

PIEDMONT UNIFIED SCHOOL DISTRICT

Council Chambers, City Hall

120 Vista Avenue

Piedmont, California 94611

MINUTES OF

Regular Meeting of the Governing Board

October 24, 2012

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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 Ray Gadbois, Sara Pearson and Roy Tolles were present. |
| 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 California State Employees Association (CSEA), Chapter 60 (Government Code Section 54956.6) |
| 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 7:08 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 Randall Booker, Assistant Superintendent, Educational Services |
| Report of Action Taken in Closed Session | President Raushenbush reported that no action was taken in closed session. |
| Agenda Adjustments | None |
| COMMUNICATIONS/ANNOUNCEMENTS | |
| Association of Piedmont Teachers (APT) | APT President Harlan Mohagen reported that despite the publicity, teachers are teaching and students learning. Teachers are working with administration to proactively address the situation with students to promote learning and foster a sense of community. |
| CSEA | None |
| Parent Clubs | None |
| Student Representative to Board | Elise Lasky reported that there was a Women's Tennis Match today and Cross Country and Volleyball tomorrow. ASB is conducting their annual food drive, which donates up to 9,000 pounds of food to the Alameda County Food Bank. The Breakers Club Show at Alan Harvey Theatre on Friday will be a fundraiser for the PHS Performing Arts Department and an opportunity to showcase the talent and variety of PHS arts clubs. In a schedule change, the annual Bird Calling Contest will be held May 10 th , the Spring Dance Concert May 2-4, the Senior Prom |

May 11th and the Spring Drama Festival will be May 16-19.

Persons Wishing to Speak to Any Item Not Listed on the Agenda None

Board President Announcements President Raushenbush announced there would be a change in order of items on the agenda.

Superintendent Announcements Superintendent Hubbard said that on a personal note she finds the media swirl regarding recent events to be very disturbing, but it will not deter the District from keeping communications open. Despite what has been reported, we do not condone what was going on and this is why we brought it to the attention of parents. It is the partnership between parents and the schools that sets the district apart. To set the record straight: we had no information that there was any criminal conduct – this information was distorted by the media. We have a close relationship with the Piedmont Police Department and call them anytime we fear there has been criminal behavior. What is getting lost is that good kids can make mistakes and that our job is to help them improve. We are actively participating in strengthening our community and will continue to work on academic and social development. The superintendents have received many emails on this subject and will answer all of them. They are working with the presidents of all parent groups to set up meetings to discuss concerns and how the community can move forward. Notices of these meetings will be placed in school bulletins.

President Raushenbush said the information was distressing and he appreciated that the administration is helping students make the right choices and protecting them, that the district communicated with parents and did not keep it a secret. He appreciates administration keeping the focus on student well-being.

REVIEW AND ACTION ITEMS

- A. School Support Tax Election, March 5, 2013 - Review by Staff and Campaign Chairs

Superintendent Hubbard explained that the goal is to have the school support tax election on March 5, 2013. The campaign chairs and Larry Tramutola Advisors commissioned a poll. Ninety-five percent of respondents rated their experience with the schools as excellent/good. The poll included 200 respondents and was broken down by demographics to ensure it was representative of the entire community.

Decisions need to be made on timing of the election, amount of the levy, length of the tax, duration of the tax, inflation index, and possible exemptions, and tonight is the time to get direction from the Board. By November 14th we will have information on the results of Prop 30 and Prop 38.

Doug Ireland, co-chair of the School Support Tax campaign, asked why we care about the schools and what the tax is supporting. Piedmont Unified School District has outstanding schools that are nationally prominent. The district produces outstanding students who can compete nationally and internationally; on the average PUSD students are outperforming incoming UC students. In the state we are third in API scores and the highest in Northern California. Our students are well-rounded in more than academics. Ninety-five percent of our students attend four-year colleges and 98% score a 3 or higher on the API (5 is a perfect score). More than 50% of our high school students participate in athletics, and we have a full curriculum that includes journalism, mock trials,

performing arts, music and athletes with high academic scores.

Assistant Superintendent Brady explained that 45% of our funds come from State Average Daily Attendance (ADA) money and almost one-third from parcel taxes. We receive \$5,255 per student while in 2007-8 we got \$5,837. We are supposed to receive \$6,737 per student from the State. Our school budget assumes that one of the propositions will pass; either way we can sustain the budget this year using reserves. Assistant Superintendent Booker said that under the Board's guidance, expenditures have been kept flat. This has been accomplished by severe concessions from employees, strong fiscal management and local contributions. In some cases there has been an increase in class size and a reduction in program. What we are facing is clearly a revenue problem, with revenue from the State reduced every year since 2007-8.

The Superintendent explained that because the current parcel tax resolution will expire in 2014, the Board asked administration back in May to set direction for a parcel tax measure. We are fortunate that Tramutola Advisors have provided their services for free; superintendents in nearby districts have spent between \$120,000 and \$200,000 for advisors for their parcel tax measures. In August Katie Korotzer and Doug Ireland agreed to become campaign chairs and established a committee. The Board set a timeline and in October a poll was run. Other opportunities have been available for the community to provide input. Administration has received several emails with detailed research. At meetings of the Piedmont Educational Foundation, the Budget Advisory Committee and the Citizens' Advisory Committee to the Parcel Tax, individuals have given their input. There have been strong differences of opinion but what was not controversial is what the tax supports. I have appreciated the respectful and honest communication; part of what makes Piedmont so great is that people are involved and willing to give their opinions.

Doug Ireland summarized the feedback from the survey. There is no doubt about the success of our schools. In 1985 the parcel tax was \$100 and its purpose was to preserve "nice to haves." Twenty-seven years later it is to preserve 100 teachers (a third of the staff). We cannot get enough money by taking it out of administrative costs or light bulbs; the parcel tax supports essential programs. The cost of an election is about \$80,000 to file, and having an election every four years is an expense and a drain on administration; in addition the number of volunteers and amount of time spent is staggering. It is difficult to run programs and risk the loss of the election and \$ 9M every few years. Piedmont is an attractive community for many reasons and the quality of the schools is a big part of it and contributes to stable property values and generational interconnectivity. In 2009 Measure B passed for four years; emergency Measure E expired in June 2012. Mr. Ireland said he would be happy to sit down with anyone and discuss the tax measure. President Raushenbush opened the floor for public comment.

Mr. George Childs expressed four areas of concern: providing a voluntary exemption for those on fixed income such as a senior exemption, an exemption based on limited household income, a combination of both or a reduction in tax for seniors; specifying a committee of citizens to monitor the funds; holding escalation at or

below the current level, then perhaps increasing by 2%; and not extending duration for more than 4 years because it would become the new base.

Ms. Harlan Mohagen, speaking as a resident, said the duration should be more than 4 years, at least 6-8 years to increase fiscal stability for the schools.

Mr. Aaron Salloway asked how many districts have senior exemptions and how their numbers compare. He believes that holding elections is the cost of the democratic process.

Mr. Rick Schiller says the parcel tax is higher in Piedmont. He believes a senior exemption can work and is a good idea. He would like to see seniors required to apply annually and does not believe well-to-do seniors would apply. He would also like to see partial exemptions, and is against a permanent tax because it removes oversight and becomes a baseline. He would like to see a tax escalator of around 2%.

Mr. Bill Drum said that he is a senior and, like many seniors, has a low property tax rate. Piedmont is unique in that it has no sales tax and little other tax revenue. He does not think there should be a senior exemption, but it would be good if we could do a hardship exemption. He thinks a perpetual parcel tax would be great but people may not support this.

Ms. Hope Salzer, a resident and parent, sees no other viable alternative for supporting the schools. She would support an evergreen tax at a minimum level to fund core services. She supports an appropriate elevator and does not believe an increase at the CPI or 2% will support the schools, though she thinks there should be a ceiling and a hardship exemption.

After this comment, there was no additional public comment.

Superintendent Hubbard explained that under the law it is not easy to create exemptions and she does not know if a partial exemption is possible. SSI is a possible criterion for exemption – it is federally certified, easily administered and not based on age.

President Raushenbush said the parcel tax is fundamental to the school budget. June Monach, a former board member, reminded him of the guiding principle of budget development *“to work collaboratively with parents, support groups and the community to maintain the local support needed to offer a high quality educational program for all students, and to advance the District’s commitments and goals over time. Over the long term, stabilize the local taxpayers’ share (percentage) of funding the District’s budget by reducing the growth rate of local parcel taxes.”* He asked other board members what level of local support is needed and what we can do to stabilize costs to residents and reduce the increase in parcel taxes. Do members want a contingency plan based on results of the November election?

Vice President Swenson would like a rate at the current authorization plus 5% and a longer duration of 8 years to forever. With an evergreen tax, she would prefer no escalator and if it were within 8 years, a 2% escalator. She would like to see a hardship exemption such as SSI recipients but not a senior exemption because it adds uncertainly into the budget. She would consider a small emergency measure if Prop 30 fails.

Board Member Pearson would like to continue the existing rate and imagines it should be evergreen with an inflation hedge of 2% or cost of living. She prefers the SSI exemption as it is easy to administer and a contingency plan if the state propositions fail.

Board Member Gadbois believes the tax will always be needed to provide stability for the budget. The District has taken serious cost-control measures by controlling pension costs and post-employment benefits, a wage freeze, cap on medical benefits and furlough days. He would like an extended or permanent tax at the current rate, with maybe a 5% levy this spring, and either no escalator or a 2% cap. He does not agree with a senior exemption and would prefer a hardship exemption such as the SSI, if feasible. He would like a committee that could provide strong community input and a moderate, limited-term contingency similar to Measure E if Prop 30 fails.

Board Member Tolles would like to keep funding at 50% of the national average, and would like a permanent tax with a 2% escalator and a supplemental measure with a 1-2% escalator to be voted on every 8 years. He believes it is important to have a committee of taxpayers and residents to give input. He would support an SSI exemption but believes that Prop 13 provides an exemption to seniors. He would agree with a senior exemption for the supplemental tax but would want a way to make up the lost revenue.

Board President Raushenbush would support one more 5% increase and cannot see reducing the revenue from the tax. He would support a permanent tax with a flat base and a hardship exemption, but not a senior exemption. He agrees there should be a contingency plan and a committee responsible for oversight. Noting that it can be very time-consuming, especially with member turnover, he suggests a subcommittee of the Budget Advisory Committee. In summary, the direction to administration seems to be an ongoing tax at the Measure B authorization rate that would be flat or with a 2% escalator and a hardship exemption.

Superintendent Hubbard explained that Larry Tramutola was unable to attend the meeting due to other election work. We need to have not many variables in our parcel tax resolution. For the taxpayer, it makes sense to have a permanent tax as the core funding and a supplemental tax for growth. We have tried to hold discussions at Board meetings because they are publicized well in advance. On November 14th the Board can bring forth two measures and on the 28th decide not to bring back a supplemental tax, depending on election results.

President Raushenbush asked when the cuts triggered if Prop 30 loses would end, and Mr. Brady said they would never end. Superintendent Hubbard said there would be no increase in State funding until 2015 at best, and the deficit factor will continue. Mr. Raushenbush noted that if Prop 30 passes, we don't get more money; we just have no additional cuts this academic year. Even if it passes, we have a \$1.25M deficit next year. If we get \$441 per student from the State for 2,500 students and bring in \$250 per student, there is still a loss.

Mr. Raushenbush suggested letting the superintendent figure out a body to oversee the tax, maybe a subset of the Budget Advisory Committee (BAC). Ms. Hubbard suggested the members could be

identified at the beginning of the year and hold a meeting separate from the BAC, either before or after the BAC meeting.

President Raushenbush summarized the directions to the Superintendent: bring back a draft measure that has an ongoing tax starting in 2014 at the Measure B authorization amount with the ability to increase up to 2% per year at the Board's discretion, including an SSI exemption applied for annually, whatever the standard language is on that, and would include some level of oversight through a BAC subcommittee or however you are going to set it up. And then bring back a contingency as a separate measure for a tax that would start in 2013 for a four-year term that raises an amount that is expected to match the [Prop 30] trigger cuts and would include an SSI exemption. It would be a flat amount like Measure E. The oversight committee, made up of taxpayers, would meet at least four times a year and bring back recommendations as to the amount of the levy.

B. Approve Single Plans for Student Achievement

Assistant Superintendent Booker presented the Single Plans for Student Achievement for Piedmont High School, Millennium High School and Piedmont Middle School. California *Education Code*, Sections 41507, 41572, and 64001, and the Federal Elementary and Secondary Education Act (ESEA) require each school to consolidate all school plans for programs funded through the School and Library Improvement Block Grant, the Pupil Retention Block Grant, the Consolidated Application, and ESEA Program Improvement into the Single Plan for Student Achievement. These plans are developed by School Site Councils, which include parents, teachers, and at the secondary level, students. The elementary plans will be brought forward at the next meeting.

Principal Rich Kitchens presented the plan for the high school. This year they will concentrate on four goals:

1. Complete World Language review, choosing new course material, expanding the use of the Student Surveys and common assessment into all languages and levels
2. Expand the experiential/service/community learning courses in the Summer AISCE program
3. Implement a systematic procedure for academic and personal integrity
4. Expand common assessments in each department

Principal Ting Hsu Engelman, presenting the plan for Millennium High School, explained that at Millennium achievement is determined by credits and attendance is very important. This year's goals are:

1. Ensure that students develop skills in organization, writing and logical thinking
2. Increase understanding of grammar use and writing in a comprehensive and sequential format
3. Bring mental health support/awareness into education to increase student learning

In gathering data for WASC, they learned that mental and emotional health was strongly correlated with achievement.

Principal Jeanne Donovan and Marianne Mitosinka presented the

plan for Piedmont Middle School:

1. Develop digital literacy and measure it through online assessment
2. Develop direction for World Languages at PMS
3. Utilize common assessments to gauge student's understanding and measure their progress
4. Support the whole child by developing programs that enhance student empowerment and improve the school climate

It was moved by Board Member Tolles, seconded by Board Member Pearson and unanimously approved to accept the Single Plans for Student Achievement for Piedmont High School, Millennium High School and Piedmont Middle School as presented.

- C. Conduct Public Hearing and Approve Amendments to the Collective Bargaining Agreement Between Piedmont Unified School District and the California School Employees Association, Chapter 60 (2011-12)

By mutual agreement, the District and the California School Employees Association (CSEA) Chapter 60 have reached a tentative agreement, and the Board is requested to approve the agreement. Assistant Superintendent Brady explained that negotiations were sunshined back in April; items to be negotiated included cleaning up benefit language and language on health insurance for those not receiving it through the district. The evaluation process was clarified to indicate that evaluations *shall* be performed for probationary employees within 90 days and that employees with more than 5 years would be evaluated every other year. CSEA agreed to extend furloughs for two more years, in line with the Association of Piedmont Teachers' contract. Both parties have agreed to meet following the November elections.

There was no public comment.

Board Member Gadbois moved, Vice President Andrea Swenson seconded, and the Board unanimously approved the amendments to the CSEA contract.

- D. Approve Increase in the Guaranteed Maximum Price (GMP) to Cahill Construction, Inc. for the Beach Elementary School Seismic Renovation Project by \$821,166 for a Total Final Increase in GMP from \$8,163,700 to \$8,984,866

Assistant Superintendent Brady said the District filed a Notice of Completion for Beach on October 15, 2012 and is coming back now with the final increase of \$821k. We have a 10% retention and will release half now and half later. We anticipated the increase would be in the \$300k range and the total project cost would be \$8.174M. Included in this increase are \$600k in program contingencies, bringing the total GMP to \$8.9M. This amount is \$300k more than the project contingency; however, because we have \$600k in program contingencies we are alright. The bulk of the increase was value-added scope.

We expect some small amounts will still need to be paid out: some changes required by DSA and some incidental fees for program management. Mr. Brady would not advocate moving funds yet from Fund 35 for seismic upgrade. We will have a better idea after we have received the revenue due from the State: \$2.2M in modernization funds, \$700k in new construction money and the \$1.5M we should get for Havens. After completion of the seismic bond work, we believe there will be more than \$6M available for District use.

He thanked Pete Palmer and Rich Vila of Vila Construction for their work and Blair Allison from Cahill for working out the differences and negotiating the final amount. Board Member Tolles congratulated Mr. Brady and Pete Palmer for the seismic projects

coming in on time and on budget. The four-year project included improving the maintenance sheds the first year, Havens and the High School the second year, Wildwood the third year and Beach in the final year.

President Raushenbush commented that this project was done with minimal staff, basically Mr. Brady; the Bond Steering Committee, which reviewed all expenditures. He said the project is essentially complete except for DSA sign-off.

It was moved by Board Member Tolles, seconded by Board Member Pearson and unanimously passed to approve the increase in the Guaranteed Maximum Price (GMP) to Cahill Construction, Inc. for the Beach Elementary School Seismic Renovation Project by \$821,166 for a Total Final Increase in GMP from \$8,163,700 to \$8,984,866.

INFORMATION/ANNOUNCEMENTS

Ms. Pearson announced that Madeline Levine will be speaking tomorrow night at 7:00 p.m. in the Alan Harvey Theatre.

Ms. Swenson announced that on November 8 the Empty Nesters will meet at the Piedmont Community Center. Doug Ireland will speak about the School Support Tax and the High School Jazz Quartet will perform. If you are interested in attending, contact the Fundraising Office.

CORRESPONDENCE

Ms. Swenson said she has received several emails and calls about the school support tax and the fantasy league.

BOARD REPORTS

Vice President Swenson attended meetings of the Community Advisory Council to the Parcel Tax, the Millennium WASC group and Parent Club, the Piedmont Educational Foundation, and a reception to welcome the new Special Education teacher. She watched the last presidential debate with Loni Hancock, attended a meeting of the Budget Advisory Committee and accepted a resolution from the Peralta Community College District honoring the District.

Board Member Pearson chaperoned the 6th grade science field trip and the PHS Cross-Country team trip to LA. She also attended the PHS Homecoming game, the Shag-a-licious fundraiser for the Spring Fling, a tennis tournament to raise money for the Boosters Club, an art show featuring work of a Wildwood teacher, and meetings of the PUSD Green Initiative, the Special Education Advisory Committee and the Budget Advisory Committee.

Board Member Gadbois attended meetings of the Budget Advisory Committee and the GATE Advisory Committee, where elementary principals demonstrated differentiated instruction in the language arts.

Board Member Tolles attended meeting of the PHS Site Council and the Bond Steering Committee. For a field trip he took his son, a member of the PHS baseball team, to the Giants game on the 21st.

President Raushenbush attended meetings of the Community Advisory Committee to the Seismic Bond, the Bond Steering Committee and the Piedmont Educational Foundation.

CONSENT CALENDAR

Board Member Gadbois moved to accept the items on the consent calendar, Board Member Pearson seconded the motion and it was

unanimously approved.

- A. Adopt Regular Board Meeting Minutes of October 10, 2012 Board Meeting
- B. Adopt Resolution 07-2012-13 – Signature Card – Board Members
- C. Adopt Resolution 08-2012-13 – Designated Signatures
- D. Approve Personnel Action Report
- E. Accept Donations
- F. Approve Student Teaching Agreement Between the District and Saint Mary's College of California, effective August 15, 2012 through August 14, 2013
- G. Approve Student Teaching Agreement Between the District and California State University, East Bay, effective July 1, 2012 through June 30, 2017
- H. Approve Memorandum of Understanding Between the District and the Contra Costa County Office of Education for the Beginning Teacher Support and Assessment (BTSA) Induction Program effective July 1, 2012 through June 30, 2013
- I. Approve one Master Contract and one Individual Service Agreement with Pacific Child and Family Associates, LLP, to provide nonpublic services for one student, effective August 2, 2012, through June 30, 2013, at a total cost not to exceed \$5,850.00. Funding: Special Education

FUTURE BOARD AGENDA ITEMS

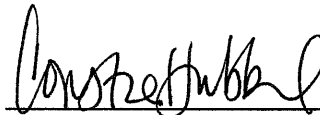
- 2012-13 Action Plan (Nov.)
- School Support Tax – Discussion of Draft Resolution (Nov. 14)
- School Support Tax – Approve Final Resolution (Nov. 28)
- Accept Closeout of Seismic Safety Program Projects: Havens School, PHS Quad/Library and Student Center Buildings, Wildwood and Beach Schools, Ellen Driscoll Playhouse (TBD)
- Facilities Use (TBD)
- Special Education Program (TBD)
- Bond Program/State Modernization Funding Priorities (Jan.)

Adjournment

There being no further business, and with no objection by the Board, President Raushenbush adjourned the meeting at 10:55 p.m.



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



CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education