

**Efficiency and Effectiveness (E2) Collaborative**  
**Meeting Notes from Wednesday, December 11, 2019**  
**MCOE | 7:30 a.m. - 8:30 a.m.**

Present: David Hellman (Marin County Board of Education), Debbie Butler (Novato Unified), Marilyn Nemzer (Marin County Office of Education), Jill Sellers (Larkspur-Corte Madera), Heather McPhail Sridharan (Kentfield), Linda Jackson (San Rafael), Nancy Lynch (Reed Union), Samantha Hunt (Office of Assembly member Levine), Tara Taupier (Tamalpais Union), Megan Hutchinson (Miller Creek), Terena Mares (MCOE), Mary Jane Burke (MCOE), Ken Lippi (MCOE), Doug Marquand (San Rafael City Schools), Natu Tuatagaloa (MCSBA) and Gavin Pugsley (MCOE)

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### Introductions

Doug Marquand of SRCS, Natu Tuatagaloa of MCSBA, and County Superintendent Mary Jane Burke, were introduced as guest attendees for this meeting.

### Public Pension Talking Points Discussion

Terena Mares provided an overview of pension hand out materials. Notable highlights include news articles, a PACE report titled “Canary in the Goldmine”, a draft OPED, draft talking points, data sheets, and a historical timeline. The collaborative then watched a video produced by EdSource outlining pension costs, an overview of how California public pensions work, and the effect pension costs have on school districts. Following the video, the collaborative discussed ideas on addressing the public and crafting a common message. Highlights of the discussion include:

- Members agreed that educating the public on pension reform should also address support for two active parcel tax measures in Marin.
- Message delivery and public outreach should be thoughtful and considerate of the audience. It was agreed that public employees in relatable positions such as teachers and secretaries would be great candidates to showcase in a common message to the public.
- A common message should address public resentment over pensions and explain why they are necessary for balancing pay in contrast to private sector jobs.
- Emphasizing that pensions affect everyone in the county including public workers, board members, and teachers.
- Showing how most teachers in Marin are paid at a rate that is classified as low income.
- Maintaining pensions for teachers is important in attracting and retaining talented, caring professionals that provide a valuable education to students.
- Challenging opponents to think of what keeps teachers in the profession when they are underpaid in contrast to private sector workers.
- Emphasizing that the value of communities is dependent on the quality of school districts. Districts with lower quality teachers effect the overall value and equity of a given community.

### Solutions and Actions

The collaborative also discussed ideas on action that can be taken and how to move forward. Ideas include:

- Identifying core change with further pension reform needs to happen.
- Further adjusting retirement benefits for new employees.
- Focusing JLAC priorities on pension reform and special education. Emphasizing the value of both areas.
- Re-directing the public’s ire away from districts and towards pension boards to stimulate further reform.

- Developing template letters addressed to the public and PERS.

The collaborative also decided to create a subcommittee for further developing tools for pension messaging and interaction with the public. This committee will initially include Tara Taupier, Debbie Butler, Jill Sellers, Megan Hutchinson, and Terena Mares. Goals of the committee will be:

- To develop a unified message for all school districts in the county.
- To develop a pension resource toolkit that can be used by districts when interacting with the public.
- To develop an easily accessible FAQ for both districts and the public to reference.

#### Reference Materials

The following items were provided as reference material and are a part of these meeting notes:

- Pension discussion outline
- *The Canary in the Gold Mine: The implications of Marin's Rising Pension Costs and Tax Revolt for Increasing Education Funding* by, PACE
- News articles related to public pensions in Marin
- Pension liability discussions
- Draft OPED: *Understanding the Pension Liability is Key to Advocating for Solutions*
- Public school pension facts, Draft talking points
- CalSTRS funding plan
- Pension reform effects diagram
- Marin county schools cost of pension rate increases chart
- Historical overview of California's public school pensions timeline

#### Next Meeting

- Wednesday, February 12, 2020 | Topic: Social Media/Cell Phone Use & Service Learning