

TO: Board of Education

FROM: Constance Hubbard, Superintendent
Terra Salazar, President, CSEA Chapter 60

SUBJECT: **CONDUCT PUBLIC HEARING FOR 2014-15 NEGOTIATIONS
BETWEEN THE DISTRICT AND THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION (CSEA), CHAPTER 60; SUNSHINE
ARTICLES TO BE NEGOTIATED**

I. **SUPPORT INFORMATION**

The 2011-14 Collective Bargaining Agreement between the District and the California School Employees Association (CSEA) expires on June 30, 2014. The expiration of a contract means that all articles are open for discussion. The public was given notice at the October 23, 2013 Board meeting of the negotiations timeline. It included an opportunity to provide feedback to the Board as to which articles/topics to discuss as part of the process. In keeping with the Interest Based Bargaining (IBB) process, at the end of a contract period it is in everyone's interest to condense the number of articles to open for discussion.

The negotiating teams for the District and CSEA met to discuss interests and to identify those articles to open for consideration and those that will remain closed to discussion. The collective bargaining process requires that the Board provide at least two opportunities for a public hearing to allow the community to comment on the issues to be discussed. This period is called "sunshining" of the topics under consideration for negotiations. The information provided by the public during the sunshine period is used by both parties as part of the process. After the completion of the sunshine period, negotiations become confidential. Upon mutual agreement during negotiations, articles that were not opened can be opened for discussion. Attached is the letter from the State CSEA organization confirming their approval of the articles identified to be discussed.

The District and CSEA have agreed to leave the following articles *closed* as part of the discussions for the contract to take effect on July 1, 2014:

Article 2 Check Off & Organizational Security
Article 3 Organizational Rights
Article 5 Grievance Procedures
Article 6 Allowances
Article 7 Safety Conditions
Article 10 Transfer or Promotion
Article 11 Leaves
Article 13 Longevity
Article 14 Weekend/Holiday Employment
Article 16 Legal and Other Holidays
Article 20 Employer-Employee Relations Committee
Article 21 Retirement
Article 22 Savings Clause

As part of the sunshine process, the articles to be discussed and the identification of the general topics under consideration are to be made available to the public for comment.

CSEA and the District have mutually agreed to open the following articles:

Article I - Recognition

The interest is to update classifications, new job titles, and recent legislation.

Article 4 – Evaluation

Review and clarify section on public charges

Article 8 – Employee Rights/Personnel Files

Update process

Article 9 – Layoff and Reemployment

Clarify process and update per legislative changes

Article 12 and 19 – Salaries and Health Benefits

Compensation is a priority for the negotiations team. Discussions will include the salary schedule, health and dental benefits, and updating contract language.

Article 15 – Workday/Week/Year

Clarify work year provisions, work calendar, and provisions for staff assigned to multiple sites.

Article 17 – Part-Time Employees

Clarify the article as it relates to Noon Duty Supervision.

Article 18 – Vacation

The interest is to clarify provisions for earned vacation for all unit members, including employees working less than full-time.

Article 23 – Duration of Contract

Update per new agreement

Memoranda of Understanding

Review for ongoing inclusion

Appendix B – Professional Growth

Review and update

Appendix D – Salary Schedule

Update

The public will have an opportunity to provide input on the contract tonight. Feedback is also accepted during the entire sunshine period between the Board meetings (March 12, 2014 to March 26, 2014) by email, mail or phone messages to the Superintendent at chubbard@piedmont.k12.ca.us or (510) 594-2614.

Any person wishing to provide information concerning the articles to be opened may communicate with members of the Board of Education and the Superintendent via email, phone or in writing. Board member email addresses are listed below:

| | |
|--|--|
| Rick Raushenbush Board President | rraushenbush@piedmont.k12.ca.us |
| Andrea Swenson Board Vice President | aswenson@piedmont.k12.ca.us |
| Sarah Pearson Board Member | spearson@piedmont.k12.ca.us |
| Amal Smith Board Member | amalsmith@piedmont.k12.ca.us |
| Doug Ireland Board Member | direland@piedmont.k12.ca.us |
| Constance Hubbard Superintendent | chubbard@piedmont.k12.ca.us |

II. **RECOMMENDATION: REVIEW AND DISCUSSION**

Conduct second of two Public Hearings on the proposed articles to be opened for negotiations between CSEA and the District as presented. Approve as presented.

The California School Employees contract can be viewed on the District website at:
http://www.piedmont.k12.ca.us/forms/jobs/classified_contract.pdf

CH/ss



California
School
Employees
Association

2345 Stanwell Circle
Concord, CA 94520

(925) 676-5755
(800) 464-7717
FAX (925) 676-8351
www.csea.com

Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



March 11, 2014

Constance Hubbard
Superintendent
Piedmont Unified School District
760 Magnolia Ave
Piedmont, CA 94611

Re: CSEA Initial Proposal for Successor Contract Negotiations

Dear Ms. Hubbard:

California School Employees Association and our Piedmont Chapter #60 are pleased to provide our initial proposal for a three year successor contract to be sunshined pursuant to Educational Employment Relations Act Article 8, Public Notice 3547.

CSEA desires to alter or amend the articles as indicated as follows:

- **Article 1 Recognition**- Update to include classifications, update for new job titles and recent legislation.
- **Article 4 Evaluation**- Review and clarify section on public charges
- **Article 8 Employee Rights/Personnel Files**- Update process
- **Article 9 Layoff and Reemployment**- Clarify process and update re legislative changes.
- **Article 12 Salaries**- Provide a fair and equitable on schedule salary increase for all unit members
- **Article 15 Workday/Week/Year**- Clarify work year provisions, calendar, provisions for staff assigned to multiple sites
- **Article 17 Part-Time Employees**- Clarify as it relates to Noon Duty Supervisors
- **Article 18 Vacation**- Clarify provisions for less than full time employees
- **Article 19 Health Benefits**- Provide for a fair and equitable increase, update language



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- **Article 23 Duration of Contract**- Update per new agreement
- **Memoranda of Understanding**- Review for on-going inclusion
- **Appendix B Professional Growth**- Review and update
- **Appendix D Salary Schedule**- Update

CSEA reserves the right to propose modifications or amendments to other articles in the contracts during the course of negotiations.

We look forward to meaningful and collaborative negotiations with the district.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Kathy Rollins, Labor Relation Representative

cc: Terra Salazar, Chapter President 60
Karen Keegan, Regional Representative 9
Cindy Zecher, Area C Director
Gabriela Echevarria, Field Director

TO: Board of Education

FROM: Constance Hubbard, Superintendent

SUBJECT: **APPROVE “DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS,” 2014-15**

I. **SUPPORT INFORMATION**

The declaration certifies that, after a diligent search, if a suitable fully prepared teacher is not available to the school district, the district can employ a candidate who is in an approved internship program or scheduled to complete the initial preparations requirements. The declaration is applicable for one school year only.

II. **RECOMMENDATION: REVIEW AND ACTION**

Adopt Declaration of Need

CH/ss



DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

- Original Declaration of Need for year: 2014
- Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT

Name of District: PIEDMONT UNIFIED SCHOOL DISTRICT District CDS Code: 61275

Name of County: Alameda County County CDS Code: 01

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board of the school district specified above adopted a declaration at a regularly scheduled public meeting held on 3 /26 /14 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

► **Enclose a copy of the board agenda item**

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2015.

Submitted by (Superintendent, Board Secretary, or Designee):

| | | |
|--|---------------------------------|-----------------------|
| <u>Constance Hubbard</u> | | <u>Superintendent</u> |
| <small>Name</small> | <small>Signature</small> | <small>Title</small> |
| <u>510-654-7374</u> | <u>510-594-2614</u> | <u>3/26/14</u> |
| <small>Fax Number</small> | <small>Telephone Number</small> | <small>Date</small> |
| <u>760 Magnolia Avenue, Piedmont, CA 94611</u> | | |
| <small>Mailing Address</small> | | |
| <u>chubbard@piedmont.k12.ca.us</u> | | |
| <small>EMail Address</small> | | |

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL OR AGENCY

Name of County _____ County CDS Code _____

Name of State Agency _____

Name of NPS/NPA _____ County of Location _____

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____ / ____ / ____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

► **Enclose a copy of the public announcement**

Submitted by Superintendent, Director, or Designee:

| | | |
|-----------------|------------------|-------|
| Name | Signature | Title |
| Fax Number | Telephone Number | Date |
| Mailing Address | | |
| EMail Address | | |

► This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency

AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

| Type of Emergency Permit | Estimated Number Needed |
|--|-------------------------|
| <input checked="" type="checkbox"/> CLAD/English Learner Authorization (applicant already holds teaching credential) | 3 |
| <input type="checkbox"/> Bilingual Authorization (applicant already holds teaching credential) | |
| List target language(s) for bilingual authorization: | |
| <input checked="" type="checkbox"/> Resource Specialist | 2 |
| <input type="checkbox"/> Teacher Librarian Services | |
| <input type="checkbox"/> Visiting Faculty Permit | |

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas:

| TYPE OF LIMITED ASSIGNMENT PERMIT | ESTIMATED NUMBER NEEDED |
|-----------------------------------|-------------------------|
| Multiple Subject | 1 |
| Single Subject | 3 |
| Special Education | 2 |
| TOTAL | 6 |

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to www.cde.ca.gov for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved intern program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? Yes No

If no, explain. It would not be cost effective because we are a small district.

Does your agency participate in a Commission-approved college or university intern program? Yes No

If yes, how many interns do you expect to have this year? 1

If yes, list each college or university with which you participate in an intern program.

University of Phoenix

If no, explain why you do not participate in an intern program.

TO: Board of Education

FROM: Constance Hubbard, Superintendent
Michael Brady, Assistant Superintendent, Business Services

SUBJECT: **CONDUCT PUBLIC HEARING ON THE PROPOSED LEVY OF THE CURRENT
SCHOOL SUPPORT TAX, MEASURE A TO BE LEVIED IN 2014-15**

I. **SUPPORT INFORMATION**

Piedmont voters approved Measure A on March 5, 2013. The Piedmont community has a long-standing tradition of supporting schools, and Measure A was approved by 76.5% of the voters for a term of eight years (expiring on June 30, 2021). The tax structure was changed to be a flat tax of \$2,406 per parcel in order to conform to the *Borikas vs. Alameda Unified* decision made in December 2012.

As part of Measure A, voters approved the District's authorization to increase the subsequent levy of the tax up to 2% per year from each preceding year. Previous authorizations allowed the increase to be up to 5% with a shorter term of four years.

Measure A continued language from earlier measures that requires at least one Public Hearing at a Regular Board Meeting before the levy amount is set. The Notice of Public Hearing must be advertised in the local newspaper at least 15 days prior to the Board Meeting. The notice has been filed to announce a Public Hearing scheduled for April 9, 2014. The Board has traditionally given at least two opportunities for the public to comment before acting on the levy amount. Tonight is the first opportunity for the public to comment on the levy. The next Regular Board Meeting of April 9, 2014 will be the second and final Public Hearing prior to taking action that night.

Measure A also included a provision for the District to establish a Subcommittee of the District Budget Advisory Committee. The purpose of the subcommittee is to review the expenditures of the tax revenues in the context of the overall District General Fund Budget and to make recommendations as to the tax levy amount for the next year. The report of the subcommittee was presented at the Board Meeting of February 12, 2014 (attached). The report's recommendation is to increase the levy of the tax by 2% and that if the Board increases the levy that the proceeds are set aside in a reserve fund to be used in the later years of the tax authorization.

This will be the first time in recent years that public schools are not facing devastating reductions in funding from the State. In the analogy of the "three legged stool" that supported the District during the fiscal crisis, this may represent the last time in the near future in which State funding levels may allow for the Board not to levy the full increase in the tax as allowed by the measure. The voting community has a long history of supporting education - most obviously demonstrated by the passage of Measure A for an eight-year term. As we look at "giving back" in good

times from the constituent groups that supported education in the difficult times, the leg that represents the voter of the greater community needs consideration. In the context of the second year of the tax, the approximate increase in revenue of \$180,000/year is not as critical as it has been in the recent past.

The Board will discuss the option to continue the levy at its current rate or to increase the levy up to the statutory level of \$2,454/per parcel.

This will be the first of two Public Hearings before the Board takes action. The second Public Hearing is Tuesday, April 19, 2014 at the Board's next regular meeting. Immediately following the second public hearing, action will be taken as to the levy of Measure A for 2014-15.

II. **RECOMMENDATION: REVIEW AND ACTION**

Conduct first of two Public Hearings as to the levy of Measure A for 2013-14.

MEMORANDUM

Date: February 3, 2014
To: Piedmont Unified School District Board of Education
From: School Support Tax Advisory Subcommittee, Measure A
Subject: Report and Recommendations for Levying for Fiscal Year 2014-2015, and Review of Fiscal Year 2013-2014

Executive Summary

The School Support Tax Advisory Subcommittee recommends that the District levy the Measure A School Support Tax (Parcel Tax) at its maximum level in 2014-15, including assessment of the maximum two percent (2%) increase above the rate in 2013-14. This amounts to \$9,408,025 (2013-14 amount) million plus \$188,160 (2%) for a total of \$9,596,185. Based on the latest available budget projections -- including indications that state funding will improve significantly for at least this next year -- the Subcommittee recommends that the \$188,160 raised by the 2% increase be directed to a parcel tax reserve account to be available during subsequent years during the term of Measure A (through 2020-21). Although financial trends presently are positive, considerable uncertainties cloud these projections, and the District has drawn down its reserves in recent years close to statutory minimum levels.

Background

Since 1985, Piedmont voters have repeatedly approved local parcel taxes in order to preserve our excellent school programs. On March 5, 2013, the voters of Piedmont approved Measure A with a 76% - 24% margin. Measure A presented the following question:

“To prevent local school funding from expiring and to maintain the quality of Piedmont's schools, to attract, train and retain qualified teachers, to protect programs in math, science and technology, to continue funding for music, visual and performing arts programs, and to keep textbooks and instructional technology up-to-date, shall the Piedmont Unified School District continue to levy a special tax as specified in the voter pamphlet, with all funds staying in Piedmont to benefit our schools?”

Measure A replaced the District's then-existing tax (Measure B, passed in 2009), one year before that tax's scheduled expiration date. This accelerated replacement responded to a state Court of Appeal decision (*Borikas v. Alameda Unified School District*) that California school districts must assess parcel-based taxes on a uniform basis, which indicated that Piedmont's Measure B tax was unlawful because per-parcel tax assessment varied with the size of the parcel and type of use (residential, commercial, etc.).

Measure A provides a uniform ("flat") tax of \$2,406 per parcel in 2013-14, and authorizes the District's School Board to increase the levy by up to 2% per year. Measure A also provides for the creation of this Subcommittee, as an accountability measure comparable to the "Citizen's Advisory Committee" created by earlier Measure B. The Subcommittee is to "conduct an independent examination of the District's budget and related documents prior to making formal recommendations in its annual report to the Board." The final decision on the tax level remains with the School Board.

INTRODUCTION

The Subcommittee is pleased to submit this report, providing a review of the District's fiscal year 2013-2014 revenues and expenditures, projected fiscal year 2014-2015 revenues and expenditures, and recommendations regarding the parcel tax. The following discussion summarizes our activities and recommendations.

REVIEW OF REVENUE AND BUDGET PROJECTIONS

As quoted above, Measure A and the School Board charter to this Subcommittee direct us to consider "budget and related documents." This section summarizes our review.

Review of 2013-2014 Parcel Tax Levy

In order to levy Measure A taxes in 2013-2014, the School Board was required to approve the levy before July 1, 2013. Although this Subcommittee was not formed until October 2013, we reviewed 2013-14 budgeting, revenue and expenditure documentation from the District. The District adopted a budget assuming \$31,733,656 in revenue from all sources (including \$9,408,025 from Measure A and \$1,550,000 in community contributions), and expenditures of \$32,630,183, for a deficit of \$896,527. This budget continues to include cost-containment and program preservation priorities. As of the First Interim report in December 2013, actual revenues and expenditures are close to these adopted amounts. After this review, the Subcommittee confirms the appropriateness of the Measure A levy for 2013-14.

Review of 2014-2015 District Revenue and Expense Projections

Although the 2014-2015 fiscal year does not begin until July 1, the District is developing its budget for 2014-2015 and required projections of revenues and expenses for the following two fiscal years. As of the December 2013 First Interim, budget documents project:

- Revenues: \$31,733,656. Since the School Board has not yet set the Measure A tax rate for 2014-2015, this projection includes no change from 2013-2014. The principal state funding allocation is changing to the recently-enacted "Local Control Funding Formula (LCFF)."
- Expenditures: \$32,630,747. Since the District and its unions have not yet completed negotiations for labor contracts to replace those that expire on June 30, 2014, this projection includes no structural changes from 2013-2014, and instead extrapolates changes in labor costs (such as application of "step and column" seniority increases) as though the present contract were extended.
- Result: operating deficit of \$604,913.

As the Subcommittee writes this report, it is obvious that these projections may change significantly before the School Board adopts the 2014-2015 budget. Significant revenue and expense uncertainties include:

- Actual revenues may rise or fall compared to projections. The terms of the LCFF are still being debated, and changes in formulae may change Piedmont's allocations. The Governor's latest proposals may yield additional revenues, although leaders in the Legislature seem to have different priorities. And, of course, the School Board may decide to change the Measure A levy.
- Actual expenses may rise or fall. Ongoing contract negotiations are private, so this Subcommittee has no ability to predict changes in personnel costs that may result from the new contracts. However, employee representatives have been clear about their desire for increases in compensation.

Perspectives on District budgeting over the eight year term of Measure A

It is important to keep in mind that Measure A will remain in force from July 1, 2013 to June 30, 2021; therefore, it is useful to consider the 2014-2015 levy in the context of these eight years. First, it should be obvious that the significant revenue and expenditure uncertainties described above for 2014-2015 expand dramatically when attempting to consider the District's finances throughout the longer period.

It is important to keep in mind that the Governor's support for additional state funding to local school districts is occurring during one of California's periodic spikes in income tax revenue. These levels track general economic activity, but are highly influenced by the levels of initial public offerings (IPOs), particularly when companies have significant numbers of investors and employees who pay

California taxes. These spikes tend to be short-lived, so it is not reasonable to extrapolate the state's 2013-2014 revenue spike through 2021.¹

Looking ahead, the other large element in the state's robust revenue picture results from passage of state-wide Proposition 30 in November 2012. Prop 30 increases state income taxes for the highest earners for seven years, through 2019. It also surcharges the state sales tax by 0.25% for 4 years, through 2016. Both of these important state revenue enhancements expire before Piedmont's local Measure A expires.

Based on these factors, the Subcommittee believes it is prudent to consider how local Measure A revenues will fit into the District's total revenues through its eight year term. Throughout most of the history of school support parcel taxes in Piedmont, the District set aside some funds from early years in a Parcel Tax Reserve Fund and made available in later years. All revenues raised during the term of a parcel tax measure were spent within that term (typically four years), but use of a Reserve Fund made additional funds available in later years, when inflation and other factors could be anticipated to have increased revenue needs. The District suspended this sensible policy in recent years to cope with unprecedented short-term revenue reductions, but reinstating it now would be a reasonable hedge against the possibility of unfavorable changes in state funding between now and 2021.

MEASURE A AS A REFLECTION OF COMMUNITY PRIORITIES

In considering our recommendation, this Subcommittee remains mindful that District policy-makers frequently note that public education in Piedmont rests on a “three-legged stool” of overlapping interests: students and their families; District employees who serve them and are paid to do so; and taxpayers. Each group receives a share of the benefits and costs of public education, and all must remain aligned and in balance for the educational system to function effectively on our collective behalf.

Although all groups have recognized and supported these policies, annual attempts to apportion sacrifices can highlight tensions within and among all three. Program cuts and larger class sizes impose sacrifices on Piedmont's students; growing contributions represent additional voluntary sacrifices by students' families in order to maintain programs. Caps or cuts to employee salaries and/or benefits impose sacrifices on District employees. Employees and students have

¹ For example, The California Department of Finance (DOF) 2013-14 Governor's Budget Summary notes “In particular, capital gains income is concentrated among the high income earners and can fluctuate significantly from year to year. In the period from 2003 to 2007, capital gains realizations almost tripled from \$45.6 billion to \$132 billion. Over the next two years they fell to \$28.8 billion. Gains from that low point increased 92 percent in 2010 and are estimated to have increased another 23 percent to \$68 billion in 2011, just over half of what they were at the peak. Capital gains are expected to see continued growth in the coming years, rising to \$83 billion by 2014.” This document is available online at www.dof.ca.gov/documents/FullBudgetSummary_web2013.pdf.

shared the sacrifices from unpaid "furlough" days (projected to expire after 2013-2014). Meanwhile, parcel taxes impose sacrifices on all taxpayers, which can be more acute for taxpayers on fixed incomes or whose incomes have declined during the ongoing recession – and that sacrifice grows when parcel taxes are increased.

The Subcommittee considers our proposal to be consistent with this balanced perspective and apportioning of sacrifice, which we consider to reflect the community's overall views.

Levying Measure A School Support Taxes in 2014-2015

The District is required to adopt its 2014-2015 budget in June 2014, and begins formal hearings in March that will reflect the latest projections of revenues from all sources and expenses for all programs. In order to support this process, the Subcommittee is to provide our annual recommendations whether to levy Measure A taxes no later than the beginning of the public process in March.

We recommend that the District:

- (1) levy Measure A taxes at their maximum level in 2014-2015, including the maximum permissible increase of 2%;
- (2) deposit the \$188,160 increase in a parcel tax reserve account.

Respectfully submitted,

School Support Tax Advisory Subcommittee, Measure A


Jon F. Elliott


Peter Freeman


Amal Smith

PIEDMONT UNIFIED SCHOOL DISTRICT

Council Chambers, City Hall

120 Vista Avenue

Piedmont, California 94611

MINUTES OF

Regular Meeting of the Governing Board

February 12, 2014

| | |
|--|---|
| CALL TO ORDER | Board President Richard Raushenbush called the meeting of the Board of Education to order at 6:00 p.m. |
| ESTABLISHMENT OF QUORUM | President Richard Raushenbush, Vice President Andrea Swenson, and Board Members Sarah Pearson, Ray Gadbois and Roy Tolles were present. |
| Adjourn to Closed Session | The Board adjourned to Closed Session at 6:01 p.m. to discuss: Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations with 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 7:10 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 | The Board met in closed session and no action was taken. |
| Agenda Adjustments | None |
| COMMUNICATIONS/ANNOUNCEMENTS | |
| Association of Piedmont Teachers (APT) | Gabrielle Kashani, APT President, was unable to attend and asked Superintendent Hubbard to extend her regrets that she cannot be present to wish Roy Gadbois and Roy Tolles well. |
| CSEA | None |
| Parent Clubs | |
| Student Representative to Board | MHS representative Peri Zangwill presented her report on academics and student activities. Second semester has just started and students seem to be adjusting to their schedule changes and happy that they get a fresh start. MHS is halfway done with the fourth marking period and progress reports will be distributed later this week On February 1st many Juniors and Seniors got dressed up and went to Winter Ball. People had a great time and it was a successful night! This past week the PHS drama program put on the play <i>Anything Goes</i> . Many community members came out to see it. The Girls' Basketball team is currently second in the league. The Seniors play their last home game Tuesday and they are aiming to get to the NCS playoffs on February 25th. Although everyone is working hard, people are very excited that February Break starts Friday. |

Superintendent Announcements

There is an error in today's *Piedmont Post*. The headline for the announcement of elementary enrollment states that enrollment begins on Wednesday, March 5. The correct date of elementary enrollment is Thursday, March 6.

President Announcements

President Raushenbush thanked outgoing Board members Ray Gadbois and Roy Tolles for their eight years of service to the community through some difficult and exciting times - the years of the seismic bond program and the severe budget crisis. They contributed their expertise and leadership and stayed focused on their purpose: to provide a high quality education for the young people of Piedmont. They reflect what a Board member should be. They asked a lot of questions, listened thoughtfully and carefully to public comment and the recommendations of experts and education professionals, and made up their own minds. Roy's architectural and engineering expertise supported the District's construction projects and Ray's financial acumen resulted in a thorough analysis of budget matters.

Board Member Pearson said that she chose to run for the Board so that she could serve during their terms and she learned a lot from both of them.

Vice President Swenson thanked them for their warm welcome to her and Sarah. She came onto a high functioning board and knows that their shoes will be difficult to fill.

Mary Ireland, Piedmont Educational Foundation President, and Kathy Geddeis, PEF Vice President and Treasurer, expressed their appreciation to Mr. Tolles and Mr. Gadbois on behalf of the foundation and the community members and families in Piedmont. Ms. Ireland recognized them for their amazing dedication, smarts, hard work, long hours and the ability to make people feel heard. They made it cool to be on the School Board. She presented them with two small tokens of appreciation. Ms. Geddeis remembers when Ray moved to Piedmont and called her to volunteer to work on the parcel tax election; then in 2005 he became chair of the parcel tax campaign and in 2006 was elected to the School Board. She has been impressed with the skills Roy brought to seismic projects and those projects happened in large part because of what he contributed.

Superintendent Hubbard presented them with some tokens of esteem to remind them of the District, Piedmont athletic programs, the bird calling contest and the world beyond PUSD.

EDUCATIONAL SERVICES REPORT: SPOTLIGHT ON STUDENT LEARNING

Piedmont Robotics Team - *Scotbotics*

Assistant Superintendent Booker introduced PHS students Maria Rogers, Matthew Turney, and Parker Phillips, members of *Scotbotics*, a high-school robotics team. They participate in FIRST (For Inspiration and Recognition of Science and Technology), a program that introduces students to science and technology and offers programs for all grade levels. Their goals are to expand to include younger levels and get more students involved; to integrate technology, robotics, and hands on learning into school curriculum; and to further interest in STEM subjects and prepare students for rapidly growing jobs in Computer Science and Engineering.

Scotbotics was founded in 2009 as a school club and then became independent. The students brought with them an 18" robot they built and programmed to perform various tasks. They have advanced to the FIRST Tech Challenge (FTC) Annual Robotics World Champion-

ships twice, during the 2009-2010 and 2012-2013 seasons.

Local Control Accountability Plan (LCAP)

Assistant Superintendent Booker explained that the Local Control Accountability Plan (LCAP) is a critical part of the new Local Control Funding Formula (LCFF). In June of 2013, the Legislature approved the Local Control Funding Formula, a historic shift in how California funds public schools. LCFF's focus is on local decision-making, equity, accountability and transparency. The new system has an eight-year implementation plan, with 2013-14 as the transition year.

As part of the LCAP each school district must engage parents, educators, employees and the community to establish their plan. The plan will tell our story, describing the school district's overall vision for students, annual goals and specific actions the District will take to achieve the vision and goals. The LCAP must demonstrate how the district's budget will help achieve the goals, and assess each year how well the strategies in the plan were able to improve outcomes.

The LCAP will include information about our goals, services and spending plans and must include the needs of all students and reflect specific goals for school sites. It must look specifically at student subgroups with 30 or more members, particularly those groups targeted for extra money: low-income children, students learning English and foster youth.

This first year District staff will gather the information we have and create a draft, and get input from school site councils. In future years there will be more opportunities for additional input.

PRESENTATION

"Protection of Local School Revenues" Initiative

Jennifer Bestor, who spoke representing the citizens' group "Educate Our State," asked for Board support for their ballot initiative, which would provide more reliable funding for California's schools. They are in the process of seeking signatures to qualify for the ballot. Their initiative would restore the schools' rights to their allocated share of property tax revenue and prevent the State Legislature from redirecting those funds in the future. In 2004 when the Legislature redirected property tax revenue away from the schools, it left California schools more dependent on personal income tax revenue, a more volatile and variable source of revenue. Then in 2008, the State deferred payment of revenue due to schools. For many districts this resulted in layoffs, reductions in instructional days and programs, and wage and benefit freezes. This initiative will provide more stable and timely funding for schools by ensuring that schools receive at least their allocated property tax revenue. She asked that people help get the initiative on the ballot by signing and collecting signatures.

REVIEW AND ACTION ITEMS

Approve 2015-16 Instructional Calendar

At the December 11, 2013 Board meeting, the Board tabled the vote on the 2015-16 Instructional Calendar in order to provide additional time to disseminate information about the connection to an earlier (mid-August) start of school and its effect on student stress. It was thought by many that the earlier start would allow the first semester to end prior to winter break and would result in students and teachers at the secondary level having a true break.

Information was shared with staff and parents to help them understand the intent of piloting the early start to see if indeed it did allow teachers and students a less stressful winter break. After much discussion, it was agreed that secondary teachers and support groups (e.g., Site Council, School Advisory Council) would explore alternative ways to address student stress at the secondary level that

do not involve changing the 2015-16 Instructional Calendar as presented and approved by APT. The calendar presented tonight reflects the traditional start and end of the school year that mirrors the current year and the calendar approved for 2014.

Kiera Sullivan, PHS senior, heard the scheduling change was denied because elementary schools did not want to change. Having finals right after break wrecks the break because students either don't enjoy the break because they're studying or they're not studying and don't do well on their finals. She believes PHS should have more of a say in the decision because it makes more of a difference for high school students and puts them under so much stress.

Vanessa Li, PHS senior, said many colleges process their applications during the winter break. Because mid-year grades come in late from Piedmont, many colleges won't process the application until it has first semester grades and Piedmont students have to wait longer to hear from schools.

Sophia Gougoumis, PHS senior, said that before break teachers give tons of homework. Many students say it is difficult to have finals right after break. She would like to know if the Board will be voting on this again.

Superintendent Hubbard responded that calendar adoption is a negotiated item between APT and the District. APT puts out three to five calendars for consideration and APT members vote on their choice. Once APT agrees on a calendar, it is presented to the Board for their approval. The next calendar for consideration will be for the 2016-17 academic year. A district goal is to reduce unnecessary student stress; next year the Board will review efforts to reduce student stress.

It was moved by Ms. Pearson, seconded by Mr. Tolles and voted by Mr. Raushenbush, Ms. Swenson, Ms. Pearson, Mr. Gadbois and Mr. Tolles to approve the Instructional Calendar for 2015-16.

Authorization to Pursue the Lease-Leaseback Delivery Method for Proposed Accessibility, Fire/Life Safety Construction Project at Alan Harvey Theater (Education Code Section 17406, et. seq.)

It is recommended that the District utilize the Lease-Leaseback method for the proposed Alan Harvey Theater project. The Lease-Leaseback method was used during the Seismic Safety Bond Program, and was found to be an effective method of bringing a construction contractor into the process early to allow value engineering and consultation on practical solutions to design issues.

The purpose of utilizing the lease-leaseback method is to make as much use as possible of the time between now and the bond election. The Alan Harvey Theater project is on fast timeline and it is important keep the project moving along. This is particularly important because some materials for the theater have long lead times. The Board has authorized the use of this method. It is a competitive process: we ask companies to provide their qualifications, their experience and why they want to be involved in this project. Once a company is chosen we enter into a preconstruction services agreement with them.

This evening the District is asking approval to move forward to complete the process. The RFQ process takes approximately six weeks to complete. Developers will be chosen by a committee that includes District personnel, Board representatives and community members who have technical expertise in construction and theater operations. More than one developer is usually identified to provide flexibility to the District in negotiating for services. The finalists will be presented to the Board for approval.

Competitive bidding is part of this process. With a developer on board sooner, the Guaranteed Maximum Price (GMP) is more accurate. We have found that the contractor's method of establishing pricing is indicative of how they work. Once construction documents have been completed, the construction company will be able to present a GMP. At that point if we don't like the GMP proposed by the construction company, we will have a pool of other contractors to contact.

The Board has committed \$500,000 from the Modernization Program toward the AHT project if the bond is approved, and) if the bond is not approved to use the money to perform limited essential work (not including accessibility). Private donors, PEF and the Parent Clubs have committed \$535,000 in funds to be used by the District on the AHT project. The Board is committed to keeping the project moving forward to meet the timeline for occupancy in the Fall of 2015. It is anticipated that no more than the amount provided by private donations will be spent prior to the election in June 2014 in order to guarantee availability of funds to perform the minimum work approved as part of the District's Modernization Program if the bond is not approved. Any additional work related to the preconstruction services agreement and/or to be authorized toward the next phase of work for QKA will not exceed the total private funds on hand committed to the AHT project.

It was moved by Ms. Swenson, seconded by Mr. Gadbois and approved by Mr. Raushenbush, Ms. Swenson, Ms. Pearson, Mr. Gadbois and Mr. Tolles to Authorize Pursuing the Lease-Leaseback Delivery Method for Proposed Accessibility, Fire/Life Safety Construction Project at Alan Harvey Theater.

Review Report and Recommendations of the School Support Tax Advisory Subcommittee for Levying for Fiscal Year 2014-15 and Review of Fiscal Year 2013-14

Measure A, the parcel tax measure passed by Piedmont voters in March, 2013, provided for the creation of the School Support Tax Advisory Subcommittee. The subcommittee, whose members are Piedmont property owners, serves in an advisory capacity to the School Board to review and project the financial needs of the District with respect to the levy of the School Support Tax and to recommend a levy amount for the subsequent year's tax.

Jon Elliott, a member of the School Support Tax Advisory Subcommittee, presented the report from the subcommittee, which is included in the packet and is also posted on the website. This is the first report of the parcel tax advisory subcommittee for Measure A. Subcommittee members participated in Budget Advisory Committee meetings as well as meeting to review district expenditures and revenues.

The Subcommittee recommends that the District levy the Measure A School Support Tax (Parcel Tax) at its maximum level in 2014-15, a two percent (2%) increase above the rate in 2013-14. They recommend that the \$188,160 raised by the 2% increase be directed to a parcel tax reserve account to be available for use of the general fund during subsequent years of the term of Measure A.

The Subcommittee would like to note that the District is continuing to run a deficit, although the amount of deficit spending is diminishing. Because of the eight-year term of the parcel tax, the committee is thinking and looking ahead. Although the news out of Sacramento is the best it has been in years, Proposition 30 income will end in five to seven years. The Subcommittee took a hedging approach to minimize the risk of budget crashes in the future. This decision was a consensus among committee members Peter Freeman, Amal Smith

and Jon Elliott.

Superintendent Hubbard explained that the 2% maximum increase amount came about because program spending naturally grows by 1-2% per year. In the past, the District has set aside 1-2% in the early years of a parcel tax to be used later in the cycle of the tax.

Guidelines for Budget Preparation
Incorporating Local Control Funding
Formula (LCFF) and Local Control
Accountability Plan (LCAP) Require-
ments to Support "Categorical" Programs
for 2014-15 and Beyond

With the advent of the Local Control Funding Formula, the Board will review staff recommendations and provide direction on the use of General Fund resources to support categorical and other programs for 2014-15 and beyond. The LCFF, in effect, eliminates the vast majority of categorical spending restrictions under the old Revenue Limit formula. In their place, the LCFF establishes a more limited set of spending restrictions, some of which apply over the long term and some of which are applicable only during the initial transition period.

In addition to creating a new funding formula, LCFF establishes new rules relating to school district transparency and accountability. Specifically, districts are required to adopt Local Control Accountability Plans (LCAPs), which include annual goals intended to encompass the "key ingredients of high-quality educational programs." The LCAP must include both district-wide goals and goals for each numerically significant student subgroup in the District. The LCAP goals as identified must be supported by and aligned with the District's spending plan (the 2014-15 PUSD Adopted Budget). Fortunately, the process required for the development of the LCAP is consistent with current practices in PUSD. The LCAP provides a clear and concise method of articulating what is already in place.

Under LCFF, school boards have full latitude to use General Fund resources to support categorical programs for 2014-15 and beyond. In the past, any categorical funds not expended from prior years were restricted for use in subsequent years, and could not be accessed for General Fund purposes. Now, with the vast majority of State restrictions removed, the Board has the opportunity to designate how funds are used (as well as restricted) locally over time. Some Categorical programs (such as Special Education, Mental Health Services, Class-Size Reduction, Mandates Block Grant, State Preschool, and Child Nutrition) remain fully restricted. Nevertheless, virtually all PUSD categorical programs (including non-restricted programs) historically received some level of General Fund support in the past because State funding was inadequate. What follows are recommended funding levels for the near future.

- **Reserve for Economic Uncertainty (\$1.3 Million)**

PUSD is required to maintain a 3% unrestricted General Fund reserve for economic uncertainty. Given the uncertainty of the past five years, and an eight-year LCFF implementation phase that anticipates no State-wide economic downturn, the Board believes it would be prudent to maintaining near-term reserves at the rate of 4%.

- **Supplemental/Concentration Grant Funding (\$80,000)**

Under LCFF, a supplemental grant equal to 35% of the District's base grant is provided for each English learner, economically disadvantaged or foster youth student. The supplemental grant is intended to provide additional resources to help address the unique needs, challenges and additional costs that these students bring to school. As the District develops its 2014-15 Adopted Budget, identifying and directing the use of these funds is essential for both the LCAP and to demonstrate the District's commitment to all students. PUSD's supplemental grant is projected to be \$80,000, and we

anticipate spending more than the allotment. Therefore, Board members agreed to include an additional \$40k that could not be allocated elsewhere.

- **Parcel Tax Reserve (\$188,160)**

The Parcel Tax Reserve Fund was established for funds from the first year of the current Parcel Tax approved by voters to support programs as necessary in later years of the term of the tax; and the Parcel Tax reserve fund is required to be fully expended as mandated by the parcel tax measure. In the event of an economic downturn, the Parcel Tax Reserve Fund could be used in conjunction with the Reserve for Economic Uncertainty.

- **Instructional Materials (\$250,000-\$400,000)**

Under the old funding model, the District received approximately \$57 per pupil for instructional materials funding (IMF). In years where there were no textbook adoptions, leftover IMF funds were held for use in future years. Given the implementation of Common Core standards (a categorical program funded only for two years), new science and math standards, and future textbook adoptions on the horizon, the Adopted Budget should include an additional \$110,000 up to \$260,000 over the amount spent in 2012-13. Board members were concerned about instructional material and equipment costs and made allowances to increase the recommendation to \$250,000 up to \$400,000.

- **Adult Education (\$285,463)**

PUSD has received \$285,463 annually to support State-sponsored instructional programs. During the State's economic crisis, the Adult Education program eliminated most State-sponsored classes, reduced diploma teaching staff by 80%, and transferred \$120k per year to the District's General Fund in support of K-12 programs. Adult Education funding is guaranteed only through 2014-15 under the current model, and there is much uncertainty regarding future Adult Education funding levels. Until the new funding model is established, it is recommended that the entire Adult Education apportionment as part of LCFF be transferred to the Adult Ed program for use in 2014-15. The Board agreed with this recommendation.

- **Deferred Maintenance (\$190,000)**

Historically, the District received Deferred Maintenance funds as part of a 50/50 matching grant from the State. In total, Deferred Maintenance revenues were approximately \$190k per year, with \$95k contributed from the General Fund. Given the need for ongoing maintenance projects, base funding of Deferred Maintenance at a \$190,000 per year is recommended.

Board members agreed with this recommendation. They discussed the need to set aside money for replacement and refurbishment of facilities, and recommended that the District set aside money "earmarked" for specific expenses.

- **Capital Facilities (\$80,000)**

Currently, the District sets aside \$50k per year for repairs, refurbishment, and replacement of athletic facilities in the future, and receives approximately \$30k per year in local donations. Continuing this practice will help reduce and perhaps eliminate the need to finance major replacement costs (specifically the synthetic turf and track at Witter Field and synthetic turf at Becker Field) in the future. The District set \$800k as a goal to reach by June of 2015, when the current warranty on Witter Field expires. It is anticipated the District

will have close to \$700k reserved by that time.

- **Remaining Categorical Programs**

As part of the District's LCAP process, determination of support for programs no longer funded by the State will be open to community discussion and public input. The Board may choose to continue base funding levels for categorical programs based on 2012-13 apportionments, or modify, combine, or eliminate tracking some program budgets altogether. No longer tracking program expenditures does not mean that the District is absolved of its responsibility or accountability for students served by that program.

Moving forward, the District must maintain K-3 class sizes of no more than 24 students to preserve continued CSR funding as part of the District's base grant. In addition, the District must also preserve programs formerly funded under the Pupil Retention Block Grant (a Tier III categorical grant that combined funding for programs assisting pupils who require additional help to succeed in school). Specifically, funds for Continuation High Schools, High Risk Youth Education, Tenth Grade Counseling, Dropout Prevention, and Early Intervention for School Success received by PUSD to support Continuation and Alternative Education programs are critical to the District's mission to serve all students. As part of the LCAP, ongoing support will need to be identified for continuing these educational programs. In 2012-13, support for Alternative Education was approximately \$320,000, including General Fund contributions. Maintaining funding in support of Alternative Education opportunities, perhaps in conjunction with efforts through Piedmont Adult Education, is strongly advised.

- **At-Large General Fund Commitments**

Finally, there are a number of programs not connected to the old State Categorical Funding model that are supported through the General Fund. Contributions to athletics via coaching salary supplements, the PUSD Wellness Center, BTSA/Peer Assistance and Review, professional development opportunities, and others are supplemented by District contributions. Funding for these commitments will be open to discussion and input from the community.

During upcoming months, discussions about District commitments and budget will be discussed at LCAP meetings.

Review Schedule of Regular Board of Education Meetings for 2014-15

The proposed schedule of 2014-15 Regular Board Meetings was presented this evening and will return for adoption at the March 12, 2014 meeting.

INFORMATION

Common Core Planning – Mathematics

The Piedmont Unified School District will host a series of engagement meetings with the community on mathematics (K-12). With the shift to Common Core, school districts across the state are reviewing the impact of these new standards on math curriculum (K-12). Parents are invited to the various Parent Education Nights and Curriculum Forums to learn about the shifts from the 1997 California State Standards to the new Common Core Standards, Performance Tasks, and course progression options.

Assistant Booker said that at the Feb. 11th Parent Education Night on Common Core – Mathematics, approximately 40 parents attended. Parents who are interested can attend the Curriculum Forum Meeting on Feb. 13th from 3:30 p.m. to 5:00 p.m., in the PHS Student Center. A math expert from the Alameda County Office of Education will explain the new standards, which include a list of skills and facts all students need to acquire. Standards are the destination, Common

NOT APPROVED

Regular Meeting Minutes of
February 12, 2014
Page 8 of 10

Core specifies the content and curriculum is the map.

The changes in math are a focus on greater depth and learning with an eraser – that is learning from mistakes. Common Core standards emphasize coherence in how a topic is elaborated over the years, an understanding of the connections between math concepts, and an emphasis on problem solving and reasoning skills.

Application Opening for 2013 Arthur Hecht Volunteer of the Year Award

Arthur Hecht was a community member who was a volunteer extraordinaire; he was one of the founders and originators of Millennium High School. In his memory each year an award is given to the volunteer of the year. The honoree receives a work of art from a high school AP art student. If the student chooses to part with their work of art they are given an honorarium and recognized at a Board meeting. Applications are available on the website and the deadline for submission of nominees is the close of business on March 10. An application and information are also on the District web site: www.piedmont.k12.ca.us under "Latest Announcements."

ANNOUNCEMENTS

Announcement of Elementary Enrollment (K-5th Grade) Day to be held on March 6

Elementary Enrollment Day will be held on Thursday, March 6. Details can be found on the PUSD website. If at all possible, please do not bring children to the enrollment day and please bring all necessary documents.

Announcement of Special Board Meeting, February 26, 2014

The Board will conduct a Special Board Meeting on Wednesday, February 26, 2014, from 4:00-5:00 p.m. in the District Administration Office Conference Room. New Board Members will be sworn in by the City Clerk, at which time the Board will also reorganize to select a President, Vice President and Secretary. Following the meeting, there will be a reception to welcome new members and honor outgoing members Ray Gadbois and Roy Tolles.

CORRESPONDENCE

Ms. Swenson reported that correspondence was light. There was one email regarding the election, one about robotics and an additional question but whether the Board was going to review the policy of allowing grandchildren to attend Piedmont schools.

BOARD REPORTS

Mr. Tolles had nothing to report.

Mr. Gadbois said he enjoyed working with Board members and staff.

Ms. Pearson attended the ALPS (Advanced Learner Program Support) meeting, the PHS Site Council, the Speaker's Series on Neurodiversity, the Wildwood Dads' Crab Feed, the Advanced Learner Support Program meeting, the Wildwood Open House, the PHS production of *Anything Goes*, the Diversity Education Advisory Committee meeting, and the PMS Site Council, where it was announced that the principals have set up a forum for student voice called "See Something, Do Something."

Ms. Swenson attended several City events, an excellent APCP meeting that included information on the LCAP, a follow-up on the technology meeting, and an AHT campaign meeting. She and Mr. Raushenbush attended the CTA Board Breakfast where the Mayor of Dublin, who is also a teacher, spoke.

Mr. Raushenbush also attended the APCP meeting, an AHT design meeting, and a meeting with organizers of the Turkey Trot.

CONSENT CALENDAR

Mr. Tolles moved, Ms. Pearson seconded, and Mr. Raushenbush, Ms. Swenson, Ms. Pearson, Mr. Gadbois and Mr. Tolles voted to adopt the Consent Calendar.

- A. *Adopt Regular Board Meeting Minutes of January 8, 2014 Board Meeting
- B. *Adopt Regular Board meeting Minutes of January 22, 2014 Board Meeting
- C. *Approve Monthly Financial Report of the District for January, 2014
- D. *Approve Warrant List Dated for Goods and Services Rendered for November 1, 2013 through December 31, 2013
- E. *Approve Personnel Action Report
- F. *Approve Proposal for ROP Culinary Arts Course (Second Reading)
- A. *Approve donation to the sports program of a Game Ready device and additional accessories from an anonymous donor. The cost of these items is \$1996.
- G. Approve one Master Contract and one Individual Service Agreement with ABC (A Better Chance School) to provide nonpublic school services for one student, effective February 24, 2014 through June 13, 2014, at a total cost not to exceed \$21,445.50. Funding: Special Education
- B. Approve one reimbursement to parents of one student, for expenses related to residential placement, effective December 26, 2013 through December 29, 2013 at a total cost not to exceed \$832.99. Funding: Special Education

FUTURE BOARD AGENDA ITEMS

—▶ **SUBJECT TO CHANGE** ◀—

- Review Facilities Standards/ Green Policy (TBD)
- Facilities Use – Fee Structure (TBD)
- Discuss items for contract reopeners between the District) and California State Employees Association (CSEA), Chapter 60 (TBD)
- Student Accountability Report Cards (SARC) (TBD)
- Approve 2012-13 Consolidated Applications, Part II (TBD)
- Special Board Workshop: New Member Orientation (TBD)
- Updates to Comprehensive Safety Plan – School Site Plans (TBD)
- Midyear Assessment of District Goals for 2013-14

ADJOURNMENT

The meeting was adjourned at 10:35 p.m.

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

CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education

PIEDMONT UNIFIED SCHOOL DISTRICT

Piedmont, California

March 26, 2014

TO: Members of the Board of Education
FROM: Constance Hubbard, Superintendent
SUBJECT: Personnel Action

SUBJECT TO BOARD APPROVAL

Extra Compensation:

| | | |
|--|-------------------------------|-----|
| Bangert, Chelsea Effective 2/10/2014 | Varsity & JV Swim Asst. Coach | PHS |
| Beelke, Corey Effective 2/10/2014 | Varsity Boys Golf Asst. Coach | PHS |
| Bierauguel, Kaylee Effective 2/10/2014 | JV Girls Lacrosse Coach | PHS |
| Bourcier-Holmlund Jeanine Effective 2/10/2014 | Track Head Coach | PHS |
| Byrd, Melisa Effective 2/10/2014 | Varsity Badminton Head Coach | PHS |
| Chapon, Christine Effective 2/10/2014 | Track Asst. Coach | PHS |
| Clark, Mike Effective 2/10/2014 | JV Boys Lacrosse Asst. Coach | PHS |
| Coats, Scott Effective 2/10/2014 | Weight Room Supervisor | PHS |
| Davies, Morgan Effective 2/10/2014 | Varsity Boys Golf Coach | PHS |
| Deering, Jennifer Effective 2/10/2014 | Varsity Softball Head Coach | PHS |
| Epstein, Alex Effective 2/10/2014 | JV Boys Lacrosse Asst. Coach | PHS |

**Board of Education Meeting
Personnel Action List
March 26, 2014
Page 2 of 3**

Extra Compensation Continued:

| | | |
|---|------------------------------------|-----|
| Forlino, Anthony Effective 2/10/2014 | JV Boys Golf Head Coach | PHS |
| Gillins, LaNon Effective 2/10/2014 | Varsity Girls Lacrosse Head Coach | PHS |
| Gimore, Peter Effective 2/10/2014 | Track Asst. Coach | PHS |
| Gray, Kristy Effective 2/10/2014 | Varsity Softball Asst. Coach | PHS |
| Kindell, Jaleel Effective 2/10/2014 | Track Asst. Coach | PHS |
| Kwong, Kalina Effective 2/10/2014 | JV Girls Lacrosse Coach | PHS |
| Landes, Jim Effective 2/10/2014 | JV Boys Tennis Coach | PHS |
| Olson, Eric Effective 2/10/2014 | Varsity Baseball Head Coach | PHS |
| Reich, Corey Effective 2/10/2014 | JV Boys Tennis Asst. Coach | PHS |
| Rothenberg, Neil Effective 2/10/2014 | Varsity Boys Tennis Coach | PHS |
| Safir, Nick Effective 2/10/201 | JV Baseball Head Coach | PHS |
| Savage, John Effective 2/10/2014 | Varsity Swim Head Coach | PHS |
| Saxon, David Effective 2/10/2014 | Varsity & JV Swim Coach | PHS |
| Schenone, Ben Effective 2/10/2014 | Varsity Boys Lacrosse Asst. Coach | PHS |
| Simpson, Dave Effective 2/10/2014 | Varsity Girls Lacrosse Asst. Coach | PHS |

**Board of Education Meeting
Personnel Action List
March 26, 2014
Page 3 of 3**

Extra Compensation Continued:

| | | |
|-------------------------------------|---------------------|-----|
| Smith, Chris Effective 2/10/2014 | JV Track Head Coach | PHS |
|-------------------------------------|---------------------|-----|

| | | |
|---------------------------------------|-------------------|-----|
| Stewart, Tamas Effective 2/10/2014 | Track Asst. Coach | PHS |
|---------------------------------------|-------------------|-----|

| | | |
|---|----------------------------------|-----|
| Strothers, Jerem Effective 2/10/2014 | Varsity Boys Lacrosse Head Coach | PHS |
|---|----------------------------------|-----|

| | | |
|--|-----------------------------------|-----|
| Wainess, Elliot Effective 2/10/2014 | Varsity Boys Lacrosse Asst. Coach | PHS |
|--|-----------------------------------|-----|

| | | |
|---------------------------------------|------------------------|-----|
| Weidkamp, Nate Effective 2/10/2014 | JV Boys Baseball Coach | PHS |
|---------------------------------------|------------------------|-----|

Resignation: Certificated:

| | | |
|--|-------------------------|-----|
| Cincotta, Michael Effective 6/13/2014 | Math Teacher 1.0 FTE | PHS |
|--|-------------------------|-----|



Field Trip Request

(Overnight and/or Out-of-State/Foreign Field Trips must be approved by the Board)

Instructor/Advisor/Coach: Mark Cowherd # of Students: 18

School: PHS Grade/Class: JSA (10-12)

Destination: Santa Clara Marriott Depart Date: 4/4/2014 Return Date: 4/6/2014
Depart Time: 3:30 pm Return Time: 2:00 pm

Describe the objectives of the proposed activity and how they relate to the course/grade/program

We are going to the Spring State Junior State Convention. The students will participate in political and social debates with others from Northern California.

Transportation: Private Vehicle(s) Rental Vehicle(s) Bus(es) Walking Flight

Cost:

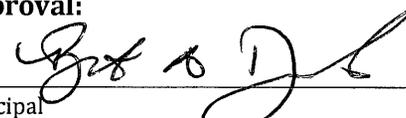
Substitute Coverage Needed (Teachers ... please use AESOP to record absence after approval)

Estimated Cost: \$ 150.00 Funding Source: Private
Transportation/Lodging/Meals

Additional Information Needed Once Approved:

- PUSD Field Trip: Permission/Waiver/Accident Form (for each student)
- PUSD Field Trip: Itinerary Form
- PUSD Field Trip: Personal Vehicle Use Form (if using private vehicle(s) – for each driver)
- PUSD Field Trip: Staff Notification and Student Roster Form
- PUSD Field Trip: Out-of-state/Foreign Travel Agreement (only if traveling out-of-state)
- PUSD Field Trip: Medical Information Form (for each student needing medication)
- PUSD Volunteer Clearance Form (for each adult volunteer)

Approval:


Principal

Date

3-10-14

Governing Board (Overnight/Out-of State only)

Date

Revised 6/3/13

PIEDMONT UNIFIED SCHOOL DISTRICT

RESOLUTION NO. 10-2013-14

SIGNATURE CARD – BOARD MEMBERS

WHEREAS, Education Code Section 42632 requires that each order drawn on funds of the District shall be signed by at least a majority of the members of the Governing or by a person or persons authorized by the Governing Board to sign orders in its name; and

WHEREAS, the members of the Governing Board of the Piedmont Unified School District shall be responsible for filing such signatures with the County Office of Education per Education code Section 42633; and

WHEREAS, this resolution supersedes all previous resolutions representing the signature of the Governing Board, and declares said prior resolutions null and void;

NOW, THEREFORE, BE IT RESOLVED that the following signatures are those of each member presently serving on the Governing Board:

| <u>Signature</u> | <u>Name</u> |
|------------------|---------------------|
| _____ | Richard Raushenbush |
| _____ | Andrea Swenson |
| _____ | Sarah Pearson |
| _____ | Amal Smith |
| _____ | Doug Ireland |

PASSED AND ADOPTED by the following vote of the Piedmont Unified School District Board of Education this 26th day of March 2014:

- AYES:
- NOES:
- ABSTAIN:
- ABSENT:

By approval of this resolution, I hereby certify that the above Resolution was adopted and passed by the Board of Education on the date indicated above and that the signatures appearing above are true and were affixed in my presence.

 Constance Hubbard
 Superintendent
 Piedmont Unified School District
 Alameda County, State of California

Board Meeting of
March 26, 2014

TO: Board of Education
FROM: Constance Hubbard, Superintendent
SUBJECT: **ACCEPT DONATION**

I. **SUPPORT INFORMATION**

It is recommended that the Board of Education accept the following anonymous donation recently received by the District:

- Donation in the amount of \$1,000 to the Special Education Department

II. **RECOMMENDATION: ACTION**

Accept donation

CH/ss

PIEDMONT UNIFIED SCHOOL DISTRICT

CERTIFICATION TO STATE BY GOVERNING BOARD OF THE PIEDMONT UNIFIED SCHOOL DISTRICT

| Coach | Title | Knowledge of Adolescent Psychology in Relation to Sports Participation | Knowledge of Rules and Regulations of Sport at High School Level & Coaching Techniques | Care & Prevention of Athletic Injuries | Valid First Aid and CPR/EMT I or II Cards | Fingerprint Clearance | CIF Coaching Education | Valid Concussion Training |
|---------------------------|---------------------------|--|--|--|---|-----------------------|------------------------|---------------------------|
| Bangert, Chelsea | Asst. Swim Coach | X | X | X | X | X | X | X |
| Belke, Corey | (VB) Asst. Golf | X | X | X | X | X | X | X |
| Bierauguel, Kaylee | (JVG) Lacrosse | X | X | X | X | X | X | X |
| Bonacum, Doug | Basketball | X | X | X | X | X | X | X |
| Boston, Coleen | (VG) Asst. Volleyball | X | X | X | X | X | X | X |
| Bourcier-Holmlund Jeanine | (V) Cross Country & Track | X | X | X | X | X | X | X |
| Bronson, Lindsey | (VG) Head Volleyball | X | X | X | X | X | X | X |
| Byrd, Melisa | (V) Head Badminton | X | X | X | X | X | X | X |
| Carter, Rich | (JV) Football | X | X | X | X | X | X | X |
| Chappon, Christine | (V) Asst. Track | X | X | X | X | X | X | X |
| Clark, Mike | (JVB) Asst. Lacrosse | X | X | X | X | X | X | X |
| Coats, Scott | (V) Head Football | X | X | X | X | X | X | X |
| Davies, Morgan | (VB) Golf | X | X | X | X | X | X | X |
| Deering, Jennifer | (V) Softball | X | X | X | X | X | X | X |
| Epstein, Alex | (VB)Lacrosse | X | X | X | X | X | X | X |
| Evans, Ken | (VG) (JVG) Basketball | X | X | X | X | X | X | X |
| Finney, Aileen | (VG) Waterpolo | X | X | X | X | X | X | X |
| Gardere, Bryan | (VG) Head Basketball | X | X | X | X | X | X | X |
| Gillins, LaNon | (VG) Head Lacrosse | X | X | X | X | X | X | X |
| Gray, Kristy | (V) Asst. Softball | X | X | X | X | X | X | X |
| Higgins, Joel | (VB)Asst. Soccer | X | X | X | X | X | X | X |
| Holan, James | (V) Asst. Football | X | X | X | X | X | X | X |
| Johnson, Andrea | (V) Cross Country | X | X | X | X | X | X | X |
| Karasik, Michael | (VG) Golf | X | X | X | X | X | X | X |

| Coach | Title | Knowledge of Adolescent Psychology in Relation to Sports Participation | Knowledge of Rules and Regulations of Sport at High School Level & Coaching Techniques | Care & Prevention of Athletic Injuries | Valid First Aid and CPR/EMT I or II Cards | Fingerprint Clearance | CIF Coaching Education | Valid Concussion Training |
|------------------|------------------------|--|--|--|---|-----------------------|------------------------|---------------------------|
| Kindell, Jaleel | (V) Asst. Track | X | X | X | X | X | X | X |
| Kirby, John | (JVB) Basketball | X | X | X | X | X | X | X |
| Kwong, Kalina | (JVG) Lacrosse | X | X | X | X | X | X | X |
| Landes, Jim | (JVG) ,(JVB) Tennis | X | X | X | X | X | X | X |
| Lavdiotis, Chris | (VB)Head Basketball | X | X | X | X | X | X | X |
| Lee, Korte | (V) Asst. Volleyball | X | X | X | X | X | X | X |
| Mills, Scott | (JVB) Asst. Basketball | X | X | X | X | X | X | X |
| O'Connor, Rory | (JVB) Head Soccer | X | X | X | X | X | X | X |
| Peritore, Andrew | (JVB) Head Lacrosse | X | X | X | X | X | X | X |
| Quick, Cameron | (V) Asst. Basketball | X | X | X | X | X | X | X |
| Rothenberg, Neil | (VG), (VB) Head Tennis | X | X | X | X | X | X | X |
| Safir, Nick | (V) Asst. Football | X | X | X | X | X | X | X |
| Savage John | (JVB) Swim Waterpolo | X | X | X | X | X | X | X |
| Saxon, David | (JV) Waterpolo | X | X | X | X | X | X | X |
| Schenone, Ben | (JVB) Lacrosse | X | X | X | X | X | X | X |
| Shih, Michael | (VB) Asst. Waterpolo | X | X | X | X | X | X | X |
| Simpson, Dave | (V)Asst. Softball | X | X | X | X | X | X | X |
| Smith, Chris | (V) Track & Cr.Country | X | X | X | X | X | X | X |
| Stewart, Tamas | (V) Track | X | X | X | X | X | X | X |
| Strothers, Jerem | (VB)Head Lacrosse | X | X | X | X | X | X | X |

PIEDMONT UNIFIED SCHOOL DISTRICT
760 Magnolia Avenue
Piedmont, CA 94611

We hereby certify that the Piedmont Unified School District has met the conditions set forth in Title 5, Sections 5593 and 5594, per the information provided.

Brent Daniels
Principal, Piedmont High School

Richard Raushenbush
President, Board of Education

Certification Accepted at Board of Education Meeting of: March 26, 2014