

PIEDMONT UNIFIED SCHOOL DISTRICT

Council Chambers, City Hall

120 Vista Avenue

Piedmont, California 94611

MINUTES OF

Regular Meeting of the Governing Board

August 20, 2014

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CALL TO ORDER	President Andrea Swenson called the meeting of the Board of Education to order at 6:31 p.m.
ESTABLISHMENT OF QUORUM	President Andrea Swenson, Vice President Sarah Pearson and Board Members Amal Smith, Doug Ireland and Rick Raushenbush were present.
Adjourn to Closed Session	The Board adjourned to Closed Session at 6:32 p.m. to discuss: A. Public Employee Appointment (Government Code Section 54957) Anticipated Employment of Chief Business Officer
Others Present in Closed Session	Superintendent Hubbard
Reconvene to Regular Session	President Swenson called the Regular Session of the Board of Education to order at 7:10 p.m. and led the Board and audience in the Pledge of Allegiance.
Others Present at Regular Session	Superintendent Constance Hubbard Michael Brady, Assistant Superintendent, Business Services Randall Booker, Assistant Superintendent, Educational Services
Report of Action Taken in Closed Session	The Board met in closed session and voted unanimously to direct the Superintendent to bring a contract to the next Board meeting for the purpose of hiring Song Chin-Bendib as Chief Business Official. Ms. Chin-Bendib brings to the District over 20 years in school finance. She has most recently served as the Associate Superintendent for Business & Operations for San Leandro Unified School District. She has expertise in technology and facilities, Accounts Payable, Accounts Receivable, construction, bonds and modernization projects, including the new theater in San Leandro. She also has experience developing and overseeing budgets during difficult economic times.  Ms. Chin-Bendib thanked the board, adding that PUSD is a special place and she is happy to be here and be the newest member of the PUSD family.
Agenda Adjustment	The minutes of the June 11, 2014 Board Meeting have been slightly revised and the correct version is available this evening and is posted online.
COMMUNICATIONS/ANNOUNCEMENTS	
Association of Piedmont Teachers (APT)	None
CSEA	None
Parent Clubs	Katie Korotzer, President of the PHS Parents Club and APCP, reported on registration day. This year registration was a combined walkthrough of all students from PHS, MHS and PMS and was a great success. Between 12:00 p.m. and 7:00 p.m., 1,500 students registered; had photos taken; received their IDs, class schedules, books and gym uniforms; and were able to visit student support tables. A lot of credit for the success of the day goes to Assistant

Principals Karyn Shipp and Eric Mapes. Thanks also to Stephanie Griffin, who made sure that the technology was in place and working. Parent Club volunteers Kristi Stone, Suzanne Sassi, Vicky O'Bresley and Hilary Cooper, the custodial staff, and Associated Student Body (ASB) members all worked hard to make things run smoothly.

The PHS Parents' Club is working with Principal Daniels to fund initiatives that directly affect students' experience, including chrome-books, service learning, an after-school study hall, parent education, professional development opportunities, and curriculum and library support. The Parents' Club has revived the fall grant program for PHS teachers and looks forward to receiving teacher proposals. Depending on teacher interest and parent funding, the Parents' Club hopes to initiate a spring grant. The Parent Club budget will be reviewed at the September 2<sup>nd</sup> PHS Parents' Club meeting. The new PHS Parents' Club website at [www.phsparentsclub.org](http://www.phsparentsclub.org) includes meeting schedules, minutes and other useful information. The Parents' Club would like to thank PHS parents Lori Adams and Lindsay Barstow and other volunteers for organizing the back-to-school luncheon for PHS teachers.

Associated Parents' Clubs of Piedmont (APCP) has been busy welcoming new families. APCP has created a packet this year for families new to the District and each parent club has had welcoming activities for new parents – from new parent orientation to back-to-school coffees and matching a new family with a current family. Information on the six parent clubs and the 19 support groups can be found on the APCP website at [www.apcpiedmont.org](http://www.apcpiedmont.org). APCP worked with the District and the PEF to develop this year's *Spotlight*, which provides specifics on the District's goals and commitments to students and is used as a guideline for all parent clubs. The *Spotlight* was sent to every Piedmont resident and copies can be obtained at the District Office and individual schools. Everyone in the community is invited to attend the Education Speakers series.

Student Representative to Board

Student representatives will begin their attendance with the September Board meetings.

Persons Requesting to Speak on Items Not on the Agenda

None

Superintendent Announcements

The first day of school was spectacular. PHS has experienced some vandalism for a third day; parents are encouraged to talk to their students about the real costs in time and money for what students may see as simple pranks.

President Announcements

The PEF, APCP and the District worked all spring and summer to create this year's *Spotlight*, which I believe is the best publication ever developed and represents what this school district is all about.

A. EDUCATIONAL SERVICES  
REPORT: SPOTLIGHT ON  
STUDENT LEARNING  
Opening of 2014-15 School Year

Assistant Superintendent Booker presented a report on the opening of the 14-15 school year, including:

- August 18th Staff Development: "Shaping Our Future - Living in Beta"
- Summer Professional Development Opportunities for TK-12 Teachers
- Instructional Technology Advances Across All Sites
- 1st Day of School for Students and Staff

Assistant Superintendent Booker described staff development activities. Friday an orientation was held for teachers new to the district. Monday's staff development activities included a convocation

with all PUSD staff. The theme was "Shaping Our Future: Living in Beta" with speaker Molly Schroeder, an expert in innovation through technology in schools and the use of Google apps. After the convocation she worked with 70 staff members, focusing on agile thinking, not being afraid to fail, risk-taking and making little bets and breeding creativity and innovation. There are many changes in education: common core, next-generation science standards, technology upgrades, new uses of technology, and new staff and administrators.

Taking as his theme how parents say good-bye to their students on the first day of school, Mr. Booker presented a slide show he filmed today.

Cheryl Wozniak, Director of Curriculum and Instruction, highlighted some of the summer's professional development activities. The three tri-school administrators and three teachers and Ms. Wozniak attended a Silicon Valley Math Initiative weeklong coaching institute to gain experience in supporting the teaching of Common Core Math. She spent three days in Sacramento with the PMS Math Department attending *Springboard* training. *Springboard* is Common Core material published by the College Board and being piloted in the middle school this fall. The three tri-school administrators and six teachers from all three elementary schools attended the Teachers' College Reading Institute in New York City. Teachers from all over the world apply to participate in this highly competitive professional development opportunity and not all are selected. Participants are working on how to share the information with colleagues during the professional development days in October, and are using their new-found knowledge to support the elementary reading curriculum. A Havens teacher attended a weeklong writing institute in New York City. Saturday three staff members attended training on Engaged New York, which is common core elementary material being launched this year in grades 3-5.

Our vision for the common core classroom is how to support an environment that fosters student talk. Ms. Wozniak led 225 K-12 staff in a presentation on classroom conversations. They examined instructional practices focused on speaking and listening in order to establish classroom norms that support classroom conversations, are more student centered and less teacher centered, and help to develop the student behaviors, attitudes and core skills that lead to productive conversations. One of the Common Core anchor standards is to help students participate effectively in a range of conversations and collaborations.

Afterwards staff divided into content area for further discussion. For example, Gina Myers and Ted Greenebaum led 6<sup>th</sup> to 12<sup>th</sup> grade science teachers in discussion of Next Generation science standards. Math teachers met with Principal Carol Cramer and the teacher leaders who attending the SVM I Institute – Sara Kingston, Elementary Math Enrichment; Claire Bloom, PMS; and John Hayden, PHS – who led a session on math talks. The day ended with each principal debriefing with their staff.

Stephanie Griffin, Director of Instructional Technology, spoke about the connected learning projects launched this year. Speaker Molly Schroeder demonstrated using devices for instructional practice that reaches all students. She kept coming back to learning and reframing failure as part of the learning process. In the afternoon Ms. Schroeder worked with science, history, music, visual and performing arts teachers on how to manage digital content using YouTube.

Additional work in the area of technology included a forum on digital

citizenship focused on chromebooks, rolling out a digital citizenship campaign, a review of computer science standards, and the completion of infrastructure work -- AV in classrooms and safety projects at PHS, MHS and PMS.

Superintendent Hubbard reported that the student population has grown by about 45. There are more new staff this year than any year she can remember; the District has welcomed 30 new teachers.

## REVIEW AND ACTION ITEMS

Review 2014-15 Revised Budget (as required by Ed Code 42127(4)) and Provide Information Regarding Implications of State Budget on Future District Budget Development

Districts are required to adopt their budgets in June for the next fiscal year and to report significant changes due to State funding assumptions used in the District Adopted Budget within 45 days of the State Adopted Budget. There are no significant changes to report and the 2013-14 Unaudited Actuals and 2014-15 Revised Budget will be presented at the September 10, 2014 Regular Board Meeting.

One change in the State Adopted Budget is the increase in employer contributions to STRS and PERS (the retirement funds). At the last minute the State Senate passed a bill (SB 858) imposing a limit on the amount of reserves a school district can hold. This limit preempts governing boards in making decisions they believe best serve their students and runs contrary to the core principles of the Local Control Funding Formula (LCFF), which ensure that student needs drive allocation of resources. SB 858 states that at maximum a school district cannot have more than 6% reserves. This reserve limit does not go into effect until the State makes a contribution to the Prop. 98 rainy day fund. This issue will also be on the November ballot as Proposition 44.

The District's General Fund reflects an increase in payroll; for the most part this is new people in current positions, although there has been a slight increase in staff at the middle school and high school.

Superintendent Hubbard said that school administrators representing the interests of school districts have met with the Governor about the reserve limit. The Governor would like to take care of the question on the November ballot or after the November election. It is expected that there will be fighting over its interpretation and no one knows what will happen. In our 2014-15 Adopted Budget we are just above the 6% reserve limit. Historically we do not have a history of large reserves as our policy is to use current funds for current students.

We do have some set-asides for reserved items such as instructional materials and a restricted fund for Witter Field in the amount of \$700k. The Deferred Maintenance Fund (Fund 44) no longer exists as a separate fund.

Ms. Swenson said that AB 146 has been put forward to remove SB 858. Prop. 44 is now listed on the November ballot as Prop. 2. The risk is that the proposition, which requires a "rainy day" set aside under certain circumstances, will fail because of the reserve limit.

Our auditors will review everything in December and bring back the 2013-14 audit in January. No action is required tonight because the final budget will come back at the September 10 meeting for action.

Approve 2014-2017 Collective Bargaining Agreement between the District and the California State Employees Association (CSEA), Chapter 60

The Board will be requested to approve the collective bargaining agreement with CSEA for the period of July 1, 2014 through June 30, 2017.

Assistant Superintendent Brady explained that CSEA negotiations took longer this year due to changes at the CSEA regional level. It took some time to acquaint regional staff with our policy of interest-

based bargaining (IBB), and negotiations were not completed by the end of the school year. Most of the changes in the contract involve cleaning up language, creating greater equity for health benefits, and providing salary and benefit adjustments that mirror the increases given to APT. The costs associated with the new contract have been built into the 2014-15 Budget.

Superintendent Hubbard said that negotiations took place over the summer. Leadership was shared and a high level of trust continues. Our CSEA officers and bargaining unit members made it clear to CSEA that they wanted to continue interest-based bargaining.

It was moved by Ms. Pearson and seconded by Mr. Ireland to approve the 2014-17 Collective Bargaining Agreement between the District and the California State Employees Association (CSEA), Chapter 60. The vote was 5-0 in favor.

## REVIEW AND DISCUSSION

### Presentation on Piedmont Pedestrian and Bicycle Master Plan

The City of Piedmont is in the process of developing its first-ever Pedestrian and Bicycle Master Plan. The main objective of the Plan is to improve conditions for walking and bicycling throughout the city. After a months-long process, the City released the Draft Plan on August 8, 2014 for public review and comment. The City's consultant on the project, Niko Letunic, will give a presentation on the Draft Plan and be available to answer questions.

The Draft Plan outlines the recommended pedestrian and bicycle improvements to be carried out in Piedmont over the next ten years. Given that much of the walking and biking activity in Piedmont consists of children going to and coming from school, the Draft Plan recommends a number of projects and programs to make it safer and easier for children to walk and bike to school. Some of the program recommendations are directed at the Piedmont Unified School District.

Beth Black, Piedmont City Planner introduced Janet Chang, City Planner and Niko Letunic, transportation consultant. They have been working for many months on the plan and have made presentations to many school entities. An important component of the plan is Safe Routes to Schools. Ms. Black thanked parents, teachers and students, particularly the students from Ms. Kennedy's classes, whose letters helped the city receive a grant. The plan is available on the City website at [http://www.ci.piedmont.ca.us/publicworks/docs/planning/bike-ped/2014-08-08-draft\\_pbmp.pdf](http://www.ci.piedmont.ca.us/publicworks/docs/planning/bike-ped/2014-08-08-draft_pbmp.pdf)

Mr. Letunic explained the planning process and described areas of the plan particularly relevant to the school district including monthly or seasonal walk and roll to school, walking school buses and bike trains, online safety information on crossing guards, traffic safety education for students, workshops for parents, adequate bike parking at the schools, and limiting car access on PE Hill.

Margaret Ovenden, Piedmont parent, expressed concern about students walking to school. She was happy with the plan as it incorporates a lot of input and gets the balance right. Aspects of the physical structure important to her (in this order) are a road diet for Grand Avenue, improvements to two crossings on Highland Avenue, traffic on Oakland Avenue near the middle and high schools, the crossing on Wildwood Avenue, and car traffic on PE Hill. Although it was not mentioned, she would like to see measures to address the logjam on Magnolia and Highland and City Center - perhaps an alternate drop-off point at the top end of the park for those coming from the North. She encouraged each school site to have a represen-

tative on transportation issues and would like to see more collaboration with the City on how to walk and bike to school.

Superintendent Hubbard said work has begun on a gate on PE Hill. Key card access will be used to limit traffic to maintenance vehicles and staff using the music building and middle school.

Tom Gandesbery, Piedmont parent and bicycle commuter, said the plan recommendations reflect the true community consensus and that Piedmont could become a bike and pedestrian friendly city. What's important when thinking of biking or walking or kids walking to school is the *perception of safety*. The brilliant thing about a traffic-calming approach is that it works with the subconscious –slow down because the street is narrowing, which makes us feel like we're driving too fast. He would like more polling of parents, especially elementary school parents, about why they drive their students and suggested 3-4 hour cycling safety classes in the schools. A sidewalk or soft bollards could be installed on PE Hill to separate pedestrians from cars. The City and District should work together to develop a pedestrian-first policy to limit after school and weekend traffic coming into Witter Field and reduce the amount of traffic on El Cerrito and Jerome.

Ms. Swenson asked if the process had considered an alternate school drop off point. Mr. Letunic said there was no consensus and not a lot of support on the issue, so they threw it out. Ms. Swenson noted that once the plan is implemented, there will be more students walking so it might be possible to take up the issue again.

Ms. Smith said her big concern is the two crosswalks on the curve on Highland Avenue, and the plan does not address this. She recommended a more focused study, including the possibility of hiring a traffic engineer.

Mr. Raushenbush understood the preference for a traffic-calming approach. Because there are people going too fast up Magnolia and Blair, he asked if the City is considering issuing more speeding tickets. Mr. Letunic said that an additional traffic enforcement officer was recently hired. Ms. Swenson is on the City Safety Committee and said Police Chief Goede is talking about this.

Ms. Pearson noted that a public health campaign can be powerful. A popular statistic explains that if you hit someone going at 40 miles m.p.h. you have an 80% risk of killing them while if you drive at 30 m.p.h. it lowers the risk to 35%. People would be influenced to slow down if they were more awareness of the statistic.

Mr. Raushenbush asked about the legality of people parking on sidewalks; people do it for good reason on our narrow streets but it is an illegal practice. Mr. Letnic said the plan recommends the City adopt zero tolerance for people who completely block sidewalks near schools and on routes to schools

Ms. Black encouraged the community to come to the Planning Commission hearing on the plan on September 8 and October 13 and at the second City Council meeting in November. She encouraged listeners to provide feedback by phone and email to herself and City Council members.

## CORRESPONDENCE

Correspondence was light. Ms. Smith received an email with a link to *New York Times* article on succeeding through failure and an email asking more about the process for hiring administrators.

## BOARD REPORTS

Since the last Board meeting, Board members attended Monday morning's Staff Convocation.

Ms. Pearson attended a meeting of the Diversity Education Advisory Committee.

## CONSENT CALENDAR

Mr. Raushenbush moved and Ms. Smith seconded a motion to approve the consent calendar with the revisions to the June 11, 2014 minutes. The Board vote was 5-0 to approve.

- A. Adopt Regular Board Meeting Minutes of June 11, 2014 Board Meeting
- B. Adopt Regular Board Meeting Minutes of June 25, 2014 Board Meeting
- C. Adopt Regular Board Meeting Minutes of July 1, 2014 Board Meeting
- D. Approve Monthly Financial Report of the District for July 2014
- E. Approve Warrant List for April 1 through May 31, 2014
- F. Approve Personnel Action Report
- G. Approve Field Trip for 16-20 PHS yearbook staff to attend a retreat in San Francisco at the Fisherman's Wharf Holiday Inn from August 22-23, 2014.
- H. Approve Field Trip for 14 members of the Girls Varsity Tennis Team to attend the annual California Tennis Championship in Clovis/Fresno from September 4-6, 2014.
- I. Approve MOU between PUSD and the Teacher Pathways Support Program (formerly known as the Teaching Intern Program Alameda County) at the Alameda County Office of Education effective September 1, 2014 to June 30, 2015.
- J. Approve one Independent Contractor Agreement with First American Transit, to provide nonpublic services for one student, effective July 1, 2014 through June 30, 2015, at a total cost not to exceed \$9,450.00. Funding: Special Education
- K. Approve one Independent Contractor Agreement with First American Transit, to provide nonpublic services for one student, effective August 20, 2014 through June 11, 2015, at a total cost not to exceed \$25,920.00. Funding: Special Education
- L. Approve one Independent Contractor Agreement with First American Transit, to provide nonpublic services for one student, effective August 25, 2014 through June 12, 2015, at a total cost not to exceed \$13,680.00. Funding: Special Education
- M. Approve one reimbursement to parents of one student, for non-public services, effective August 20, 2014 through September 1, 2014, at a total cost not to exceed \$828.12. Funding: Special Education
- N. Approve one reimbursement to parents of one student, for non-public services, effective August 20, 2014 through September 1, 2014, at a total cost not to exceed \$500. Funding: Special Education
- O. Approve one reimbursement to parents of one student, for non public services, effective August 20, 2014 through June 11, 2015, at a total cost not to exceed \$29,000. Funding: Special Education
- P. Approve one reimbursement to parents of one student, for non public services, effective August 20, 2014 through June 11, 2015,

at a total cost not to exceed \$10,720. Funding: Special Education

- Q. Approve one Independent Service Agreement and one Master Contract with Victor Treatment Centers, to provide nonpublic services for one student, effective July 1, 2014 through June 30, 2015, at a total cost not to exceed \$205,814.20. Funding: Special Education
- R. Approve one Independent Contractor Agreement with Carrie Kartman, for non public services, effective July 1, 2014 through June 30, 2015, at a total cost not to exceed \$1,500.00. Funding: Special Education
- S. Approve one Independent Service Agreement with Starfish Therapies, to provide nonpublic services to the district, effective July 1, 2014 through June 30, 2015, at a total cost not to exceed \$6,090.00. Funding: Special Education
- T. Approve one Master Contract with Auditory Pathways, to provide nonpublic services to the district, effective July 1, 2014 through June 30, 2015, at a total cost not to exceed \$3,795.00. Funding: Special Education
- U. Approve one Independent Service Agreement and one Master Contract with Phillips Academy (a Children's Learning Center School), to provide nonpublic services for one student, effective August 28, 2014 through June 12, 2015, at a total cost not to exceed \$30,240.00. Funding: Special Education

#### FUTURE BOARD AGENDA ITEMS

Future agenda items include a Board workshop on Special Education and another workshop on facility needs and priorities.

#### ADJOURNMENT

The meeting was adjourned at 8:58 p.m.

andrea swenson

ANDREA SWENSON  
Board President, Piedmont Unified School District  
Board of Education

Constance Hubbard

CONSTANCE HUBBARD  
Secretary, Piedmont Unified School District  
Board of Education