

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

MINUTES OF

Regular Meeting of the Governing Board

November 14, 2012

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 and Roy Tolles were present. Board Member Sarah Pearson was not 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 Association of Piedmont Teachers (APT) (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 7:02 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	No action was taken in closed session.
Agenda Adjustments	None
COMMUNICATIONS/ANNOUNCEMENTS	
Association of Piedmont Teachers (APT)	APT President Harlan Mohagen is pleased Prop. 30 passed. She, and two PHS teachers, Liz McCarthy and Mercedes Foster, phone banked with the California Federation of Teachers. Susan Stutzman, PHS Librarian, said the library is displaying urban plans developed by seniors as a senior project. The students present their plans and are evaluated by city planners.
CSEA	None
Parent Clubs	None
Student Representative to Board	Elise Lasky reported that there was NCS Volleyball today and a NCS Cross-Country Meet on Saturday. The ASB Food Bank Drive has been postponed until the first week of December.
Persons Wishing to Speak to Any Item Not Listed on the Agenda	None
Board President Announcements	President Raushenbush expressed relief that Prop. 30 passed because it avoids cuts in January even though it does not provide any new money for the schools.
Superintendent Announcements	None

REVIEW AND ACTION ITEMS

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

The Board packet contains background information and a copy of the resolution on the school support tax to be considered this evening. Superintendent Hubbard received many phone calls, letters and emails, all of which have been shared with all Board members. She thanked people for providing their input.

The Board began planning in May of 2012 with a small committee, and in August the campaign co-chairs were chosen. We asked for volunteers for the committee and all who wanted to be on the committee became members. Committee members are Rick Raushenbush, Ray Gadbois, Bill Drum, Jon Elliott, Mary Ireland, Anne Marie Lamarche, Conna McCarthy, June Monach, Sue Smegal, Amal Smith, the assistant superintendents and the superintendent, with Doug Ireland and Katie Korotzer serving as co-chairs. Larry Tramutola, a longtime community resident and expert advisor on tax measures was also a member.

At the previous meeting, the Board asked to bring this resolution and an emergency measure if Prop. 30 did not pass, which meant \$1.1 M in trigger cuts for PUSD this school year. Since Prop. 30 passed, we are not bringing the emergency measure forward. To get to where we are today, the School Support Tax Committee considered input at Board meetings and a number of meetings, including the Budget Advisory Committee, the Citizen's Advisory Committee, and parents groups, along with the results of a representative poll of 200 Piedmont residents. The purpose tonight is for the Board to give direction on the final wording. A Special Board meeting will be held in Council Chambers on Wednesday, November 28 to vote on the resolution. The resolution presented this evening authorizes a continuation of the tax rate authorized by Measure B, which is the current 2011-12 rate plus 5%. It would include an exemption for SSI recipients; including those under 65. AN SSI exemption targets those in need and has an independent qualifier. Oversight would be provided by a subcommittee of the Budget Advisory Committee (BAC) appointed by the Board. This committee would report directly to the Board and send a report to the Board every year prior to the public hearing on the levy. BAC meetings are open to anyone and include broad representation from the community; every Parents Club President and Treasurer is invited, teachers, CSEA and school site reps, Support Club representatives are included. We ask that if you attend, you attend regularly because the information builds on itself during the year. This measure does not provide for an inflation factor or an expiration date and represents a stable annual income of \$9.5 M every year, although a lower rate in any given year could be authorized by the Board.

Katie Korotzer, Co-Chair, a strong supporter of public schools, moved here seven years ago for the schools. She believes the community benefits from the level of communication with the schools and teachers. In the face of declining state revenue, the District has been able to continue its excellent programs. For nearly 30 years, Piedmont has supported its schools through a parcel tax. Ms. Korotzer wanted "to remind all that while learning is the responsibility of the individual, education is the obligation of the community." The parcel tax provides 31% of school funding and provides funds for 100 teachers and staff. In our considerations, we focused on the guiding principles 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.... To attract, develop, and retain highly qualified staff with available resources. To provide ongoing coaching and staff development that support professional growth and instructional effectiveness. We considered poll results that showed Piedmont residents favor an evergreen tax, and our final recommendations are based on robust debate and the consideration of all input received by the committee.

June Monach, former School Board member, has participated in four parcel tax campaigns. Every campaign has focused on the need to protect the core educational program. The parcel tax also pays for comprehensive math, technology, arts and science programs, smaller class size and competitive compensation. As residential community, there is very little commercial revenue in Piedmont. Here in Piedmont, we care about our students. We get direction from the Guiding Principles for Budget Development passed by the Board.

Sue Smegal served on the parcel tax committee back in 1982 when proposed budget cuts threatened programs. Beginning in 1976 funding for schools was shifted to the State. The first parcel tax saved counseling, elementary music, and P.E. and high school coaches. The district has needed to keep raising more funds over the years. The idea of an evergreen tax means we could secure a base of funding so that budget and programs are not at risk every four years.

Bill Drum is a member of the Citizens' Oversight Committee and the Piedmont Educational Foundation. He moved here 40 year ago knowing nothing about the schools. He soon learned of their excellence and attributes the success of his children and their friends to the excellent education they received. As one of 60% of Piedmont households with no students, he supports the tax because he cannot imagine the schools without 31% of their funding.

Jon Elliott moved here in 1998 and is former chair of the Citizens' Advisory Committee to the Parcel Tax. He sees his role as ensuring public accountability and access to information. The proposal includes strong accountability measures. The fact is that the sub-committee is appointed by and reports to the Board. The BAC has a communication and messaging function, while analytical and reporting functions are part of the sub-committee. Annual review and reporting to the Board are built in along with an annual Board hearing on the tax. With the passage of Prop. 30, the problem has not gone away; the projected State deficit for this year is \$1.9 Billion.

Doug Ireland, co-chair, said we are trying to maintain a national level program and have been let down by the State; since 1982 there has been an ongoing decline in funding.

President Raushenbush thanked the committee for their work and opened the floor for public comments.

Eva Denes, a resident of Piedmont who attended school here and has a 60-year history, said she believes citizens are entitled to a break. She would like a senior exemption, believes the oversight committee does not meet the requirements of the Ed Code and would like to see the Citizens' Advisory Committee remain. She believes any parcel tax may be unnecessary, and if levied, should have an expiration date.

George Childs, resident, has the experience of three generations in

the Piedmont schools. He is distressed by the idea of a permanent tax, which he believes will become part of the regular income of the schools. He believes the State will find a way to extract more money from the schools if we raise more. He would like to limit the escalator to 2% and thinks citizens should have the right to vote on the tax every four years. He would like to see a senior or low-income exemption, and has serious doubts that changing the oversight committee from the CAC to a sub-group of the BAC will provide clarity and include the many voices represented on the CAC. He urges Board members to reconsider the resolution.

Dane Copeland, a parent, thanked the committee and the Board for their work. She believes we need to provide ongoing support for the schools while being sensitive to the multigenerational community that is Piedmont. She believes the parcel tax is effectively an evergreen tax now and it is important for the schools to have predictability, stability and accountability in their funding and for the community to be able to plan for their tax rate. Beyond the election process, there are many ways to create accountability, including the BAC, the School Board, district staff and administrators. The resolution includes annual review of the levy, including budget review, public comment, the recommendation of the tax advisory committee, and review of community comments to ensure the tax is applied appropriately. The parcel tax is part of the social contract of Piedmont.

Aaron Salloway, resident, said he is over 65, on a fixed income and would prefer an age exemption, which is not complex. He disagrees with the League of Women's Voters recommendation of a maximum term of 8 years and believes it should be 4 years. He agrees with Mr. Childs regarding the CAC and wants to know if those without children can be on the committee. He urged the Board to reconsider the information presented by Mr. Schiller regarding the correlation between taxes and API levels in other communities. He would like the District to review compensation levels before asking for the tax.

Rick Schiller, resident, said some exemption is necessary but he believes SSI is too low and excludes home and car ownership so may include those not truly eligible. He believes seniors represent 23% of home ownership, and would like relief for those on low fixed-income or a partial senior exemption. He prefers a four-year cycle and thinks there is a lack of oversight in an evergreen tax.

Claire Hebert, senior at PHS, provided personal testimony as to the substantial difference in curriculum and after-school programs from her friends in other public schools. This includes things like a second set of classroom textbooks and the Advanced Placement program. She would like her children to have the same opportunities in the Piedmont schools that she has.

President Raushenbush noted that Mary Kelly signed up but left before she was able to speak.

Jonathan Davis, who with his wife Susan Miller wrote a letter to the Board, agreed with much that was proposed. The committee has worked incredibly hard and has unparalleled institutional knowledge. It distresses him that California is 46th in the nation in school funding and believes we cannot rely on Sacramento to fix this problem. He thinks Prop. 30 monies will go elsewhere and this is a good argument for an evergreen tax, stating that "the schools are the crown jewels of Piedmont and the reason why families move here." He would not put 30% of his budget up for reconsideration every four

years and would not ask the schools to do so.

President Raushenbush said this is not an easy decision. Our state funding was at its peak in 2008 and California was 44th in the nation then. Even with Measure B, we will run a deficit next year. The most difficult consideration is duration. People have made the analogy to voting in Presidential elections. While we vote on a President every 4 years, we do not vote on the Federal budget. We have received a lot of comments and many people agree with an evergreen tax but are nervous about it passing.

Vice President Swenson said that California has consistently failed us. She wants to be respectful of the community and not take their support for granted. Personally she would like a low-income exemption but this is legally difficult. She believes the proposal for oversight is sufficient as it allows for many voice on the committee. There is much more transparency now than when the parcel tax was first enacted: budgets and budget information are now available online. The term is difficult and ideally she would like an end date but will defer to other Board members.

President Raushenbush reported that Sarah Pearson is not here as she had a longstanding previous commitment. She submitted a statement saying she is sorry to miss this meeting and is grateful for the thoughtful consideration shown by everyone; she read every email submitted to her. She supports a tax that authorizes the amount of Measure B with up to 2% increase, and an SSI exemption for homeowners who reside in their property. She agrees with the proposal for oversight and thinks having the committee attend BAC meetings is valuable. She believes the most prudent approach is for the tax to be extended but not ongoing, and will support the Board's decision.

Board Member Gadbois said the key issues are duration and escalator. His position has evolved since the last meeting after reading a lot of thoughtful input. At the last meeting he supported an evergreen tax with a 2% escalator but now agrees it is too much. He would like to focus on stability with no escalator or a sunset (would prefer 8 years) with 2% escalator. His preference would be a term of 8 years or similar with a potential 2% escalator and will support the Board majority. We need the parcel tax funding to keep up with inflation and maintain the quality of our programs. He does not believe the oversight committee will be different from the CAC as the Board creates the charter.

Board Member Tolles said the Board has been in the process of cutting for the last four years. Costs increase every year by \$400,000-500,000. Mr. Tolles noted "if we have no way to get additional money, we have to cut. Prop. 30 just keeps us from cutting more". The CAC has suggested a 5% increase each year. He would like to stabilize the percentage the taxpayers pay, and thinks 2% is too low and would prefer 3%. Each percent represents about \$90,000, which is one teacher plus benefits or one furlough day. He would prefer the CAC to be separate; there has only been an oversight committee for the past 4 years. No one thinks we are mismanaging funds or overspending. We are at the national average in spending even though expenses here are higher. We are operating very efficiently. He would prefer a 6-year term but is happy with 8.

President Raushenbush is sick of cutting educational programs because of state funding. He does not think the need for local

funding will ever go away. Top schools spend \$18-20,000 per student and the district does a very good job. Anyone can see the salary schedule and information on the STRS pensions online. The District has cut compensation and post-retirement benefits but there is no way they can cut \$9.5 M (revenue from the parcel tax). The proposal for oversight means that sub-committee members will be on the BAC and will be educated on the budget. It is not different than the current committee and will be appointed by the Board and report to the Board. He does not favor a senior exemption, but believes people deserve certainly and an evergreen would give that. If it is term-limited, he would like 8 years with a small escalator. There will be a budget presentation at the December Board meeting. We are getting 77 cents on every dollar from the State and will be looking at cutting things next year. If we do have a longer term, we should have vote on the tax sooner because we need to have our budget certified three years ahead. This would give us three years in the bank, and County certification would not depend on the parcel tax or \$9.5 M in cuts.

Vice President Swenson would like a longer duration of 10-12 years but with an expiration date. Mr. Gadbois likes an 8-year term because, with the Prop. 30 sales tax increase lasting 4 years and income tax increase for 7, something new will happen. He also likes a shorter term to help maintaining institutional memory of the parcel tax campaigns. Mr. Tolles agrees with an 8-year term. As far as a senior exemption, he realizes SSI may not qualify every deserving individual, but he sees Prop. 13 as a huge exemption for those who have been here many years.

Summarizing, President Raushenbush said it sounds like the consensus is an 8-year term with 2% escalator with an SSI exemption and oversight by a sub-committee of the BAC. Superintendent Hubbard explained that the actual vote will be at a Special Board meeting on November 28. The next BAC meeting will be held on December 6 at 3:30 p.m.

B. Approve Single Plans for Student Achievement

Assistant Superintendent Booker announced the presentation of the Single Plans for Student Achievement for the three elementary schools. 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.

Mr. Booker praised the efforts and engagement of the school site councils, which include parents and teachers. The site council is charged with creating the single plan and developing measurable goals to guide each school. For example, the GATE Advisory Committee talked about how the goals relate to GATE students.

Carol Cramer, Wildwood Principal, and Jenny Lynn, Chair of Havens Site Council, presented the plans. Julie Valdez, Principal of Beach, was unable to attend due to a sick child. Ms. Lynn explained that the three elementary schools are working together more than ever and have developed common goals. She believes part of the usefulness of the Single Plan is that it includes measurable outcomes.

Cheryl Wozniak, Principal of Havens, explained the goals for 2012-13:

1. The first goal is to implement a comprehensive Tri-school English/Language Arts Program, continuing to utilize Reader's Workshop and emphasizing professional development and the achievement of concrete measurable goals.
2. The second goal emphasizes parent education and communication to share relevant information about school goals, events and issues, primarily related to the implementation of the Tri-School Language Arts curriculum. Part of this goal is to improve the elementary presence on the PUSD website.
3. The third goal is to establish a social and emotional curriculum for Grades K-5. Teachers will discuss and share the implementation of the *Second Step* program in Grades K-1, discuss the use of the *Welcoming Schools* curriculum and work with Teacher Librarians to identify texts that promote respect for diversity and integrate with the curriculum.

It was moved by Board Member Tolles, seconded by Vice President Swenson and unanimously approved to accept the Single Plans for Student Achievement for Beach, Havens and Wildwood Elementary Schools.

C. Approve Action Plan Aligned With 2012-13 District Goals; and Provide Direction If Needed

The District Goals for 2012-13 were adopted on September 27, 2012 and are provided within the Action Plan. The Action Plan has been developed by the administrative team to address the priorities identified by the Board. Given the resources of time and energy that will need to be dedicated to addressing the goals, as in past years the administrative team will strive to develop a realistic implementation plan.

Superintendent Hubbard said that for several years, the focus has been on developing a continuing learning community. We have narrowed in on the goals so it is possible for us to implement them. The plan was developed by the entire administrative team with a coordinated K-12 perspective. Anything new in the document is underlined and in italics. The document includes activities that are ongoing and those already completed have been removed. She explained that this is the first iteration and a more precise second draft will be brought back on the consent calendar.

Goal #1 – Adapt & Improve Educational Program Delivery: A new activity will be to publish a list of content areas in which common assessments are being applied. Continuing is the focus on World Language: after several years we will assess what we have done, what we are doing now and hope to do in the future. In reviewing implementation of changes in the Language Arts program, we will emphasize the tri-schools. At the high school, the focus is on service learning and we are considering requiring a senior project. Utilizing survey results to measure student outcomes and community satisfaction will include review of the results of the survey on the School Support Tax.

Goal #2 – Support Professional Growth & Instructional Effectiveness: The emphasis is on implementing evaluation tools for administrator evaluation, and focusing on common planning time, 95% of which is spent on Reader's Workshop at the tri-school level. Another focus is on the WASC review process at Millennium, which is very different than at PHS – much more intimate and individualized.

Goal #3 – Provide a Safe Learning Environment: The first action is

to increase awareness by students and staff of the importance of the annual notifications of rights and responsibilities, and as part of our tech plan, to educate parents regarding digital rights and responsibilities. In continuing the Diversity Education Advisory Committee, it will become a resource for educators to strengthen a culture of respect and inclusion. Another focus is to clarify an understanding of gender issues and sexual harassment.

Goal #4 – Cultivate a Dynamic Learning Community: We will add activities to increase communication with the entire Piedmont community and provide additional opportunities for parent participation.

Goal #5 – Develop & Implement a Sustainable Plan to Balance the Budget: We will work on a sustainable plan to balance the budget. We will know the Governor's proposed budget in December, and will re-examine our budget assumptions. We will also work to develop a plan for Modernization Funds remaining after the close of the bond program.

Goal #6 – Invest In & Preserve School Facilities & Infrastructure: We will review the seismic bond program and close out the projects. We have an MOU with the city to receive payment of \$25/person for city programs that use our facilities and expect to develop a similar agreement with sports clubs. We are working to expand the District Technology Plan to include its effect on the curriculum.

At the end of the school year, we will give a report on our progress on the plan and present concrete examples of what we have accomplished.

INFORMATION/ANNOUNCEMENTS

None

CORRESPONDENCE

Ms. Swenson said she has received many thoughtful emails regarding the parcel tax. The Board received a letter from the Havens Parents Group requesting funds to restore the garden to pre-build size, and one comment on the FSL complimenting the administration for the way the situation was handled.

BOARD REPORTS

Board Member Tolles attended a Bond Steering Committee Meeting. He plans to attend a meeting from the Boy Scouts at which they are trying to communicate their policy on homosexuality. Mr. Gadbois and Mr. Raushenbush also plan to attend. Ms. Hubbard reminded them they can attend but cannot provide an opinion or position as a board member. Ms. Mohagen asked if the Scouts are using District facilities free of charge and Mr. Brady answered that they pay a fee for use of facilities.

Board Member Gadbois attended a School Support Tax Committee Meeting and met with high school football parents to discuss coaches, stipends and trainers.

Vice President Swenson attended a meeting of *Educate Our State* and a lot of Piedmont people were there. She heard Madeline Levine speak, attended an ACP Meeting, a meeting of the District Technology Committee, the Empty Nest Party and the Beach and Wildwood Parent Club meetings.

President Raushenbush attended a School Support Tax Committee Meeting, the Madeline Levine talk, the Empty Nest Party, the PMS Parent Council and the Piedmont Educational Foundation.

CONSENT CALENDAR

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

unanimously approved.

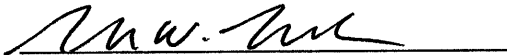
- A. Adopt Regular Board Meeting Minutes of October 24, 2012 Board Meeting
- B. Approve Monthly Financial Report of the District for October 2012
- C. Approve 2012-13 Budgetary Management Agreements Between the District and the Contra Costa County Office of Education/Regional Occupation Program
The agreements are for payment for ROP teachers for Journalism, Biotechnology & Lab, Sports Medicine and AP Environmental Science programs. The CCCOE provides the instructional materials, textbooks, software, and technology for classroom instruction.
- D. Approve Field Trip for sixteen students to participate in Junior State of America Convention in Santa Clara from November 17-18, 2012
- E. Approve Field Trip for Symphonic Band, Jazz Band and String Orchestra to perform at Heritage Festival Competition in Vancouver, B.C., Canada, from May 23-27, 2013.

FUTURE BOARD AGENDA ITEMS

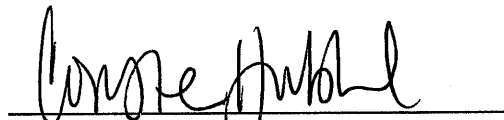
- School Support Tax – Approve Final Resolution (Nov. 28)
- Review First Interim Financial Report (Dec. 12)
- Bond Program/State Modernization Funding Priorities (Jan.)
- Seismic Safety Program Budget Report (Jan.)
- Accept Closeout of Seismic Safety Program Projects: Havens School, PHS Quad/Library 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 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