

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

MINUTES OF  
Regular Meeting of the Governing Board

January 9, 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 and Board Members Sarah Pearson, Ray Gadbois and Roy Tolles were present. Vice President Andrea Swenson was absent.
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 with the Association of Piedmont Teachers (APT), (Government Code Section 54956.6)
Others Present in Closed Session	Superintendent Hubbard Michael Brady, Assistant Superintendent, Business Services
Reconvene to Regular Session	President Raushenbush called the Regular Session of the Board of Education to order at 7:08 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
Report of Action Taken in Closed Session	The Board met in closed session to discuss items related to labor negotiations. No action was taken in closed session.
Agenda Adjustments	None
COMMUNICATIONS/ANNOUNCEMENTS	
Association of Piedmont Teachers (APT)	APT President Harlan Mohagen mentioned that it was the end of the semester; she is looking forward to a great year. She announced that most of Mr. Keller's civics class is present at tonight's meeting.
CSEA	None
Parent Clubs	None
Student Representative to Board	Elise Lasky reported that the Men's Basketball Team is playing tonight against Arroyo. The theme for this year's Winter Ball is "Midnight in Paris" and girls are encouraged to do the asking. Finals are next week and there will be an extra tutorial for students on Friday.
Persons Wishing to Speak to Any Item Not Listed on the Agenda	Lois Corrin invited everyone to attend the annual celebration of the life and teachings of Martin Luther King, Jr., which will be held on January 21. There will be a potluck at the Piedmont Community Center at 11:30 a.m. and family and friends are invited.  Corey Alt, student at PHS, wishes the basketball team good luck against Arroyo and good luck to students going into their finals
Board President Announcements	None
Superintendent Announcements	None

EDUCATIONAL SERVICES REPORT:  
SPOTLIGHT ON STUDENT LEARNING

Report from Camp Arroyo

President Raushenbush explained that Superintendent Hubbard will give the report this evening along with Student Representative Elise Lasky. Assistant Superintendent Booker joined the fifth-graders from Beach and Wildwood last night at Camp Arroyo and tomorrow he will be camping with the fifth-graders from Havens. Later he will provide a more detailed report as to the instructional opportunities and experience at Camp Arroyo.

Elise Lasky read a letter from camp written by Assistant Superintendent Booker in the time-honored style of a letter home from camp to parents. According to his letter, the food is good, everyone is having a good time and it is very cold.

REVIEW AND ACTION ITEMS

A. Presentation and Acceptance of 2011-12 District Annual Financial Report (Audit Report)

Jill Stenton, manager with Vavrinek, Trine, Day & Co., LLP (VTD), who has been our district audit manager for the past four years, presented the annual financial report for the period ending June 30, 2012. This report covers the period from July 1, 2011 to June 30, 2012. The Board has seen much of this material before. Page 2 is the Independent Auditors' Report and its purpose is to provide the auditors' opinion regarding the District's financial statements. The opinion they provided is what is called a "clean" opinion, which means that financial statements present fairly the respective financial position of the district and are in conformity with generally accepted accounting principles. The section on page 4 presents the auditors' discussion and analysis of the District's financial performance during the year. On page 11 you will find the Statement of Net Assets, which is done on an accrual basis; it takes the monthly information and adds in the long-term assets and liabilities. On page 20 the notes to the financial statements talk about significant numbers in narrative form. On page 34, footnote 4 discusses capital (fixed) assets; you can see the transfer of \$8.6M to buildings, which represents the completed work at Wildwood. The remaining \$10M is the work at Beach. Page 36 discusses the long-term obligations -- the figure of \$42,000 that represents post-employee benefit obligations is considered a small amount and represents the difference between the school district contribution and what an actuarial report considers might be the cost.

Page 45 introduces supplementary information required for the audit. Page 49 shows the expenditure of Federal awards. Special Education is one of the areas audited in detail. It was chosen because most of the federal funds go primarily to Special Education.

Page 59 and following are the summary of the auditors' results; page 60 represents the auditor's report on the District's financial reporting and compliance. VTD did not identify any deficiencies in internal control over financial reporting; however they did identify a certain deficiency in internal control over two specific items. Page 62 shows the auditors' report on compliance with the spending of financial awards and this was a clean report with no findings. Page 64 shows the auditors' report on complying with the spending of state funds and this was a clean report with no findings. Page 68 explains one finding. In fiscal year 2011, controls over spending were tested for ASB at PHS, PMS and Millennium, and there were findings at each school site. This year as a result of work done by staff and care and oversight by administration, there were no

findings in ASB finances at PHS. There were some findings at PMS and a new one at Millennium. The auditors believe the District will put some financial people to work on this and these findings will be rectified. On page 72, there was a new finding this year in terms of capital assets. Information regarding \$8M in funding was included in the Building Fund and not the school's State School Facilities Fund. This had to do with the County requirement to reflect the money in the County Facility Fund, and somehow one schedule had the information accidentally deleted. There is now a plan in place for someone to monitor fixed assets.

Lastly on page 72, there is a summary of prior-year audit findings. The auditors are happy to report that there were no state findings this year, which is extremely rare. In the past there were some findings in regard to attendance, and with perseverance and care management was able to resolve this issue. There were no difficulties working with management and they are always respectful, and it is a pleasure to work with them.

We are required to present any information about any findings or differences of opinion, and attached is a summary of underreported immaterial differences that are not significant enough to be mentioned in the audit. There was nothing that called for an audit adjustment, just a few small items related to cash clearing account money in a bank account not showing on the general ledger, and an estimate in the fourth quarter's receivable that was a little bit off. There were no questions from the public or board members.

Board Member Gadbois moved and Sarah Pearson seconded that the Board accept the 2011 2012 District Annual Financial Report. The motion was unanimously passed.

Board Member Tolles was impressed with the work of Assistant Superintendent Brady and the Finance Department that produced such good audit results. Mr. Brady said that training was provided for some staff members, and learning best practices from other districts in terms of collection of student funds was taken seriously. There was never a question of misappropriation of ASB funds, simply a question of tracking at the Middle School and Millennium. Mr. Brady said that that Ms. Lasky has done an exceptional job on Special Education funds and Superintendent Hubbard said it is a big thing to have no findings in that area

B. Conduct First Public Hearing on Charge of the Independent Oversight Committee for the School Support Tax (June, 2013- June, 2021): Provide Direction to Staff - Next Steps

The Board will hold the first of at least two Public Hearings to receive input as to development of the charge to the Citizens Committee to be formed as called for in the election for the School Support Tax on March 5, 2013. The community is invited to provide input as to the recommended scope and composition of the committee that will be designated to make a report directly to the Board prior to the levy of the School Support Tax starting in 2013-14.

This is the first effort to describe the charge to the subcommittee for oversight of the school support tax. Superintendent Hubbard said there has been some misinformation about the independence of the oversight committee and wants to make sure the public understands that it is independent of the Budget Advisory Committee (BAC). The reason for subcommittee members to be part of the BAC is so they can hear updates on the budget and input about how money gets distributed and programs charged. The subcommittee can meet as often and wherever they would like. The current Citizen's Advisory

Committee to the Parcel Tax (CAC) is subject to the Brown Act: their agenda has to be published three days in advance and members can't talk about anything that comes up unless it is on the agenda. This subcommittee is truly more flexible. Current CAC members have been invited to join the committee. The Board has the leeway to appoint more members than the 3 to 5 members specified in the resolution.

The resolution calls for at least two public hearings where the Board can hear from the public as to the charge of the committee.

The calendar mistakenly shows the next BAC meeting in February but the next meeting will be held on January 24 from 3:30 to 5:00 p.m. at the District Office, and the main topic will be the governor's budget proposal.

President Raushenbush emphasized that this new subcommittee will report directly to the Board about levying some or all of the new parcel tax and will make a recommendation on increasing the levy up to the limit of 2%.

Superintendent Hubbard assumes that the board will listen to public input and then ask her to bring back a cleaned up draft. The spirit of the resolution is to allow the public to communicate their opinions.

Resident George Childs appreciated the clarification regarding the independence of the subcommittee, which has been one of his big concerns. He had assumed it would be subordinate to the BAC, and with what he has read and heard tonight, he realizes he was mistaken. He believes the subcommittee will extend the independence provided by the CAC.

Public Comment on an Item Not on the Agenda

A member of the public wished to make a comment on an item not on the agenda. Mary Hancock, Piedmont resident, said that the Acalanes and Lafayette school districts offer senior exemptions and considering the demographics and income of seniors, she felt the Board should support this. She said that half of Piedmont seniors have an income below \$100,000. She has lived on Park Way for 10 years now and her school parcel tax has quadrupled in that time. In 2000 her tax was \$627, in 2005 it was \$1,234, and in 2010 it was \$2,298. If it goes on at this rate it will be \$10,000 when she's in her seventies and when she's in her eighties, it will be \$40,000. She does not believe the income of seniors will increase enough to support this tax, and is hoping that legally there is some possibility of having a limited or partial exemption.

President Raushenbush explained that because this item is not on the agenda, it cannot be discussed this evening. The Board had numerous discussions and public hearings about this issue. The resolution has been passed and cannot be changed at this point. The proposal cannot be discussed further this evening.

There was no further public comment.

Board Member Tolles asked a question to clarify that the CAC disseminates information and that the new subcommittee can meet independently and create their own report. Superintendent Hubbard explained that who the members of the subcommittee are and how they develop their report is public information. Ms. Pearson said the CAC was formed four years ago and the idea was to have an independent committee to represent taxpayers; this is an important

part of the structure.

Superintendent Hubbard said one suggestion could be that the first five applicants be selected such that we have representatives from different groups, such as taxpayer associations, senior citizens, parents, and those without students in the schools. Anyone can join; the role of staff is to make sure they are eligible and are on the tax rolls and that's it. On the current CAC, three members regularly attended the BAC so they really understood the budget and school financing, which is complex, archaic and non-intuitive.

Board Member Gadbois said the new subcommittee would be similar to the CAC; he likes the idea that members are representative of broad constituencies. He suggested someone work on amending the previous charge and offered to do this if he is provided a draft.

Board Member Pearson said it is important to keep in mind that subcommittee members cannot be employees of the school district.

President Raushenbush made some suggestions: instead of mandated member categories, let's call them suggested categories; the committee members to be selected by the Board President and Vice President; and consider staggered terms so there would be new people with fresh ideas.

Superintendent Hubbard explained that the subcommittee can meet without inviting anyone or giving any meeting notice, and that no staff need be present. Ms. Pearson asked if members of the public will be permitted to attend. Ms. Hubbard explained that the Board presentations of the subcommittee are public. The subcommittee could also give updates/reports at the BAC, which is subject to the Brown Act and open to the public.

Mr. Tolles liked the notes provided by the CAC, which always gave a second opinion when there was one. It is useful to know the range of opinions. Mr. Gadbois said the subcommittee could provide a minority report if there is one. President Raushenbush found the analysis and trend lines provided by the previous committee helpful.

C. Approve Resolution 11-2012-13  
"Authorizing Informal Contracting for  
Roof Replacement at Two Schools  
Due to Emergency"

The Board will be requested to approve the Resolution to authorize the Superintendent designee to seek bids for the replacement of portions of the roofs at Wildwood and Beach. The unprecedented rainstorm in December 2012 resulted in the discovery of roof issues that make it imprudent to wait until the original schedule of summer of 2013 to have the 1990's era roofs replaced.

Superintendent Hubbard explained that there were numerous priority projects needing funding; the roofs at Wildwood and Beach were approved as a priority to be replaced in the summer of 2013. Due to the rainstorms during winter break, we learned of some emergency conditions and authorized Pete Palmer to go out and get bids to do this work before summer.

Construction Manager Pete Palmer explained that over winter break the heavy rains resulted in water pouring through the junction box into the multipurpose room at Wildwood. There were concerns that this would cause the growth of mold. A roofer did a water test and it still leaked. When they pulled the roofing back, they found that all the paper under the cement tile was cracked and crumbling. They covered the paper, put the tile back and water-tested it. It passed.

All the other roofs could leak in a big rainstorm and result in mold. We do not want our new finishes destroyed in a rainstorm, and would like to put this out to bid to industry roofers who can do the job, have a long history of work in Piedmont, and have a tile inventory. At Wildwood the tile roof was not installed correctly; the tile was not overlapped enough so now holes are exposed, which is one reason the paper disintegrated so quickly. When the work is done two additional rows of tiles will need to be installed and that particular tile is not made anymore.

Mr. Palmer said when they opened the wall to check for mold, they had to do this with full containment and Hazmat. A hygienist checked for mold and the room passed, but we want to prevent this happening again. We have the same situation at Beach, where the roofing paper is torn. There were no leaks but \$8-\$10,000 of patching was done during construction. The tiles are overlapped correctly and we have a stockpile of them.

We do not want to do this project with school in session, and will have to phase it in during the breaks in February and April. There are no guarantees that the patches will hold until February.

Superintendent Hubbard said this resolution will allow Mr. Palmer to get estimates and get people lined up to do the work. In the event of a leak we will have someone on board.

Mr. Gadbois clarified that the Board has already authorized the repairs and this resolution will simply expedite the work. The roofs were not replaced during the remodels.

Superintendent Hubbard said the roofs were originally scheduled to be done during the construction, but there was a delay in state money and we needed to save as much as we could to address the seismic issues at Beach. We have the money now but we don't have time to wait until summer of 2013.

President Raushenbush said normally we have a public bidding process if it is not an emergency. Now it does not seem prudent to wait. Mr. Gadbois said although we won't have as long a process, we will get competitive bids and pick the best contractor at the best price. Superintendent Hubbard noted it was Mr. Palmer's efforts that made sure that the classroom would be usable after the leak.

Mr. Tolles asked about the age of these roofs. The roof at Wildwood was re-done in 1995 and it seems the roofing paper might have been left outside and weathered; it should have lasted longer than this. The roof at Beach is the original roof. Mr. Palmer said the roofers would be companies that Villa knows are good and has worked with for the past 30 years.

Superintendent Hubbard said this resolution will allow staff the time to get everything lined up. She is allowed to authorize the work, and it will be brought back and the public will see which companies submitted proposals and why we picked the company we picked.

There was no public comment.

Sarah Pearson moved to approve Resolution 11-2012-13 "Authorizing Informal Contracting for Roof Replacement at Two Schools Due to Emergency." The resolution was seconded by Mr. Tolles.

The motion passed as follows:

AYES: Tolles, Gadbois, Pearson, Raushenbush

NOES: None  
ABSENT: Swenson  
ABSTAIN: None

## 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

Review letter of analysis from Total Compensation Systems, Inc. (TCS) regarding the impact on retiree benefits costs and liabilities to the District resulting from capped retiree health benefit plans. The letter of analysis updates the TCS report from May 2012, as required by Government Accounting Standards Board Statement No. 45 (GASB45): "Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions."

This letter is based on an actuarial report requested by the District of liabilities associated with post-employment benefits; it has nothing to do with pensions. We do this every two years. We did this in May 2012, but did not take into consideration some of the changes in retiree benefits. Rather than redo the entire report, we went back to Total Compensation and asked them to redo the section on retiree health plan costs. This report assumes that the medical cap is retained at \$6,500 and payment does not exceed five years. Previously it was up to 10 years. Page 11 in the packet shows the initial report in the column on the left, and the column on the right shows how contract language affects it. The benefits don't change; it is the reduction in the number of years. The grand total of the accrued liability (the value of the benefit as earned by current and retired employees) is \$5.2M and the new liability is \$4.5M. The net change shown in the residual is \$700,000. This reduction is reflected in the full report. Because we started restricting the benefits, we have reduced our liability by \$700,000.

There were no comments or questions

B. Update – Health and Safety at Piedmont Schools

Superintendent Hubbard explained that recent events have brought a focus on safety practices. The District has been dealing with them all along. Although it may not be possible to prevent certain situations, procedures can be tightened up. Safety has been part of the goals and commitments of the board, and the action plan addresses health and safety concerns. We do not want to lose sight of the social and emotional components of safety – counseling, the Wellness Center, lunchtime groups, leadership programs, and the focus on belonging, participation and being included. We have been able to keep these programs thanks to the support of the community. In terms of safety, seismic reconstruction has addressed life safety issues. We have learned the importance of the ability of the schools to communicate, and this is where we are currently focused.

At the elementary schools the intercom systems have all been updated. Mr. Palmer is working to bring them up to date at the middle school and high schools. Work is being done on an application that will allow parents to subscribe and get instant text messages from the District. We have improved our ability to send out email, though not as quickly as we would wish. We hold monthly communication drills at each site since we know we cannot count on cell phone reception in a disaster. As we assess communication, we are making sure Schoolmates is included, and the communication system can be remotely accessed. We are checking that all announcement speakers can be heard on playgrounds and wherever

students are. We have been in contact with Geoff Grote.

There was a meeting last night at Havens with about 40 concerned parents. We talked about improving everyday safety. Each classroom has internal locks and we talked about best procedures. We will have risk managers determine if there are other things that should be done. A meeting is scheduled with the new police chief. There is a way we can have an emergency notification that would go straight to the police station.

We are assessing communications both in and out, and egress both in and out, and are looking at ways to make our elementary schools safer by being less accessible. We are looking to fence and close off the Wildwood campus. Our open campuses go to the heart of the community culture; our schools are the center of our community. There will have to be a shift in culture and practice. Adults will need to check in to school offices when they come to volunteer or check on their children. At the elementary morning drop-off and afternoon pickup there will only be one entrance available. We are going to have to limit access from Wildwood to Magnolia. We will need the help of community volunteers to explain this to the community. We tried closing campuses in the past and met with resistance. School buildings are adjacent to a park and it is question how to limit access. Some suggestions we've received include installing cameras and armed guards. The City is also looking at ways to increase safety.

We will be meeting with Wildwood and Beach parents about what protection makes sense, such as everyone checking into offices, passes for visitors, and those without passes being stopped. We're looking at increasing safety for employees on site at off hours, key systems, gate systems, and diligent background and fingerprint checks on all volunteers. We do not have a lot of control over other groups that rent facilities but fortunately most of those are not during school hours. We are very aware of safety issues and are working on whatever we can. The CSBA has produced a document that describes some good policies for the Board to consider.

Board Member Tolles commended the Superintendent and staff for the focus on safety issues and understands they been held back by public desire for access. He does not think there is an emergency to get things done. This is a good time because we have finished construction and there is some funding available. The answer to making students and schools safer is not one simple act.

Board Member Gadbois noted that a lot of people like the open campuses and the small town feel. Now is the time to increase our campus security, beginning with elementary schools and working with the community. Measures might include perimeter fencing, single access, check-in at the office, alarms and intercoms, communication, and columbine locks. It will be an inconvenience to the community. He is opposed to having armed guards on the campus.

Superintendent Hubbard said our risk management people will come and provide an assessment, and the new police chief has experience in this arena. We are also looking into expert consultants.

Board Member Pearson agrees that many good safety measures are already in place and is interested in hearing how students feel and what people think. She does not want to operate out of reactive mode because of recent events. It would be sad if there was a

chain-link fence around the high school and she would like to hold onto some of the culture of freedom and openness.

President Raushenbush agrees the first priority is to protect the children of our community and our families. There is a certain level of trade-off: there is the open feeling versus giving our kids the idea that the whole world is scary; we want to limit what risks we can. What we are already doing is improving our ability to communicate with all campuses at once. The locks seem important and perimeter fencing has been discussed. He thinks the gates should be locked to protect our children and reduce outsiders on campus.

Mr. Tolles said one thing that surprised him in his time on the Board has been the difference in attitudes between parents of high school students and parents of elementary students. He recognizes a difference in student attitude as well as parental attitude.

Mark Harley, father of twin girls in second grade at Havens, spoke. He is retired and serves lunch at Havens one day a week and spends a lot of time in the school as a teacher's aide. As a father able to walk into the campus at Havens, he feels there is no security. He believes we can get a professional security expert to come in and see things we don't and make recommendations. He is concerned about those who would like no change because of inconvenience, who see cameras as an invasion of privacy and upsetting to children's emotional well-being, or who are concerned about changing the open feeling of the campuses or the cost. Inconvenience is worth it to make sure it is safe for our children. We need a system so people coming and going can be better organized. He would like to see cameras for the main points of entry; the overriding concern should be security. He disagrees that these measures would upset the emotional well-being of the students. They are smarter and stronger than we give them credit for. We can emphasize safety without fear. As far as the character of openness, we live in a different world now; he believes the world is less safe and less secure. He doesn't think we should worry about spending money on making the schools prettier unless the school has complete security for our children. He cannot believe we cannot find a good security expert to assist us. There are lots of steps we can take: locking the gates, cops in the schools. It doesn't hurt to have the Police Department or security present making the rounds to give the impression that we are putting security first. To do nothing is negligent. He cannot understand why this is not the top priority for our schools.

Stephen Kelly, a senior at PHS, emphasized the importance of creating an inclusive environment where student emotional safety is accepted. The Wellness Center goes a long way toward making this happen and making the school a safe place.

Zach Kramer, a PHS Senior, said he is been through many fire, earthquake and lockdown drills and would like to comment on two things. The PHS emergency drills are handled very well by the staff and he feels very safe on campus. He agrees with Ms. Pearson that this is a very open environment and he doesn't feel extreme measures need to be taken. If someone walks on campus with an automatic weapon, he doesn't think even police are enough.

Corey Alt, a senior at PHS, has a couple of security concerns. Just as Mr. Gadbois and Mr. Raushenbush said, he would be in favor of putting perimeter fences at the schools. It is obvious to him that in an

apocalyptic scenario, a fence will do nothing – they can bring bolt cutters. To monitor traffic in cameras at the entrances is a good idea but wouldn't do much in apocalyptic scenario.

Jamie Hollis, who has lived in Piedmont all his life and went to Havens, is now a senior. One of the things that made the schools good for him was the open sense of community: whether was seeing his parents and friends' parents volunteer to serve lunches or walking his dog through the school on weekends. While the community of openness and involvement might be seen as dangerous, it is very valuable. He feels he has community support and the Wellness Center provides support in the high school. He wants to make sure we do not alienate the community. He believes that openness and the sense of support from the community has made his school experience a better one and helped him succeed in school.

Gabriel Kessler, fourth-grade teacher at Wildwood, spoke of his experience the Monday morning after the shootings in Connecticut. It was the hardest day in his nine years of teaching. He did not know what he would tell his students, how he could help them feel safe and reassure them. Just as every parent, his colleagues were thinking about this. The physical security of our campuses is an issue; the perimeter at his school needs to be and could be more secure. He wanted to speak about the emotional and social lives of our children. As part of the consideration of how we build safe communities and schools, we need to develop our social and anti-bullying programs, help kids talk to each other, and put money into the Wellness Center and counseling. This builds a safe school and community and the kind of society where events like this are less likely to happen in the future.

Keri Elmquist, a mother with two boys at Havens, read from an email she wrote to the Superintendent expressing her concerns about campus security and her alarm that the subject had not been publicly addressed by school leaders. Events in Connecticut hit her close to home and raised her awareness of the openness of the Havens campus. The kids are astonishingly exposed, not only to an armed shooter, but to an ever-growing host of potential intruders. Based on conversations with other parents and teachers, her concern is widely shared. While she appreciates efforts to mitigate the children's emotional damage in the wake of the Newtown shootings, she feels there was no mention of effectively improving their physical safety, which will require an overhaul of the status quo. It might be wise to bring in a third party consultant to assist with analysis of safety measures. She believes the following measures must be considered in detail: 1) Locking down all campus perimeter gates and restricting school access to one single point of monitored entry; prohibiting unregistered visitors; ensuring that the gates will lock; 2) Enlisting police presence and/or dispersing security guards on campuses; 3) Installing surveillance cameras, and potentially panic buttons for teachers with a direct line to the Police Department; and 4) Closing off visibility into Havens kindergarten play yard from Oakland Avenue. She is sure there are other ideas on the table and that this will be an ongoing conversation.

Kate Pfeiffer, a senior at PHS, shares a lot of the same opinions as her classmates. She has attended school here since kindergarten and walks to school every day. She thinks the openness of our schools is very important, and agrees with parents about gates and that the handles should be blocked from outside, but is against more

drastic measures such as a police presence and armed guards. A security consultant might be a good idea but she feels more secure being in a community that trusts. She believes her teachers can protect students and thought the intruder drill was very effective. It would make everyone feel less secure to have to go through a metal detector or have armed guards.

Present Raushenbush said as far as the gates being able to be opened by reaching in; they were not originally designed that way. Superintendent Hubbard explained that the ability to get outside the gates and to lock them from outside and be able to get back in is part of fire code. There was discussion about this three years ago and at that time it was decided that design was more important than safety issues. We are looking at the original plans to see how the current gates could be modified so people could not reach through to open them.

Mr. Gadbois said we want to keep the trust of the students and the community. He would love to see a plan to secure the three elementary schools: what we need to keep, what we need to change, how much it would cost. The middle and high schools will be very difficult to secure. If we can find a reasonably priced consultant, he would be open to that.

Assistant Superintendent Brady said the insurance people and risk managers and other experts have differences of opinion and it is helpful to hear a variety of opinions.

Present Raushenbush said the plan of how to lock and unlock the gates and perimeter fencing at Wildwood should go through the site committee. A certain amount of education and training will be needed to challenge people to identify themselves when they enter the schools.

Superintendent Hubbard said the secondary school sites are much better at doing this and sites can definitely work on it. In progress is planning on how to modify the gates and a plan for fencing at Wildwood. We need to protect the ability of students to get back into the building or to get to the upper space at Witter. She talked to the police chief about what kind of consultant makes sense. There are a lot of generic recommendations that don't make sense for our community, and our terrain is very difficult to secure. We need someone as a consultant who knows who we are. That is why the insurance people are more helpful than one might think; they know our buildings and where things are. They've already given us ideas on closing off areas.

Present Raushenbush said the plan should include meetings with parents clubs so they can explain the plan to other parents and volunteers. We need parental buy-in with our plan and to continue with the steps we have outlined.

Mr. Tolles wants to support talking to the insurance people; they are familiar with real risk. As far as the Oakland Avenue gate at Havens, is there a way to have it open outside school hours? Superintendent Hubbard clarified that we're talking about different systems during school time and out of school time. We will have to do a broader outreach to the entire community.

Ms. Pearson said it would be good to have a plan in place for communicating to the community, especially Havens, where there are a lot of issues. One thing she would like to see is the effect of

different tactics and what the best practices are. For example, should classroom locks be used every day as a new practice or just when there is an announcement? She would like to see stringent check-in at schools and a locked perimeter with a single entry point. Maybe there should be a task force of parents and teachers specifically for the elementary schools.

INFORMATION/ANNOUNCEMENTS

None

CORRESPONDENCE

Board Member Pearson received four emails about school safety and two about the garden at Havens.

BOARD REPORTS

Board Member Pearson attended the unveiling of the redone teacher's lounge at PMS. She attended the PHS Parents Club where Rich Kitchens gave a good report. Last night about 100 volunteers attended the School Support Committee Meeting where t-shirts and car magnets were available. Tickets for *Oklahoma*, which will run February 8-10, are now on sale

Board Member Gadbois had nothing to report except attending the School Support Committee campaign training for the precinct captains. He will join them Saturday.

Board Member Tolles reported a request that he and Ms. Pearson received from Boy Scout Troop 11 to discuss Measure A. Ms. Pearson is meeting with them Saturday. He attended two holiday concerts -- the PMS Instrumental Concert, where his daughter played, and the A Cappella Concert, which was remarkable. Since California history is part of the curriculum, he suggested people stop at Mission San Miguel if they get a chance. This is the most original of the missions and is still used by the Franciscans as a retirement home. Built in 1797 and recently reopened to the public, it displays original artwork from the Catholic Fathers and Native Americans.

President Raushenbush watched the Piedmont East Bay Children's Choir participate in Mark Morris's *Hard Nut*, where his daughter sang. Over the break he went to Thailand and found many interesting reforms the former Prime Minister introduced. Everyone there can get medical care at a neighborhood clinic, and every seven-year-old receives a tablet computer, something with which we are still struggling.

CONSENT CALENDAR

There were some edits to the minutes and the minutes available this evening are the corrected minutes. Board Member Tolles moved to accept the items on the consent calendar. Board Member Gadbois seconded the motion and it was unanimously approved.

- A. Adopt Regular Board Meeting Minutes of December 11, 2012 Board Meeting
- B. Adopt Minutes of Regular Board Meeting of December 12, 2012
- C. Approve Contract with Vila Construction for Construction Consultant Services

FUTURE BOARD AGENDA ITEMS

Future items include funding priorities, budget, and facility use. Present Raushenbush is working with Dan Bonnin on the facility handbook. All but one sports group has responded to donate to the Athletic Preservation Fund. He read the article about changes in Common Core testing and the need for computers in a few years, and would like the District tech report to include this.

- Bond Program/State Modernization Funding Priorities (Jan.)
- Seismic Safety Program Budget Report (Jan.)
- Accept Closeout of Seismic Safety Program Projects: Havens School, PHS Quad/Library and Student Center Buildings, Wildwood and Beach Schools, Ellen Driscoll Playhouse (TBD)
- Facilities Use (TBD)
- Special Education Program (TBD)

Adjournment

There being no further business, and with no objection by the Board, President Raushenbush adjourned the meeting at 9:55 p.m.

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

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CONSTANCE HUBBARD  
Secretary, Piedmont Unified School District  
Board of Education