

TO: Board of Education

FROM: Constance Hubbard, Superintendent
Michael Brady, Assistant Superintendent, Business Services
Michelle Nguyen, Director of Fiscal Services

SUBJECT: **REVIEW 2013-14 REVISED BUDGET (AS REQUIRED BY ED CODE 42127(4)) AND PROVIDE INFORMATION REGARDING THE “LOCAL CONTROL FUNDING FORMULA” (LCFF)**

I. SUPPORT INFORMATION

On July 1, 2013 the Governor signed the 2013-14 Budget (AB 110) and education trailer bill AB 97, which establishes the Local Control Funding Formula (LCFF). The 2013-14 State Budget provides increased funding for schools as part of a seven-year effort to return school funding to 2008 levels. LCFF is intended to correct historical inequities in per pupil funding, and give greater control to school districts by granting flexibility for use of funds. Key components of LCFF, including regulations on the use of funds, will be determined in 2014. Thus, the entire 2013-14 budget year will be a period of transition, and every school district in California will have its own unique set of LCFF variables. Traditional models for determining “comparable” school districts to Piedmont Unified will be less applicable during the implementation of LCFF, as the funding model is deliberately skewed to correct funding inequities.

No Significant Budget Revisions

The Piedmont Unified School District has determined there are no significant changes to the District’s 2013-14 Adopted Budget from June, 26, 2013. The District has validated revenue assumptions it made under the traditional Revenue Limit model by comparing them with the new LCFF model. Specifically, the District used the LCFF calculator designed by the Business and Administration Services Committee (BASC) of the California County Superintendents Education Services Association (CCSESA) to calculate revenue for 2013-14 through 2015-16. The Department of Finance (DOF) reviewed, verified, and provided input in the development of the BASC LCFF calculator, and it is used throughout Alameda County. This is not to suggest the BASC-LCFF calculator is perfect: there have been multiple revisions made to the calculator since May of 2013, and there remain a number of inconsistencies. However, PUSD has been able to verify within \$25,000 the revenues presented as part of our Estimated Actuals. The LCFF will be incorporated into the budget for the First Interim Report in December, 2013.

School Boards must revise budgets for the current year based on the “Unaudited Actuals” from the previous year by September 15th of each year. The 2013-14 Unaudited Actuals and 2013-14 Revised Budget will be presented at the September 11, 2013 Regular Board Meeting.

II. RECOMMENDATION: REVIEW

TO: Board of Education

FROM: Constance Hubbard, Superintendent
Michael Brady, Assistant Superintendent, Business Services
Randall Booker, Assistant Superintendent, Educational Services
Terra Salazar, President, CSEA Chapter 60

SUBJECT: **CONDUCT PUBLIC HEARING AND APPROVE TENTATIVE AGREEMENT BETWEEN THE DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA), CHAPTER 60 for 2013-14**

I. **SUPPORT INFORMATION**

The current collective bargaining agreement between the Piedmont School District and The California School Employees Association (CSEA) is in effect through June 30, 2014. The contract allows for re-openers of up to 2 articles of choice by each group as well as salaries and benefits.

Attached is the Tentative Agreement that addresses the changes in the articles that were agreed upon by both negotiating teams. The membership of CSEA voted to approve the Tentative Agreement on Wednesday, August 14, 2013. It is presented for consideration by the Board for approval after a public hearing. Included is a copy of the changes that were approved on October 24, 2012 that have not been incorporated into the print copy of the contract. It is important to note that this agreement includes the clarification that any change to the benefits for active employees does not automatically apply to retirees. The Tentative Agreement presented this evening reflects the proposal that the District, as of October 1, 2013, assumes the cost for dental benefits for active employees in addition to continuing the same contribution rate toward medical benefits. It is the same as the benefits approved for the Association of Piedmont Teachers (APT) in June 2013. This is in keeping with the tradition of "me too" benefits being the same for all employees in the District. The estimated ongoing cost to the District for CSEA is \$113,813. The 2013-14 Adopted Budget and multi-year projections includes this cost.

The negotiation teams practice interest-based bargaining and enjoy a positive relationship. In this very difficult economic climate, the willingness of employee groups to work together is very much appreciated.

II. **RECOMMENDATION: REVIEW AND ACTION**

It is recommended that the Board conduct a Public Hearing and approve the Tentative Agreement with CSEA as presented.

Tentative Agreement

The following constitutes the Tentative Agreement between the Piedmont Unified School District ("District") and the California School Employees Association, Chapter 60 ("CSEA"), collectively referred to as the "Parties." The 2013-14 Agreement between the Governing Board and CSEA ("Collective Bargaining Agreement" or "Agreement") shall be amended to be consistent with the Tentative Agreement.

ARTICLE 4 – Evaluation Procedures

- 4.2 Evaluations on probationary employees ~~may~~ *shall* be performed at any time during the nine (9) month probation period. Any employee whose permanent status may be in doubt will be given notification of concern(s) before the nine (9) month probationary period is concluded.
- 4.3 *A. Permanent employees will be evaluated on an ongoing basis and formally in writing one (1) time each fiscal year. After the fifth (5th) year of employment in the same assignment, a performance evaluation shall be completed at least every other year. Written evaluations on appropriate forms for permanent employees shall be completed by June 29 covering the annual period ending June 30.*

ARTICLE 15.5 - Work Year

B. 11 Month Employees-Extended Year

The work year for 11 month employees shall consist of 238 paid days. The work year may be increased up to 10 additional paid days at the discretion of the District or site administrator. The employee has the option to work the additional days. If the employee chooses not to work the additional days, the District may hire a replacement for that period of time. A timesheet must be submitted and approved by the supervisor for these additional days.

Vacation days shall be taken during school recess periods. It is expected that the two optional holidays ~~and the employee's birthday~~ will be taken during school recess periods.

C. 12 Month Employees-Year-round

Twelve month employees are on a year-round work schedule. They are on duty unless there is a paid holiday or if they have approved vacation, ~~employee birthday~~, or optional holidays.

D. Paraeducators and Occupational Therapists-Academic year

Instructional paraeducators include classroom, music, physical education, and special education paraeducators. The work year shall coincide with the instructional and planning days for teachers and shall consist of the following number of paid days.

<u>Years in District</u>	<u>Paid Days Per Year</u>
1 - 3	206
4 - 9	210
10	212
11 - 13	214
14 - Up	215

All holidays and vacation days are included in paid days per year.

The work year shall commence on a date specified by the site or district administrator. Written notification will be provided at least one week before the first day of work.

ARTICLE 19- HEALTH BENEFITS

- 19.1 A. Effective October 1, 2013, the District shall provide unit members a total contribution to medical and dental benefits, collectively referred to as "Benefits," that is capped at the following amounts for full-time employees:

Employee Only Benefits Coverage	\$ 6,500.00 + 1-Party Dental
Employee Plus One Benefits Coverage	\$13,000.00 + 2-Party Dental
Family Benefits Coverage	\$18,000.00 + Family Dental

The District's amount of contribution for Benefits will be prorated for unit members working less than full-time based on the ratio that his or her service bears to full-time service (FTE). *The District contribution to dental coverage will be based on the coverage level chosen for medical (1-party, 2-party, or Family).* Effective October 1, 2013, any increase in the cost of Benefits beyond the capped amount will be assumed by the unit member, unless negotiated otherwise. *These negotiated changes to the capped amount are applicable to active employees only.* Any new employee shall be entitled to medical and dental benefits or an entitlement amount, prorated to his or her FTE. [The employee's monthly contribution shall not exceed that of a current regular employee as described in "Health Plan Premiums and Employees' and District's Contributions to Health Care Costs," which is released annually before the open enrollment period.]

- B. All unit members must be covered by a medical plan. Unit members who choose not to participate in the District's medical plan must submit proof of coverage under another plan. Unit members who opt to not participate in the District's medical plan will be eligible for a one thousand dollar (\$1,000.00) entitlement that may be used to purchase vision care, income protection, life insurance, or other plans that the unit member may select. This cash-in-lieu option will be provide to all eligible unit members only if permitted under the provisions of the medical plan.
- C. Under the current District dental plan, all unit members employed .3 FTE or more, must be covered by the District dental plan. The District and CSEA may mutually agree on an alternative dental plan.

19.2 Domestic partners have the option to purchase benefits coverage.

- 19.7 The District agrees to contract with the State for a program of State Disability Insurance for all classified employees. Such program shall provide for a coordination of SDI basic benefits and accumulated sick leave to the effect that there shall be deducted from the employee's accumulated sick leave only that portion of a day's leave which, when combined with the SDI basic benefit amount, shall not exceed 100% of an employee's regular base salary as reported to PERS during the month disability occurred.
- 19.8 The employee shall have the option either to:
- A. ~~Endorse and~~ Deliver all SDI ~~checks~~ [funds] received to the District payroll department. The District will issue the employee appropriate salary warrants(s) for payment of the employee's salary and deduct normal retirement and other authorized deductions as required by law from that portion of the warrant in excess of the SDI benefit amount.
 - B. Retain all SDI ~~checks~~ [funds] and send copy of ~~check(s)~~ [verification of funds] received to District Payroll Office. The District will deduct the amount of SDI ~~check(s)~~ [funds] from the gross amount of subsequent warrants and then deduct taxes. This option will affect the amount reported to Public Employees Retirement System (PERS).
- 19.9 In the event of the death of an employee, the employee's spouse and/or dependents have the option of remaining on the currently subscribed District medical/dental plan at their own cost.

MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT

(Reviewed 2012-13)

The parties agree to the following:

1. (15.1.D) Work Week:

The District will make every effort to accommodate any custodian, maintenance worker, technician, or groundskeeper/gardener who wishes to work a 4-day, 10-hour per day week during the summer. Such employee desiring to work such a schedule shall submit a written request to his or her immediate supervisor who will in good faith try to accommodate the employee's request. If a satisfactory 4-day work week schedule cannot be arranged, the employee shall work his/her normal 5-day week.

2. This memorandum is not a part of the Collective Bargaining agreement. It is, however, grievable in accordance with Article V of the agreement.

3. The memorandum shall remain effect for as long as the current Collective Bargaining agreement is in effect.

MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT

(Reviewed 2012-13)

It is agreed that the District will contract for specialized services in the maintenance of Witter field. These services may be provided by a single or multiple contractors to include mowing, clipping disposal, edging, aeration, sand topping, vertical mowing, fertilizing, overseeding, spray applications, and irrigation maintenance.

This contract service will not result in the layoff of CSEA employees and the effect of this contracted service on current CSEA employees will be negotiated.

Revised TA - 8/6/13

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~~MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT~~

~~Instructional paraeducators who volunteer to participate in "staff development buyback program" (initiated in 1998-99) will receive \$75.00 for each day (or day equivalent) of training.~~

~~MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT~~

~~(Reviewed 2012-13)~~

~~When District employees are being hired who have responsibility for classified employees, CSEA shall have [equitable] representation on the interview panel.~~

~~MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT~~

~~Non-management food service employees will become a part of the bargaining unit beginning the 2004-05 school year. Their salaries will continue to be reimbursed by the parent club organization. Current employees will be paid at existing rate of pay. CSEA will work with the District to develop a salary schedule for new employees as they are hired.~~

~~MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT~~

~~(Reviewed 2012-13)~~

~~Work calendars will be prepared for 12-month classified, 11 month classified, 10 month non-paraprofessional classified employees, and 10-month paraprofessional classified employees. Additional hours over contracted time must be pre-approved by the site administrator.~~

MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT

(Reviewed 2012-13)

The Piedmont Unified School District ("District") and the California School Employees Association (CSBA) Chapter #60 do hereby agree that all paraprofessional/instructional paraeducators hired on or before January 8, 2002 are highly qualified as defined by the No Child Left Behind Act of 2001.

~~MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT~~

~~For the 2007-08 work year, the number workdays for paraeducators are increased from 181.5 to 182.5 workdays. The additional day will be October 9, 2007, for paraeducator staff development.~~

MEMORANDUM OF UNDERSTANDING BETWEEN
CSEA AND ITS PIEDMONT CHAPTER 60
AND THE PIEDMONT UNIFIED SCHOOL DISTRICT

(Reviewed 2012-13)

Any employee covered by a family member's health benefits whose family's health benefits are terminated due to loss of employment will become eligible for District health benefits in compliance with the timeline for qualifying events.

Revised TA - 8/6/13

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Tentative Agreement

The following constitutes the Tentative Agreement between the Piedmont Unified School District ("District") and the California School Employees Association, Chapter 60 ("CSEA"), collectively referred to as the "Parties." The 2011-12 Agreement Between the Governing Board and CSEA ("Collective Bargaining Agreement" or "Agreement") shall be amended to be consistent with the Tentative Agreement.

Article 19 – Health Benefits

19.1 A. Effective July 1, 2011, the District shall provide unit members a total contribution to medical and dental benefits, collectively referred to as "Benefits," that is capped at the following amounts for full-time employees:

Employee Only Benefits Coverage	\$6,500.00
Employee Plus One Benefits Coverage	\$13,000.00
Family Benefits Coverage	\$18,000.00

The District's amount of contribution for Benefits will be prorated monthly. The District's contributions for Benefits for unit members working less than full-time are based on the ratio that his or her service bears to full-time service (FTE). Effective July 1, 2011, any increase in the cost of Benefits beyond the capped amount will be assumed by the unit member, unless negotiated otherwise. Any future negotiated changes to the capped amount are applicable to active unit members only.

B. All unit members must be covered by a medical plan. Unit members who choose not to participate in the District's medical plan must submit proof of coverage under another plan. Unit members who opt not to participate in the District's medical plan [are] eligible for a one thousand dollar (\$1,000.00) entitlement that may be used to purchase vision [care], income protection, life insurance, family or 2-party dental, or other plans that the unit member may select. This [entitlement] option will be provided to all eligible unit members only if permitted under the provisions of the medical plan. Employees employed .3FTE or more who waive medical coverage shall receive Employee-Only dental coverage at no cost. The entitlement option shall be prorated for unit members working less than full-time, based on the ratio that his or her service bears to full-time service (FTE). The entitlement option shall be prorated for unit members hired after the beginning of the school year.

Article 4 – Evaluation Procedures

4.2 Evaluations on probationary employees shall be performed at any time during the nine (9) month probation period. Any employee whose permanent status may be in doubt will be given notification of concern(s) before the nine (9) month probationary period is concluded.

4.3 A. Permanent employees will be evaluated on an ongoing basis and formally in writing one (1) time each fiscal year. After the fifth (5th) year of employment in the same assignment, a performance evaluation shall be completed at least every other year. Written evaluations on appropriate forms for permanent employees shall be completed by June 29 covering the annual period ending June 30.

CSEA

10-16-12

Donna L. Smith LRR

Halegon

Bill Long

J. Turnbull Decker

Ras Medura

DISTRICT

10-16-12



Kamita J. Brown

Ku Rault

AA Lasky

TO: Board of Education

FROM: Constance Hubbard, Superintendent
Michael Brady, Assistant Superintendent, Business Services
Randall Booker, Assistant Superintendent, Educational Services

SUBJECT: **APPROVE BENEFITS FOR ALL UNREPRESENTED EMPLOYEES OF THE DISTRICT (ASSOCIATION OF PIEDMONT SCHOOL ADMINISTRATORS AND SUPERINTENDENT) CONSISTENT WITH COLLECTIVE BARGAINING GROUPS**

I. **SUPPORT INFORMATION**

The District has a practice of offering like benefits to all employees. Benefits are subject to collective bargaining for the two employee organizations (Association of Piedmont Teachers and California School Employee Association) for which the District has Collective Bargaining Agreements. The Superintendent, Certificated Administrators, Classified Managers and Confidential employees are not members of a group that is subject to collective bargaining.

It is requested that the Board approve the application of the same benefit package adding dental benefits to the District's current benefit contribution as approved for the CSEA and APT employee groups for the unrepresented employees of the District. The estimated ongoing fiscal impact is estimated to be \$21,340 and has been included in the 2013-14 Adopted Budget and multi-year projections.

II. **RECOMMENDATION: REVIEW AND ACTION**

Approve benefits for unrepresented employees consistent with all employee groups.

TO: Board of Education

FROM: Constance Hubbard, Superintendent
Michael Brady, Assistant Superintendent, Business Services
Randall Booker, Assistant Superintendent, Educational Services

SUBJECT: **REVIEW SERIES E BOND SALES - \$12M**
SUMMARY OF TOTAL \$56M SEISMIC BOND PROGRAM FINANCES

I. **SUPPORT INFORMATION**

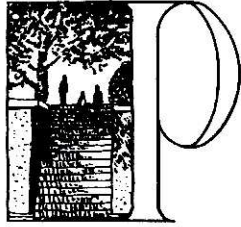
The voters approved Measure E in 1996 that authorized \$56M in bonds to address seismic safety and accessibility issues in all of the buildings in Piedmont School District. Attached is a summary of the entire program that was presented to the Board in January 2013.

As part of the bond program, the District issued Bond Anticipation Notes (BANs) in 2010 which require conversion to bonds within five years of their issuance. In May 2013, the Board authorized the negotiated sale of the final \$12M of bonds to replace the BANs. The transaction was completed on August 7, 2013 with escrow closing on August 21, 2013.

Attached is a summary of the process and the bond program financing that was prepared by the District's consulting firm KNN.

The community was served well with an overall 2.57:1 repayment to principle ratio for the total \$56M bonds issued as authorized by Measure E in 2006.

II. **RECOMMENDATION: REVIEW AND DISCUSSION**



PIEDMONT UNIFIED SCHOOL DISTRICT

ADMINISTRATION BUILDING

760 Magnolia Avenue • Piedmont, California 94611-4088 • (510) 594-2600

SEISMIC SAFETY BOND PROGRAM March 2006 - December 2012

The Piedmont Unified School District has now completed its comprehensive program for seismically strengthening or replacing school facilities to meet or exceed current standards for life safety. This \$69.1 million Seismic Safety Bond Program involved leadership by State and local officials, stewardship of State and local bond funds during the unprecedented State budget crisis, and extraordinary community involvement and support, all of which made it possible to complete the program on the original schedule despite unusual challenges.

Improving the Life Safety of School Facilities

Before the Seismic Safety Bond Program (SSBP), the District's facilities were a mix of aging buildings built between 1935 and 1996. Although the buildings were built in compliance with applicable building codes at the time of construction, building codes changed significantly after the 1971 San Fernando earthquake and again after the 1989 Loma Prieta and 1994 Northridge earthquakes. Starting in 2000, two independent structural engineering studies identified District school buildings that would likely pose life safety risks in the event of a major earthquake on the nearby Hayward Fault. Based on the findings, the Board of Education developed plans to mitigate these seismic safety risks.

In March 2006, Piedmont voters authorized the District to sell up to \$56 million in general obligation bonds to finance the repair, strengthening, and renovation of school buildings. The following November, California voters approved Proposition 1D, authorizing the sale of State bonds for seismic strengthening of school facilities.

Following further engineering investigation and analysis, and community workshops, the District embarked on the SSBP: PUSD defined the scope and prioritized each seismic safety project; developed plans for the concept, design and construction of projects and issuance of bonds and applications for State funds; and presented these priorities and plans to the Board of Education and the Piedmont community. The priority for the multi-year SSBP was to address the most structurally deficient buildings first, including Havens, the Piedmont High School Student Center and Library/Quad buildings, and the District Maintenance Facility, with strengthening of the Wildwood and Beach Schools in later phases of the program. The construction phase was expected to take three years.

A guiding principle of the SSBP was that, although seismic strengthening may not *prevent* earthquake damage, it can significantly improve life safety and reduce the risk of harm to students and school personnel.

The budget for the SSBP was set at \$69,156,161, including the local bond funding (up to the maximum of \$56 million), City and community funds (\$1,200,000 toward the cost of the new

Havens playfield), and State matching funds for seismic strengthening, accessibility enhancements and facility modernization (initially, conservatively estimated to be roughly \$12.7 million). The construction phase began in 2009 and ended, on time and on budget, in 2012.

Stewardship of Local and State Funds

The District anticipated issuing the \$56 million in capital appreciation bonds over a period of several years, as needed, to meet the cash demands of the multi-phase SSBP. The *timing* of school district bond sales is limited by: statutory restrictions on the aggregate debt issued by the district, and the rate at which previously-issued school bonds are retired; growth in assessed local property values, which in turn determines the amount of property taxes available to repay bonds; and statutory limits on the tax rate that may be imposed to repay bonds. Also, the District anticipated that State funding for each school project would be received within a few months after establishing eligibility for the funds.

- *Impact of the State Economic Crisis*

The unprecedented State economic crisis unsettled the SSBP financing plans just as the construction phase of the SSBP was getting underway. The payment of State funds to all school districts was unexpectedly and indefinitely halted. At the same time, the crisis created uncertainty about growth in assessed local property values, affecting the timing of local bond sales. In order to keep the construction on schedule and manage cash-demand and cash-flow, the District had to continually adjust to changing variables.

In 2008, the District determined there would be sufficient local funding – bond funds plus contributions from the City of Piedmont – to complete new construction of Havens and renovation of Ellen Driscoll Auditorium, the Piedmont High School, the Piedmont Middle School fire alarm system, and the Maintenance Building. (The District had issued the first \$14,999,934 million in SSBP bonds in August 2006, and an additional \$19 million in October 2009.) These “Phase One” projects were completed on schedule without receiving any State matching funds. However, some features of these projects were deferred to reduce costs and thereby maximize the cash on hand, to make it possible to continue to the next phase the SSBP.

In 2010, the District issued \$12 million in bond anticipation notes (BANs), essentially borrowing money against its capacity to issue bonds in the future. By issuing BANs, the District preserved its ability to use new and possibly more advantageous funding options that were expected to come available in 2011 as part of the federal stimulus program. The District then used a combination of the remaining local funding, and the availability of bridge financing if needed, to complete both the Wildwood project (“Phase Two”) and design of the Beach project. During this phase, \$4.7 million of State matching funds was paid to the District, easing financial pressure on the SSBP and making bridge financing unnecessary. Nonetheless, several features of the Wildwood project (such as roof and HVAC replacement) were deferred to make it possible to continue to the final phase of the SSBP, the Beach construction.

In January 2011, the District received authorization to issue \$10 million in Qualified School Construction Bonds (QSCBs), a new option available to school districts through the federal American Recovery and Reinvestment Act. QSCBs provide federal tax credits for bondholders in lieu of interest, significantly reducing the District’s costs, and saving Piedmont taxpayers millions of dollars in interest payments on these bonds.

The District then used a combination of the remaining cash on hand and the availability of bridge financing to proceed with the Beach project (“Phase Three”). In proceeding with the Beach project, the Board considered the strong likelihood of receipt of some State funding in late 2011 or early 2012. The Board anticipated that it might need to split the Beach project into two parts: Seismic strengthening and modernization of the school building to be completed in 2011/12; and site work and landscaping, including construction of new retaining walls and installation of a garden, to be completed during the summer of 2013. However, in December 2011, the State released \$1 billion in bond proceeds to schools and the District received \$8.45 million from this allocation, making it possible to complete all remaining projects on the original schedule.

- *Eligibility for More State Funding than Originally Estimated*

To date, the District has received \$13.1 million in State funds, more than the \$12.7 million originally estimated. Although the SSBP budget (\$69.1 million) has remained the same, the aggregate funding received from all sources now totals nearly \$70.3 million, and this sum will increase as the final State payments are received. Specifically, the District is scheduled to receive an additional \$3 million in State funding in early 2013 for the Beach project, and roughly \$650,000 to \$1.2 million in Proposition 1D funding for the Havens project, although the timing of this payment remains uncertain. This additional money – roughly \$5 million – must be used for life/safety, modernization and accessibility improvements to school facilities.

Leadership by State and Local Officials

The success of the SSBP depended on the leadership of both State and local officials, and their close collaboration to promote school safety.

- *Assemblywoman Ellen Corbett and the Seismic Safety Inventory of California Schools*

More than a decade ago, State officials recognized that, given the age of most school facilities in California, significant seismic activity could cause catastrophic structural damage, injury or loss of life. Assemblywoman Ellen Corbett authored AB 300, which required the State Department of General Services (DGS) to prepare a seismic safety inventory of all public K-12 school buildings. As a result, DGS evaluated 9,959 schools for structural safety and concluded that over 7,000 schools required seismic strengthening. DGS focused on school buildings within close proximity to an active fault and ranked these buildings for the purpose of prioritizing State funding for seismic safety improvements.

- *Senator Loni Hancock and the School Seismic Safety Bond*

Following these efforts to inventory the seismic safety of school facilities, Senator Loni Hancock worked to provide the funding needed address these structural hazards. In November 2006, California voters approved Proposition 1D, authorizing the sale of \$200 million in State bonds for seismic strengthening of schools. However, the original criteria for allocating funds made it difficult for the some of the most vulnerable buildings to qualify.

When the District determined that the Havens kindergarten wing (Building A) was a significant hazard and relocated students to portable classrooms, it sought Proposition 1D funding to replace the kindergarten classrooms. Under the eligibility rules in effect at the time, Building A did not qualify. The District eventually received \$3.1 million in State *modernization* funding for Havens and used this funding – along with local bond funds - to replace Havens. Nonetheless, Senator Hancock recognized that the eligibility rules were inconsistent with the purposes of Proposition 1D, and she advocated for revision and the State eventually revised the eligibility requirements.

Although construction of the new Havens school was completed, the District was permitted to submit a new application for roughly \$1.2 million in Proposition 1D funds for Building A. The fact that the Havens project was completed, and that State *modernization* funding was used for this project, did not preclude the renewed application for *seismic* funding. Senator Hancock advocated for this application, arguing that the Havens project is an example of the kind of project the Legislature intended to reach when changing the criteria. With this support, the District's application was approved.

- *Local Leadership*

Superintendents Gail Uilkema and Constance Hubbard and members of the Board of Education confronted the District's varied seismic safety issues, building community support for the local bond program and the construction program, and working closely with State officials to maximize State funding for these projects and to facilitate State review of construction documents. In a written statement, Senator Hancock praised these efforts:

In 2006 I worked very hard to include \$200 million in the Proposition 1D measure to help local districts make their schools seismically safe.

In 2008, The Piedmont Unified Board stepped up to the plate, decided to retrofit its schools, and passed a bond to qualify for state funding. Their decision demonstrated real leadership. It isn't easy to go to the community with the news that school facilities could be vulnerable in the event of an earthquake, but when your schools sit almost directly on an earthquake fault, it is imperative to do so.

I admire the honesty, fortitude and determination of the Piedmont School Board district in deciding that the district needed to address earthquake safety immediately. The Piedmont community is to be congratulated for their willingness to contribute to making their schools safe with the passage of the local bond. For the past four years, I have worked diligently with the Piedmont Board and the State Allocation Board in an effort to help the school district qualify for a state match of the local investment. I'm delighted that we have succeeded. Congratulations to Piedmont for doing what few districts have done - and to have done it so well.

The Board members who oversaw the SSBP include: Ronnie Caplane, Chuck Chakravartula, Ray Gadbois, Cathie Geddeis, Betsy Gentry, Grier Graff, Martha Jones, Ward Lindenmayer, June Monach, Sarah Pearson, Richard Raushenbush, Andrea Swenson, Roy Tolles, and Dewey Watson.

Bill Drum, who was a close observer of the SSBP and a long-time member of both the SSBP Citizens Oversight Committee and Steering Committee, also praised the leadership and the success of the SSBP:

I spent many years managing construction for hospitals both in the public and private sectors. I can say unequivocally that the Piedmont Schools Seismic Upgrade Program has been an amazingly successful endeavor. The citizens of Piedmont should be very proud of the outcome and pleased with the low costs for such an extensive set of construction projects.

In the beginning there were concerns expressed by some Piedmonsters. In addition many problems can arise in construction projects and there were several we were

confronted with along the way. The PUSD Board of Directors provided the leadership for the whole process to achieve this outstanding result. They did this by seeking the advise and assistance from many resources including the Superintendent, Assistant Superintendent, principals, teachers, parents, parents clubs, community members and volunteers, architects, engineers, construction program planning and management consultants, community consultants, bond counsel, and bond consultants. All of these became a part of a team that provided the structure and involvement to produce extraordinary results.

With all of this advice and input the Board and Superintendent were able to make informed decisions and at times take some educated risks that proved to be important to the final results. Careful planning, seeking all avenues and opportunities of financing, careful attention to detail, timely response to barriers and problems, and a high level of communication were the characteristics of the Seismic Bond Program for our schools. As a result we now have very safe, handsome and functional schools. Now our schools will be standing strong in case of a major earthquake.

The SSBP Project Team includes Assistant Superintendent Michael Brady, Construction Managers Rich Vila and Pete Palmer, Architect John Nelson, and Program Manager David Burke.

Community Involvement and Support

The SSBP, which was at times controversial and faced unusual challenges due to the State economic crisis, would not have been successful without the following extraordinary community involvement and support.

- *Janiele Maffei Tovani and the Technical Advisory Steering Committee*

The early engineering studies that formed the basis of the SSBP were initiated by community members and structural engineers Janiele Maffei Tovani and John Sumnicht. Tovani and Sumnicht evaluated the structural safety of each of the school buildings and presented findings to the Board of Education and community groups, and Tovani later served as Chairperson of the Technical Advisory Steering Committee (TASC). For more than ten years, Tovani, now the Chief Mitigation Officer for California Earthquake Authority, volunteered her time and expertise to the SSBP. Other members of TASC include: William Blackwell, Grier Graff, Kenneth Jensen, Lisa Joyce, Mike Karasik, Ward Lindenmayer, Stan Moy, David Oppenheimer, Tom Ramsey, Katy Taylor, Janice Thatcher, Charles Thiel, and Roy Tolles.

TASC evolved into the SSBP Steering Committee, which met regularly with District staff, architects, and construction managers to oversee planning and management of the individual projects and program financing. The long-time members of the Steering Committee include: Bill Drum, Grier Graff, and Board of Education members Ray Gadbois, June Monach, Rick Raushenbush and Roy Tolles.

- *Committee to Support the SSBP Bond Measure*

In response to the structural issues raised by the engineering reports, community members organized to support the passage of the SSBP bond measure. The individuals who led this effort include Conna McCarthy and Dana Serleth.

- *Citizens Oversight Committee*

The SSBP Citizen's Oversight Committee (COC), which was formed to ensure that bond funds were used only for the purposes authorized by voters, played an unusual role in the SSBP. The COC is composed of individuals from: local businesses and organizations; legal, technical, and financial advisors; and parents. In addition to reviewing expenditures after-the-fact, as mandated by law, the COC provided input to the Board of Education and the Steering Committee on a range of policy decisions. Specifically, the COC: reviewed project budgets and schedules; reviewed revisions to budget, cash-flow and cash-demand projections that were necessitated by uncertainties in the timing and amount of State payments; and provided input on the sale and refunding of bonds, BANs, and applications for federal Qualified School Construction Bonds. Members of the COC include: the Honorable Yvonne Gonzalez, Grier Graff, Mark Aikawa, Patrick Bukowski, Philip Cardon, George Childs, William Drum, Rob Hendrickson, Ken Jensen, Robert Lally, CheeKeong Lin, Ward Lindenmayer, Stephanie Mooers, Margaret Ovenden, Dana Serleth, Nava Shaham, Cory Smegal, and Michael Zukerman.

Several members of the COC also served as representatives of the COC on the Steering Committee. Not coincidentally, they contributed significant professional expertise and helped guide the Steering Committee through a range of complicated issues: architect Grier Graff; construction attorney Rob Hendrickson; and Bill Drum, who had extensive experience with hospital construction.

Other community members contributed advice or expertise without formally serving on an SSBP committee, including Wes Smith, who shared ideas about how to phase and finance the SSBP.

- *Mark Becker and Andy Ball*

Havens had the greatest structural deficiencies and posed the greatest safety risks in the event of an earthquake. For that reason, in September 2006, portions of the school were closed because of safety concerns, and most students were taught in portable classrooms installed on the blacktop. District consultants estimated that construction of a new school, as compared with a retrofit of the old school, would be unaffordable. The District and many members of the community were skeptical about both the cost estimates and whether a retrofit would serve the needs of the community.

On his own initiative, community member and designer Mark Becker developed the design for what is now the new Havens school and playfield. Becker presented his designs to the Piedmont community in numerous community meetings, and developed broad support for construction of a new school rather than a retrofit. Becker then enlisted community member and builder Andy Ball, who agreed to construct the new school for a guaranteed maximum price that fit the District's budget.

- *Relocation of Students*

At various points during construction: each elementary school was relocated to an empty school site leased from the Emeryville Unified School District; kindergarteners and Schoolmates facilities were relocated to either Beach or Havens to remain in Piedmont; and PHS students were relocated to portables on the Havens site. Havens teacher Ken Taylor identified the Emeryville campus, which is roughly five miles from Piedmont, as a relocation option. In connection with the relocation and the related school bus program, the District held a series of community and parent meetings, and neighborhood meetings in Piedmont and Emeryville. On her own initiative, community member and business consultant Maria Breber helped analyze and present the

numerous, controversial relocation options, and the pros, cons and cost implications of each, for the Board of Education and the parent community.

The relocation and school bus programs involved close coordination and collaboration with the City of Piedmont staff, the City Council, and the Recreation Commission, and the Emery Unified School District. Special acknowledgement is due to Larry Rosenberg, Chester Nakahara, Captain Scott Wyatt, Anne Swift, John Tulloch, Mark Delventhal, Erin Rivera, Michael Murphy, Sena Weidkamp, and Sarah Normart, as well as to former Superintendent John Sugiyama, and Roy Miller, district architect for the Emery Unified School District.

- *Private Fundraising for SSBP Project Enhancements*

Parents and school support organizations have contributed more than \$500,000 to enhance SSBP projects. The enhancements include AV equipment, auditorium lighting and stage curtains, landscaping, and playground equipment.

- *Support of the Certificated and Classified Staff*

Perhaps most important, the District's certificated and classified staff have supported the SSBP and managed the disruptions associated with construction and multiple relocations, creating and maintaining a calm, upbeat environment for learning.

* * * * *

As described above, members of the broad community played a substantive role in shaping and overseeing the SSBP at every stage of the program. Rob Hendrickson, a long-time COC member, commented on the importance of both collaboration and consideration all viewpoints in overcoming the challenges confronted during the SSBP:

Some of the major obstacles overcome were weathering the state budget and funding crisis which erupted in the middle of the program, developing community consensus on major decisions such as replacement of Havens and busing to Emeryville, and managing over \$60 million in design and construction contracts covering 7 separate projects, all the while maintaining the core educational programs. These successes would not have been possible without the District's assembling and directing a talented team of design, construction and finance professionals to work with dedicated community members to make the most out of the opportunities presented.

Getting the whole project completed within budget and without any major schedule hiccups was an accomplishment.

One of the District's wisest decisions was to pay attention to project management and community input. The District realized that its own staff were busy full time with their existing positions, and were not design or construction specialists in any event and therefore decided to retain experienced construction management expertise and to seek experienced community input to help plan and manage the entire process. Risk management became an integral part of the entire process, from conceptual planning, to design and continuing through construction and project close-out. Rather than waiting to react to problems, the District's team proactively sought to manage the process to avoid problems, an approach which ensured both financial success and community appreciation.

This proactive approach allowed the District to intelligently manage the many uncertainties and risks inherent in projects of this size and complexity through a deliberative process that virtually everyone would agree was a success and no one could complain that their perspective was not considered and debated.

The SSBP was at times highly controversial, with robust debate concerning scope of the overall program and individual projects, relocation of elementary students to Emeryville, and proceeding with design and construction when State funding was uncertain, among other issues. There were principled disagreements, but there was a process to air those disagreements, and decisions were made following consideration of all viewpoints and all available information. Superintendent Constance Hubbard describes the overall program in this way:

Ultimately, the Seismic Safety Program reflects the core values of the Piedmont community in its foresight, thoughtfulness, and spirit of collaboration. Piedmonters are not merely residents of a city, but are participants in a community committed to working together to allocate resources for the good of the whole, and especially its children. The collective talents, generosity, and integrity of the people in this community have ensured that Piedmont's public schools remain at the Center for Community Life; and Piedmont schools will be able to continue to be available as a resource to the community after a major earthquake. My sincerest gratitude goes to the residents of Piedmont on behalf of all students, now and for many years to come.



August 16, 2013

**Board of Education
Piedmont Unified School District
760 Magnolia Avenue
Piedmont, California 94611**

Re: Piedmont Unified School District Election of 2006, Series E Bonds

On August 7, the District sold the \$11,998,678.35 Series E General Obligation Bonds, the fifth and final series of new money bonds authorized under the Election of 2006 Seismic Bond program. The bonds were structured and issued as Capital Appreciation Bonds to take advantage of available tax rate capacity between 2027 through the final maturity in 2043. The proceeds of the Series E bonds are being used to pay off the District's 2010 Bond Anticipation Note (BAN). By paying off the BAN today, as opposed to waiting until the final maturity date in 2015, the District saved \$872,737.95 of additional interest cost that would have accrued. Also, by issuing bonds now, the District was able to lock in rates for the Series E bonds in a relatively low interest rate environment.

Overall, the marketing and sale of the bonds was very successful. In June, the District released a Request for Proposals for the purpose of selecting an underwriter. Stifel Nicolaus was selected and performed an extensive marketing campaign, which included local advertisements in Piedmont, to help secure low interest rates. The District was able to achieve good rates for the bonds in large part because of the strong bond ratings assigned by Moody's Investors Service (Aa2) and Standard & Poor's (AA). The ratings were indicative of the good financial performance of the District in recent years and the very strong local economy, high levels of wealth and support from the local community.

It is important to note that all of the Series E bonds were sold as "callable" meaning that the District will have the option to refinance the bonds, potentially at lower interest rates, in the future. The bonds are structured to remain within the Proposition 39 tax rate limit of \$60 per \$100,000 (assuming tax base growth projections are realized) and have a final maturity date of August 1, 2043. Unlike many communities in California in recent years, Piedmont has not experienced declines to its assessed valuation and preliminary indications from the County of Alameda show a positive growth for 2013/14 of 5.59%. While a refunding of existing bonds did not make economic sense this time, there remains a possibility that the District could refinance



certain Seismic bonds in the future to further reduce the debt service requirements on its bonds. Overall the repayment ratio for the Series E bonds is 5.33:1, which is below the estimated repayment ratio of 5.60:1 presented at the May 8 board meeting.

As mentioned above, this sale of bonds concludes the Seismic Bond authorization. During the course of the Seismic Bond program, the District was able to secure approximately \$56 million from the issuance of general obligation bonds for the purpose of financing repairs and renovations of aging facilities. On the \$56 million of bonds issued, the overall debt service totaled approximately \$144 million, resulting in a 2.57:1 overall repayment ratio. Lastly, with the conclusion of the Seismic Bond program, taking into account assessed value growth in 2013/14, and the debt service payments made on August 1, 2013, the District has a remaining bonding capacity of approximately \$11 million should it choose to pursue additional general obligation bond authorization. This capacity will continue to grow as the tax base grows and as bonds are paid off over time.

As always, it was truly a pleasure serving the serving the Piedmont Unified School District and we congratulate you on both the successful completion of the Series E bond sale, and the Seismic Bond program!

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

MINUTES OF

Regular Meeting of the Governing Board

June 26, 2013

CALL TO ORDER	Board President Richard Raushenbush called the meeting of the Board of Education to order at 6:34 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 6:35 p.m. to discuss: Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations with California State Employees Association (CSEA), Chapter 60 (Government Code Section 54956.6) Public Employee Release: Release of Temporary and Probationary Employees (Government Code Section 54957)
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 7:04 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 voted to replace three temporary employees and discussed labor negotiations.
Agenda Adjustments	None
COMMUNICATIONS/ANNOUNCEMENTS	
Association of Piedmont Teachers (APT)	APT President Harlan Mohagen said this is her last Board meeting as president of APT. She shared her perspective of her four years of attending Board meetings and her appreciation of the relationship between the Board and APT. The Board thanked Ms. Mohagen for the partnership with APT and the important work they have accomplished through cooperation and a focus on students.
CSEA	None
Parent Clubs	None
Student Representative to Board	Elise Lasky had no official report.
Superintendent Announcements	None
Board President Announcements	None
Persons wishing to speak to any items not on the agenda	None.

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PRESENTATION

Recognition of Elise Lasky, Outgoing Student Representative to the Board

Superintendent Hubbard acknowledged the participation of Elise Lasky on the Board and presented her with a nameplate and several books to help her in the next phase of her life. President Raushenbush thanked her for her reports on what students are doing.

REVIEW AND ACTION ITEMS

- A. Conduct Public Hearing; Adopt District General Fund Budget and All Budgets Operated by the District

Adopt Resolution 20-2012-13, "Authorizing Year-End Budget Transfers"

Assistant Superintendent Brady presented the 2013-14 District General Fund Budget and all budgets operated by the district for adoption this evening. Districts are required to adopt their budgets prior to June 30 of each year. Although the state has passed the budget, school districts face unique challenges this year with interpreting the new budget since the mechanism for public education funding has been completely revamped. This budget adopts a different funding formula: the revenue limit has been replaced by the Local Control Funding Formula (LCFF) as a means of addressing the overly complex, costly and inequitably distributed school finance system. Previously the State provided separate funding mechanisms and reporting requirements for over 60 categorical programs. The new State budget calls for districts to receive a per-pupil base grant to support the basic cost of instruction and operations. Base grants amounts will vary between grades and most categorical program funds will be now incorporated into the base grant.

Once the LCFF is fully implemented over the next seven years, the 22.272% in reductions made to current general purpose "revenue limit" funding will be fully restored. The new base funding level will be equivalent to the state average from 2007-08. Until then, school districts will receive incremental funding increases until the 2007-08 levels are reached. Districts with a higher proportion of English learners and low income students will see larger increases in funding in a shorter period of time. Districts like Piedmont with lower proportions of English learners and low-income students will receive less overall funding and at a slower pace.

Superintendent Hubbard would like the public to understand that although the press is reporting that the state budget is done, almost everything about the LCFF is unknown. Michelle Nguyen and Michael Brady have put together the best budget based on what is known at this point. The good news is that although we don't know how much it will be or how we will be required to report on it, at least we will be getting as much as we did last year. While this is an improvement over previous years, we don't expect a big windfall.

With the implementation of LCFF, revenue assumptions for 2013-14 have been difficult to project. Most districts in Alameda County, including Piedmont Unified, opted for using the traditional method. Under this funding model, State formula cost-of-living adjustments are included in the current and multi-year projections. The deficit factor of 22.272% remains. The District will bring forth a revised budget within 45 days. As the district presents its adopted budget to meet the June 30th requirement, it does so without entirely knowing the full impact of the state adopted budget and the full implications of the LCFF model. Hopefully the revised budget presented within 45 days will provide a clearer picture. It will also reflect information from the year-end final reports of the District. The adopted budget as presented takes a conservative approach with respect to expenditures (allowing for higher expenses) and a traditional

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calculation of revenues (including categorical program cost-of-living adjustments).

Included within this budget are the sources of revenue and expenditures for the General Fund, the Budget Adoption Calendar, enrollment projections and the multi-year projections for 2014-15 and 2015-16.

Mr. Tolles moved to adopt the 2013-14 District General Fund Budget and All Budgets Operated by the District. The motion was seconded by Mr. Gadbois and unanimously approved.

Mr. Tolles moved to adopt Resolution 20-2012-13 "Authorizing Year-End Budget Transfers." The motion was seconded by Mr. Gadbois.

The motion passed as follows:

AYES: Tolles, Gadbois, Pearson, Swenson, Raushenbush
NOES: None
ABSENT: None
ABSTAIN: None

- B. Adopt Resolution 21-2012-13 "Approving the Piedmont Unified School District's Education Protection Account Expenditures" to Support Teacher Salaries and Benefits for the 2012-13 and 2013-14 School Years

This evening, the Board is requested to review and adopt Resolution 21-2012-2013 "Approving the Piedmont Unified School District's Education Protection Fund Expenditures" to support teacher salaries and benefits for the 2012-2013 and the 2013-2014 school years. In accordance with the court requirements of Proposition 30, the District is using Education Protection Account (EPA) funds for salary and benefits for teachers.

Ms. Pearson moved and Ms. Swenson seconded the motion to adopt Resolution 21-2012-13 "Approving the Piedmont Unified School District's Education Protection Account Expenditures."

The motion passed as follows:

AYES: Tolles, Gadbois, Pearson, Swenson, Raushenbush
NOES: None
ABSENT: None
ABSTAIN: None

- C. Educational Services Report: Spotlight on Student Learning: Accept CDE-Approved Technology Plan

Assistant Superintendent Booker presented the PUSD Technology Plan for 2013 through 2016. This plan was developed over three years with the support and participation of numerous stakeholders and addresses how to integrate technology with student learning across all schools and grade levels.

The plan was developed by the District Technology Advisory Committee (DTAC) with input from teachers, teacher librarian, site technicians, community members, Board members, students, and administrators. The plan was subject to input from staff and the community through the use of a wiki, which organized and guided the work <http://pusd.wikispaces.com/Plan+Revision>. Drafts of the plan were posted in order to solicit feedback from various stakeholders.

The committee developed the following vision statement:

Technology will be used to increase student achievement and enhance the learning experience, by:

- *Supporting the college and career readiness objectives of the Common Core*
- *Providing infrastructure to implement 1:1 mobile learning*
- *And developing a confident technology-using staff*

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The Piedmont Unified School District Technology Plan consists of five goals. They direct the district's actions to support the needs of the 21st century learner, and advocate for a more central and accountable role for technology in the implementation of California Common Core Standards.

Goal 1: Improve Student Achievement & Close Student Achievement Gaps

Goal 2: Student Acquisition of Technology and Information Literacy Skills

Goal 3: Ethical Use of Technology and Internet Safety

Goal 4: Efficient & Effective Student Data Collection, Analysis & Decision- Making

Goal 5: Improve Communication Among Home, School, and Community

Ms. Swenson moved, Mr. Tolles seconded and the motion to accept the CDE-Approved Technology Plan was unanimously approved.

D. Adopt Resolution 22-2012-13 "Calling for Meaningful Reform of Proposition 13"

President Raushenbush introduced Resolution 22-2012-13 "Calling for Meaningful Reform of Proposition 13." Everyone is familiar with the detrimental effect of Proposition 13 on school funding. Proposition 13 does not provide adequate opportunities for the reassessment of commercial property and therefore limits taxes that would be used to increase funding to public education. This resolution supports the reform of Proposition 13 to include changes in how commercial property is assessed to be more in line with regulations in the assessment of private property. Right now commercial property never has to change hands and never gets revalued. This resolution calls on the state legislature to allow a different taxation of commercial property.

Mr. Gadbois moved to adopt Resolution 22-2012-13 "Calling for Meaningful Reform of Proposition 13. The motion was seconded by Ms. Pearson.

AYES: Tolles, Gadbois, Pearson, Swenson, Raushenbush
NOES: None
ABSENT: None
ABSTAIN: None

E. Approve Revised Schedule of Board of Education Meetings for 2013-14

The revised calendar presented for approval this evening includes two additional professional development days for staff to address Common Core Standards, and was included as part of the Collective Bargaining Agreement between the District and Association of Piedmont Teachers (APT) approved on June 12, 2013. This does not change the number of student days of attendance from the approved calendar.

It was moved by Mr. Tolles and seconded by Ms. Pearson to approve the Revised Schedule of the Board of Education Meetings for 2013-14. The motion was unanimously approved.

INFORMATION/DISCUSSION

A. Discussion of Board Reorganization and Assignments for 2013-14

By City Charter, the School Board is required to reorganize in July of each year. Because two Board members will not be in attendance at the July meeting, the Board discussed officers and committee assignments in anticipation of taking action on July 10, 2013. Officers chosen this evening will remain in place until February 2014, when there will be a reorganization following the School Board election.

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Board members are assigned to district committees to act as liaison between the committee and the Board. The expectation is not that the Board member represent the Board but more that the member attend the meeting and bring information back to the Board meeting. Each Board member gets one vote and votes take place only at Board meetings.

The Board discussed officer positions and was in agreement that Richard Raushenbush continue as president and Andrea Swenson as Vice President. The Superintendent will continue as Secretary to the Board, which is the practice in smaller school districts. There was discussion of Board committee assignments with approval to follow at the July 10th meeting.

B. *Update on "Shaping Our Future"

Superintendent Hubbard asked community members to save the date of Saturday, October 5, 2013 to participate in the "Shaping Our Future 2.0" strategic planning forum planned to support the development of the tactical and operational plans supporting the Commitments, Vision and Goals for the District in 2013-14 and into the future.

It was recommended that the wording on Page 20 to "Reduce Student Stress" be revised to read "Review Social and Emotional Growth, K-12," which is clearer and more positive.

ANNOUNCEMENTS

Parcel Tax Exemption Deadline

The deadline for submitting an exemption to the parcel tax is July 1. To qualify for exemption a homeowner must provide proof they been determined to be eligible for Supplemental Security Income (SSI). There has been some confusion and a few people have brought in Social Security documents thinking this makes them eligible. SSI eligibility is indicated by a separate document that is typically mailed to recipients in January of each year. Several citizens have submitted SSI applications that have been approved. The purpose of the July 1 deadline is to be able to submit the information to the Alameda County Assessor's office prior to the levy of the taxes.

CORRESPONDENCE

Ms. Swenson received a follow-up email after the last meeting about the world language forum and another email expressing interest in the Alan Harvey Theatre renovation and creation of a public-school district partnership. As liaison to the public safety committee, Ms. Swenson received correspondence about improving the relationship with the new fire chief and having a dialogue between the City and the School District over safety issues.

Mr. Raushenbush discussed the *U.S. News & World Report* ranking of high schools, where Piedmont does well.

Ms. Pearson received an article about technology from a knowledgeable community member.

BOARD REPORTS

Mr. Tolles attended a game played by the US National Rugby team. His niece, who graduated from Stanford, plays on the team and they beat France for the first time ever this summer.

Mr. Gadbois had nothing to report.

Ms. Pearson attended the high school graduation.

Ms. Swenson enjoyed attending the high school graduation, hearing the student speeches and loved lining up with teachers to shake students' hands.

Mr. Raushenbush went to the graduation and also to the Piedmont East Bay Children's Choir Concert, which included the concert choir

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and the ensemble. The ensemble left for Europe and next year hopes to attend a worldwide concert in Estonia.

Ms. Swenson added that there will be a screening soon of a movie about the Estonian Choral Festival featuring the East Bay Children's Choir.

CONSENT CALENDAR

It was moved by Mr. Tolles and seconded by Ms. Swenson to approve the consent calendar as presented. The motion was unanimously approved.

- A. *Approve Personnel Action Report
- B. *Adopt Resolution 18-2012-13, "Declaration of Surplus Property; Disposal of Obsolete Textbooks"
- C. *Adopt Resolution 19-2012-13, "Declaration of Surplus Property"
- D. *Approve MOU with Alameda County Behavioral Health
- E. Approve Agreement with San Diego County Superintendent of Schools and Contra Costa County Office of Education.
- F. Approve one Master Contract and one Individual Service Agreement with Lincoln Child Center, to provide non-public services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$17,670.00. Funding: Special Education
- G. Approve one Independent Contractor agreement with Michelle Horton to provide non-public services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$1,500.00. Funding: Special Education
- H. Approve one reimbursement to parents of one student, for non-public services, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$29,700.00. Funding: Special Education
- I. Approve one reimbursement to parents of one student, for non-public services, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$56,490.00. Funding: Special Education

FUTURE BOARD AGENDA ITEMS

Future agenda topics include board reorganization. Ms. Hubbard will provide an update on the bond sale and hopefully report the completion of the sale in August. In August or September an update on the modernization project including Alan Harvey Theatre will cover what we have successfully completed and what remains.

- 2012-13 Action Plan Update (TBD)
- GASB 45 Actuarial Study (June)
- Facilities Use – Fee Structure (TBD)
- Calendar Options for 2014-15 (TBD)

Adjournment

There being no further business, and with no objection by the Board, President Raushenbush adjourned the meeting at 9:14 p.m.

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

CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education

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PIEDMONT UNIFIED SCHOOL DISTRICT

Council Chambers, City Hall

120 Vista Avenue

Piedmont, California 94611

MINUTES OF
Regular Meeting of the Governing Board

July 10, 2013

CALL TO ORDER Board Vice President Andrea Swenson called the meeting of the Board of Education to order at 7:03 p.m.

ESTABLISHMENT OF QUORUM Vice President Andrea Swenson and Board Members Sarah Pearson and Ray Gadbois were present.

Others Present at Regular Session Superintendent Constance Hubbard
Michael Brady, Assistant Superintendent, Business Services
Randall Booker, Assistant Superintendent, Educational Services

Others Not Present at Regular Session President Richard Raushenbush and Board Member Roy Tolles were unable to attend

Board President Announcements There was no closed session.

Agenda Adjustments None

COMMUNICATIONS/ANNOUNCEMENTS

Association of Piedmont Teachers (APT) None

CSEA None

Parent Clubs None

Student Representative to Board None

Superintendent Announcements None

Persons wishing to speak to any items not on the agenda Dr. Jose Ortiz, Chancellor of the Peralta Community College District, presented community colleges as a practical option for families as a two-year undergraduate program. The Peralta Colleges are fully accredited, have stable budgets and prepare students for transfer to other state and private four-year colleges. He appreciates the culture of excellence within PUSD and has recently relocated to Piedmont, where his granddaughter will be attending school.

REORGANIZATION OF THE BOARD In accordance with the City Charter, the Board is required to reorganize every July and after Board elections. Officers elected this evening will serve from July 2013 through February 2014. The election was discussed at the June 26th Board meeting since several Board members were unable to attend this evening.

With Superintendent Hubbard presiding, Ms. Swenson nominated Richard Raushenbush for President, Ms. Pearson seconded and the motion passed as follows:

AYES: Gadbois, Pearson, Swenson
NOES: None
ABSENT: Tolles, Raushenbush
ABSTAIN: None

With Superintendent Hubbard presiding, Mr. Gadbois nominated Andrea Swenson for Vice President, Ms. Pearson seconded, and the motion passed as follows:

AYES: Gadbois, Pearson, Swenson
NOES: None
ABSENT: Tolles, Raushenbush
ABSTAIN: None

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July 10, 2013
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With Vice President Swenson presiding, Ms. Swenson nominated Ms. Hubbard for Secretary, Mr. Gadbois seconded the nomination, and the motion passed as follows.

AYES: Gadbois, Pearson, Swenson
NOES: None
ABSENT: Tolles, Raushenbush
ABSTAIN: None

It is important that the community understand that each Board member has an equal vote and that official votes take place only at Board meetings.

REVIEW AND ACTION ITEMS

A. Adopt Board Committee Assignments for 2013-14

The Board discussed the list of assignments to serve as liaison on various committees. Mr. Gadbois moved to adopt the Board Committee and Liaison Assignments for 2013-14 as listed on Page 1 of the Board packet. The motion was seconded by Ms. Pearson and unanimously approved.

The role of Board members as liaison is to represent the committee back to the Board. An individual Board member does not have the power or authority to act on behalf of the Board. A Board member may state an opinion but it is not the official opinion of the Board.

B. Update on "Shaping Our Future"

The "Shaping Our Future" forum to be held on Saturday, October 5 offers an opportunity for community engagement in helping the Board lay out priorities for the next few years. The "Shaping Our Future" planning done in 2009 is available on our website. This planning informed the development of Board goals and commitments over the past four years and is a valuable guide for administrators. Prior to October 5, there will be opportunities for staff participation.

As part of the Local Control Funding Formula (LCFF), our District will be required to develop a plan with the input of all stakeholders as to how we want to prioritize the use of our funds. In the past we had specific pockets of money; under LCFF the funding will not be as specific and we will have more control over how it is spent. "Shaping Our Future" will help in the development of our goals and provide background and information to help us develop our spending plan.

Vice President Swenson suggested that if people have ideas and suggestions, they contact the Superintendent's Office.

CORRESPONDENCE

Ms. Swenson announced a forum on the Affordable Health Care Act sponsored by Assemblywoman Nancy Skinner to be held on July 11 at City Hall from 2:00-3:30.

BOARD REPORTS

Mr. Gadbois commended the Piedmont Community Church for sponsoring trips to Africa and Mexico and allowing so many of our students to participate. He reported that the 4th of July parade was excellent this year.

Ms. Pearson noted that Katherine Welch, a civic-minded Piedmonter, will be the new co-chair of "Educate Our State." She appreciated Assemblywoman Nancy Skinner's participation in the 4th of July parade. She and Ms. Swenson enjoyed being parade judges.

Ms. Swenson attended a Public Safety Committee meeting on July 2nd. This committee is taking their charge seriously and both the Police Chief and Fire Chief sit on the committee. Chief Goede is interested in increasing enforcement of speeding and crosswalk laws in order to create a safer environment for pedestrians. She wants to work with the Superintendent to get the word out about this, especially at the high school.

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Vice President Swenson thanked the Armstrong family for their donation of \$5,000 to be used to purchase band instruments.

Mr. Gadbois moved to approve all items on the Consent Calendar. The motion was seconded by Ms. Pearson and unanimously approved.

- A. *Adopt Regular Board Meeting Minutes of June 12, 2013
- B. *Accept donation from the family of Joey Armstrong in honor of his graduation from Piedmont High School. The donation of \$5,000 to PUSD is to be used for the purchase of instruments for the PHS Band Program.
- C. *Approve Monthly Financial Report of the District for June 2013
- D. *Approve Warrant List Dated June 26, 2013 for Goods and Services Rendered for May and June, 2013
- E. *Approve Personnel Action Report
- F. *Approve Williams Report for the Period of April – June 2013
- G. *Approve the Consolidated Application and Reporting System (CARS) used by the California Department of Education to distribute categorical funds from various state and federal programs to school districts throughout California. Annually, in June, the District submits its application to document participation in these programs and provide assurances that the district will comply with the legal requirements of each program. Program entitlements are determined by formulas contained in the laws that created the programs.
- H. *Ratify Agreement Between the District and Total Compensation Systems, Inc., to provide consulting services for actuarial study for compliance with the Government Accounting Standards Board (GASB) as they relate to reporting of active/retired District employee health benefits and unfunded accrued liability. Contract effective July 11, 2013 through June, 2014, at a total cost not to exceed \$4,900.
- I. Approve one Master Contract and one Individual Service Agreement with Bayhill High School, to provide nonpublic services to Piedmont Unified School District, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$31,760.00. Funding: Special Education
- J. Approve one Independent Contractor Agreement with American Cab Express, to provide nonpublic services for one student, effective July 1, 2013 through July 17, 2013, at a total cost not to exceed \$1,960.00. Funding: Special Education
- K. Approve one Independent Contractor Agreement with American Cab Express, to provide nonpublic services for one student, effective August 26, 2013, through June 12, 2014, at a total cost not to exceed \$26,600.00. Funding: Special Education
- L. Approve one reimbursement to the parents of one student for nonpublic services, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$371.88. Funding: Special Education
- M. Approve one Master Contract and five Individual Service Agreements with Behavioral Intervention Associates (BIA), to provide nonpublic services for five students, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$158,272.00. Funding: Special Education

- N. Approve one Master Contract and five Individual Service Agreements with Speech, Inc, to provide nonpublic services for five students, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$37,660.00. Funding: Special Education
- O. Approve one Master Contract and one Individual Service Agreement with Lincoln Child Center, to provide nonpublic services to one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$8,740.00. Funding: Special Education
- P. Approve two Independent Contractor Agreements with Work of the Heart Child and Family Center/Audrey Boggs, Psy.D., to provide nonpublic services for two students, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$14,550.00. Funding: Special Education
- Q. Approve one Master Contract and one Individual Service Agreement with Deborah McCloskey, to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$3,888.00. Funding: Special Education
- R. Approve one Master Contract and one Individual Service Agreement with Center for Autism and Related Disorders, Inc. (CARD), to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$70,425.00. Funding: Special Education
- S. Approve one Master Contract and one Individual Service Agreement with Center for Early Intervention on Deafness, (CEID), to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$886.00. Funding: Special Education
- T. Approve one Independent Contractor Agreement with Jim Elliott, to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$1,520.00. Funding: Special Education
- U. Approve one Master Contract with Communication Works, to provide nonpublic services for Piedmont Unified School District, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$8,250.00. Funding: Special Education
- V. Approve three Independent Contractor Agreements with Carrie Kartman, to provide nonpublic services for Piedmont Unified School District staff and two students, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$17,859.00. Funding: Special Education
- W. Approve one Independent Contractor Agreement with Judith Lariviere, to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$23,040.00. Funding: Special Education
- X. Approve one reimbursement to the parents of one student for nonpublic services, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$29,700.00. Funding: Special Education
- Y. Approve one Independent Contractor Agreement with Christina K. Kusaba, to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$16,581.60. Funding: Special Education
- Z. Approve one Independent Contractor Agreement with Learning Together/Eleonora Tamasne, B.A. (Hons), QCS, QTS, ET, to provide nonpublic services for one student, effective July 1,

DRAFT

- 2013, through June 30, 2014, at a total cost not to exceed \$3,125.00. Funding: Special Education
- AA. Approve one reimbursement to the parents of one student, for nonpublic services effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$1,850.00. Funding: Special Education
 - BB. Approve one Independent Contractor Agreement with Anne MacMillan, to provide nonpublic services for Piedmont Unified School District, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$33,516.00. Funding: Special Education
 - CC. Approve one Independent Contractor Agreement with Maxim Health Care Services, to provide nonpublic services for Piedmont Unified School District, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$60,750.00. Funding: Special Education
 - DD. Approve one Independent Contractor Agreement with Helen Miller, to provide nonpublic services for Piedmont Unified School District, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$10,150.00. Funding: Special Education
 - EE. Approve two reimbursements to the parents of one student, for nonpublic services, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$7,580.00. Funding: Special Education
 - FF. Approve one Master Contract and three Individual Services Agreements with Orion Academy, to provide nonpublic services for three students, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$92,100.00. Funding: Special Education
 - GG. Approve one Master Contract with Speech Pathology Group, Inc., to provide nonpublic services for Piedmont Unified School District, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$51,680.00. Funding: Special Education
 - HH. Approve one reimbursement to the parents of one student, for nonpublic services, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$33,500.00. Funding: Special Education
 - II. Approve one Master Contract and one Individual Service Agreement with Pacific Child and Family Associates, LLC, to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$5,850.00. Funding: Special Education
 - JJ. Approve one Independent Contractor Agreement with Prindle Vaux, to provide nonpublic services for three students, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$5,000.00. Funding: Special Education
 - KK. Approve three Independent Contractor Agreements with Welcome Transport Group, to provide nonpublic services for two students, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$19,962.00. Funding: Special Education
 - LL. Approve one Master Contract and five Individual Service Agreements with Starfish Therapies, Inc., to provide nonpublic services for five students, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$43,312.00. Funding: Special Education
 - MM. Approve one Independent Contractor Agreement with Keith York, MFT, to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not

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- to exceed \$5,320.00. Funding: Special Education
- NN. Approve one Independent Contractor Agreement with Building Connections Behavioral Health, to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$8,020.00. Funding: Special Education
- OO. Approve one Master Contract and one Individual Service Agreement with Behavior Analysts, Inc., to provide nonpublic services for one student, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$5,760.00. Funding: Special Education
- PP. Approve one Independent Contractor Agreement with Junior Center of Art & Science, to provide nonpublic services for Piedmont Unified School District, effective July 1, 2013 through June 30, 2014, at a total cost not to exceed \$6,004.00. Funding: Special Education
- QQ. Approve one Independent Contractor Agreement with Soliant Health, Inc., to provide nonpublic services for Piedmont Unified School District, effective August 12, 2013 through December 20, 2013, at a total cost not to exceed \$51,849.60. Funding: Special Education
- RR. Approve two Individual Service Agreements with Behavioral Intervention Associates (BIA), to provide nonpublic services for two students, effective July 1, 2013 through July 26, 2013, and July 1, 2013 through August 16, 2013, at a total cost not to exceed \$4,573.00. Funding: Special Education
- SS. Approve one Independent Contractor Agreement with Jasman Behavioral Consultation, to provide nonpublic services for one student, effective July 1, 2013 through August 1, 2013, at a total cost not to exceed \$1,530.00. Funding: Special Education

FUTURE BOARD AGENDA ITEMS

Future agenda topics will include the 45-day budget revision, which may not involve material changes. On July 16th the Superintendents will attend a bond rating meeting for Moody's and Standard and Poor's and will report on the bond sale at the next Board meeting. The "Shaping Our Future" meeting on October 5th will be considered a special Board meeting and all Board members are expected to participate.

- Bond Update (TBD)
- 2012-13 Action Plan Summary (TBD)
- GASB 45 Actuarial Study (June)
- Facilities Use – Fee Structure (TBD)
- Modernization Bond Funding and AHT (Fall)
- Calendar Options for 2014-15 (Fall)
- Special Board Meeting "Shaping Our Future" (Oct. 5)

Adjournment

There being no further business, and with no objection by the Board, Vice President Swenson adjourned the meeting at 7:32 p.m.

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

CONSTANCE HUBBARD
Secretary, Piedmont Unified School District
Board of Education

DRAFT

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

I. SUPPORT INFORMATION

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

- Donation by the Armstrong family of t-shirts valued at \$6,453.68 and donation of musical instruments valued at \$2,215.63.

II. RECOMMENDATION: ACTION

Accept donation, with appropriate letters of thanks to the donors.

CH/ss

ROUTE TO THE GOVERNING BOARD

FROM 07/01/2013 TO 07/31/2013
UNAPPROVED TRANSACTIONS INCLUDED

Fund :01 General Fund

SUMMARY BY Object		WORKING BUDGET	EXPENDED/RECEIVED			ENCUMBERED	UNENCUMBERED	
			CURRENT	YEAR TO DATE	%		BALANCE	%
80xx	Revenue	13,744,215.00	2,693.18	2,693.18	.0	0.00	13,741,521.82	99.9
81xx	FEDERAL REVENUE	595,738.00	0.00	0.00	.0	0.00	595,738.00	100.0
82xx	OTHER FEDERAL REVENUE	126,223.00	0.00	0.00	.0	0.00	126,223.00	100.0
83xx	OTHER STATE REVENUE	127,755.00	0.00	0.00	.0	0.00	127,755.00	100.0
84xx	OTHER STATE REVENUE	685,068.00	5,355.00	5,355.00	.7	0.00	679,713.00	99.2
85xx	OTHER STATE REVENUE	1,978,072.00	0.00	0.00	.0	0.00	1,978,072.00	100.0
86xx	OTHER LOCAL REVENUE	12,197,815.84	0.00	0.00	.0	0.00	12,197,815.84	100.0
87xx	OTHER TRANSFER IN	1,034,834.00	0.00	0.00	.0	0.00	1,034,834.00	100.0
TOTAL: 8xxx		30,489,720.84	8,048.18	8,048.18	.0	0.00	30,481,672.66	99.9
00xx	*** NOT ON FILE ***	0.00	8,333.33-	8,333.33-	.0	0.00	8,333.33	.0
TOTAL: 0xxx		0.00	8,333.33-	8,333.33-	.0	0.00	8,333.33	.0
11xx	Certificated Salaries	12,625,305.00	158,083.01	158,083.01	1.2	0.00	12,467,221.99	98.7
12xx	Counselors/Psych/Nurse/Librari	1,141,101.00	1,377.12	1,377.12	.1	0.00	1,139,723.88	99.8
13xx	Cert Salaries-Admin/Supervisor	1,625,665.00	151,050.44	151,050.44	9.2	0.00	1,474,614.56	90.7
19xx	Other Certificated Salaries	382,725.00	0.00	0.00	.0	0.00	382,725.00	100.0
TOTAL: 1xxx		15,774,796.00	310,510.57	310,510.57	1.9	0.00	15,464,285.43	98.0
21xx	Class Sal/Instructional Aide	2,439,115.00	55,817.41	55,817.41	2.2	0.00	2,383,297.59	97.7
22xx	Classified Support Salaries	1,123,929.00	96,904.45	96,904.45	8.6	0.00	1,027,024.55	91.3
23xx	Class Sal/Administrator/Superv	97,266.00	9,514.09	9,514.09	9.7	0.00	87,751.91	90.2
24xx	Class Sal/Clerical&Othr Office	1,223,230.00	67,038.91	67,038.91	5.4	0.00	1,156,191.09	94.5
29xx	Other Classified Salaries	77,455.00	0.00	0.00	.0	0.00	77,455.00	100.0
TOTAL: 2xxx		4,960,995.00	229,274.86	229,274.86	4.6	0.00	4,731,720.14	95.3
31xx	STRS	1,263,472.00	22,816.87	22,816.87	1.8	0.00	1,240,655.13	98.1
32xx	PERS	523,309.00	17,443.59	17,443.59	3.3	0.00	505,865.41	96.6
33xx	SOCIAL SECURITY	570,684.00	21,252.90	21,252.90	3.7	0.00	549,431.10	96.2
34xx	HEALTH & WELFARE	3,426,234.00	39,689.88	39,689.88	1.1	0.00	3,386,544.12	98.8
35xx	STATE UNEMPLOYMENT INSURANCE	220,368.00	257.23	257.23	.1	0.00	220,110.77	99.8
36xx	WORKERS COMPENSATION INSURANCE	376,630.00	5,144.47	5,144.47	1.3	0.00	371,485.53	98.6
37xx	OPEB	575,000.00	32,174.46	32,174.46	5.5	0.00	542,825.54	94.4
38xx	PERS REDUCTION	44,709.00	2,449.18	2,449.18	5.4	0.00	42,259.82	94.5
TOTAL: 3xxx		7,000,406.00	141,228.58	141,228.58	2.0	0.00	6,859,177.42	97.9
41xx	Approved Textbooks	256,294.00	1,100.75	1,100.75	.4	214,581.25	40,612.00	15.8
42xx	Books and Othr Ref Materials	23,417.00	0.00	0.00	.0	1,691.32	21,725.68	92.7
43xx	Materials and Supplies	803,350.25	13,023.94	13,023.94	1.6	121,051.22	669,275.09	83.3
44xx	Non-Capitalized Equipment	10,232.00	0.00	0.00	.0	38,772.17	28,540.17-	.0

ROUTE TO THE GOVERNING BOARD

FROM 07/01/2013 TO 07/31/2013
UNAPPROVED TRANSACTIONS INCLUDED

Fund :01 General Fund

SUMMARY BY Object	WORKING BUDGET	EXPENDED/RECEIVED		%	ENCUMBERED	UNENCUMBERED	
		CURRENT	YEAR TO DATE			BALANCE	%
TOTAL: 4xxx	1,093,293.25	14,124.69	14,124.69	1.2	376,095.96	703,072.60	64.3
52xx Travel and Conference	72,003.00	686.40	686.40	.9	14,315.00	57,001.60	79.1
53xx Dues and Memberships	17,200.00	11,096.33	11,096.33	64.5	810.00	5,293.67	30.7
54xx INSURANCE	137,223.00	0.00	0.00	.0	0.00	137,223.00	100.0
55xx Operation and Housekeeping Svc	429,690.00	19,102.89	19,102.89	4.4	5,156.88	405,430.23	94.3
56xx Rntls,Leases,Repair,Noncapital	269,421.00	10,259.44	10,259.44	3.8	148,826.83	110,334.73	40.9
58xx Prof/Consulting Svcs/Operating	2,210,768.89	114,306.19	114,306.19	5.1	1,004,193.48	1,092,269.22	49.4
59xx Communications	115,681.00	6,649.94	6,649.94	5.7	85,390.09	23,640.97	20.4
TOTAL: 5xxx	3,251,986.89	162,101.19	162,101.19	4.9	1,258,692.28	1,831,193.42	56.3
TOTAL: 1xxx - 5xxx	32,081,477.14	857,239.89	857,239.89	2.6	1,634,788.24	29,589,449.01	92.2
73xx DIRECT SUPPORT/INDIRECT COST	120,000.00-	0.00	0.00	100.0	0.00	120,000.00-	.0
76xx INTERFUND TRANSFER/OTHER USES	50,000.00	0.00	0.00	.0	0.00	50,000.00	100.0
TOTAL: 7xxx	70,000.00-	0.00	0.00	100.0	0.00	70,000.00-	.0
TOTAL: 1xxx - 7xxx	32,011,477.14	857,239.89	857,239.89	2.6	1,634,788.24	29,519,449.01	92.2

ROUTE TO THE GOVERNING BOARD

FROM 07/01/2013 TO 07/31/2013

UNAPPROVED TRANSACTIONS INCLUDED

Fund :01 General Fund

Summary

SUMMARY BY Object		WORKING BUDGET	EXPENDED/RECEIVED		%	ENCUMBERED	UNENCUMBERED	
			CURRENT	YEAR TO DATE			BALANCE	%
TOTAL INCOME	(8000 - 8999)	30,489,720.84	8,048.18	8,048.18	.0	0.00	30,481,672.66	99.9
	TOTAL: 1xxx - 5xxx	32,081,477.14	857,239.89	857,239.89	2.6	1,634,788.24	29,589,449.01	92.2
	TOTAL: 1xxx - 6xxx	32,081,477.14	857,239.89	857,239.89	2.6	1,634,788.24	29,589,449.01	92.2
	TOTAL: 1xxx - 7xxx	32,011,477.14	857,239.89	857,239.89	2.6	1,634,788.24	29,519,449.01	92.2
TOTAL EXPENSES	(1000 - 7999)	32,011,477.14	857,239.89	857,239.89	2.6	1,634,788.24	29,519,449.01	92.2

PIEDMONT UNIFIED SCHOOL DISTRICT

Piedmont, California

August 21, 2013

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

SUBJECT TO BOARD APPROVAL

Employment: Certificated New to District in 2013-14

Karen Bloom Effective 8/19/13	Math Teacher .8 FTE Temporary	PMS
Scott Coats Effective 8/19/13	Core 7 1.0 FTE Temporary	PMS
Renate Flannelly Effective 8/19/13	1 st /2 nd Grade Teacher 1.0 FTE Temporary	Beach
Pamela Gelman Effective 8/15/13	Resource Specialist 1.0 FTE Temporary	Piedmont Rec Center
Daniel McSweeney Effective 8/15/13	Resource Specialist 1.0 FTE Temporary	PHS
Janine Mortan Effective 8/19/13	Kindergarten Teacher 1.0 FTE Temporary	Wildwood
Linsey Sandrew Effective 8/15/13	Speech Pathologist 1.0 FTE Temporary	District
Erika Weisenberg Effective 8/15/13	Resource Specialist 1.0 FTE Temporary	PMS

Employment: Certificated Continuing Employees from 2012-13

Anne Aldridge-Peacock Effective 2013-14 School Year	Social Psychology Teacher .7 FTE Temporary	PHS
Shoshana Beary Effective 2013-14 School Year	Kindergarten Teacher .8 FTE Temporary	Wildwood
Jana Branisa Effective 2013-14 School Year	Computer Teacher/Site Tech 1.0 FTE Temporary	PHS

**Board of Education Meeting
Personnel Action List
August 21, 2013
Page 2 of 6**

Rebecca Branstetter Effective 2013-14 School Year	Psychologist .2 FTE Temporary	District
Tracy Broback Effective 2013-14 School Year	Third Grade/Science Enrichment Teacher .5 FTE Temporary	Beach
Michael Cincotta Effective 2013-14 School Year	Math Teacher 1.0 FTE Temporary	PHS
Lucas Denman Effective 2013-14 School Year	Math Teacher 1.0 FTE Temporary	PMS
Kelly Ellis Effective 2013-14 School Year	Second Grade/PE Teacher .83 FTE Temporary	Havens
Dave Keller Effective 2013-14 School Year	History Teacher .2 FTE Temporary (1.0 FTE Total Assignment)	PHS
Karen Keller Effective 2013-14 School Year	Reading Resource/EL Teacher .1 FTE Temporary (.8 FTE Total Assignment)	Havens
Michelle Kerwin Effective 2013-14 School Year	Core 6 Teacher .2 FTE Temporary (1.0 FTE Total Assignment)	PMS
Suzanne Latham Effective 2013-14 School Year	Math Resource Teacher .2 FTE Temporary	Wildwood
Kim Lipkin Effective 2013-14 School Year	Art/Core 7 Elective Teacher .2 FTE Temporary (.9 FTE Total Assignment)	PMS
Diana Miller Effective 2013-14 School Year	Math Teacher .2 FTE Temporary (1.0 FTE Total Assignment)	PHS
Suzanne Randick Effective 2013-14 School Year	Resource Specialist .2 FTE Temporary (1.0 FTE Total Assignment)	PMS
Laura Remer Effective 2013-14 School Year	Teacher Librarian .1 FTE Temporary (.7 FTE Total Assignment)	Havens
Lauren Small Effective 2013-14 School Year	ROP Sports Medicine .2 FTE Temporary	PHS

**Board of Education Meeting
Personnel Action List
August 21, 2013
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Anne Smith Effective 2013-14 School Year	Film/Animation Teacher .4 FTE Temporary	PMS
Janine Sohn Effective 2013-14 School Year	Social Science Teacher .4 FTE Temporary (1.0 FTE Total Assignment)	PHS
Celia Rogers Effective 2013-14 School Year	English Teacher .2 FTE Temporary (1.0 FTE Total Assignment)	PHS
Kimberly Taylor Effective 2013-14 School Year	Acting/Public Speaking Teacher .2 FTE Temporary (1.0 FTE Total Assignment)	PHS
Camilla Thayer Effective 2013-14 School Year	Science Teacher .4 FTE Temporary (1.0 FTE Total Assignment)	PMS
Pat Tokunaga Effective 2013-14 School Year	Fourth Grade/Science Enrichment Teacher .5 FTE Temporary	Wildwood
Peter Vallejo Effective 2013-14 School Year	Science Teacher .2 FTE Temporary (1.0 FTE Total Assignment)	PMS
John White Effective 2013-14 School Year	French/Green Team/Core 7 Elective Teacher .2 FTE Temporary (.8 FTE Total Assignment)	PMS
<u>Co-Curricular Stipends</u>		
Gillian Bailey Effective 2013-14 School Year	Art Dept. Chair	PHS
Hannah Bjork Effective 2013-14 School Year	World Language Dept. Chair	PHS
Beth Black Effective 2013-14 School Year	English Dept. Chair/Highlander Advisor	PHS
Lisa Brenneman Effective 2013-14 School Year	Core 7 Dept. Chair	PMS
Ken Brown Effective 2013-14 School Year	ASB Activities Director	PHS
Mark Cowherd Effective 2013-14 School Year	Jr. State Advisor	PHS

**Board of Education Meeting
Personnel Action List
August 21, 2013
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Cathy DeVos Effective 2013-14 School Year	Orchestra Director/Musical Director	PHS
Renata Flannelly Effective 2013-14 School Year	Combination Class	Beach
Melissa Fong (Li) Effective 2013-14 School Year	Math Dept. Chair	PMS
Chris Hartford Effective 2013-14 School Year	Counseling Dept. Chair	PHS
Korynne Headley Effective 2013-14 School Year	Special Ed Dept. Chair	PHS
Dave Keller Effective 2013-14 School Year	Social Science Dept. Chair	PHS
Linda Jarvis Effective 2013-14 School Year	PE Dept. Chair	PMS
Cynthia Lavis Effective 2013-14 School Year	English/History Dept. Chair	PMS
Virginia Leskowski Effective 2013-14 School Year	World Language Dept. Chair	PHS
Kim Lipkin Effective 2013-14 School Year	Electives Chair	PMS
Glen Melnick Effective 2013-14 School Year	Science Dept. Chair	PHS
Andria Mullan Effective 2013-14 School Year	Band Director	PHS
Doyle O'Regan Effective 2013-14 School Year	Math Dept. Chair	PHS
Jeff Peters Effective 2013-14 School Year	PE Dept. Chair	PHS
Joe Piazza Effective 2013-14 School Year	Vocal Director	PHS

**Board of Education Meeting
Personnel Action List
August 21, 2013
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Suzanne Randick Effective 2013-14 School Year	Special Ed. Dept. Chair	PMS
Karma Roberts Effective 2013-14 School Year	Yearbook	PMS
Ted Scherman Effective 2013-14 School Year	Core 6 Dept. Chair	PMS
Nicole Stark Effective 2013-14 School Year	Special Ed. Dept. Chair	PHS
Kimberly Taylor Effective 2013-14 School Year	Drama Director	PHS
Camilla Thayer Effective 2013-14 School Year	Science Dept. Chair	PMS
John White Effective 2013-14 School Year	Debate Coach	PMS
Jody Weverka Effective 2013-14 School Year	Clanalog Advisor	PHS
<u>Extra Duty Stipends</u>		
Courtney Goen Effective 2013-14 School Year	Social Climate Coach	PHS
Susan Stutzman Effective 2013-14 School Year	Social Climate Coach	PHS
Kimberly Taylor Effective 2013-14 School Year	Social Climate Coach	PHS
Ed Mahoney Effective 2013-14 School Year	ASB Bookkeeper	PHS
Kim Lipkin Effective 2013-14 School Year	Diversity Day	PMS
Anne Smith Effective 2013-14 School Year	Diversity Day	PMS

**Board of Education Meeting
Personnel Action List
August 21, 2013
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Amanda Carlson Wellness Ctr. Leadership Facilitator PMS/PHS/MHS
Effective 2013-14 School Year

Kech Carera Wellness Ctr. Leadership Facilitator PMS/PHS/MHS
Effective 2013-14 School Year

Ashley English Wellness Ctr. Leadership Facilitator PMS/PHS/MHS
Effective 2013-14 School Year

Request for Leave of Absence: Certificated

Kathleen Schneider 1st Grade Teacher Wildwood
Effective 3/20/14-6/12/14 1.0 FTE

Employment: Classified Staff

Robert Hopkins Special Ed Para II PHS
Effective 8/19/13 1.0 FTE

Samuel Blickle Special Ed Para II PHS
Effective 8/19/13 1.0 FTE

Natalie Henrich Special Ed Para I District
Effective 8/19/13 .5 FTE