

Eau Claire School Board Minutes Monday, December 3, 2018

Generated by Patti Iverson

Members present

Lori Bica, Chris Hambuch-Boyle, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue

Member absent

Aaron Harder

1. REGULAR MEETING - CALL TO ORDER

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

2. PUBLIC FORUM

Justin Hendrickson asked if Board members or Demographic Trends and Facility Planning Committee members would be present at the listening sessions to obtain feedback on that committee's proposal for elementary boundaries as well as PreK-elementary enrollments and facilities. He hoped that some Board members would attend each one. He felt the deadline given to prepare information for the new third option would not give parents and staff adequate time to review it prior to any listening sessions. He felt the under-capacity issues at northside schools and the near or over capacity at southside schools should be considered separate from closing Roosevelt. He feared that including all those issues during the sessions would pit parents on each side of town against the other. He encouraged the Board to schedule the session for Roosevelt families as soon as possible because it would have the most impact on all elementary school boundaries. He suggested the session be held at DeLong or North so there is enough room. He also asked that ample time be provided for attendees to address the Board and that much information be shared to provide families with answers to the questions they have.

Aaron Sturgis said that the District's leadership team informs the Board and he felt it was the responsibility of the community to also inform the Board. He said there are concerns from the community about how the recommendations were made. He said there has been little to no action-based steps taken to create transparency, which leads to lack of trust in the process. He talked about the decisions of the Demographic Trends Committee regarding Roosevelt, from proposing that a new Roosevelt be built, to rescinding that decision, to recommending it be closed. He felt these decisions were based on knee jerk reactions to past budget decisions. He said there were no conversations with the City of Eau Claire, County Board, Student Transit, 4K sites, or the community as a whole. Mr. Sturgis felt the Board should pause and bring key stakeholders of the community together. This would allow support and trust by the community.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

Dr. Hardebeck shared the upcoming calendar of School Board events.

Dr. Hardebeck congratulated the Communications Committee for receiving a WSPRA Spectrum Award of Merit for its special publication of the summer school guide.

3.2 Board President's Report

President Luginbill said that the Board will be filling vacancies on some of its committees. A Skyward announcement will go out to parents and staff soon which will include an application to apply for these committees.

4. STUDENT REPRESENTATIVE REPORT

The Student Representatives were not present as they both had school music concerts.

5. OTHER REPORTS

5.1 School Board Committee Reports

The Policy & Governance Committee met to review the workflow for the committee. A schedule was established through January.

The Revenue Committee is working to prioritize the areas they think can be most advantageous to implement to generate revenue.

5.2 Legislative Update

Eric Torres said that legislation is being considered to modify the powers of the newly-elected State Superintendent and Attorney General before they take office. He urged Board members to closely watch this legislation as it may affect education policies.

6. CONSENT RESOLUTION AGENDA

Motion by Chris Hambuch-Boyle, second by Lori Bica, to approve the following Consent Resolution Items

- Minutes of November 19, 2018
- Minutes of Closed Session - November 19, 2018
- Human Resources - Employment Report
- Second Cash Advance on Line of Credit
- Approval of Five-Year Capital Selected Projects

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

7.1 Resolution Supporting Establishment of Joint Session Meetings with Tribal Nation Leaders

President Luginbill, who drafted the resolution supporting establishment of joint session meetings with Tribal Nation Leaders, recommended that this be postponed until a later time. The Policy & Governance Committee will be recommending a new Policy 886 – Relations with Tribal Authorities in late January utilizing WASB sample policy language.

Motion by Charles Vue, second by Laurie Klinkhammer, to postpone the adoption of resolution supporting establishment of Joint Session Meetings with Tribal Nation Leaders indefinitely.

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue

8. ADJOURN TO COMMITTEE

9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

9.1 OPEB Update

Abby Johnson, Executive Director of Business Services, has been working with the Budget Development Committee through the various scenarios of Other Post-Employment Benefits (OPEB) with the goal of developing a plan that was sustainable, equitable, and values retention. She said the timeline indicated that the Board would be asked to make a decision in December 2018. Ms. Johnson noted that the Board has been talking about reducing OPEB since 2012 but has never taken action.

As of July 1, 2018 there were 655 staff members potentially eligible for OPEB. Comparison costs for OPEB and salary/benefits were completed with the following groups: 1) Ten largest schools in Wisconsin, 2) UW schools, and 3) Local county schools. Ms. Johnson shared those comparisons with the Board. (See charts in Power Point.)

The Budget Development Committee asked for feedback from the Board on the following three options:

1. Option 1, Scenario B1 (This scenario was a combination of the previous scenarios A & B. Anyone meeting the retirement requirements by June 30, 2023 would be grandfathered. It would include health and dental rates frozen at 2018-19 rates. The Earned Services Benefit would be calculated by that change. The Tier 3 additional defined contribution would vary based on the employee group. It would be payable over five years at retirement and the employee would need to retire to get that benefit.)
2. Option 2 (This option would cap health and dental at the current rate with 0% increase.)
3. Option 3 (There would be no changes to OPEB for July 2019.)

Ms. Johnson shared a cash flow comparison for OPEB Scenario B1. Using \$1 million as the threshold, the District wouldn't see savings until 2025. The goal was to look at a threshold of \$1.5 million per year. The District would have to keep extending the timeline before any budget savings would be realized under this option.

Ms. Johnson reviewed an example of Option 2, which would cap current benefits with 2018-19 insurance contributions per plan. She noted this was for illustration purposes only and that the actuary would have to calculate percentages. This would take three months to receive. The estimated cash cost for Option 2 in this example would be \$96 million. The estimated savings would be just over \$10 million or \$353,982.48 per year. She said this would meet the predictability goal because the rates are known, but it would not meet the sustainability goal.

Ms. Johnson said if the Board approves Option 1 or 2, the original timeline would be met, and changes would go into effect on July 1, 2019. If no changes are made, the Budget Development Committee will continue to research the topic for July 1, 2020 implementation. An updated timeline was shared for that scenario, which would ask the Board to make a decision by December 2019 for July 2020 implementation.

Ms. Johnson explained that if the Board does not change the current OPEB benefit, it will need to make other decisions regarding the salary and budget categories in the budget such as salary freezes, increased class sizes, less staff, employees contributing more to health insurance, or increased health insurance deductibles.

Some felt the work of the Revenue Committee should be brought into discussions with the Budget Development Committee. Both groups could get together and hear the presentation with all possible options. Then recommendations could be made with alternatives to the plans or tradeoffs for cutting the budget in other ways.

Some believed there may be other options that haven't been considered. More detailed information from the actuarial would be needed on Option 2 to cap current

benefits. Some felt that the Board wouldn't be ready to make a decision to go into effect July 1, 2019.

Others felt that the Board could keep getting numbers and actuarial tables, but discussions about OPEB have been taking place since 2012 and it may be time to make the difficult decision and vote on it. Or the Board could decide not to vote on it and look at even more difficult decisions to freeze salaries, increase class sizes, increase health insurance deductibles, etc.

The Board agreed to have an Individually Considered Resolution on the next agenda with the Budget Development Committee coming up with options to consider at its meeting on December 4, 2018.

9.2 Safety/Security Protocol Update

Carrie Hallquist, ECASD Safety Coordinator, updated the Board on the school safety grants the District received.

In 2017 Wisconsin Act 143 was passed. This legislation created the Office of School Safety under the Department of Justice (DOJ). With this legislation, all public, private, and tribal schools in Wisconsin must submit floor plans and safety plans to the DOJ and local law enforcement each year. The state set aside \$100 million to improve school safety. The funding was for schools to be in compliance with Act 143 and to create model plans for safety, improve training, make safety upgrades to buildings, and to comply with submitting floor plans. Every school is now required to have an individualized safety plan. ECASD already has a safety plan. Districts can't prohibit staff from coming forward with threats or from reporting suspicious activity.

All school staff have been trained for mandatory reporting of threats of school violence. On-site school safety assessments will be done every three years. All District buildings must have this assessment done before the end of December. There are over 120 questions that must be answered. This will create a baseline of where each building is at and how safety can be improved. Each school is also required to do one school violence drill each year and then submit special reports on those drills.

Ms. Hallquist said that the first round of DOJ school safety initiative grants totaled \$1,016,248. ECASD was awarded \$388,795 to comply with Act 143, training, and safety-related upgrades to school buildings, equipment, and facilities. Those projects must be finished by August 2019. The District received \$627,453 in the second round of safety grants. Those funds will assist the District in focusing on mental health and the creation of local collaborative teams to address school safety. The money was awarded in October 2018 and must be used by August 2020.

To meet the requirements of the first safety grant the District received, the District had to commit to providing staff with a minimum of three hours training in Adverse

Childhood Experiences (ACE) and Trauma Informed Care/Trauma Sensitive Schools (TIC/TSS). In addition, staff had to certify that all entrances to the schools are locked during the school day, and if unlocked, a designated staff member must be present to visually screen everyone. All schools must also have a written visitor protocol and must coordinate with local law enforcement agencies. The projects that will be completed in the first round of grants are:

- Replacement/additional security cameras at all schools
- Controlled access/video for secured entries at schools
- Additional IT servers/equipment for video storage
- Classroom door latching devices
- School security assessment training
- Digital threat assessment training

The focus of the second grant was on student mental health and the creation of local collaborative teams. Proposed expenditures were for mental health training, School Safety Intervention Teams, and physical security upgrades and innovations. The District had to commit to providing 10% of full-time teachers and counselors with adolescent mental health training. School Safety Intervention Teams must also be established, and the District must participate in and promote the DOJ confidential reporting application or tip line when it is developed and deployed.

The projects that will be completed in the second round of grants are:

- South Middle School secure entrance
- Replacement of deteriorating entry doors at North and South
- Exit door alarms at high schools
- Additional security cameras for all schools
- Additional IT video storage to support additional cameras purchased
- Improvements to District-wide two-way radio communication system
- TV monitors for secure entrances
- Threat assessment handbooks for SSIT's
- Adolescent mental health training.

Families will receive information about these projects through the building newsletters or other building communications. It was recommended that the District share information on District-wide professional development and trauma care with the community.

It was suggested that school psychologists be utilized for the intervention teams.

9.3 Dual Immersion Program Planning Update

Dave Oldenberg, Director of Academic Services, and Brianna Smit, English Learner Coordinator, provided an update on the Dual Immersion Program. Staff will receive professional development and take part in curriculum writing. The Dual Immersion Committee met to focus on the application process and options for a lottery. In addition, Brianna contacted highly-regarded professionals in the field to seek

guidance and to discuss future consultation with ECASD.

The committee looked at four different application processes other districts have used to guide the creation of an application recommendation for ECASD. They highlighted common practices and looked for themes.

The following steps were recommended for the application process:

- 1) Attend a mandatory family informational meeting
- 2) Submit application
- 3) Student screening and parent one-on-one consultation
- 4) Selection of students via lottery
- 5) Family notification and commitment
- 6) Parent orientation and training

Three options were developed for the lottery process.

Option 1 – 1) Younger siblings of currently enrolled students in Dual Language Immersion Program, 2) Students that reside within ECASD boundaries, and 3) Students that reside outside the ECASD boundaries.

Option 2 – 1) Younger siblings of currently enrolled students in Dual Language Immersion Program, 2) Students that reside within the school of residence, 3) Students that reside within ECASD boundaries, and 4) Students that reside outside ECASD boundaries.

Option 3 – 1) Younger siblings of currently enrolled students in Dual Language Immersion Program, 2) Children of Dual Language Immersion staff, 3) Students that reside within ECASD boundaries, and 4) Students that reside outside ECASD boundaries. (This option was not recommended because it would be putting precedence over children of staff over other children in the District.)

It was recommended that every student entered into the program that lives within ECASD boundaries would be provided transportation if needed. If the program was housed at Locust Lane, there would be a significant increase in transportation because no other routes work with Locust Lane. Longfellow would utilize the current Montessori, Crestview, and Messiah routes in the morning and add a route for the afternoon. Student Transit has assured the District that it could still meet the standards of having less than one hour of travel time and having to walk less than one mile to the bus stop.

It was estimated that the budget implications for housing the Dual Immersion Program at Longfellow would be between \$28,058 and \$124,232 annually. The large range is due to transportation costs and routes that could be utilized. Title III money of \$2,800 could be used as well as \$6,000 from the bilingual/bicultural funding. The budget implications at Locust lane would range from \$101,720 to \$143,120. The same funding from Title III and bilingual/bicultural grant could be utilized with this location as well.

The committee asked that the Board approve the application process, lottery process, and location on December 17, 2018. They also asked for the Board to approve the budget once the location is determined.

The Demographic Trends and Facility Planning Committee has been involved in discussions about the possible location of the Dual Immersion School and the possible impact on the work of that committee regarding boundaries.

There were some concerns expressed about making budgetary decisions in silos without looking at the big picture and other requests that have come to the Board such as extending the mentor program, purchasing band instruments, the INDE program, a virtual school, OPEB, Roosevelt, etc. Transportation is currently not provided for 4-year olds at Montessori, but it would be provided for the Dual Immersion School. It was felt that there needs to be priorities established for the District as a whole.

A concern was also shared about the application process and whether the District would be creating class-based barriers for families. Some families that might be interested in the program could be recent immigrants and the process could be difficult. Ms. Smit said she works hard to make families feel comfortable and welcome. She will make it a priority to remove any barriers for families. Mr. Oldenberg suggested having listening sessions completely in Spanish. Another Board member said the previous listening sessions provided families with materials in Spanish and there were several people from El Centro who provided leadership in the process and facilitated communication.

The Board discussed the timeline for future decisions such as the lottery, budget, and transportation. Ms. Smit said the applications would be due back in January or early February. If necessary, the lottery would be done in the spring. She asked that the process be approved December 17, 2018, and if not then, at an upcoming meeting. Once the location is approved, the budget can then be drafted including transportation costs.

Jim Schmitt, Executive Director of Teaching & Learning, said that the application process wouldn't bind the Board to approving the school. It would give the Board a way to gauge interest in the program and give more time to develop the costs. The Board could approve the application, location, and perhaps the lottery process. This would strengthen the proposal but not approve the program.

A suggestion was made to have the Budget Development Committee integrate all the initiatives that have been discussed in the last year that have budget implications. This could take the form of Buildings & Grounds five-year capital plan, so the Board knows the costs for those initiatives and it can decide when they need to be addressed given the budget priorities. Priorities of the Strategic Plan could be used as a guide, so the Board can allocate resources according to what was identified as a priority.

Some Board members felt the issue should be brought to a vote at the next meeting. Others wanted more in-depth discussion, perhaps in a Work Session, on addressing achievement gaps and what is in the Strategic Plan to close those gaps and focus on those priorities.

The Board agreed to have a Work Session at the beginning of the next meeting to discuss current priorities linked to the Strategic Plan including closing achievement gaps and to review the status of various proposals that have previously come to the Board such as OPEB, INDE, etc. The Board would then vote on the location and application process for the Dual Immersion School as an individually considered resolution.

It was noted that if the Board agrees to the location and application process, parents would be told that this is for the purposes of gathering information and not acceptance of the program.

10. REQUEST FOR FUTURE AGENDA ITEMS

There were no requests for future agenda items.

11. ADJOURN

Motion by Chris Hambuch-Boyle, second by Charles Vue, to adjourn the meeting.

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue

Meeting adjourned at 9:32 p.m.