

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

MINUTES OF

Regular Meeting of the Governing Board

June 13, 2012

CALL TO ORDER	Board President Roy Tolles called the meeting of the Board of Education to order at 6:45 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 6:46 p.m. to discuss: A. Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations with Association of Piedmont Teachers (APT) (Government Code Section 54956.6) B. Public Employee Performance Evaluation: Superintendent (Government Code Section 54957) C. Public Employee Release: Release of Temporary Employees (Government Code Section 54957)
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 7:00 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 reported that the Board voted unanimously in closed session to release two temporary certificated employees.
Agenda Adjustments	The agenda was rearranged so that Recognition of Retirees was the first item on the agenda.
PRESENTATIONS	
Recognition of 2011-12 PUSD Retirees, Certificated and Classified	Superintendent Hubbard acknowledged the contributions of PUSD employees retiring this year and extended gratitude and appreciation for dedication and years of work on behalf of students. The employees retiring this year represent more than 150 years of service. The retirees this year include six who retired earlier this year and six of the 15 retirees were present this evening: Anne Battersby, Lorna Heikkinen, Patsy Kao, Kerri Lubin, Deborah Sorenson, and Sharon Tringali. President Tolles thanked the retirees for their contributions to the District and students.

COMMUNICATIONS/ANNOUNCEMENTS

Association of Piedmont Teachers (APT)	APT President Harlan Mohagen expressed appreciation for a wonderful graduation ceremony and the honoring of the retirees, many of whom she worked with and many taught her children.
CSEA	None
Parent Clubs	None
Student Representative to Board	Karina Chan, Student Representative, was not able to attend the meeting because she is at Grad Night. She sent the following report to Superintendent Hubbard: <i>I just want to express my appreciation for the opportunity to serve as the student liaison this year. I have learned a lot from each and every one of you. I regret not being able to come to this last meeting.</i>
Persons Wishing to Speak to Any Item Not Listed on the Agenda	None.
Superintendent Announcements	None.
Board President Announcements	None.

REVIEW & ACTION ITEMS

Conduct Public Hearing for Flexibility Transfers in Anticipation of Adopting Resolution 11-2011-12, "Transfer Categorical Funds to Other District-Eligible State Programs" at June 27, 2012 Board Meeting	<p>School districts are authorized to use funding received from the State for Tier Three categorical programs for any educational purpose, to the extent permitted by law. The Board of Education must hold a public hearing prior to voting on a resolution to approve transfer of funds.</p> <p>Assistant Superintendent Brady explained that we will be transferring categorical funds from three areas: Adult Education, Instructional Materials, and Professional Development. Other funds will be kept to use for their original purposes.</p> <p>Vice President Raushenbush commented that moving funds out of Adult Ed is not without cost: it makes it more difficult for people to get high school diplomas through Piedmont Adult School.</p> <p>Board Member Gadbois wanted to know if the \$50,000 being transferred from Instructional Materials was the entire amount, and what went into the decision. Superintendent Hubbard explained that there is a list of books that can be purchased and that we might use the money for World Language textbooks and other materials. The total for Instructional Materials is \$150-175k, and we are obligated by law to provide a sufficiency of textbooks.</p> <p>Mr. Gadbois is interested in flexing deferred maintenance money to use in the future for other things, e.g., field replacement. Assistant Superintendent Brady explained that although we are at the end of the seismic bond projects, there are still deferred maintenance projects in the 5-year plan. There is much work at the high school and middle school that still needs to be done. For example, we are looking at replacing all the doors in the middle school, which would cost about \$35,000 and such projects cannot be tied to seismic work.</p> <p>President Tolles echoed Mr. Raushenbush's comment about taking funds out of Adult Education, and explained that the a vote on the resolution will be held at the June 27th meeting.</p>
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Approve Contract Agreement Between the District and the Association of Piedmont Teachers (APT) including the 2013-14 Instructional Calendar

There was no public comment.

Superintendent Hubbard explained the collective bargaining process with APT. The process of reaching an agreement included providing material last fall that explained interest-based bargaining, getting community feedback as to what items to negotiate, and sunshining those items followed by confidential negotiations. During negotiations, the School Board was consulted and once APT approved the contract, it goes to the School Board for approval. Yesterday the agreement was posted on the District website after APT voted on and approved the agreement.

The MOU specified that salaries and benefits will be open for bargaining after the November elections. These items are already sunshined and in November each side can open up to two additional articles, which would need to be sunshined.

Superintendent Hubbard presented the details of the proposed contract changes to the collective bargaining agreement between the District and the APT and their financial impact.

MOU for 2012-13 School Year

Summary: The MOU confirms the previous year's agreement to five furlough days for three school years (2011-12 through 2013-14) with the understanding that the 2012-13 school year will have two days "bought back" included as part of the Instructional Calendar. Both parties agree to meet immediately after results of the November 2012 election are known to discuss the impact as it relates to salary and benefits. It also establishes common planning time for K-8 to be on Wednesdays for the 2012-13 school year.

Fiscal Impact: As of this agreement there is no fiscal impact to the General Fund. The funding for the furlough days is provided by the Parent Clubs and donations that are in addition to revenue as presented in the Second Interim Report. In the 2012-13 Adopted Budget, this will reflect as a one-time expenditure with equivalent revenue.

Article VI - Hours and Professional Responsibility

Summary: Clarifies expectations for K-8 Common Planning Time and process for establishing school site schedules. Clarifies the role of the supervising teacher in monitoring para-educators assigned to their class/program. Teachers will receive 20% additional compensation for accepting an additional 20% assignment.

Fiscal Impact: Immaterial based on historical trends for teachers working an additional assignment.

Article XV - Retirement/Disability Benefits

Summary: The language formally separates the health benefits to which retirees are entitled from that to which active employees are entitled. It requires that any changes to benefits for retirees are negotiated separately from active employees. Does not change benefit entitlements for current retirees.

Fiscal Impact: Cost neutral for current budget. Anticipate cost containment for future.

Article XVII - Salaries

Summary: Clarifies payment schedule options to be consistent with Internal Revenue Services regarding warrant release. To be phased in over next two years.

Not listed: The Salary Schedule will include an increase in the defined work year for Special Education Teachers and Site Certificated Technology Coordinators by five (5) days more than classroom teachers.

The system of "step and column" remains same for an annual cost of approximately 1.5% of total cost of salaries; estimated for 2012-13 to be \$230,000.

Fiscal Impact: Up to \$40,000 per year additional cost of compensation total as an on-going charge to the General Fund. Does not include anticipated savings from reorganization of K-12 Technology management. The cost of "step and column" is included in all budget presentations/projections.

Article XIX - Employee Evaluation

Summary: Replace current Article XIX with new language that reflects the evaluation process established by the Evaluation Committee with representatives from teachers and administrators and based on the California Standards for the Teaching Profession. The article will remain "open" in anticipation of editing based on actual implementation during its first required year of use in 2012-13. The Appendixes in letter P are not yet completed but it is anticipated that they will be in place by August 2012 for use starting in 2012-13. The final article and all appendixes will be posted on the District website.

The evaluation process emphasis is on continuous improvement for all staff for the express purpose of increasing student learning by effective teachers and all certificated staff.

There is a typo on Page 20 under Section O-2-c. and the sentence should read "An anonymous complaint shall not be acted upon unless there is a legal requirement to do so."

Fiscal Impact: No direct cost implications to the General Fund. The new process will require additional time and effort by the evaluator and evaluatee.

2013-14 Instructional Calendar

The proposed 2013-14 Instructional Calendar is recommended for approval. The feedback from parent and student surveys was reviewed by the APT calendar committee and joint negotiating team. Elementary conference and any minimum day schedules other than those required in Article VI, part F are determined by the administrative staff. The calendar includes five furlough days per agreement. Changes to the furlough days would not affect the first or last day for students. It does not reflect any anticipation of the reduction of the school year for students as included in State Budget options.

The proposed calendar is very similar to the 2011-12 Instructional Calendar and was the first choice by the association.

The consideration for scheduling an early start for the school such that the first semester would be completed prior to Winter Break was surveyed. Parents and students expressed a willingness to consider. Research supports the option in terms of students K-12 having more "learning time" prior to mandated State assessments given every Spring. Students in High School expressed the anticipated reduction in stress levels in the preparation for first semester final exams and the additional class preparation for Advanced Placement courses that have exams in May of each year.

Although the proposed 2013-14 Instructional calendar does not reflect the alternative schedule, survey results indicate it is worthy of serious consideration for the 2014-15 school year. The District will work with APT, parents and students to explore this option for the future.

Fiscal Impact: None

Vice President Raushenbush appreciates the clarifying language and the inclusion of step and column increases. The process of employee evaluations represents an enormous step forward at a time when many districts are mired in controversy over this issue. Board Member Gadbois explained that although costs increase with the step and column increases, there is a savings when long-term employees retire. He asked about the effects of the cap on benefits. Assistant Superintendent Brady explained that the premium rate went up 5.4% for Kaiser; while this seems a small increase, the entire increase is being absorbed by employees. For example, the annual cost for a family with dental and Kaiser insurance would increase from \$20,000 to \$21,000 per year but the cost to the employee would go from \$120 to \$190 per month. Families on the Kaiser "low" plan would see their monthly cost increase from \$48 to \$150 per month. The total contribution this represents for employees is in the \$200 – 240,000 range. To provide more options for employees the District negotiated a third Kaiser plan with lower premiums and higher deductibles.

Harlan Mohagen announced that the result of the APT vote was 112 in favor of the new MOU and 19 opposed. Seventy members voted in favor of the first calendar option (the calendar adopted for 2013-14), with option 4, which has an earlier start date and allows for finals before Winter Break, was a strong second with 46 votes.

Board Member Gadbois congratulated everyone who worked on the evaluation process and the agreement and thanked Ms. Mohagen for her dedication and leadership. Board members Pearson and Swenson expressed admirations and appreciation for administration and teachers working together to develop the evaluation process.

Superintendent Hubbard thanked Mary Ireland for her work on the calendar survey this year and over the past three years. She wanted to particularly thank the Piedmont Educational Foundation for their grant support for work on the development of the new evaluation article that included support for facilitator Carol Boyd and the Data Director software to help in implementation of common assessments.

There was no public comment.

It was moved by Board Member Gadbois, seconded by Board Member Swenson, and unanimously approved to approve the Contract Agreement between the District and APT including the 2013-14 Instructional Calendar.

REVIEW & DISCUSSION ITEMS

Reorganization of the Board of Education

Superintendent Hubbard explained that the Board is required to reorganize annually; our elections are set by City Charter and the annual reorganization of the Board (President, Vice President, Secretary) is scheduled for July of each year. Because one Board Member will not be available at our next two meetings, the discussion

of possible nominees for the officers in anticipation of the reorganization will take place at this meeting. Ms. Hubbard explained that the role of Board President is to work with the Superintendent to set the agenda and calendar items for Board meetings and that the role of Vice President is to act in place of the president, not as a subordinate of the president. It is common for the Superintendent to be designated Secretary of the board. Board decisions are made by vote of all members and the president has no more power than any other member. Traditionally Board presidents have served one or two years and the Vice President then assumes the role of President, but there is nothing to preclude a change.

Rick Raushenbush is willing to serve as Board president. Sarah Pearson and Andrea Swenson are both interested in becoming Vice President. Sarah Pearson stated she would be willing to have Andrea Swenson serve first since she will have a chance within her first term to serve as vice president and hopefully as president. Various options were discussed and they will come back to the Board and let them know their decision at the next meeting. The reorganization will be voted on at the July 11, 2012 meeting.

EDUCATIONAL SERVICES REPORT: SPOTLIGHT ON STUDENT LEARNING

The National Merit® Scholarship Program is an academic competition for recognition and scholarships that began in 1955. High school students enter the National Merit Program by taking the Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT) – a test that serves as an initial screen of more than 1.5 million entrants each year –and by meeting published program entry/participation requirements.

National Merit nominees are a good indication of the quality of instructional programs, and Piedmont Unified is proud to announce that since 2005, we have had 270 nominees, a reflection on our K-12 educational program. This year we recognize 17 Commended, 3 Semifinalists, and 3 Finalists as 2012 National Merit Scholars.

INFORMATION/ANNOUNCEMENTS CORRESPONDENCE

None

Board Member Gadbois reported that the Board received the following:

- an email regarding the downside of seniority-based layoffs
- an email regarding census information on incomes in Piedmont
- two emails in support of an employee who resigned from PHS

President Tolles received an email recommending someone from Piedmont running for a position in the CIF.

Vice President Raushenbush received an email concerning construction on a property near the middle school and the safety of students; Assistant Superintendent Brady also received this email and is addressing the concerns raised.

BOARD REPORTS

Board Member Swenson attended several graduations and found the Millennium graduation to be very touching. She attended the fundraising event at Pixar and recommends the movie *Brave*.

Board Member Pearson participated in the Tennis Tournament sponsored by PEF and commends them on hosting innovative events to fundraise for the schools. She attended the PHS Ambassadors celebration and the Acapella Concert.

Board Member Gadbois participated in the Tennis Tournament and

commended Doug Ireland and the PEF for organizing the tournament.

Vice President Raushenbush attended the fundraiser at Pixar, several steering committee meetings and Millennium graduation.

President Tolles enjoyed all the graduations. Our current educational system does not work for all children, and some of these students find a place at Millennium where they can thrive and learn. He is proud that our District can provide this opportunity to students both within and outside Piedmont.

CONSENT CALENDAR

President Tolles acknowledged an anonymous donation in the amount of \$1,323 for the use of the Wellness Center.

It was moved by Vice President Raushenbush, seconded by Board Member Pearson and passed unanimously to approve all items on the Consent Calendar as presented.

- A. Adopt Regular Board Meeting Minutes of May 9, 2012
- B. Accept Donation
- C. Approve Personnel Action Report
- E. Approve Student Trip for seven PHS and Millennium students to travel to New York City from May 21 – 23, 2012, to appear on the Late Show with David Letterman
- F. Approve one Individual Service Agreement with Quality Behavioral Outcomes (QBO), to provide therapy for one student, effective May 14, 2012 through September 30, 2012, at a total cost not to exceed \$2,200.00. Funding: Special Education
- G. Approve two Individual Service Agreements with Behavioral Intervention Associates (BIA), to provide behavioral therapy for two students, effective May 9, 2012 through June 30, 2012, at a total cost not to exceed \$18,359.10. Funding: Special Education
- H. Reimburse parents of one student, for four weeks of ESY tuition costs, effective June 18, 2012 through July 13, 2012, at a cost not to exceed \$2,940.00. Funding: Special Education

FUTURE BOARD AGENDA ITEMS

There will be a board meeting on June 27th and over the summer there will be a meeting on July 11th and August 22nd, which is also the first day of school. One item to go on future agendas is a workshop or discussion on instructional calendars.

The meeting was adjourned at 9:05 p.m.


- → SUBJECT TO CHANGE ←
- Adopt Resolution to "Transfer Categorical Funds to Other District Eligible State Programs"- (June 13)"
- Increase in GMP for Beach Elementary School (June)
- Adopt Final 2012-13 budget (June 27)
- Review of Updated GASB Actuarial Report (June)
- Use of Athletic Facilities (TBD)
- Review and Approve Facilities Funding Agreement for Upkeep of City and School District Athletic Facilities

("Preservation Fund") (TBD)

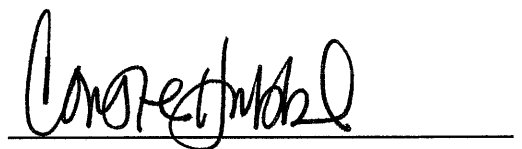
- Uniform Complaint Form Board Policies (TBD)
- Conduct First Reading of Proposed Revised Board Policy 6146.1, "High School Graduation Requirements" (TBD)
- Conduct First Reading of Proposed Revised Board Policy 5144, "Discipline" (title to be changed to "Student Discipline") (TBD)
- Conduct First Reading of Special Education Board Policies (TBD)
- Review of Board Bylaws (Section 9000) (TBD)
- Technology Infrastructure and Modernization (TBD)

Adjournment

There being no further business, and with no objection by the Board, President Tolles adjourned the meeting at 9:48 p.m.



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



CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education