

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, APRIL 16, 2012  
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.

Roll call was taken and the following commissioners were present: Craig, Cummins, Duax, Faanes, Janke, Johnson, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Amal Javaid were also present.

**NOTICE OF CLOSED SESSION**

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(1)(c)(e)(g) to discuss superintendent's severance/retirement and, if necessary, any personal information necessary to these issues that is exempt from open session discussion. The Board may take action in closed session, if necessary and appropriate; to discuss personnel evaluation and other requested data that may relate to one or more candidates serving as the district administrator or interim district administrator and/or competitive bargaining information concerning possible compensation proposals; and for the purposes of Board leadership evaluation and review.

**PUBLIC FORUM**

Chris Hambuch-Boyle invited Board members to attend the National Board Night Out on May 5, 2012, at Fanny Hill from 5 to 8 p.m. Eau Claire had the greatest number of teachers participating in the National Board Certification Process this year across the country. She noted that teachers spend 500+ hours completing the certification process.

**BOARD/ADMINISTRATIVE REPORTS**

Superintendent's Report

Superintendent Heilmann said that Lakeshore is applying for the second year of a technology grant in collaboration with Dr. Marvin Lynn of UW-Eau Claire. Lakeshore is a Lighthouse Technology School through the Wisconsin Technology Initiative.

WASB will have several training opportunities for Board members to participate in: May 3<sup>rd</sup> -- TED Talks Webinars (virtual learning community for BOE members); May 5<sup>th</sup> -- WASB Spring Academy at Chula Vista; May 19<sup>th</sup> -- Standards, Assessment & Accountability Training at CESA 11 in Turtle Lake.

The April meeting of PAC was rescheduled to April 23, 2012.

Dr. Heilmann shared updated pictures of the elementary building projects in progress.

Fifth grade students from Sam Davey recently participated in a service learning project for Feed My People Food Bank. DeLong students performed at the annual Variety Show. The Real Life Academy was held on April 11<sup>th</sup> with 450 students participating, which was the largest event to date. The academy is co-sponsored by the Chamber's Educational Foundation & ECASD along with 30 business sponsors and over 200 volunteers.

#### Communication to Superintendent/Board President

President Craig asked Board members to sign up to attend the service award recognition programs.

#### Student Representative Report

There was no report.

#### Other Reports

##### *Policy and Governance Committee*

There was no report.

##### *Budget Development Committee*

There was no report.

##### *Eau Claire Public Schools Foundation Update*

Eau Claire Public Schools Foundation Executive Director Carole Halberg gave a report on the first year of the Foundation. She thanked President Dan Market for being instrumental in getting the Foundation started. Ms. Halberg shared the many accomplishments made during the year including the development of informational materials and policies, creation of a web site, as well as the establishment of relationships with other organizations. Fundraising has also taken place and the Foundation has received \$149,467.64 in cash and pledges to date. A Founding Partners program has been established which includes individuals or companies that have committed to \$5,000 over three years. A significant achievement occurred by establishing a partnership with the Eau Claire Community Foundation. Ms. Halberg reviewed some of the grants that have been funded.

## **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolutions 9, 10, 11, 13 & 14 from the consent agenda.

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

- ◆ The closed session minutes of Board meeting of March 13, 2012 as mailed.

- ◆ The minutes of Board meeting of April 2, 2012, as mailed.
- ◆ The minutes of closed session of April 2, 2012, as mailed.
- ◆ The minutes of closed session of April 4, 2012, as mailed.
- ◆ The financial report as presented.
- ◆ The budget adjustments as presented.
- ◆ The gifts in the amount of \$2,350 for the period March 1, 2012, through March 31, 2012, as presented.
- ◆ The matters of employment of April 16, 2012, as presented.
- ◆ Elementary Schools with SAGE Contracts for 2012-13

Consent resolution agenda items approved by unanimous roll call vote.

### **INDIVIDUALLY CONSIDERED RESOLUTIONS**

#### Resolution #9- Modification of Early Learning Administrative Position from Principal to Director

Mr. Leibham said that the position was posted as an anticipated vacancy. The maximum difference that would occur in salary would be \$10,000.

Com. Duax moved, seconded by Com. Wogahn, to approve modification of Early Learning Administrative Position from Principal to Director. Carried by unanimous roll call vote.

#### Resolution #10— Health & Dental Insurance Renewal Rates for 2012-2013

President Craig complimented the Insurance Committee for its recommendation. There were increases in out of pocket maximums and deductibles which resulted in a virtually flat budget for insurance.

Com. Wogahn moved, seconded by Com. Faanes, to approve health and dental insurance renewal rates for 2012-13 as presented. Carried by unanimous roll call vote.

#### Resolution #11—Proclamation Supporting the 2012 Eau Claire County “Be Sure It’s Not Happening in Your Home” Campaign to Discourage Underage Drinking

Com. Wogahn read the proposed proclamation.

Com. Wogahn moved, seconded by Com. Duax, to approve proclamation supporting the 2012 Eau Claire County “Be Sure It’s Not Happening in Your Home” campaign to discourage underage drinking. Carried by unanimous roll call vote.

#### Resolution #13-- State Open Enrollment Exceptions for 2011-12

Mr. Leibham said that the state now allows any family who moves into the state after the open enrollment deadline to be able to participate in open enrollment.

Com. Faanes moved, seconded by Com. Wogahn, to approve state open enrollment exceptions for 2011-12 as presented. Carried by unanimous roll call vote.

Resolution #14 – Bids for Glass & HVAC Controls for DeLong Referendum Project

President Craig questioned why there was only one bid received for glass.

Com. Faanes moved, seconded by Com. Duax, to award the following contracts for the DeLong referendum project:

- Framing, Glass & Glazing – Esser Glass of Eau Claire (\$370,190)
- HVAC Controls – Bartingale, Inc. (\$455,260)

Motion approved by unanimous roll call vote.

Resolution #15 – Bills Payable

Com. Duax moved, seconded by Com. Wogahn, to approve the payment of all bills in the amount of \$7,308,013.67 and net payroll in the amount of \$2,929,039.58 for the period March 1, 2012, through March 31, 2012, as presented. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Janke, Johnson, and Wogahn. Abstained: Faanes.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
APRIL 16, 2012**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Faanes, Janke, Johnson, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Amal Javaid were also present.

2. Committee Reports/Items for Discussion

A. Post-Secondary Success & Secondary Physical Education Curriculum & Assessment

Ann Franke, Director of Secondary Education, said that the physical education curriculum and assessment team has been meeting for the past two years to review its program by looking at state and national standards, best practice and how to connect to the vision for post-secondary success for all students. Members of the team discussed the changes made in the assessment component with the implementation of the Fitnessgram Assessment. This nationally standardized program helps determine if students are in a healthy fitness zone and allows data to be collected longitudinally. Fitness Day were also added to the PE curriculum. This gives students one day per week to have a more structured workout focusing on one or more of the five fitness components. They also described how PE connects the social/emotional well-being of students.

Jim Schmitt discussed the passage of Act 105, which allows Boards the ability to adopt policies so that students who participate in sports can receive PE credit. DPI has drafted a document which raises many questions for Boards to consider. Mr. Schmitt will forward that document to the Board. Board members had varying opinions about adopting a policy to allow students to receive PE credit for participation in sports.

It was noted that as data is collected, there may need to be some changes in the curriculum and class sizes based on the focus on physical agility. The team is visiting other schools, participating in book studies, looking at mobile devices, etc. Including physical wellness as part of preparing all students for post-secondary success may come at a cost.

At some point in the future the program will be expanded into the elementary schools.

B. Update & Recommendations of Reporting Out on the Employee Handbook Development Process

Executive Director of HR Kay Marks shared a recommendation to have the Board meet with the DLT in a workshop type format to review the Employee Handbook and provide interactive dialogue between groups. The form that Ms. Marks previously developed would still be used to list hot topic items, which would share the criteria and rationale used to make recommendations. Ms. Marks said that committee members were concerned about not allowing employees to participate. The form would still list concerns raised by staff, and there would be an opportunity for staff to speak to issues during the public forum at a regular Board meeting.

There were different opinions expressed about the process. Some did not like the workshop format and felt the Handbook Committee should bring information to the Board for approval. Others were willing to have a workshop but felt it was too late to do it in mid-June. Most agreed it was important to involve staff who have history with labor contracts, but there was some disagreement to the degree of that involvement. Staff have been involved in the Handbook Committee discussions but union leaders have not. Some wanted to receive input via staff surveys; others wanted to continue listing staff feedback on the form developed by Ms. Marks. There was acknowledgment that there will be areas of known concerns and that some decisions won't be popular, but the Board will have to make those tough decisions.

President Craig said that based on earlier discussions, she felt the majority of the Board expressed agreement that a portion of current contract language would not change dramatically in the Employee Handbook. Board members asked to see what was in the contracts and to compare what has changed in the handbook.

Most of the Board members were comfortable holding a half day workshop with resource people being in attendance. It was suggested that June 4<sup>th</sup> be dedicated to this process. Ms. Marks was asked to research whether the entire handbook has to be in place by July 1<sup>st</sup> or if priority sections can be completed by then with other portions being 'under construction.'

Union leaders were concerned that their groups were not involved in the process. Even though there were union members on the committee, they reacted to what was written but did not participate in developing the language. It was suggested that current contract language be used and rolled forward until all language is developed.

A committee member said she has reviewed language in the handbook and compared it to union contracts and suggested changes. She has not

ascertained if that language was actually brought forward and wanted to see the most current version.

C. Board Use of a Consulting Firm for Superintendent Search Services

Kay Marks said the advantages of securing a firm for a superintendent search included not only advertising the vacancy, but going above and beyond to recruit candidates with the skills and qualities the Board identifies as important for its next leader. Ms. Marks recommended three firms for the Board to interview. She said she would provide the Board with background information on all three prior to the interviews.

The Board agreed to hold interviews with the superintendent search firms on April 24<sup>th</sup> from 6 to 8 p.m.

D. Discussion of Alternate School Request Process

Com. Faanes moved, seconded by Com. Janke, to table the discussion of the alternate school request process. Carried by unanimous roll call vote.

3. Request for Future Agenda Items

4. Other Business

5. Motion to go into Closed Session

Com. Duax moved, seconded by Com. Faanes, to go into closed session under 19.85 (1)(1)(c)(e)(g) to discuss superintendent's severance/retirement and, if necessary, any personal information necessary to these issues that is exempt from open session discussion. The Board may take action in closed session, if necessary and appropriate; to discuss personnel evaluation and other requested data that may relate to one or more candidates serving as the district administrator or interim district administrator and/or competitive bargaining information concerning possible compensation proposals; and for the purposes of Board leadership evaluation and review. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, and Faanes. Nays: Janke, Johnson and Wogahn.

6. Meeting adjourned to closed session at 10:04 pm.

7. Reconvene in Open Session

Com. Johnson moved, seconded by Com. Duax, to reconvene in open session. Motion carried unanimously.

The Board reconvened in open session at 10:50 p.m.

8. Com. Faanes moved, seconded by Com. Duax, to approve the severance agreement between the Superintendent and Board of Education. Motion carried unanimously.
9. Com. Faanes moved, seconded by Com. Duax to reconvene in closed session as previously read. AYES: Craig, Cummins, Duax, Faanes and Wogahn. NAES: Janke and Johnson. Motion carried.
10. Regular meeting adjourned at 10:55 p.m.