

**Eau Claire Board of Education Minutes  
Monday, December 15, 2014**

Generated by Patrice Iverson

**Members present**

Richard Spindler (arrived at 7:15 pm), Wendy Sue Johnson, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, and Chue Xiong

**1. REGULAR MEETING**

Following the Pledge of Allegiance, Vice President Johnson called the meeting to order at 7:00 pm. Board Secretary Patti Iverson confirmed that the meeting had been properly noticed and was in compliance with the Open Meeting Law.

**1.5 Public Forum** - No one signed up to address the Board.

**2. BOARD/ADMINISTRATIVE REPORTS****2.1 Superintendent's Report**

Superintendent Hardebeck reviewed the Board's calendar of upcoming events.

**2.2 Communications to Superintendent/Board President**

There were no communications to share.

**3. STUDENT REPRESENTATIVE REPORT****3.1 Student Representative Report**

Hannah Winegarden said North students have asked that the Board reconsider its head wear policy.

**4. OTHER REPORTS****4.1 Board Committee Reports**

The Demographic Trends Committee met and reviewed the Comprehensive Facilities Five-Year Plan. They discussed the backlog of facility needs that cannot be met with the annual budget. The Applied Population Laboratory is updating enrollment projections. Mr. Van De Water also reviewed the different types of referendums and the history of referendums in the district and state since the funding formula was implemented in 1993.

The Policy & Governance Committee met and discussed the Open Enrollment and Fund Balance policies.

**4.2 Legislative Update**

Chris Hambuch-Boyle shared information obtained from the WASB Legislative Update. It has been reported that Republican lawmakers are backing away from calling an end to the common core standards. New details have emerged on changes to the accountability bill between districts and voucher schools. The possible changes include allowing school districts to choose among more than one test. Data was shared about the number of voucher schools in the state. Enrollment in these schools is 29,683. It is estimated that the programs cost taxpayers \$211 million.

**5. CONSENT RESOLUTION AGENDA**

Motion by Trish Cummins, second by Chue Xiong, to approve the following Consent Resolution Agenda Items:

- Minutes of Board Meeting - December 1, 201
- Minutes of Closed Session - December 1, 2014
- Minutes of Closed Session - December 8, 2014
- Payment of all bills in the amount of \$ 5,060,471.14 and net payroll in the amount of \$ 3,073,248.17 for the period of November 1, 2014 through November 30, 2014.
- The gifts in the amount of \$ 12,233.69 for the period of November 1, 2014 through November 30, 2014.
- Budget adjustments for November 2014 as presented.
- The financial report as presented for November 2014.
- Human Resources - Employment Report for December 15, 2014

Motion carried by the following roll call vote:

Yes: Wendy Sue Johnson, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong  
 Not Present at Vote: Richard Spindler

## 6. INDIVIDUALLY CONSIDERED RESOLUTION(S)

## 7. ADJOURN TO COMMITTEE

## 8. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

### 8.1 Montessori Charter School Annual Report

President Spindler arrived at 7:15 pm.

Montessori Principal Todd Johnson, teachers and parents shared Montessori Charter School's Annual Report. They explained that Montessori is unique in that it utilizes multi-age classrooms and work is based on abilities rather than age. Staff look at the whole child as they make decisions about learning. Parent satisfaction surveys reveal that parents feel the school is meeting their expectations. The school has been sensitive to its racial and ethnic balance, and staff have created a detailed plan to address that.

Mr. Johnson shared results of Montessori's State Report Card, which showed the school was above state averages in all areas except closing gaps. In 2011-12 Montessori was below the state average in math. This year their math growth score was in the top 3% of elementary schools across the state. One of Montessori's building goals was that 80% of students would be at benchmark on the AIMS M-Comp assessment. Staff have been working to reach that goal by using Montessori materials in the classrooms to build a deep understanding of concepts, making sure they are in alignment with the common core, practicing math fluency and progress monitoring, emphasizing the whole child and not just math, and an ongoing review of students' math needs and how to best meet those needs. The Professional Learning Community conversations have centered on what is working and how to meet needs of individual students. An explanation of the whole child approach to teaching was also provided.

Elizabeth Harder, president of the CVMCS Governance Board, reviewed the three goals that the Governance Board identified: 1) Increase the diversity of the CVMCS student body; 2) Ensure CVMCS is fulfilling its mission as a public charter school by providing a high quality Montessori education to each student, and 3) Increase the effectiveness of the Governance Board.

Montessori established a garden classroom and a parent explained the project from concept, building the beds, planting the seeds, caring for the gardens, to harvesting the food. Funding was received from Mayo, Organic Valley Cooperative and Just Local Food in addition to in-kind donations in the form of labor and materials.

Montessori staff was encouraged to connect with other schools in the District to share their best practices.

### 8.2 Discussion & Possible First Reading of Policy 662.3 - Fund Balance

Board members were satisfied with changes made to Policy 662.3.

Kathryn Duax shared the first reading of Policy 662.3 - Fund Balance:

*The Board recognizes that maintaining an adequate fund balance in the District's General Fund is essential to the financial stability of the District and sound fiscal management. The Board also recognizes its responsibility to ensure that the District's fund balance resources are used properly and reported in accordance with applicable legal requirements and generally accepted accounting principles for governmental entities.*

*The Board believes that an adequate fund balance is necessary for the successful fiscal operation of the District. To that end the Board recognizes the need to carry an operating reserve in the General Fund to:*

1. *Minimize any short-term borrowing during the annual operating cycle;*
2. *Serve as a safeguard against unanticipated expenditures and/or unrealized revenues; and,*
3. *Demonstrate sound fiscal management, resulting in a high credit rating and reducing District financing costs.*

*Fund Balance (the difference between the District's assets and its liabilities) shall be reviewed annually to determine allocation between Non-spendable, Restricted, Committed, Assigned, and Unassigned/Unrestricted Fund Balance account classifications. This shall be done as part of the District's budget planning process.*

**❖ Non-spendable Fund Balance:** *This classification includes amounts that cannot be spent because they are either (a) not in spendable form, or (b) legally or contractually required to be maintained intact. This would include items not expected to be converted to cash such as inventories and prepaid amounts.*

**❖ Restricted Fund Balance:** *This classification should be reported when constraints placed on the use of resources are either (a) externally imposed by creditors, grantors, contributors, or laws or regulations of other governments or (b) imposed by law through constitutional provisions or enabling legislation. For example, the fund balance of the debt service fund, which is used to repay debt authorized by*

*referendum, is restricted by bonding covenants to be used only for the repayment of long-term debt.*

❖ **Committed Fund Balance:** *This classification consists of amounts that are committed for specific purposes by formal action of the School Board. Such constraints can only be removed or changed by the same form of formal action. For example, major maintenance projects where formal action of the Board is required to establish and release a commitment.*

❖ **Assigned Fund Balance:** *This classification includes amounts that are intended to be used for a specific purpose but are neither restricted nor formally committed. For example, major maintenance projects where the action to establish and release a commitment is delegated by the Board to a position such as the Executive Director of Business Services.*

❖ **Unassigned/Unrestricted Fund Balance:** *This classification includes any remaining amounts that are not classified as Non-spendable, Restricted, Committed, or Assigned. Working capital is an example of this classification.*

*The School Board recognizes the need to maintain an adequate Unassigned/Unrestricted Fund Balance in the General Fund for the following purposes:*

- *As a safeguard in the event of unexpected expenses and unrealized revenues.*
- *To reduce the need for short-term cash flow borrowing.*
- *To demonstrate financial stability and sound fiscal management.*

*Fund Balance amounts will be reported in conformance with generally accepted accounting principles (GAAP) and legal requirements. Unrestricted fund balances shall be restated at the end of each fiscal year (June 30) for general purpose financial statements.*

*The Board may, from time-to-time, commit fund balance resources for a specific purpose. To the extent Board action regarding any fund balance amounts under this policy constitutes a budget amendment under state law (i.e., a change in the amounts of the appropriations or the purposes for such appropriations as stated in an adopted school district budget), a two-thirds vote of the entire membership of the Board shall be required, and a legal notice of the action taken shall be issued as required by law.*

*The District shall strive to maintain an unassigned/unrestricted year-end fund balance in the General Fund to avoid the need to short-term borrow for cash-flow purposes. The Executive Director of Business Services will provide an annual review of the District's Fund Balance and make recommendations to the Board regarding the Fund Balance.*

There was consensus to bring this forward as a consent resolution item at the next meeting.

### **8.3 Discussion & Possible First Reading of Policy 411 - Equal Employment Opportunity**

In order to be in compliance with Title VI regulations, the word "color" needed to be added to the list of factors that the District will not discriminate against in Policy 411.

Kathryn Duax read the sentence that will be updated in Policy 411:

*No person shall be denied admission to any public school or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil services, recreational or other program or activity because of the student's sex, race, religion, **color**, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.*

There was consensus to bring this forward as a consent resolution item at the next meeting.

### **8.4 Discussion on Forming Compensation Committees**

At the last Work Session the Board agreed to have further discussion about forming compensation committees. The Board discussed the types of compensation or rewards to include, the parameters or boundaries around that charge, the number of committees and the composition of the committees.

There was consensus to have the committee review total compensation, which could include additional duty pay, post-employment benefits, longevity, increments, additional degrees, NBCT, etc. Several reports have been given in the past for many of these categories, so the Board will be provided with those past reports. The Board talked about prioritizing these items and making sure they align with the Board's goals. The list could also include more intrinsic rewards to do things to improve retention of employees. This could include providing continuous improvement, professional development, collaboration, etc.

There was discussion about the types of compensation the committee should look at (market based, merit pay, etc.) and whether the Board would give direction to the committee or if the committee would be tasked with coming up with

recommendations. The Board also discussed setting parameters that are realistic when creating a pay system so that it can be sustainable. The number of committees that should be established and the composition of those committees was also considered. It was felt that input should be obtained from Mr. Butler, the facilitator from WASB, about this.

Chris Hambuch-Boyle and Rich Spindler agreed to develop a draft charge for the Committee and bring it back for Board consideration.

President Spindler will also talk to Bob Butler to get feedback on the appropriate way to solicit committee members-- whether that be accepting volunteers or choosing people to participate.

#### **9. REQUEST FOR FUTURE AGENDA ITEMS**

There were no requests for future agenda items.

#### **10. OTHER BUSINESS**

There were no other matters brought before the Board.

#### **11. ADJOURN TO CLOSED SESSION**

Motion by Chris Hambuch-Boyle, second by Chue Xiong, to adjourn to Closed Session.

Final Resolution: Motion carried.

Yes: Richard Spindler, Wendy Sue Johnson, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong

Adjourned to closed session at 8:51 pm