

Eau Claire Board of Education Meeting Minutes - Monday, August 4, 2014

Generated by Patrice Iverson

Members present

Richard Spindler, Wendy Sue Johnson, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue (arrived at 7:12 p.m.)

Members absent:

Trish Cummins, Chue Xiong

Meeting called to order at 7:00 PM

1. REGULAR MEETING

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

1.5 Public Forum

Archie Ecker and his wife are both employees in the District. His wife works part time and they are one of six couples that are impacted by the change in the eligibility level for insurance benefits for part-time workers as a result of the Affordable Care Act. He urged the Board to extend the previous practice and grandfather those affected by the change.

2. BOARD/ADMINISTRATIVE REPORTS

2.1 Superintendent's Report

Dr. Hardebeck reviewed upcoming events on the Board's calendar.

Dr. Hardebeck said that teacher Tina Parker is a Wisconsin State Finalist for the 2014 President Award for Excellence in Math and Science Teaching. Her application will be forwarded to the National Selection Committee appointed by the National Science Foundation.

2.2 Communications to Superintendent/Board President

President Spindler shared a letter received from a grandparent which complimented Dr. O'Reilly and the work going on at DeLong. He also noted that four Board members attended the WASB Summer Leadership Institute and gained valuable information.

3. OTHER REPORTS

3.1 Policy & Governance Committee

The committee has not met.

3.2 Budget Development Committee

The committee has not met.

3.3 Budget Update

Dan Van De Water said the 2014-2015 budget is being finalized. Work will begin on the 2015-2016 budget

soon.

3.4 Legislative Update

Com. Hambuch-Boyle shared an article from *Wisconsin School News*, which discussed school district budget issues. It was noted that the legislature was silent on a number of key issues, which is a concern for school districts trying to seek long-range budget guidance.

4. CONSENT RESOLUTION AGENDA

Approval of the Consent Resolution Agenda Items

Motion by Kathryn Duax, seconded by Wendy Sue Johnson, to approve the following Consent Resolution Agenda Items:

- **Human Resources - Employment Report**
- **Technology Department Reorganization**

Final Resolution: Motion carried

Yes: Richard Spindler, Wendy Sue Johnson, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue.

5. INDIVIDUALLY CONSIDERED RESOLUTION(S)

Minutes of July 21, 2014

Motion by Wendy Sue Johnson, seconded by Kathryn Duax, to approve Minutes of July 21, 2014 meeting.

Motion by Chris Hambuch-Boyle, seconded by Kathryn Duax, to amend minutes under Legislative Update as follows: Chris Hambuch-Boyle said there has been a discussion by Governor Walker to repeal the Wisconsin Common Core standards. He is proposing that the legislature create and adopt Wisconsin standards that are more stringent than the Common Core. Motion carried by unanimous voice of acclamation.

Motion by Chris Hambuch-Boyle, seconded by Wendy Sue Johnson, to amend minutes by changing a comment made by Pamela Wall during the Public Forum to state: "They will continue to raise awareness of problems with school funding and look for solutions to make sure students are getting the best possible education given appropriate, consistent and fair public school funding in Wisconsin." Motion carried by unanimous voice of acclamation.

Original motion with two amendments carried by unanimous voice of acclamation.

Adopt Board Goals

Com. Duax suggested including the following statement at the beginning of the goalsL "The Board of Education and the ECASD staff have established the following goals:" In addition, she recommended adding "The Board of Education and the ECASD staff" at the beginning of all three goals.

Motion by Kathryn Duax, seconded by Hambuch-Boyle, to amend Board goals by adding "The Board of Education and ECASD staff" before each goal.

Motion carried by following roll call vote: Yes: Richard Spindler, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue. Nay: Wendy Sue Johnson.

Motion by Charles Vue, seconded by Kathryn Duax, to adopt 3 Board goals with amendments as follows:

- 1) The Board of Education and the ECASD staff will educate the whole child using multiple measures to assess academic achievement and social/emotional growth that are characteristic of successful adults.
- 2) The Board of Education and the ECASD staff will create a collaborative, intentional and engaging climate and culture using research-based practices to promote student learning.
- 3) The Board of Education and the ECASD staff will work to strengthen connections with the community to support students.

Final Resolution: Motion carried.

Yes: Richard Spindler, Wendy Sue Johnson, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue.

Superintendent Report (continued)

Superintendent Mary Ann Hardebeck said that included in the Employment Report was the hiring of Dianna Zeegers as the new South principal. Dr. Hardebeck shared Dianna's biography including previous employment and education. Ms. Zeegers will start on August 11th.

Dr. Hardebeck reminded staff to access BoardDocs on July 21, 2014 to review the timelines for implementation of Educator Effectiveness as well as new Employee Handbook language as it pertains to new guidelines for EE.

Married Couple Insurance

President Spindler said that at the March 24, 2014 School Board meeting, the Board took action to modify the eligibility level in which employees qualify for health benefits. The eligibility level was modified from a .5 FTE to a .75FTE. This action was in response to regulations associated with the Affordable Care Act and had an unanticipated impact on the District's employees who also have a spouse working in the District.

District administration recommended that the Board "grandfather" the affected employees by continuing to pay both the employee and District share of the insurance premium for the 2014-15 school year with the employees paying the employee share as of July 1, 2015. However, if the ACA regulations change during this time period, the "grandfather" option is eliminated and the affected employees must pay the employee share of the insurance premiums as dictated by the new regulations.

Motion by Kathryn P Duax, second by Chris Hambuch-Boyle, to approve married couple insurance proposal as presented.

Final Resolution: Motion carried

Yes: Richard Spindler, Wendy Sue Johnson, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue.

6. ADJOURN TO COMMITTEE

7. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

7.1 Compensation Study Report

Ed Rataj, Managing Director of Compensation Consulting with CBIZ Human Capital Services, said his firm was contracted to compare current salaries in the District to market competitive pay. They were asked to create structures that the District can use to administer pay on an ongoing basis. First they looked at job documentation and market pricing. Key considerations for the labor markets were location, industry and size. They gathered reliable survey data and relied on a market pricing database composed of over 1900 published surveys and a custom survey of peers. Part of the peer data came from 9 comparable school districts.

Mr. Rataj shared a graphic used to design salary structures and gave an example of a structure/analysis. They used a benefits benchmarking analysis to look at how Eau Claire's benefits package compares to market-competitive data. The findings revealed that Eau Claire's pay is slightly below the market. As pay increases in the market, pay at Eau Claire doesn't increase quite as fast as the market.

Two options were shared for teaching faculty. Option 1 would differentiate faculty compensation by specialty. With this option there are 257 employees below the minimum of the grade, which is 1.8% of the payroll, and 33 employees are above the maximum. Option 2 would compensate faculty equally regardless of specialty. With this option there are 278 employees below the minimum, which is 1.5% of the payroll, and 1 employee is above the maximum. For non-faculty positions, 353 employees are below the minimum, which is 5.9% of the payroll, and 45 are over the maximum.

With regards to benefit categories, the published market-competitive benefits data for medical and medically related payments is \$12,199. For retirement and savings it is 8.85%.

CBIZ made several recommendations for the Board to consider including increasing the compensation of all employees to the minimum of their respective salary ranges, freezing pay for employees above the maximum of their respective grade or band, implementing the plan uniformly across all positions, and updating structures annually. In addition, they felt it was best to periodically assess benefit offerings to ensure that the employer cost is market-competitive and fiscally sound and that the benefits provided by ECASD are of value to the employees. They recommended a comprehensive market review every 3 to 5 years.

There was no public comment on the matter.

The Board will discuss the Compensation Study at the next Work Session. They asked for a detailed report from CBIZ including specifics on salaries. Board members asked for information on ways to fund the 1.8% increase in salaries in Option 1 as well as attrition/resignation/retirement data for staff. Administration and President Spindler will investigate finding a facilitator to work with the Board to move forward.

8. REQUEST FOR FUTURE AGENDA ITEMS

8.1 Requests for Future Agenda Items

Kathryn Duax asked for guidelines and criteria for EC4T community sites' program evaluation. Dr. Hardebeck said that information could be provided in a Written Report.

9. OTHER BUSINESS

9.1 Such other matters as may be brought before the Board.

10. ADJOURN

10.1 Adjourn the Meeting

Motion by Chris Hambuch-Boyle, second by Wendy Sue Johnson, to adjourn meeting. Motion carried by unanimous voice of acclamation.

Meeting adjourned at 8:54 p.m.