

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)

March 11, 2011

CALL TO ORDER

Chairperson Jon Elliott called the regular meeting of the Citizens' Advisory Committee to the Parcel Tax Program to order at 4:07 pm.

ESTABLISHMENT OF QUORUM  
In Attendance:

Committee Members Catherine Ogle, Jon Elliott, Ken Jensen, Matthew Lifschiz, George Childs, Peter Freeman; Superintendent Constance Hubbard. Also present: Roy Tolles and Ray Gadbois (Board Members); Harlan Monahan (APT President), numerous faculty members including Stella Kennedy and Denise Meredith; numerous members of the Piedmont Ed Foundation including Amal Smith and Nancy McHugh; Mary Ireland (PHS Parent Club President); and numerous members of the public.

ABSENT FROM MEETING

Board Member Liaison Martha Jones

INTRODUCTION/WELCOME

Jon Elliott welcomed everyone to the meeting.

REVIEW & ACTION ITEMS

1. Review and approve minutes from 2/17/11 meeting.

George Childs moved and Ken Jensen seconded the minutes from the 2/17/11 meeting.

2. Review PUSD-APT contract for 2011-12 through 2013-14 school years, and decide whether CAC will issue a formal statement and/or revise CAC's report "Report and Recommendations for Levying for Fiscal Year 2011-2012, and Review of Fiscal Year 2010-2011" based on the terms of the contract.

Jon Elliott reviewed the Committee's two conditions for leveling the full parcel tax increase, as follows: 1) that 3/5th of the 5% increase (i.e. 3% or \$244,350) be set aside for the 2012-2013 school year (when Measure E expires), and 2) that the District-APT contract achieve a substantial majority of the sought after expense reductions (to cover the \$1.4 million gap) to come from concessions by the unions rather than from layoffs or reductions to program. Piedmont's history of "shared sacrifice" among students and their families, District employees and taxpayers (the "three-legged stool") was discussed. Board Member Roy Tolles explained that the proposed new contract saves \$450,000 from furlough days, \$400,000 in reduced health care costs, and \$40,000 in reduced co-curricular stipends. An additional \$200,000 in revenue is expected to come from the parent clubs in 2011-12. Board Member Ray Gadbois shared that over two years, \$2.2 million in savings was coming from reductions in employee expenses (from layoffs, furlough days, employee sharing in health care premiums and reduced co-curricular stipends). Committee Members discussed the importance of sharing with the public that teacher salary increases associated with step and column advancement cost the District an additional \$290,000 in 2011-12 vs. 2010-11, which is included in the District's First Interim Report dated 12/8/10. Committee Members also discussed that furlough days are not just a total sacrifice for employees, but that they also represent a sacrifice for

students and families. Committee Members inquired about the status of adopting a new employee evaluation system, since this was an important issue to this Committee. Ray Gadbois shared that the District is working on a new evaluation system and that there is a pilot program in place for next year and the main goal is to improve teaching. He continued by sharing that the State of CA has mandated a seniority based system for layoffs, and until that changes we cannot make layoffs under a different system. Mary Ireland contributed that it takes time to change. Stella Kennedy addressed this Committee's concerns regarding the implementation of an effective employee evaluation system by sharing that she, Harlan Monahan and Denise Meredith are on the committee looking at evaluation systems and that they are looking at many different models and visiting other schools including Harker Day School (an independent school in San Jose, CA), and Hillsborough School District (a K-8 public school district), to learn about their teacher evaluation systems. The Committee Members' question regarding what amount of teacher evaluation is based on test scores was not answered. Some teachers present expressed the sentiment that this Committee had a negative effect on teachers and asked us to "aim our arrows elsewhere". It was shared that the School Parcel Tax initiatives in Piedmont have all been about preserving school programs. The role of this Committee was clarified by Roy Tolles to include issuing a recommendation to the School Board about levying the school parcel tax and in what amount, and also to assist the Board in ways that they may from time to time request of the Committee. Jon Elliott proposed that the Committee submit a Supplemental Report to their report dated 2/1/11, which, in addition to other items, will include: 1) the Committee's recommendation to the District to implement an effective employee evaluation system; 2) disclosure of continuing salary increases to employees from step and column advancement; and 3) setting aside 3%, or \$244,350 of the parcel tax increase for 2012-13. The Committee agreed to submit language for the Supplemental Report to Jon Elliott by March 16 and the Supplemental Report will be brought to the next meeting of this Committee for approval.

#### REVIEW & DISCUSSION ITEMS

1. Status of District solicitation for additional volunteers for this Committee

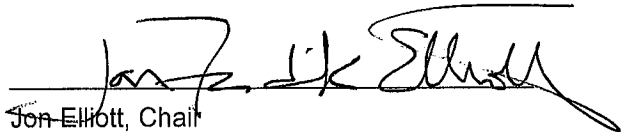
There is no new information regarding additional volunteers for this Committee.

#### SCHEDULE FUTURE MEETINGS

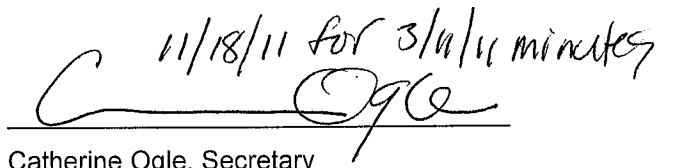
The next meeting will be on Thursday, March 31, 2011 at 1:30 PM in the District Office.

#### ADJOURNMENT

The meeting was adjourned at 6:00 PM.



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

*11/18/11 for 3/14/11 minutes*  


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