

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, MAY 5, 2014
PRESIDENT SPINDLER PRESIDING**

Following the Pledge of Allegiance, President Spindler 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: Cummins, Duax, Hambuch-Boyle, Johnson, Spindler, and Xiong. Absent: Vue. Student Representatives Leah Sutliff and Kelsey Ackerman were not present.

PUBLIC FORUM

Bonni Fisher was present to support Project\$13. She shared the names of those who have donated to shine a laser light on public school funding in Wisconsin.

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 North High Senior, Rachel Kent, who was selected as a member of the Wisconsin Basketball Coaches' Association's (WBCA) 2014 Academic All-Star Team. Rachel is one of only 16 females (from ALL 5 divisions of girls' basketball) to be selected for this honor! She has maintained a 4.0 GPA with an accelerated course load filled with many AP classes and an ACT score of 31.

The Memorial boys' basketball team has been recognized by the WBCA as Team Academic All-State. The team had the highest cumulative GPA (3.67) for all Division 1 schools in the state.

Communication to Superintendent/Board President

President Spindler reminded Board members of upcoming high school graduations. North's graduation will be on June 9th and Memorial's on June 10th. Board members should let Patti Iverson know if they would like to attend. Three Board members attended a recent WASB training, and if anyone wants more information on these sessions, they should contact Coms. Spindler, Vue or Hambuch-Boyle.

Other Reports

Policy and Governance Committee – No update as the committee has not met.
Budget Development Committee - No update as the committee has not met.

Legislative Update

Com. Hambuch-Boyle shared an update on a recent session with the Altoona, Chippewa Falls and Eau Claire School Boards and legislators Tom Larson, Kathleen Vinehout, and Warren Petryk. The legislators answered questions about how they voted on the common core, accountability and expectations for private schools, and flexibility and local control for the 180 day school calendar bill and school funding.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 1, 3, and 6 from the consent agenda.

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

- ◆ The matters of employment of May 5, 2014, as presented.
- ◆ Final Notice of Nonrenewal of Teachers Due to Reduction in Force
- ◆ Re-Employment of Teachers for 2014-2015 School Year

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #1 -- Minutes of April 28, 2014 Board Meeting

President Spindler asked that the following sentence be added to the discussion on Goal 3 during the Work Session: The Board had a discussion about whether it meant the Board was strengthening its connection to the District, families, and community or the District was strengthening its connection to families and community.

Com. Cummins moved, seconded by Com. Cummins, to approve the minutes of the April 28, 2014 Board meeting as amended. Carried by unanimous voice of acclamation.

Resolution #3 – Final Notice of Nonrenewal of Teachers with Limited Term Contracts

Com. Duax thanked those teachers who were being nonrenewed due to having limited term contracts for their service to the District.

Com. Duax moved, seconded by Com. Cummins, to give final notice of nonrenewal of teachers with limited term contracts. Carried by unanimous voice of acclamation.

Resolution #6 – National Teacher Day Proclamation

President Spindler read a proclamation that would observe National Teacher Day on May 6, 2014 and thanked the teachers in the District for their exemplary service.

Com. Hambuch-Boyle moved, seconded by Com. Xiong, to adopt National Teacher Day Proclamation as read. Carried by unanimous voice of acclamation.

Resolution #7 – Approval of Board Committee Assignments

President Spindler said that after each organizational meeting, Board policy says that the President should appoint Board committees. He shared the list of recommended appointments.

Com. Johnson moved, seconded by Com Cummins, to approve the Board Committee Assignments as presented. Carried by unanimous voice of acclamation.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
MAY 5, 2014**

1. Call to Order – Committee Meeting

Board Members present: Cummins, Duax, Hambuch-Boyle, Johnson, Spindler, and Xiong. Absent: Vue. Student Representatives Leah Sutliff and Kelsey Ackerman were not present.

2. Committee Reports/Items for Discussion

A. Employee Handbook Modifications for 2014-2015

Kay Marks, Executive Director of Human Resources, shared the modifications that were proposed for the Employee Handbook. She explained the process of involving the Building Improvement Committees (BIC) and Employee Relations Committee (ERC) to address issues that emerge during the year. The ERC met on several occasions to review, discuss, revise then share with employees the Handbook language modifications. Ms. Marks noted that all substantive changes were reviewed by legal counsel. The recommended modifications to the Employee Handbook for 2014-2015 were reviewed by Ms. Marks. The Board had the following suggestions:

- Change the word ‘established’ to ‘defined’ on page 4 under Item 12 to read: “Maximum vacation balances are defined by employee group.
- Change word ‘this’ to ‘such’ on page 6 under Item 19(A)(7) to read: “The Board may decline to seek liquidated damages under such Agreement and elect to recover the actual amount of damages that follow from a breach of such Agreement.”

There was discussion about moving forward with the longevity language until the results of the compensation study are shared with the Board. It was noted that if this moves forward as a resolution, a motion could be made to amend the language or to table that section if so desired.

Com. Cummins moved, seconded by Com. Hambuch-Boyle to move Employee Handbook modifications forward as a resolution at the next meeting. Carried by unanimous roll call vote.

B. Review BoardDocs Implementation & Plans for Live Web-Streaming and Video Indexing

Michelle Radtke, Assessment & Technology Coordinator, said a meeting was held with Dick Purves from Chippewa Valley Community Television (CVCTV) to discuss live web-streaming and video indexing of Board meetings with the implementation of BoardDocs. CVCTV will continue to video record School Board meetings and store that video content on its website. CVCTV will attend a training session with BoardDocs to learn how to integrate recorded video into BoardDocs. CVCTV video feed will broadcast live on the ECASD web page and a live feed may also be added to CVCTV's website.

Com. Duax moved, seconded by Com. Cummins, to move BoardDocs for Live Web-Streaming and Video Indexing forward as a resolution at the next meeting. Carried by unanimous voice of acclamation.

C. Affordable Health Care Implementation for Substitutes

Dan Van De Water, Executive Director of Business Services, said that compliance with the Affordable Care Act (ACA) requires the School District to track, monitor, reconcile, audit and report substitute hours worked. With 383 substitutes on the current substitute list, in order to comply with ACA requirements, it is possible that additional resources would be required to manage pay, benefits and reporting requirements related to substitute work.

ACA requirements also stipulate that health insurance be offered to substitute employees working 30 or more hours per week, potentially increasing health care costs to the School District. In addition, any School District retiree who returns to work in the District as a substitute must have access to his or her retiree HRA suspended in order to avoid having the District's retiree HRA plan subject to ACA regulations, fines, and penalties. There are 154 retirees that sub for the district.

Mr. Van De Water stated that limited alternatives are available to resolve these issues. One option is to increase the number of FTE in the Payroll Department to manage functions related to substitute pay, benefits, and reporting. Another option is to contract with a third party vendor for all substitutes. One such vendor was found. They would take over all aspects of payroll and benefits and would also advertise, recruit and train subs. There would be advantages to the subs with the third-party vendor solution.

The cost comparison for the two options would be about the same—approximately \$1.2 million. The Board discussed factors that could influence those estimates.

Com. Cummins moved, seconded by Com. Duax, to move Affordable Health Care Implementation for Substitutes forward as a resolution at the next meeting. Carried by unanimous roll call vote.

D. 2014-2015 School Meal Prices & USDA Regulations

Dan Van De Water stated that the USDA, the federal department that administers school meal programs, is requiring the School District to increase the full-paid price of student lunches. Based on a worksheet provided by the USDA, full-paid meals would have to be increased by ten cents a meal.

Sue Brown, the Director of Food and Nutrition, said that this action is a result of the Healthy Hunger Free Kids Act of 2010. She shared data about participation rates at the local and national level that showed that participation has decreased the last two years.

New USDA standards have been implemented as well. The District has been having difficulty finding vendors that can meet the necessary nutrient standards for certain products like pizza and turkey. They will work with manufacturers to try to find products. Challenge for these new standards include availability of products, student acceptability of products that are available, increased costs of new products, and the uncertainty of regulations.

Com. Cummins asked to receive data on the percentage of secondary students participating in the meal program by eligibility categories. The Board also talked about the possibility of looking at different models. This could include changes to the open campus policy. Ms. Brown said other models have been explored in the past but were found to be cost prohibitive or local products were not available in the quantities needed.

Com. Cummins moved, seconded by Com. Xiong, to move 2014-2015 school meal prices forward as a resolution at the next meeting. Carried by unanimous voice of acclamation.

3. Request for Future Agenda Items

President Spindler reviewed the ways that Board members can bring forward future agenda items per Board policy.

Com. Cummins asked for an update on special education services and what happens when a student is newly identified. She would like information on best practice or research that is being used to support what the District is doing.

4. Other Business

5. Motion to Adjourn

Com. Hambuch-Boyle moved, seconded by Com. Cummins, to adjourn committee meeting. Carried by unanimous voice of acclamation.

6. Meeting adjourned at 8:50 pm.