

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, FEBRUARY 17, 2014
PRESIDENT CRAIG PRESIDING**

Following the Pledge of Allegiance, President Craig called the meeting to order at 7:00 pm. Secretary Patti Iverson confirmed that the meeting was properly noticed and was in compliance with the open meeting law.

Board Members present: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representatives Kelsey Ackerman and Leah Sutliff were not present.

PUBLIC FORUM

No one signed up to address the Board.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Hardebeck shared a list of events on the Board's calendar for the next month.

Dr. Hardebeck recognized four ECASD students who were named as National Merit Scholarship Finalists: Peter Rentzepis, Lucy Wang and JP Nelson from Memorial High School and Madison Schaefer from North High School. There were 1.5 million students who entered the competition, and these four students are part of the 15,000 finalists left in the scholarship competition. National Merit Scholarship Corporation has now begun the process of narrowing 15,000 students down to 8,000 Merit Scholarship winners, and they will notify the winners beginning in March.

Communication to Superintendent/Board President

President Craig shared documents with Board members for their perusal.

Other Reports

Policy and Governance Committee

Com. Hambuch-Boyle said the committee finalized the drug, alcohol and tobacco-free work place policy and has begun discussions about graduation requirements.

Budget Development Committee

Com. Cummins said the committee had representatives from Clifton Allen present the budget audit. The findings were exemplary, and a full report is available if anyone wants to review it.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 1, 7, 8, 9 10, 11 and 12 from the consent agenda.

Com. Cummins moved, seconded by Com. Johnson, to approve the consent resolution agenda consisting of the following items:

- ◆ The financial report as presented.
- ◆ The budget adjustments as presented.
- ◆ The gifts in the amount of \$18,920.50 for the period January 1, 2014, through January 31, 2014, as presented.
- ◆ The payment of all bills in the amount of \$4,231,658.58 and net payroll in the amount of \$2,941,81.15 for the period January 1, 2014, through January 31, 2014, as presented.
- ◆ The matters of employment of February 17, 2014, as presented.

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #1 – Minutes of Board Meeting & Work Session

Com. Hambuch-Boyle asked to amend the minutes to note that the Student Reps were not present at the Work Session.

Com. Duax moved, seconded by Com. Cummins, to approve the minutes of the Board meeting & Work Session of February 3, 2014 as amended. Carried by unanimous voice of acclamation.

Resolution #7 – 2014-2015 CESA #10 Contract

President Craig asked for more information on the Alternative Education Program and the number of students served. Mr. Van De Water said he could provide that.

Com. Johnson moved, seconded by Com. Cummins, to approve 2014-2015 CESA #10 Contract. Carried by unanimous voice of acclamation with Com. Hambuch-Boyle abstaining.

Resolutions #8 - #12

President Craig read the following statement from the Board to convey a message to staff before it took action on approving contracts:

We have received any number of emails and other communications from our employees regarding our negotiations and compensation issues. We wanted to take the opportunity to respond to these concerns and share our perspective.

We highly value our employees and view employee relations as a matter of great importance. At the same time, we are a public institution that is supported by citizens that have experienced serious economic challenges over the past several years. We also depend on state policy makers' school finance decisions and have confronted – as you have – changes at the state level in how public education and educators are viewed. This has meant that we haven't been able to provide our employees quite as much as they deserve and, candidly, we cannot always provide what we might hope would be possible.

We want to assure you that we did all that we responsibly could do. We used additional revenue from the District's fund balance in order to have enough money to provide the compensation package that we supported and that we all agreed on. This was the only way to pay for compensation that reflected our employees' value, while keeping the District's future in mind. We also paid the maximum amount that parties can negotiate by law. We feel that these steps demonstrate our commitment to you.

In keeping with this commitment, the board decide to allow each group to provide input as to the distribution of compensation - including salary, longevity and steps. Each group then voted to accept the contracts that will be presented tonight.

We realize that it can be hard for our employees to endorse difficult decisions that affect them so directly and personally, but we do feel that we have earned your trust in making them. We made every effort to reward our employees in a highly challenging economic and funding situation. We are confident that we have preserved and strengthened a compensation system that will attract and retain employees in the future. And you can be assured that your concerns and your value to our schools were at the heart of our decision making.

We thank you for all your thoughts and for your efforts on behalf of the children of our District.

Com. Cummins moved, seconded by Com. Johnson, to approve ratification of Buildings & Grounds Local 560 Wisconsin Council of County & Municipal Employees #40 AFSCME AFL-CIO Contract. Carried by unanimous roll call vote.

Com. Spindler moved, seconded by Com. Cummins, to approve ratification of Food & Nutrition Local 560 Wisconsin Council of County & Municipal Employees #40 AFSCME AFL-CIO Contract. Carried by unanimous roll call vote.

Com. Cummins moved, seconded by Com. Xiong, to approve ratification of Eau Claire Schools Classified Staff Federation Local 4018 Contract. Carried by unanimous roll call vote.

Com. Hambuch-Boyle moved, seconded by Com. Cummins, to approve ratification of ECAE master agreement. Carried by unanimous roll call vote.

Com. Spindler moved, seconded by Com. Duax, to approve non-affiliated staff compensation. Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
FEBRUARY 17, 2014**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representatives Kelsey Ackerman and Leah Sutliff were not present.

2. Committee Reports/Items for Discussion

A. Health Care Audit Related to Affordable Health Care Act

Dan Van De Water, Executive Director of Business Services, said that the District's Insurance Consultant, Associated Financial Group (AFG), conducted an audit to determine how the Affordable Health Care Act will influence the District. The District's Holistic Committee also received this information.

Deb Svihovec from AFG reviewed the key components of Healthcare Reform: Audit, Cadillac Tax, Pay or Play, Healthcare Reform Taxes and Wellness. She explained that the audit that was conducted for the District will assist in planning for implementation of Health Care Reform and the financial impact the reform will have for the District in preparing the budget.

Under the new law, there is an online marketplace for purchasing individual and small group policies. If someone is offered an affordable, qualified health plan by their employer, they are not able to participate in the marketplace. Employers are mandated to provide health insurance coverage for employees who work 30 or more hours per week or pay a penalty. This has large fiscal implications for the ECASD.

The consultant will continue to keep up to date on the marketplace, focus on cost control-areas and consumerism, look at co-pay adjustments, and explore a 'free clinic' model as alternative for staff.

B. Title I Report

Kris Dimock, Director of Elementary Education, said that the basic principles of Title I state that schools with large percentages of student populations from low-income families will receive supplemental funds to assist in meeting student's educational goals. Schools qualify for funding when a school's poverty level is at or above the District poverty level. Current Title I schools in the District are Flynn, Lakeshore, Locust Lane, Longfellow, Manz,

Northwoods, Roosevelt, Sam Davey, Sherman, and DeLong. Several non-Title I schools are near or above the District poverty level, which raises the question of how changing demographics influence the equitable distribution of Title I resources.

The premise of Title I is to provide the earliest intervention as possible as research shows it helps to close achievement gaps. Title I provides supplemental instruction in reading and math for kids not achieving at grade level and the teachers are highly qualified and certified. Balanced assessment is critical and culturally responsible practices are integrated throughout.

There was a request to discuss Title I funding at a Work Session in the future and include data about achievement. Dr. Hardebeck said much of this data will come forward to the Board in terms of what the District is seeing in its gaps.

C. Increment Committee Report

The Board requested a committee be created to review the current system used in the identification of increments and issuance of funds to them. An extensive investigation took place and the committee focused its work on four areas: 1) The positions identified to receive increments, 2) the amount of funds allocated to the increments identified, 3) the system in which increments are compensated, and 4) the timeline for compensation of increments.

The committee created three categories: Curricular activities, which require that students be in a class to participate in the activity; co-curricular activities, which support the District's vision, yet are not tied to a specific course; and operational increments, which support the day-to-day function and operation of a school. The committee defined an increment as a salary paid to recognize employees for time, knowledge, expertise and dedication to a curricular, co-curricular or operational position which supports the District vision of post-secondary success.

The history of funds allocated to increments was shared as well as the formula used to determine increments. Due to the results of Act 10, the District has standardized the payment of all increments. Increments are now paid over the course/duration of activity and are based upon a fixed dollar amount of \$32,951, which was a 10% reduction and freeze in 2010. Increment data was also shared from comparable-sized districts.

The committee reviewed and identified discrepancies of increments and recommended corrections for internal processing as needed. It was determined by the Committee that there were no inequities between schools

and the Fargo plan is being applied consistently. The group identified incremented positions are compensated based off of a fixed salary amount; however, the fixed amount has no process or mechanism to ensure adjustments are made over time. The group reviewed, defined and educated employees of the changes to the manner in which increment payments were processed.

The committee recommended that a process/timeline be established to review the fixed dollar amount for increment positions. If recalculations were requested, all of the activities should be reevaluated. High school and middle school athletic directors indicated that there has been a shortage of qualified applicants to fill coaching positions in the recent history.

Com. Cummins asked that additional conversations take place to consider where best to allocate resources. Com. Craig stated that the Fargo plan doesn't take into consideration factors that would enhance student success. In addition, Com. Johnson suggested that the tool used to determine the increments (Fargo Plan) be reviewed to make sure it is still relevant.

D. Technology Plan Implementation

Jim Schmitt, Director of Assessment & Technology, said the Board approved the current three-year technology plan in June 2012. He shared progress being made to implement the plan.

He said the plan is critical to addressing DPI's Agenda 2017 in the areas of standards, accountability and educator effectiveness. Mr. Schmitt reviewed the four major committees leading the implementation of the plan: Early Learning, Assistive Technology, Elementary Education and Secondary Education. Each area has several different work groups.

The current phase of the plan added 2,250 iPads to the District for 2013-2014. Staff members were present to explain how they are using this technology in the classroom, noting that there has been an increase in student engagement. Staff ask what they can do to improve the way students learn so student achievement can improve.

Student videos were also shared to show how they are using the iPads. Students are taking ownership of their learning and becoming confident in their learning.

Data is being gathered to see how the efforts as a whole are impacting achievement. Before the District moves forward with expanding the use of iPads, this data will be reviewed to make sure it is making a difference instructionally.

E. Request for Future Agenda Items

Com. Cummins asked that agenda items from the past year be assigned Key Work Areas.

The next Work Session will be March 24, 2014.

F. Other Business

President Craig announced that Com. Hambuch-Boyle will be the Board's legislative reporter.

G. Motion to Adjourn

Com. Duax moved, seconded by Com. Xiong, to adjourn committee meeting. Carried by unanimous voice of acclamation.

H. Meeting adjourned at 10:22 pm.