

Vote YES on Measures G & H

Hari Titan

October 1, 2019

Parcel Tax Measures funding quality K-12 education in Piedmont

Good Schools Benefit Everyone in Piedmont

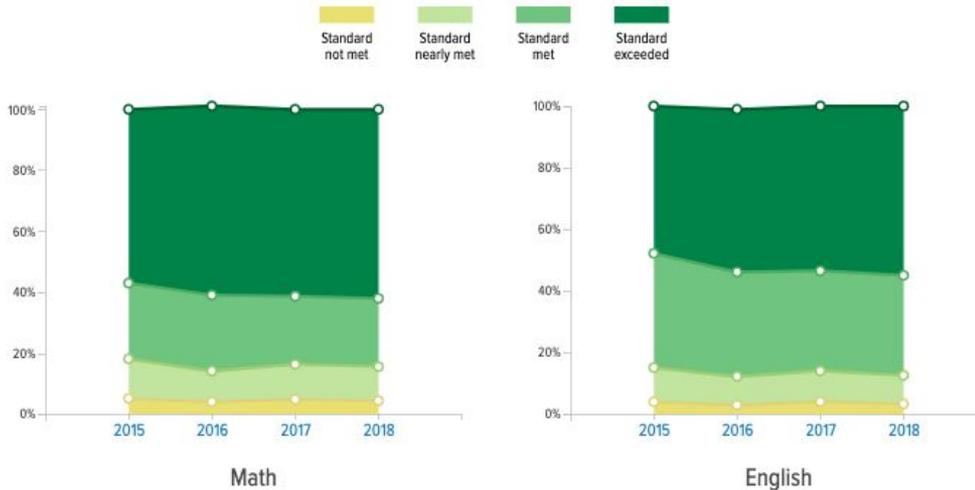
- Maximize Student Achievement and Potential
- Reason for Parents to move to Piedmont
- Reason for Teachers to prefer to teach in Piedmont
- A big reason behind the relative stability and price appreciation of Piedmont homes
- Higher school property taxes are a small price to pay for a higher likelihood of higher resale values

Piedmont City Unified



California Smarter Balanced CAASPP scores are for 2018 unless otherwise noted. Data on subgroups, such as grade level, where 10 or fewer students had test scores for either English Language Arts or Math, are shown with asterisks. Data may not add up to 100% due to rounding. Hover over colors in charts to see exact percentages for each achievement level.

OVERALL TEST RESULTS



Subject	Standard Not Met 2018	Chg. From 2017	Standard Nearly Met 2018	Chg. From 2017	Standard Met 2018	Chg. From 2017	Standard Exceeded 2018	Chg. From 2017
Math	4.18%	-0.6%	11.27%	-0.32%	22.34%	+0.1%	62.21%	+0.82%
English	3.33%	-0.57%	9.3%	-0.79%	32.27%	-0.08%	55.1%	+1.43%

Source: <http://caaspp.edsource.org/sbac/piedmont-city-unified-0161275000000>

2018 CAASPP Scores District-wide

Over 2015-18 K-12 teachers helped more students exceed the CAASPP standard (57% -> 62% in Math and 48% -> 55% in English) and kept the “Standard not met” at or below 5% in Math and at or below 4% in English

PHS is ranked 8th in English Language Arts and 15th in Mathematics in California

Source: <http://www.piedmont.k12.ca.us/phs/pdf/about-phs/profile.pdf>

Academic Performance

View Student Assessment Results and other aspects of school performance.

LEARN MORE
English Language Arts

All Students State



Green

110.8 points above standard

Declined 8.5 Points Ⓣ

LEARN MORE
Mathematics

All Students State



Blue

72.1 points above standard

Increased 13.4 Points



LEARN MORE
College/Career

All Students State



Green

85.6% prepared

Declined 6.8% Ⓣ

Source: <https://www.caschooldashboard.org/reports/01612750000000/2018>

The CA School Dashboard uses a multi-factor College / Career readiness Indicator (CCI).

In 2018, 85.6% of PHS graduates were “prepared” according to the CCI.

For the PUSD district as a whole (including MHS) , 79.4% of graduates were “prepared” and another 12.4% were “approaching prepared.”

For more details on what goes into the CCI contact PUSD’s Stephanie Griffin. This [link](#) breaks down the CCI for different student groups.

COLLEGE MATRICULATION

College and University Attendance for the Class of 2018

American University	Macalester College	Stevenson Institute of Technology	Washington University in St. Louis
Arizona State University	Marquette University	The New School	Western Washington University
Berkeley City College	Massachusetts Institute of Technology	Trinity University	Wheaton College
Chabot College	Miami University, Ohio	Tufts University	Willamette University
Chapman University	New York University	Tulane University	
College of Charleston	Northeastern University	University of Alabama	University of California
College of Marin	Northwestern University	University of Arizona	UC Davis
Colorado College	Oberlin College of Arts & Science	University of Colorado	UC Irvine
Dartmouth College	Ohio State University	University of Connecticut	UC Los Angeles
Denison University	Orange Coast College	University of Denver	UC Riverside
DePaul University	Oregon State University	University of Michigan	UC Santa Barbara
Diablo Valley College	Emerson College	University of Mississippi	UC Santa Cruz
Emerson College	Pitzer College	University of Nebraska	
Fashion Institute of Technology	Princeton University	University of Oregon	California State Universities
Goucher College	Purdue University	University of Pittsburgh	Cal Poly San Luis Obispo
Grinnell College	Quinnipiac University	University of Portland	Chico State
Harvard University	Reed College	University of Puget Sound	CSU East Bay
Iona College	Regis University	University of San Francisco	Humboldt State
Johns Hopkins University	Saint Mary's College of CA	University of Southern California	San Diego State
Kenyon College	Santa Clara University	University of Tennessee	San Francisco State
Lehigh University	Scripps College	University of the Pacific	Sonoma State
Lewis and Clark College	Seattle University	University of Vermont	
Linfield College	Smith College	University of Virginia	
Loyola Marymount University	Stanford University	University of Washington	International Universities
Loyola University New Orleans		University of Wisconsin	McGill University
		Vanderbilt University	University of British Columbia
		Washington State	University of Glasgow, Scotland

Source:

<http://www.piedmont.k12.ca.us/phs/pdf/about-phs/profile.pdf>

PHS does not provide the exact number of students attending each college and university (a.k.a. Matriculation **counts**)

For that information, see: https://harititan.com/Piedmont_Grad_College_Entrances.pdf

On Measure G:

“This local funding source helps us maintain smaller class sizes, and provides funding for art and music, world languages, advanced placement courses, school libraries, classroom technology, and student counseling.”

-- Randy Booker, Superintendent of PUSD (August 15, 2019 email)

On Measure H:

“The second measure is a companion measure that will provide critically needed funding to attract and retain high quality teachers and educational support staff. As you may be aware, inadequate state funding coupled with the high cost of living in the Bay Area makes retaining and recruiting quality teachers and educational staff difficult. Over the past two years, 22 teachers left the District due to cost of living issues. Additionally, numerous teaching candidates we’ve recruited for classroom positions went to other districts for the same reason. The cost of this companion measure will be 25 cents per square foot of building improvements.”

-- Randy Booker, Superintendent of PUSD (August 15, 2019 email)

ADVANCED PLACEMENT & HONORS COURSES

Due to prerequisites, most AP and Honors classes are intended for Juniors and Seniors.

Advanced Placement Courses

AP Biology	AP European History
AP Calculus AB	AP French Language
AP Calculus BC	AP Music Theory (alternating years)
AP Chinese Language	AP Spanish Language
AP Computer Science A	AP Studio Art: 2-D Design
AP Computer Principles	AP Studio Art: 3-D Design
AP English Literature	AP US History
AP Environmental Science	

Honors Courses

English 5-6 Honors	Chinese IV Honors*
Chemistry Honors	Physics Honors
Spanish IV Honors*	Statistics Honors
French IV Honors*	*offered beginning Fall 2017

Due to the teacher shortage, PHS offered online curriculum for Spanish 2, Physics, and Physics Honors during the Fall semester of the 18-19 school year.

STANDARDIZED TESTS

National Merit Class of 2018:

6 Finalists, 6 Semifinalists, 14 Commended

AP Exam Scores May 2018:

293 students took 524 AP exams

87% of these exams received a score of 3 or higher

Source: <http://www.piedmont.k12.ca.us/phs/pdf/about-phs/profile.pdf>

We have 7 periods and some other schools (e.g. Alameda Unified) have cut back to only 6 periods.

In 2019-20, PHS is not offering AP European History and instead is offering AP Art History

“CAASPP results... for Piedmont K-12 vs. other K-12 districts -- we are #2 in the state and #1 in Northern California”

-- Cory Smegal, School Board member (email 9/30/2019)



YES on H1



For Piedmont Schools

- 74% of the voters approved Measure H1 in 2016
- Funds being used to build a modern S.T.E.A.M. classroom building and Performing Arts Theater
- Retaining good teachers is clearly more important than facilities at any point in time
- However in light of the goal of building a center of excellence in S.T.E.A.M. education, retaining high quality teachers is even more important

Students' education should not be harmed

“A lot is at stake. Over 25% of the school district’s budget is funded by the school parcel tax. If Measures G and H do not pass, up to 100 teacher positions will be eliminated, many academic and advanced programs in math, science, technology, engineering, English, music and the visual and performing arts, will be slashed, school libraries will close, class sizes will increase by as much as 40%, and it will become more and more difficult to attract and retain quality teachers and educational staff. (Over the past two years, 22 teachers left the district due to cost of living issues. Additionally, numerous teaching candidates recruited for classroom positions went to other districts for the same reason.)

To pass, each measure must receive at least 66.7% support from those who vote on the measure.”

Source: <https://www.yesongandh.org/>

What uses are promised for Measure H funds?

“Measures G and H will generate \$13.4 million annually for the Piedmont schools. Measure G will cost all homeowners \$2,763 per year. The cost to homeowners for Measure H will be 25 cents per square foot of their home.

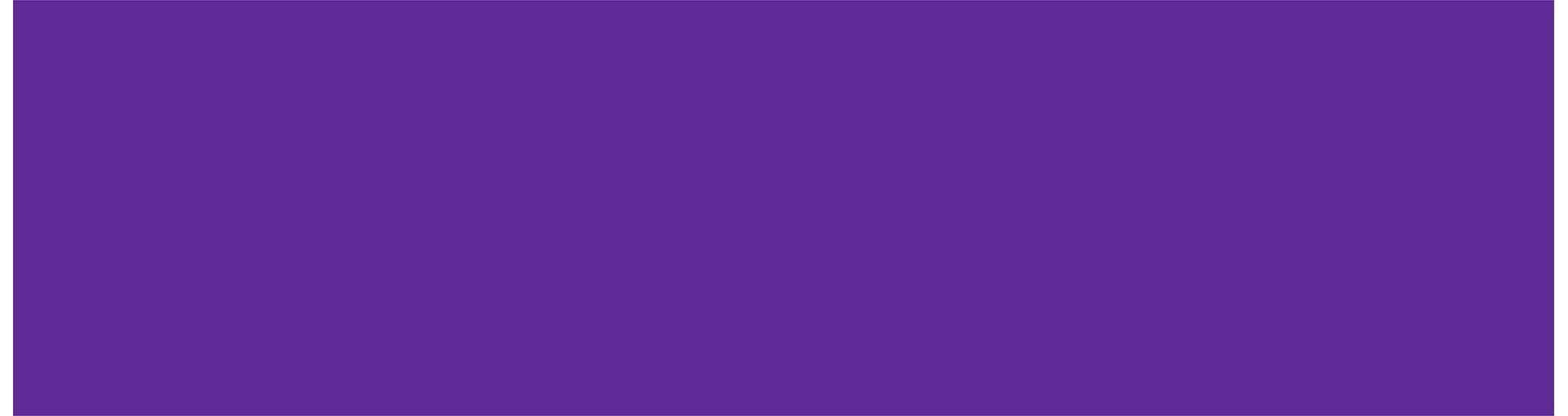
Over the past few years the board has heard input from the community asking our school district to levy a parcel tax based on the square footage of one’s home (like ones recently passed in Alameda, Berkeley, and Emeryville). The board decided to keep the basic parcel tax, Measure G, as a flat tax, and add Measure H (a second parcel tax based on square footage) to help fund the \$2.6 million/year needed to attract and retain high quality teachers and support staff.”

Sources: <https://www.yesongandh.org/>

<http://www.piedmont.k12.ca.us/district-info/budget/measure-g-and-h-parcel-taxes/>

Is PUSD underfunded?

Relative to nearby public school districts



General Fund Revenues by Object Code, 2017-18

Piedmont City Unified



Data Table [Graphs](#)

Object Codes	Type of Revenue	Revenues			Dollar/Student (ADA) ⓘ			
		Unrestricted	Restricted	Total	This District (ADA 2,552)	% Avg Unified School Districts	Statewide Avg Unified School Districts	Statewide Avg All Districts
8010-8099	LCFF Sources ⓘ	\$20,555,417	\$191,349	\$20,746,766	\$8,129	83%	\$9,749	\$9,892
8100-8299	Federal Revenue ⓘ	\$0	\$678,855	\$678,855	\$266	36%	\$736	\$705
8300-8599	Other State Revenue ⓘ	\$1,020,277	\$1,478,860	\$2,499,137	\$979	68%	\$1,433	\$1,357
8600-8799	Other Local Revenue ⓘ	\$14,619,721	\$1,211,189	\$15,830,910	\$6,203	883%	\$703	\$761
Total Revenues		\$36,195,415	\$3,560,253	\$39,755,668	\$15,578	123%	\$12,620	\$12,714

This table summarizes the main sources of revenue for the district or county office. These are labeled as [Read More](#)

Source California Department of Education, School Fiscal Services Division: SACS Unaudited Actual Data.

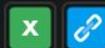
Source: <https://www.ed-data.org/district/Alameda/Piedmont-City-Unified>

PUSD receives 123% of the average statewide funding per student (\$15,578 vs \$12,620) from all revenue sources.

We need more local revenue due to a \$2,544 per student State and Federal funding shortfall. That's why our parcel tax + donations seem high.
 → 883% of the state norm

General Fund Revenues by Object Code, 2017-18

Berkeley Unified



Data Table [Graphs](#)

Object Codes	Type of Revenue	Revenues			Dollar/Student (ADA) ⓘ			
		Unrestricted	Restricted	Total	This District (ADA 9,346)	% Avg Unified School Districts	Statewide Avg Unified School Districts	Statewide Avg All Districts
8010-8099	LCFF Sources ⓘ	\$85,280,827	\$600,312	\$85,881,139	\$9,189	94%	\$9,749	\$9,892
8100-8299	Federal Revenue ⓘ	\$500	\$3,609,707	\$3,610,207	\$386	53%	\$736	\$705
8300-8599	Other State Revenue ⓘ	\$3,246,275	\$10,447,484	\$13,693,759	\$1,465	102%	\$1,433	\$1,357
8600-8799	Other Local Revenue ⓘ	\$38,837,672	\$14,754,167	\$53,591,839	\$5,734	816%	\$703	\$761
Total Revenues		\$127,365,273	\$29,411,670	\$156,776,943	\$16,775	133%	\$12,620	\$12,714

Berkeley Unified has a much smaller \$878 funding shortfall and yet collects 816% the state norm in local revenue.

Berkeley ends up collecting \$16,775 per student in total which is 7.7% higher than PUSD collects in total.

Is PUSD underfunded? YES

- Piedmont Unified collects 7.7% less money (combined from all sources) per student than Berkeley Unified does. This is primarily because Piedmont has a \$2,544 State and Federal funding shortfall. This shortfall is by virtue of Piedmont having fewer “high need” students:

“In 2013, California implemented the Local Control Funding Formula (LCFF), shifting from a complex system with more than 50 funding categories to a multi-tiered formula that directs extra funding to “high need” (economically disadvantaged, English Learner, or foster youth) students. The LCFF provides a base amount of funding keyed to each district’s average daily attendance. Districts then receive a 20% supplement for each high-need student, and districts with relatively large shares of high-need students receive additional dollars.”

Source: [Public Policy Institute of California](#)

- Measure G’s \$2,709 seems to be in the same ballpark as the State and Federal funding shortfall without the additional costs associated with “high need” students
- The state level funding look doesn’t even touch the issue of California funding education less than the National average while having a higher cost of living. This makes it hard to attract out-of-state teachers
- Based on our per student funding, how well are teachers being paid? See the next section for answers.

Are Teachers Underpaid?

Relative to living costs and nearby desirable school districts

“...teachers either moving out of state because it's so expensive here or leaving the profession all together”

Cory Smegal, School Board member (email Sept 30, 2019)

COST OF LIVING	Alameda	California	USA
Overall	221.4	168.6	100
Grocery	110.8	107.2	100
Health	97.6	92.8	100
Housing	471.8	293.1	100
Median Home Cost	\$901,100	\$548,600	\$219,700
Utilities	93.1	102.4	100
Transportation	129.6	146.5	100
Miscellaneous	113.5	103.7	100

100=National Average

Source: https://www.bestplaces.net/cost_of_living/county/california/alameda

The cost of living in Alameda county is **131%** (=221.4/168.6) the cost of living in California

The same site reports Piedmont's cost of living index as 377.2 which is 224% the cost of living in California

The Piedmont cost of living impacts the affordability of Measures G & H for Piedmont taxpayers.

Measure G is primarily an extension of an existing Measure (A).

Measure H is a return to progressive taxation (based on home square footage) which hopefully tracks the ability to pay. A more pure local income tax is not legal in California.

General Fund Expenditures by Object Code, 2017-18

Piedmont City Unified



Data Table		Graphs		Expenditures			Dollars/Student (ADA) ¹		
Object Codes	Type of Expenditure	Unrestricted	Restricted	Total	This District (ADA 2,552)	% Avg Unified School Districts	Statewide Avg Unified School Districts	Statewide Avg All Districts	
1000-1999 [^]	Certificated Personnel Salaries ¹	\$15,556,431	\$2,617,592	\$18,174,023	\$7,121	133%	\$5,366	\$5,427	
1100 ¹	Certificated Teachers' Salaries	\$12,017,467	\$2,125,733	\$14,143,200	\$5,542	129%	\$4,306	\$4,379	
1200 ¹	Certificated Pupil Support Salaries	\$1,303,518	\$318,842	\$1,622,360	\$636	169%	\$375	\$367	
1300 ¹	Certificated Supervisors' and Administrators' Salaries	\$1,708,730	\$143,939	\$1,852,669	\$726	141%	\$513	\$524	
1900 ¹	Other Certificated Salaries	\$526,716	\$29,078	\$555,794	\$218	127%	\$171	\$158	
Subtotal, Certificated Personnel Salaries		\$15,556,431	\$2,617,592	\$18,174,023	\$7,121	133%	\$5,366	\$5,427	
2000-2999 [^]	Classified Personnel Salaries ¹	\$3,543,544	\$2,172,862	\$5,716,406	\$2,240	121%	\$1,853	\$1,868	
2100 ¹	Classified Instructional Salaries	\$368,475	\$1,776,473	\$2,144,948	\$840	190%	\$443	\$451	
2200 ¹	Classified Support Salaries	\$906,870	\$329,542	\$1,236,412	\$484	75%	\$649	\$643	
2300 ¹	Classified Supervisors' and Administrators' Salaries	\$284,499	\$0	\$284,499	\$111	76%	\$146	\$149	
2400 ¹	Clerical, Technical, and Office Staff Salaries	\$1,643,900	\$52,149	\$1,696,049	\$665	141%	\$472	\$480	
2900 ¹	Other Classified Salaries	\$339,800	\$14,698	\$354,499	\$139	97%	\$144	\$144	
Subtotal, Classified Personnel Salaries		\$3,543,544	\$2,172,862	\$5,716,406	\$2,240	121%	\$1,853	\$1,868	
3000-3999 [^]	Employee Benefits ¹	\$7,032,867	\$3,162,001	\$10,194,868	\$3,995	128%	\$3,111	\$3,097	
3101 ¹	State Teachers' Retirement System, certificated positions	\$2,155,809	\$1,415,827	\$3,571,636	\$1,400	123%	\$1,136	\$1,142	
3102 ¹	State Teachers' Retirement System, classified positions	\$4,512	\$4,649	\$9,161	\$4	90%	\$4	\$5	
Subtotal, State Teachers Retirement System		\$2,160,321	\$1,420,476	\$3,580,797	\$1,403	123%	\$1,140	\$1,147	
3201 ¹	Public Employees' Retirement System, certificated positions	\$30,832	\$0	\$30,832	\$12	109%	\$11	\$12	
3202 ¹	Public Employees' Retirement System, classified positions	\$482,025	\$318,888	\$800,913	\$314	128%	\$246	\$249	

Source: <https://www.ed-data.org/district/Alameda/Piedmont-City-Unified>

Compared to the California average per certificated FTE per student, PUSD pays:

- **129%** for teachers
- **141%** for administrators

Compared to the California average per certificated FTE per student, Berkeley Unified pays:

- **124%** for teachers
- **128%** for administrators

Compared to the California average per certificated FTE per student, Palo Alto Unified pays:

- **189%** for teachers
- **160%** for administrators

This view does not account for student teacher ratios or ... see following slides to account for those differences



Data Reporting Office
Prepared: 9/29/2019 5:12:19 PM

-Select another year- ⌵

Selected District Level Data - 0161275--Piedmont City Unified
for the year 2017-18

District	District Code	Enrollment	FTE Administrators	FTE Pupil Svs	FTE Teachers	# Classified Staff	Pupil Teacher Ratio
Piedmont City Unified	0161275	2,623	14.1	20.0	166.7	129	15.7
County Total:		228,356	963.5	976.3	11,543.7	8,158	19.8
State Totals:		6,220,413	25,398.1	30,100.5	295,465.7	255,259	21.1

Source: <https://data1.cde.ca.gov/dataques/t/page2.asp?level=District&subject=Profile>

The prior slide didn't incorporate differences in the number of FTE teachers hired per student (ADA).

This can most easily be seen in the Pupil Teacher Ratio.

Piedmont has "more teachers per student" or rather "fewer students per FTE teacher hired" compared to Berkeley.

This may translate to smaller class sizes or more time for curriculum and staff development.

We'll use the FTE teacher count in the next slide.



Data Reporting Office
Prepared: 9/29/2019 5:18:01 PM

-Select another year- ⌵

Selected District Level Data - 0161143--Berkeley Unified
for the year 2017-18

District	District Code	Enrollment	FTE Administrators	FTE Pupil Svs	FTE Teachers	# Classified Staff	Pupil Teacher Ratio
Berkeley Unified	0161143	10,340	53.0	45.9	602.1	458	17.2
County Total:		228,356	963.5	976.3	11,543.7	8,158	19.8
State Totals:		6,220,413	25,398.1	30,100.5	295,465.7	255,259	21.1

General Fund Expenditures by Object Code, 2017-18

Piedmont City Unified



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Source: <https://www.ed-data.org/district/Alameda/Piedmont-City-Unified>

Now we can divide the salary comp totals on this ed-data view with the FTE teacher counts from the previous slide to get the **average salary** per certificated FTE for 2017-18.

PUSD paid:

- \$ 84,842 per teacher and
- \$131,395 per administrator

Berkeley Unified paid:

- \$ 82,932 per teacher and
- \$115,441 per administrator

This comparison doesn't account for: 1) tenure differences; 2) changes from 2017-20 and; 3) total comp differences

California paid teachers starting from \$46,208 up to maximum \$92,742 (for districts with ADA between 1500 and 4999) in 2017-18

Source: <https://www.cde.ca.gov/fg/fr/sa/cefavg salaries.asp>

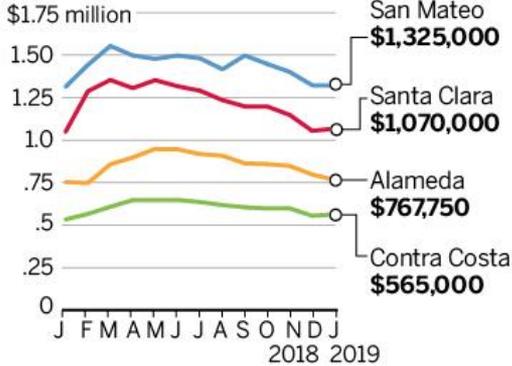
Spiking rent likely to negatively affect new teachers who are more likely to be on a lower level and tenure payscale.

Are Measure H funds going to target new teachers with something like a “housing allowance” or “relocation assistance”?

MEDIAN HOME PRICES IN THE BAY AREA

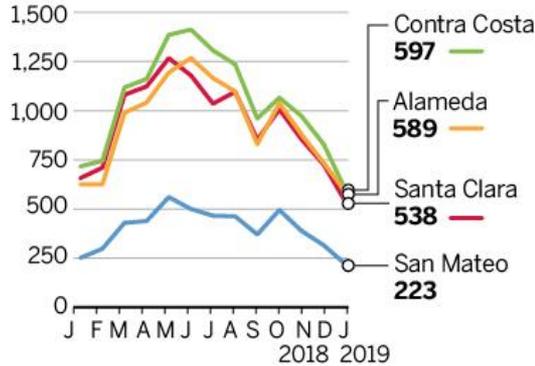
Latest median monthly prices for single-family homes for resale.

Median sale price



Source: CoreLogic

Number of homes sold



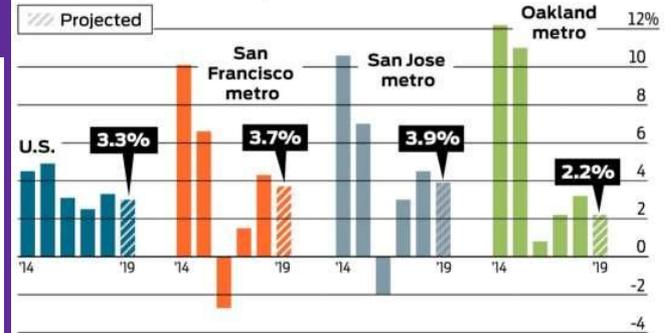
BAY AREA NEWS GROUP

Rents still on the rise

Bay Area rents are expected to continue rising this year, although not as much as last year, thanks to a surge of new apartments slated for completion in 2019.

RENT GROWTH

Year-over-year change for all size apartments in larger complexes for the fourth quarter of each year



NEW UNITS COMPLETED

Year	S.F.	San Jose	Oakland
2014	3,263	3,635	547
2015	2,383	4,255	1,234
2016	4,741	4,078	1,396
2017	3,088	3,062	2,197
2018	2,202	2,502	986
2019 (projected)	4,022	6,373	6,807

Source: RealPage

CURRENT MONTHLY RENTS

	All sizes	1BR	2BR
S.F.	\$3,335	\$3,082	\$3,830
San Jose	\$2,789	\$2,563	\$3,034
Oakland	\$2,302	\$2,109	\$2,466

Todd Trumbull / The Chronicle

Source: <https://www.mercurynews.com/2019/02/28/bay-area-home-sales-slow-but-prices-shift-back-into-high-gear/>

Source: <https://www.sfchronicle.com/business/networth/article/After-lull-Bay-Area-rents-are-rising-again-but-13528213.php>

Are Teachers Underpaid?

Likely YES

Compared to the State of California 1) The Alameda County cost of living is 31% higher and we only pay 29% higher per student while providing much better education than the average district in Alameda County; 2) teachers who are renting homes are suffering under recent rent hikes

Vote YES on Measures G & H

Funding to maintain a quality K-12 education in Piedmont

Based on 1) all the reasons stated by Superintendent Booker and the YES ON G&H campaign; 2) we collect 7.7% less money per student than Berkeley Unified does while providing an excellent education; 3) to maintain well above average education we need to pay well above average

APPENDIX

Parcel Tax should NOT be a referendum on:

- District personnel (incl. SB) or teacher hiring practices
- Seriously underfunded and unpredictable liabilities (e.g. Defined-benefit Pensions & Special Education)

The above concerns belong in productive discussion on bills like the Full and Fair Funding Act and during candidate elections

Please fill out this short survey:

<https://forms.gle/6mngcJzvuVEbRHpF9>

