

PIEDMONT UNIFIED SCHOOL DISTRICT

Council Chambers, City Hall

120 Vista Avenue

Piedmont, California 94611

MINUTES OF
Regular Meeting of the Governing Board

September 25, 2013

CALL TO ORDER	Board President Richard Raushenbush called the meeting of the Board of Education to order at 6:30 p.m.
ESTABLISHMENT OF QUORUM	President Richard Raushenbush, Vice President Andrea Swenson, and Board Members Sarah Pearson, Ray Gadbois and Roy Tolles were present.
Adjourn to Closed Session	The Board adjourned to Closed Session at 6:31 p.m. to discuss: Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations with Association of Piedmont Teachers (APT) (Government Code Section 54956.6) Conference with District Labor Negotiator Constance Hubbard Regarding Negotiations with California State Employees Association (CSEA), Chapter 60 (Government Code Section 54956.6)
Others Present in Closed Session	Superintendent Hubbard Michael Brady, Assistant Superintendent, Business Services Randall Booker, Assistant Superintendent, Educational Services
Reconvene to Regular Session	President Raushenbush called the Regular Session of the Board of Education to order at 7:12 p.m. and led the Board and audience in the Pledge of Allegiance.
Others Present at Regular Session	Superintendent Constance Hubbard Michael Brady, Assistant Superintendent, Business Services Randall Booker, Assistant Superintendent, Educational Services
Report of Action Taken in Closed Session	The Board met in closed session to discuss negotiations and no action was taken.
Agenda Adjustments	None
COMMUNICATIONS/ANNOUNCEMENTS	
Association of Piedmont Teachers (APT)	Gabby Kashani, APT President, said the start of school year was great on all campuses; teachers have energy, and are enthusiastic and well-prepared. Teachers appreciate your ratification of the contract agreement and acknowledgement of the excellent job they do. She is looking forward to working with the Board and Administration. A big challenge this year is the implementation of Common Core. Teachers feel like we are doing a lot already to prepare students for the 21st century. With more infrastructure and training support in place, teachers are ready to move ahead. We appreciate the professional development days and the training in Common Core.
CSEA	None
Parent Clubs	None
Student Representative to Board	Allen Hosler, PHS representative, <i>The Piedmont Highlander</i> and the Journalism Club just published the first issue of their hundredth volume; this edition is positive and student focused. ASB held a Club Day recently; there are about 37 student-run clubs on campus including the new Rowing Club. Progress reports are due today. The Wellness Center 5K run is Saturday; participants arrive at 7 a.m. for

registration and the run begins at 8:30 a.m. This run supports the Wellness Center, which provides tremendous services to our students. The Harvest Festival is Sunday. Elementary students love the games and the middle and high school students like the opportunity to earn community service credits. The Senior Picnic is Friday. The Homecoming Dance will be October 26 and the theme has not yet been announced. The plays *To Kill a Mockingbird* and *Den of Thieves* will be presented November 14-17 at 7:30 p.m. Photo retakes will take place on October 2 from 7:30 a.m. to 3:30 p.m. in the Redford Gym. Senior photos will be taken Thursday, October 3, and the senior class portrait at 12:45 at Witter Field. Tomorrow there is a tennis home game against Berkeley. Sign-ups for the SAT on October 4th are on September 19.

Superintendent Announcements

Superintendent Hubbard announced that Board agenda now includes a QR code that will take you directly to the agenda page on the website.

Persons wishing to speak to any items not on the agenda

None

PRESENTATION

EDUCATIONAL SERVICES REPORT: SPOTLIGHT ON STUDENT LEARNING

2012-13 STAR Exam and API Growth Report

All schools in the state get an API (Academic Performance Index) based on STAR and high school exit exam results. PUSD performed remarkably well in the 2013 Academic Performance Index (API) Growth Report. With an API score of 933, PUSD is the 4th highest ranking unified school district in the state and the highest ranking unified school district in Northern California. Almost every school in the state went down this year and any score over 900 is excellent.

In the four content areas (English Language Arts, Math, Science, and History), 81% - 91% of our students scored in the proficient/advanced range. Results are available on our website at <http://www.piedmont.k12.ca.us/district-info/academic-performance>. It is important to recognize that STAR results are only one form of assessment that we use to inform our understanding of student learning and to guide program decisions.

PUSD remains one of the highest performing districts in the State. Students continue to perform at very high levels across the subject areas as a direct result of the efforts of teachers, staff, students, and an active parent community. The STAR Exam is only one measure of assessment. As a teaching community, we value the educational data it provides, but also spend considerable time examining a variety of other assessment indicators to give a full picture of student performance. Common assessments, as well as additional formative and summative assessments that align with individual units, are also administered throughout the year.

One concern about STAR testing is that results in math do not compare with the performance of the same students on SAT and ACT. In looking at this, one consideration is that on the STAR math test, answers are multiple choice. Another is that it is a "no-stakes" test and students know the results are not reported on transcripts.

As a teaching community, STAR exam data is used to help identify where teachers can better support student learning. Collaborating in grade-level or department-level teams, teachers spend time analyzing the STAR reports to hone in on specific content areas and skills where students show signs of deficiencies. They then use this data,

as well as other evidence collected, to work closely with groups of students and individual students to improve their skills.

Assembly Bill 482 will eliminate STAR testing and bring in Smarter Balanced assessment for testing in spring of 2014. The STAR exam will be used for science only. Test scores will not be reported or used for the API, which will freeze at current levels. One purpose of Smarter Balanced assessment is to give specific targeted results for each student. It will provide a lot more information for parents and they will be able to compare their student's scores from year to year.

The first curriculum forum meetings this year will cover Common Core and Smarter Balanced assessments. On September 30 there is Parent Education Meeting on Common Core.

Sara Boutorabi, PHS student, asked how we can motivate students to take the tests more seriously and who Smarter Balance will help. Mr. Booker explained that a few years ago when participation dropped, administrators went into the classrooms and talked about the importance of these exams and doing one's best, and it worked. We can talk to sophomores and juniors about how the API affects them in applying for colleges.

REVIEW AND ACTION ITEMS

Certify Competence of Administrators in the Assessment of Certificated Employees

Education Code requires all administrators assigned to evaluate certificated employees to possess certain demonstrated competencies. The important thing is we can continue to model our evaluation system by using the same evaluation model with administrators as we do with teachers.

Ms. Pearson moved to certify the competence of administrators in the assessment of certificated employees, Mr. Tolles seconded the motion and it was unanimously approved.

Modernization Program Update; Request for Approval to Proceed with Installation of Security System at Beach Elementary School, Modification of Existing Side Gates at Havens Elementary School, and Construction of PMS Learnscape

Staff will provide an update on the Modernization Program and request approval to move forward with projects as recommended by the Steering Committee. Alan Harvey Theatre is being brought forward as its own item.

Over the summer, work was completed on repair of Wildwood and Beach roofs, installation of the AHT orchestra pit filler, repair of the PMS storm drain, replacement of Wildwood blacktop and installation of manhole access to the Witter Field storm drain, remediation of non-structural hazards at PMS, and district-wide upgrade of technology infrastructure "backbone." Two additional safety and security projects authorized but not undertaken over the summer, because further investigation and study were needed, are possible installation of additional gates, locks and security systems at elementary schools and installation of two-way communications systems at PMS, PHS and MHS. District staff will present options and seek direction from the Board at a future meeting.

Upon completion of the Seismic Safety Bond projects, \$6.3M remained for modernization projects. After completion of the previously approved projects, an estimate \$1.3M will remain for proposed modernization projects, including: Redress of life/safety and accessibility issues at (and the conceptual design for improvements to) Alan Harvey Theatre; Contributions to the athletic facilities replacement fund; Improvements to seating at Alan Harvey Theatre; Enhancement of school gardens and learnscapes; and Replacement of the Havens retaining wall.

The Modernization Steering Committee is recommending further safety and security measures at the elementary schools; and development of the proposed Learnscape at Piedmont Middle

School. These projects include the following:

Installation of a security system at the Lake Ave. entrance to Beach Elementary, which would include an electronic lock, camera and intercom. This would make it possible to immediately lock the main entrance in an emergency as well as lock the door during school hours. This entrance is a particular concern because adults can enter unseen. The cost of the proposed system is approximately \$5K.

Installation of locks on the two "side gates" in the Havens breezeway and the installation of benches in front of them so they function as fences during the school day.

Proceed with construction of the rain garden portion of the PMS Learnscape. The issue with the storm drain system has been resolved, and installing the rainwater catch basin and connecting it to the storm drain system while the area is opened up will avoid additional expenses. The rain garden and surrounding hardscape need to be completed before the rains begin. Next week, Green Team teachers Stella Kennedy and John White are meeting with Piedmont parent and landscape architect Kimberly Moses to complete plans for the Learnscape. The final version will be presented to the Steering Committee in October. The District recommends budgeting up to \$100K for this project.

It was moved by Ms. Pearson and seconded by Ms. Swenson to Approve Proceeding with Installation of Security System at Beach Elementary School, Modification of Existing side Gates at Havens Elementary School, and Construction of PMS Learnscape.

Alan Harvey Theatre Update – Next Steps

The District is continuing to investigate options for renovation of Alan Harvey Theatre (AHT), and the purpose of tonight's discussion is for the Board to provide direction to staff as to next steps. In terms of timelines, Quattrocchi Kwok Architects (QKA) have indicated it would take about 13 months to be ready to bid the project. Their assumptions are 3 months for design development, 4 months for preparation of construction documents and detailed drawings for DSA review and bidding, and 6 month for geological survey and Division of State Architect (DSA) approval.

In terms of financing, the District has an estimated bonding capacity in excess of \$11M. While there has been talk of moving forward with a bond measure in the February election, Superintendent Hubbard explained that the timelines are such that this is not possible. In even years, County elections are held in June and November and the cost of piggybacking on those elections is \$15-25K depending on the number of measures on the ballot. The cost of a special election is \$80-100K. One possibility is to bring a bond resolution to the Board in February for a June election.

An overall conceptual design was developed by QKA and presented to the Board last spring. QKA estimates the cost of completing the work to be in the range of \$10-13M. This is a "ballpark" number because it is from the architect rather than construction professionals and is not based on schematic or construction drawings. Mr. Tolles noted that there is a secondary phase between schematics and construction drawings, and it may be possible to get a more accurate estimate by having construction professionals review the schematic designs. It would be a good idea to get this estimate so there can be public discussion to determine the level of public support.

Tami Becker, member of the AHT advisory committee, thanked the Board for the new stage and the work on the improvements. She implored the Board to move forward with the larger picture that the

planning group developed. The current theater is dangerous to performers and inaccessible to many. We need a bond as well as private funding. A renovated theater would be a tremendous community asset. She asked the Board to try to fund working drawings because it will save money to move the project more quickly. Mr. Raushenbush stated that the rough cost for construction drawings is \$900K.

Alana Anderson, PHS senior, asked what proposed alterations are at the top of the list. Mr. Raushenbush said without a bond, top priorities are seating, HVAC and roof repair.

West Dunlap, PHS senior, asked what would happen to performances and theater classes during demolition and reconstruction. Mr. Brady said there's an idea of using Veterans Hall, which was used during repairs at Millennium High School.

Jan D'Annunzio, Piedmont resident and PUSD music assistant, said teachers hope the Board will move forward with major renovation, lighting for walkways, and bathroom upgrades. She committed to work on a bond measure.

Kim Taylor, PHS theater teacher, said a few years ago she got the impossible idea to take acting students to Scotland without knowing where the money would come from. Because this is a community that supports the arts, when the students were ready to go, the money was there.

Andrea Mullen, PHS band teacher, said many students use the theater and it is the face of the school to many.

Amy Morehead, PHS English, PE and dance teacher, went to her 30th PHS reunion and a lot of what people remembered was the theater productions. She was at the first production at Alan Harvey Theatre 37 years ago. The current condition of the theater is "sad" and the need is far-reaching and can span multiple generations.

Dorothy Falarski, a longtime Piedmont resident and PUSD music teacher, noted that not just the high school, but the middle school and outside groups use the theater. Her main concerns are lighting, flooring, wiring, fire exits, guardrails, "the chasm at the edge of the stage," and dim lighting on the stairs. She appreciates the installation of the new movable pit filler. She hopes that before final drawings go out for bid, stakeholders can have input and "sign off" to ensure that what is proposed is as viable as we want it to be.

Rachel Murray, member of the CHIME Board, said CHIME President Marjana Kelava sent an email to the Board highlighting what CHIME wants - to see it move forward in terms of safety issues and a 21st century update. She said that we need a theater that matches our talent. Ms. Murray also advocated remounting the theatre loudspeakers, addressing lighting issues, the control booth, and bathrooms. She also noted that CHIME would support renovation of the theatre and help with fundraising and promoting a bond measure.

Jonathan Davis, PUSD parent, is new to the project and enthusiastic about it. He recognizes that the theater needs improving and knows there will be a lot of support. If there is capacity to pass a bond, it should be done without delay because construction rates will rise as we wait. He would like to look at broadening the process to include other needs such as the sciences and this might help garner support.

Nancy Lehrkind is a local realtor and co-founder of the Piedmont Center for the Arts. In 2010 they did not know if they would have the support to turn an old church into an art center. They sent a letter to all Piedmonters and had 65% participation. They raised \$85,000

based on one letter. There is support for the arts in Piedmont. If the Board could get this going, they would be amazed at the amount of support. The recently formed Piedmont Players, an adult repertory theater, would be happy to move their plays into the smaller AHT 50-seat theater. Although 27% of Piedmont residents do not have children in the schools, Piedmonters support the arts. Let's get a bond initiative going and show the East Bay what we can do.

Betsy Lalli, president of PAINTS, has three boys in our schools. The PAINTS Birdhouse Gala is wildly successful, and PAINTS is behind the theater.

Board members are in favor of moving forward and appreciate the support from the community. Ms. Swenson said that every single email from parents, community members and those whose children graduated decades ago was favorable. Many mentioned a public-private partnership. Mr. Tolles received one email with reservations about the effect of a bond on taxpayers.

Mr. Raushenbush summarized the issues before the Board as determining public support for a bond measure and logistical questions. The Board does not run a bond campaign and will need volunteers to step up. In terms of public support and participation, Superintendent Hubbard has been approached by people interested in spearheading the effort. The Board could ask them to plan an initial meeting to discuss parameters and establish a clear division of roles and responsibilities. The District can provide space, consultation on community fundraising, and presentations on the design. Her suggestion was to present the QKA conceptual design at a future Board meeting and ask KCOM to broadcast it as a separate program. The issue can be raised at parent clubs, beautification meetings and arts foundations. It is important that the public understand the scope of the project; the appeal of this design is its modesty, usability and functionality and the way it fits the community, the space and the neighborhood.

Mr. Tolles said discussions at the steering committee need to include short-term work, getting input on the design from the community, and developing a more accurate cost estimate. He suggested the possibility of investing about \$10K in order to develop a more specific conceptual design. There is usually something between conceptual and construction drawings - design development drawings that cost about 40% of the cost of construction drawings. As was done with the seismic bond projects, the District will work with its construction manager to review the plans and cost estimates.

In thinking about a bond measure, it is important to get a better idea of cost of the project and soft costs in determining the amount of the bond. Currently, the District has a bonding capacity of in excess of \$11 million. Conservative estimates project the bonding capacity to exceed \$14 million in the 2014/15 fiscal year. Based on this report, the voters could authorize the use of bond funds to pay for an AHT project. Because a number of bonds will be paid off in 2018, the bond could be structured to delay repayment until then and reduce the impact on taxpayers.

Ellen Garrett, a teacher at Beach, asked Mr. Raushenbush what he meant when he said the District had "cut administration to support teachers." He explained that if you look at the number of administrators, it has gone down - some were not replaced in order to fund teachers and programs.

years. Based on goals, tactics are developed to reflect key areas of focus and support the goals. Operational activities describe how the tactics and goals are translated into what happens in the classroom. The Action Plan reflects many of the activities accomplished in the 2012-13 school year. There is only time to describe some of the highlights, and the 2012-13 Action Plan Update provides many more examples of operational responses.

Highlights of **Goal #1 - Adapt & Improve Educational Program Delivery** include moving toward common assessment; a draft of common assessments done in the classroom is attached. We have expanded the use of Data Director in developing common formative assessments. An example of Tactic #2 (Review of World Language program) resulted in the development of a new Spanish III Class, "Spanish in Action." This class is being offered for the first time this year and provides a different pathway in the study of Spanish. One example of Tactic #3 (Review Progress of Changes in the K12 Language Arts program) has been the use of common planning time at the elementary level to develop mentor texts supported by "just-right" books for differentiation learning. Tactic #4 (Support Efforts to Expand Opportunities...for Service Learning) was supported by AISCE summer classes, including one in which students studied food use and then went out to farms to see food production in action.

Goal #2 – Support Professional Growth & Instructional Effectiveness has been supported by the work of the APT evaluation committee and development of an evaluation handbook. It has also been supported by the development of Professional Learning Communities such as the thirteen teachers who participated in GATE training and have become differentiation coaches. In Supporting Site Reviews (Tactic #3), Millennium had their WASC self-review and received a six-year accreditation.

Goal #3 – Provide a Safe Learning Environment is reflected in the development of climate committees of students and teachers at PHS and MHS working to promote a positive climate in the schools. The Board recently approved the use of the Second Step curriculum in the elementary schools to develop social-emotional literacy. The middle school is redoing its schedule and revamping its six seventh-grade core curriculum presentations to address service learning. In the next year, the District will look at student stress and social/emotional programs that help reduce stress and promote a safe environment for all students.

#4 – Cultivate a Dynamic Learning Community has been supported by our practice of Interest-Based Bargaining, which informs how we work together and has served the community well in surviving difficult economic times.

One highlight of **Goal #5 - Develop & Implement a Sustainable Plan to Balance the Budget** has been the completion of the 2006 bond program and the sale of BANs in August to complete the \$56M bond authorization approved by voters in 2006. The bonds were sold at an excellent rate and provide a favorable repayment ratio of 2.5:1.

Goal #6 – Invest In & Preserve School Facilities & Infrastructure has been supported by the completion of the Seismic Safety Bond Program projects, the establishment of a modernization program to address non-seismic projects, and a contract with sports clubs to provide contributions in support of the Athletic Facilities Preservation Fund. A major operational response has been the development of a technology plan, which is posted on our website. It was the first one approved by the County Office of Education and is being used as a model by other districts.

Board members agree that this process has improved and evolved over the years and the development of the Action Plan is now a dynamic team-building process.

ANNOUNCEMENTS

Update on "Shaping Our Future"

The Piedmont Unified School District, with the support of the Piedmont Educational Foundation, will collaborate with students, staff, and the parent community to host a strategic planning workshop, "Shaping Our Future 2.0" on October 5, 2013. Building on the 2009 Shaping Our Future initiative, the District will revisit and update the guiding principles and priorities for the next several years. This will help inform policy, particularly as the District moves to implement the new Common Core Standards and adapt to the changing needs and innovations of public education for the community's children.

Superintendent Hubbard invited community members to participate and asked them to register at shapingourfuture@piedmont.k12.ca.us

Announcement of Timeline for School Board Election

Elections for two open positions on the PUSD Board of Education will be held on February 4, 2014. Candidates can obtain the Nomination Form and all necessary paperwork from the Office of the City Clerk at Piedmont City Hall. The filing period for candidates is from October 14 - November 8, 2013.

CORRESPONDENCE

Ms. Swenson announced that after the previous board meeting all members received an email and a voice mail expressing appreciation for renaming the PHS library the Christopher Stevens Memorial Library. One parent wrote to oppose the installation of a gate at Havens. There was an email regarding amendments to the Civic Center Act and several emails from "Educate Our State," as well as the email in support of AHT.

BOARD REPORTS

Ms. Swenson attended many Shaping Our Future planning meetings, the Tri-School Site Council, and the Budget Advisory Council (BAC), which was not well attended. She and Mr. Raushenbush attended a Piedmont Educational Foundation (PEF) retreat where they discussed future needs. She enjoyed the City-School reception and the reception sponsored by Assemblywoman Nancy Skinner.

Ms. Pearson said the coffee with Mr. Daniels PHS principal, was well attended with broad participation and very good discussion. She attended the Diversity Education Advisory Committee, the PMS and PHS Site Councils, and the Wildwood Book Fair She enjoyed being a judge at the Harvest Festival. Tomorrow night there is a Wildwood barbecue.

Mr. Gadbois attended the PHS back-to-school night where teachers were professional, well-prepared, inspiring and well organized. He attended the speaker series with Dr. Michael Tompkins, who gave an excellent presentation on school-related anxiety. He is looking forward to the 5K run on Saturday.

Mr. Tolles had nothing to report.

Mr. Raushenbush attended the PMS Parents Club, the steering committee, the PEF retreat, and the BAC meeting. He noted that part of being on the BAC subcommittee is attending BAC committee meetings so that participants are educated about the budget.

CONSENT CALENDAR

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

A. Adopt Regular Board Meeting Minutes of August 22, 2013 Board Meeting

- B. Approve Personnel Action Report
- C. Approve Field Trip for 70 students from Beach Elementary School to attend Camp Arroyo from October 22-23, 2013.
- D. Approve Field Trip for 78 students from Havens Elementary School to attend Camp Arroyo from October 24-25, 2013.
- E. Approve Field Trip for 40 PHS students to attend Cross Country Meet at Crystal Springs, Belmont from November 12-13, 2013.
- F. Approve Field Trip for 20-30 PHS students in AP Environmental Science to attend program and participate in community service at Calaveras Big Trees State Park from October 11-13, 2013.
- G. Approve Agreement with Alameda County Office of Education regarding Teaching Interns Program of Alameda County (TIPAC)
- H. Approve Practice Teaching Agreement with Mills College School of Education.
- I. Approve one Individual Service Agreement with Starfish Therapies, to provide one student with nonpublic services, effective August 21, 2013 through June 12, 2014, at a total cost not to exceed \$3,562.50. Funding: Special Education
- J. Approve one Individual Service Agreement with Behavioral Intervention Associates, (BIA), to provide one student with nonpublic services, effective September 23, 2013 through June 30, 2014, at a total cost not to exceed \$10,000.00. Funding: Special Education

FUTURE BOARD AGENDA ITEMS


Items to be included on future agendas include a summary of modernizations projects, a special discussion on the Alan Harvey Theatre and a report on Shaping Our Future 2.0 in November.

—→ **SUBJECT TO CHANGE** ←—

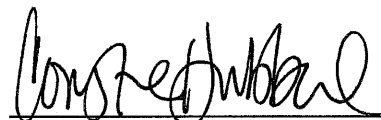
- Special Board Meeting "Shaping Our Future" (Oct. 5)
- Review Facilities Standards/ Green Policy (TBD)
- GASB 45 Actuarial Study (TBD)
- Facilities Use – Fee Structure (TBD)
- Calendar Options for 2014-15 (Fall)

ADJOURNMENT

The meeting was adjourned at 10:20 p.m.



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



 CONSTANCE HUBBARD
 Secretary, Piedmont Unified School District
 Board of Education