

PIEDMONT UNIFIED SCHOOL DISTRICT
District Office – Board Room
760 Magnolia Avenue
Piedmont, CA 94611

MINUTES OF

Citizens' Advisory Committee to Parcel Tax Program (Measures B & E)

May 6, 2010

CALL TO ORDER

Chairperson Jon Elliott called the regular meeting of the Citizens' Advisory Committee to the Parcel Tax Program to order at 4:05 pm.

ESTABLISHMENT OF QUORUM

In Attendance:

Committee Members Catherine Ogle, Cathie Geddeis, George Childs, Jon Elliott, Peter Freeman, Ken Jensen, Matthew Lifschiz, Mimi Felson, Eileen Ruby, Ad Brugger (left at 5:35 pm); Board Member Liaison Martha Jones, Superintendent Constance Hubbard (left at 5:30 PM).

ABSENT FROM MEETING

Board Member Liaison (alternate) Richard Raushenbush

REVIEW & ACTION ITEMS

Peter Freeman moved and Matthew Lifschiz seconded approval to the minutes from the 4/1/10 meeting.

1. Approve Minutes of 4/1/10 Meeting

2. Reports by each subcommittee on actions to date and proposed actions. The full committee may be asked to approve activities and/or requests for data/information from the District.

- a. Employee Health & Welfare, Benefit Packages and Providers Subcommittee (Peter Freeman, Matthew Lifschiz, Ken Jensen). Members of this subcommittee have met with insurance brokers and District administrators. They reported that it was too late to make any changes for next year's health care plans. Some options they are looking at starting in 2011-2012 include: to reduce what's offered, to have employees pay more and/or to go to a two-tier system. They reported that at the District's 5/5/10 meeting on employee benefits, it was disclosed that the Healthnet premiums will increase 14.5% and the Kaiser premiums will increase 13.4% next school year. Possible areas for healthcare savings are in copays, capping, limiting benefits and using HSA plans (which are not understood by the employees, *or this committee, for that matter*). The Committee discussed the potential savings to the District from employees sharing in the cost of their health care premiums. This subcommittee will generate some scenarios of options including their potential cost savings.
- b. Comparables Bank and Key Metrics Analysis Subcommittee (Catherine Ogle, Cathie Geddeis, Jon Elliott, George Childs). Members of this subcommittee reported that they are planning to use the same 13 districts that have been included in the District's Standards and Criteria reports in prior years plus some new districts. For this group of comparables, the data will be taken from the actual contracts. Another, larger group of comparables will be looked at for key metrics over a long period of time utilizing a publicly available database. Committee members suggested also collecting data on teacher turnover

- (average years in the District – although this has increased recently due to greater selectivity on keeping new hires).
- c. Community Outreach Subcommittee (Mimi Felson, Eileen Ruby, Cathie Geddeis, Jon Elliott). Members of this subcommittee have met twice and in addition to the annual report on the parcel tax going forward, there are looking to build credibility in the community by reaching out to seniors, non school families and other community members. They are planning to hold focus groups to find out what community members want to know. They are looking at comparable districts, including trend analysis and specific districts they are interested in are San Marino, Hillsborough and Mill Valley.
 - d. Alternative Compensation Structure Subcommittee (Peter Freeman, Matthew Lifschiz, Ken Jensen, Ad Brugger). This subcommittee has been monitoring the news on contract negotiations. Peter Freeman presented a summary of the Race To The Top applications for Tennessee and Delaware. The key for states getting federal dollars was demonstrated buy in from all stakeholders. States where the unions did not step up and join were rejected. In TN and DE, they are tracking student progress through the system over a long period of time. They are linking relative student growth to teachers, which is then used for performance evaluations, teacher sanctions and layoffs. The subcommittee will continue to get information on how other school districts are conducting performance evaluations and what might be appropriate and applicable to Piedmont. Ad Brugger agreed to read and summarize the CO application.

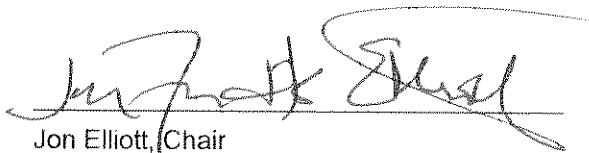
While reviewing other district contracts, the Committee discussed keeping track of what other districts do different from Piedmont. Long Beach and Santa Clara Unified School Districts have a lot of good information on their websites. There was interest in learning what other CA school districts use in their teacher evaluation rubrics and in developing such a rubric in Piedmont.

REVIEW & DISCUSSION ITEMS

- 1. Break into subcommittees for discussion; reconvene to report out This item will be rolled over to the next Committee meeting.

SCHEDULE NEXT MEETING: The next meeting will be on Thursday, June 3rd @ 4:00 PM at a
 CONSIDER FUTURE MEETINGS site to be confirmed.

ADJOURNMENT The meeting was adjourned at 6:04 PM.



Jon Elliott, Chair
 Citizens' Advisory Committee to the
 Parcel Tax Program, Measures B & E



Catherine Ogle, Secretary
 Citizens' Advisory Committee to the
 Parcel Tax Program, Measures B & E