campaign co-chairs and make recommendations to the School Board. In Phase II, the campaign would be handed over to the co-chairs to implement the Board's plan and conduct the campaign.

Board Member Gadbois mentioned that he has been involved in three previous parcel tax campaigns and likes this proposal to separate the two phases. Board Member Pearson said she was glad we are starting earlier and would like to see continuity between the two phases. Superintendent Hubbard said another change this year is that we have the Budget Advisory Committee to the Parcel Tax, which is composed of a large base of knowledgeable citizens aware of the issues.

Vice President Raushenbush approves of this approach. Board Member Swenson said it makes sense because a small planning

group and a larger campaign committee call for very different skills.

President Tolles wants everyone to keep in mind that at the State level, even if the ballot measures pass, the best they do is to keep funding flat and continue the 15% cut from several years ago. He would hate to see people accept this dismal level of public funding, which represents cuts for teachers, cuts in days, larger classes, and fewer aides.

He opened the floor for public comment. George Childs said he is glad to see the separation in functions. He believes the growth in the parcel tax is unsustainable for many in the community. He hopes there will be a recommendation for a hardship exemption and offered to assist on the planning committee.

Jon Elliott said he appreciated an approach where analysis and number crunching is done before the campaign starts, and that parcel tax money is money the district can count on. He also volunteered for the planning phase.

Rick Schiller, speaking as a person who needs to be convinced, said he would like to see comparables with other districts based on the supply side. He said no other district approaches the level of parcel taxes paid in Piedmont and that in this economic climate, taxpayers need to be educated. His question remains: in light of the generous donations from the community, why is the parcel tax so high?

Pedro Do Vale, a Senior at PHS, said the learning environment of his Biotech class with 16 students is much better than his English class with almost 30 students. Piedmont is a city based on educating kids and it is sad to see how we are struggling.

Drew Meyersieck said that smaller classes are beneficial for both teachers and students. He thinks the parcel tax is a small price to pay to maintain a great school system and its school system is a large part of what makes Piedmont great.

There was no further public comment.

Board Member Swenson said the comments illustrate the issue before the Board: students would like smaller classes and citizens would like lower taxes. She would favor a serious exploration of a hardship exemption and conducting a poll rather quickly. Board Member Raushenbush appreciated the analysis presented by the Community Advisory Committee to the Parcel Tax (CAC) and said what's different about Piedmont is that the State doesn't allocate funds equally, and it makes a big difference when businesses are part of the tax base. Board Member Gadbois encouraged looking at a hardship exemption and suggested exploring alternative scenarios based on possible results of the November ballot results.

President Tolles summarized the direction to the Superintendent: the Board agrees with the proposed process and would like planning to take into account results of the November ballot.

There were no further comments.

- C. Take Action on Request of up to \$200,000 from the Piedmont Educational Foundation (PEF) on Behalf of the Endowment Fund. Conduct Public

Superintendent Hubbard explained that each year the Piedmont Education Foundation votes on its financial commitment to support educational programs throughout the District as a direct contribution to PUSD. The amount identified by PEF each year serves as a

Hearing Regarding Use of Funding Allocation Contribution for 2012-13. Provide Direction to Superintendent as to Amount and Use of Funds to Request from PEF

future base the District can count on in subsequent years. Over the past decade, the PEF contribution to the District has grown nearly five-fold. In 2011-12 the base grant to PUSD was \$168,967. The Board must vote to accept the PEF contribution, and determine how it will be used. Superintendent Hubbard recommends accepting the 2012-13 PEF contribution, using it to support current programs as general purpose funds and providing PEF a letter in the fall explaining its detailed use. For example, last year the funds were used to retain counselors and keep the school libraries open.

Board Member Swenson applauded the PEF for contributing unrestricted funds.

There were no public comments.

It was moved by Vice President Raushenbush and seconded by Board Member Pearson to request \$200,000 on behalf of the Endowment to support ongoing programs for students in 2012-13 and that a letter with details of the programs supported be provided to PEF in the fall of 2012. The motion passed unanimously.

REVIEW & DISCUSSION ITEMS

- A. Review of Actuarial Report for Compliance with Government Accounting Standards Board (GASB) as They Relate to the Reporting of Active/Retired District Employee Benefits

Assistant Superintendent Brady presented the actuarial report for compliance with the Government Accounting Standards Board (GASB45) as they relate to the reporting of active and retired District employee benefits and the unfunded accrued liability of those benefits.

The Piedmont Unified School District engaged Total Compensation Systems, Inc. (TCS) to analyze liabilities associated with its current retiree health program as of September 1, 2011 (the "valuation date"). The numbers in the report are based on accounting entries for the fiscal year ending June 30, 2011, and the actuarial study is intended to provide information to help the District assess and manage the costs and liabilities associated with retiree health benefits. The report also enables the District to communicate the financial implications of retiree health benefits to the Board and to the community. Finally, the report complies with Governmental Accounting Standards Board Accounting Standards 43 and 45, which are related to "other postemployment benefits" also known as OPEB's.

All cost and liability figures contained in the study are estimates based on conditions as of September 1, 2011, and the 2009-2011 contract provisions regarding health benefits. Since then there have been substantial changes in our collective bargaining agreements. The current report depends on future actuarial assumptions (including inflation and benefits trend rates) that are no longer fully applicable as a result of the cap on medical benefits. TCS has offered, for a reduced fee, to revise its report based on the most updated version of PUSD contracts. The recommendation is that we have the study redone in the next few weeks to get a more accurate report. Board members were in agreement and a revised report will be brought back to the Board in June.

- B. Review Schedule of Regular Board Meetings for 2012-13

The proposed schedule of 2012-13 Regular Board Meetings is included in the packet and will return for adoption at the May 23, 2012 meeting. According to the Brown Act, the public must be notified of the schedule of Board meetings as soon as possible.

INFORMATION/ANNOUNCEMENTS

A. Appreciation Day for Teacher and All Staff – May 16, 2012

Superintendent Hubbard announced that Ed Code designates the second Wednesday in May as "Day of the Teacher" and the third week in May as "Classified Employees Week." It has been a longstanding tradition in Piedmont to honor all of our staff on the same day. We have designated May 16, 2012 as the Appreciation Day and will have morning treats delivered to each site. Parent Clubs at each site have scheduled appreciation activities and we encourage parents and community to acknowledge the dedicated professionals in Piedmont Unified who work together to support all students.

B. K-8 Common Planning Time (CPT) Schedule for 2012-13 School Year

Common Planning Time (CPT) is a regularly scheduled time during the week when teachers and specialists plan ways to integrate the curriculum (especially new curricula at each of the grade level teams), analyze assessment data, examine student work, discuss current research, and reflect as a team on the effectiveness of their instructional strategies.

In response to concerns from families about the K-5 CPT days being on Mondays and the Middle School CPT days being on Wednesdays, we have agreed to schedule the CPT days for grades K-8 on Wednesdays for 2012-13. The elementary dismissal times will remain as 1:45 every Wednesday. The CPT days scheduled for PMS will continue to have the dismissal time of 12:45 and will be scheduled throughout 14 Wednesdays in 2012-13. Studies show that having time for teachers to work together, collaborate and participate in professional development provides the greatest impact on improving student performance.

CORRESPONDENCE

Board Member Gadbois reported that the Board received the following:

- all members received an invitation from the Piedmont Language School to attend their May 3rd Anniversary party
- all members received a newsletter from PMS Library Staff
- an email from the Peralta Community College District asking board members as individuals to support Measure B, the community college parcel tax
- an invitation to the PHS I-Search Night on May 2nd
- two emails from citizens regarding the parcel tax planning process

BOARD REPORTS

Board Member Swenson attended numerous meetings including the fabulous Middle School Diversity Dance and the City Public Safety meeting as a liaison from the Board.

Board Member Pearson attended many meetings, among them a meeting on April 30th with Assistant Superintendent Booker to discuss with Hillsborough their experience with world languages. This led to a District meeting on World Language held May 3. She announced that the Spring Fling was very successful and there was much enthusiasm for buying back another furlough day.

Board Member Gadbois attended several meetings including the last School Bus Transportation meeting, where he expressed our

appreciation for their help in transporting our students to Emeryville. Vice President Raushenbush attended two City-School District Liaison meetings, as well as several other meetings.

President Tolles reported that the Block Schedule meeting was very well run and a two-week trial is set for next year. He also attended the meetings with the City and appreciates Mr. Grote and Mayor Chiang for moving things along.

President Tolles asked for a motion. It was moved by Vice President Raushenbush, seconded by Board Member Swenson and passed unanimously to approve all items on the Consent Calendar as presented.

CONSENT CALENDAR

- A. Adopt Regular Board Meeting Minutes of April 17, 2012
- B. Adopt Special Board Meeting Minutes of April 17, 2012
- C. Approve Monthly Financial Reports of the District for April, 2012
- D. Approve Warrant List Dated February 6, 2012 for Goods and Services Rendered for the Months of December, 2011 and January, 2012 and Warrant List Dated April 30, 2012 for Goods and Services Rendered for the Months of February and March, 2012
- E. Approve Designation of 2012-13 California Interscholastic Federation Representatives to League
- F. *Approve Personnel Action Report
- G. Approve one Individual Service Agreement with Speech, Inc., to provide therapy for one student, effective May 1, 2012, through June 30, 2012, at a total cost not to exceed \$2,610.00. Funding: Special Education
- H. Approve one Individual Service Agreement with The Center for Autism and Related Disorder (CARD), to provide behavioral therapy for one student, effective May 1, 2012 through June 30, 2012, at a total cost not to exceed \$12,845.00. Funding: Special Education
- I. Approve one Individual Service Agreement with STE Consultants, to provide ABA training for two para professionals, effective May 1, 2012, through June 30, 2012, at a total cost not to exceed \$660.00. Funding: Special Education
- J. Approve two Individual Service Agreements with Helen Miller, Assistive Technology Consultant, to provide assessments for two students, effective May 1, 2012, through June 30, 2012, at a total cost not to exceed \$4,350.00. Funding: Special Education

FUTURE BOARD AGENDA ITEMS

—————▶ **SUBJECT TO CHANGE** ◀—————

- Adopt Resolution to "Transfer Categorical Funds to Other District-Eligible State Programs" (May)
- Approve Schedule of Next Year's Regular Board Meetings (May)

- Increase in GMP for Beach Elementary School (June)
- Use of Athletic Facilities (TBD)
- Review and Approve Facilities Funding Agreement for Upkeep of City and School District Athletic Facilities ("Preservation Fund (TBD)
- Uniform Complaint Form Board Policies (TBD)
- Conduct First Reading of Proposed Revised Board Policy 6146.1, "High School Graduation Requirements" (TBD)
- Conduct First Reading of Proposed Revised Board Policy 5144, "Discipline" (title to be changed to "Student Discipline") (TBD)
- Conduct First Reading of Special Education Board Policies (TBD)
- Review of Board Bylaws (Section 9000) (TBD)
- Technology Infrastructure and Bandwidth (TBD)

President Tolles said the final or almost final Beach GMP will be brought back in June. The Beach Parents Club has reached their goal and then some; this will be discussed at the next meeting. Other pending items include the Bond Budget Report, possible future funding, and proceeding with technology infrastructure and modernization. The Facilities' Preservation Fund has to wait until discussions are concluded with the City.

Vice President Raushenbush stated that the bandwidth question has been resolved. Board Member Pearson said the PMS Parents Club is voting to buy 10 iPads so that, with the 15 PMS already has, there will be enough for a whole classroom.


Superintendent Hubbard said the 2012-13 budget must be adopted at the last meeting in June. At the May 23 meeting there will be a report on the May Governor's budget revise.

Vice President Raushenbush asked which year the parcel tax money is put into the budget. Assistant Superintendent Brady explained that it is the current year: a parcel tax measure expiring June 30, 2014, would provide no money for the 2014-15 school year.

Adjournment

There being no further business, and with no objection by the Board, President Tolles adjourned the meeting at 9:37 p.m.


 ROY TOLLES, Board President
 Piedmont Unified School District
 Board of Education


 CONSTANCE HUBBARD
 Secretary, Piedmont Unified School District
 Board of Education