

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)

June 3, 2010

CALL TO ORDER

Chairperson Jon Elliott called the regular meeting of the Citizens' Advisory Committee to the Parcel Tax Program to order at 4:06 pm.

ESTABLISHMENT OF QUORUM

In Attendance:

Committee Members Catherine Ogle, George Childs, Jon Elliott, Peter Freeman, Ken Jensen, Matthew Lifschiz, Mimi Felson, Eileen Ruby, Ad Brugger; Board Member Liaison Martha Jones. Also present: Harlan Mohagen (PHS Resource Specialist and APT President), Amy Savage (PMS Resource Specialist) and Carolyn White (PMS Teacher Librarian).

ABSENT FROM MEETING

Committee Member Cathie Geddeis, Board Member Liaison (alternate) Richard Raushenbush, Superintendent Constance Hubbard.

REVIEW & ACTION ITEMS

1. Approve Minutes of 5/6/10 Meeting

George Childs moved and Matthew Lifschiz seconded approval to the minutes from the 5/6/10 meeting.

2. Reports by each subcommittee on activities, which may include distribution of materials for review by the full committee. The full committee may also be asked to approve activities, documents and/or requests for District data.

- a. Employee Health & Welfare, Benefit Packages and Providers Subcommittee (Peter Freeman, Matthew Lifschiz, Ken Jensen). See Alternative Compensation Structure, item 2 (d), below. The full committee agreed that this subcommittee should examine what other Districts, public entities and private sector companies are offering for health care plans.
- b. Comparables Bank and Key Metrics Analysis Subcommittee (Catherine Ogle, Cathie Geddeis, Jon Elliott, George Childs). This subcommittee's report will be rolled over to the next meeting.
- c. Community Outreach Subcommittee (Mimi Felson, Eileen Ruby, Cathie Geddeis, Jon Elliott). Members of this subcommittee are proposing to visit with community members to get feedback. These would include representatives of parent groups, seniors, and other constituencies – including special efforts to reach groups not typically involved in District matters. Efforts would include initial contact with community leaders (such as Piedmont Education Foundation, or former board member Sue Smegal), to suggest additional people to contact. The goal is to develop an Annual Report to the community that would be reviewed and finalized by the full Committee and transmitted to the public. They want to address the following questions: 1) How did we get to the current District budget situation, 2) What changes have had the greatest impact. 3) How is PUSD performing at the current

time, and 4) How does PUSD compare to other comparable districts. They are looking through information from other districts (primarily other high-achieving unified districts) to identify key metrics to compare. The full Committee feedback to this group was: that this Committee must provide balanced and objective information from which community members can form their own educated opinions; this subcommittee should take the comparables and key metrics information from the Comparables and Key Metrics subcommittee; how participants of the focus groups would be selected and that they need to include all viewpoints; that there should be a "script" for the focus groups which is approved by this full Committee prior to use with the focus groups. Ad Bruger summarized the discussion by saying that the communications subcommittee is very important and that our full Committee should review the following 3 points: 1) What information will be presented to the focus groups, 2) How the groups will be comprised, 3) What questions will be asked of the focus groups and what are their priorities. He pointed out that you can get any answer you want based on how you phrase the questions. He continued with the comment that what this full Committee is attempting to do is invaluable but information needs to be neutrally presented and faithfully reported.

- d. Alternative Compensation Structure Subcommittee (Peter Freeman, Matthew Lifschiz, Ken Jensen, Ad Bruger). Members of this subcommittee reported that 92% of the District's costs are people costs and therefore they are looking to see if that money is spent wisely by examining our benefit and compensation programs. They are gathering information on alternatives being used in other districts that are different from the seniority-based model we currently use. Alternatives from other districts they are looking at include quality-based measures, which end up affecting 3 areas: compensation, tenure and terminations. Full committee feedback included support for assembling a menu of alternatives of what is being done in other districts. Reviewing and summarizing key information in the Race to the Top applications was discussed as a good place to get alternatives. The full committee agreed that this subcommittee should look at the applications from TN, DE, CO, Los Angeles and another CA school district (probably one involved in California's phase 2 RTTT proposal such as Long Beach School District which was also mentioned as having a lot of useful easily accessed publicly available information. Discussion ensued about the capabilities of PUSD's new software, Data Director, and David Roth was identified as the District's professional with the most knowledge about that software. Comments were made that "business as usual" cannot continue in the public sector and that alternative structures need to be explored and adopted

Discussion ensued about the need for some big structural changes in order to meet the on-going budget challenges.

REVIEW & DISCUSSION ITEMS

1. Break into subcommittees for discussion; reconvene to report out

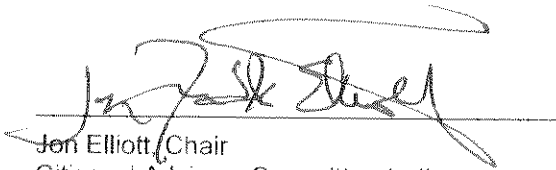
This item will be rolled over to the next Committee meeting

SCHEDULE NEXT MEETING:
CONSIDER FUTURE MEETINGS

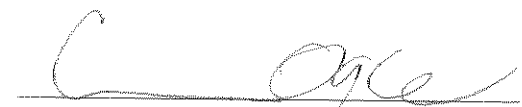
The next meeting was tentatively set for Thursday, July 8th @ 4:00 PM in the District Boardroom.

ADJOURNMENT

The meeting was adjourned at 6:02 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