

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, NOVEMBER 4, 2013
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 was present; Leah Sutliff was 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 announced that North student Celeste MacLaughlin took third place in an exemplary soloist competition at UW-Eau Claire during Clearwater Choral Fest.

Dr. Hardebeck said that the results of the family survey were posted on the District's website and the "Your Voice" link is active for citizens to submit questions, concerns, complaints or compliments. Employee focus groups were conducted by *K12 Insight* to learn more about the results of the Staff Working Conditions and Engagement Survey.

Communication to Superintendent/Board President

President Craig received a letter from the Rice Lake School Board President complimenting the Memorial football team for its participation in an event at the Rice Lake/Memorial football game to honor a special needs student.

Student Representative Report

Kelsey Ackerman gave an update on events taking place at North High School.

Other Reports

Policy & Governance Committee

Com. Hambuch-Boyle said the Policy & Governance Committee met and completed review of the District's policy regarding military leave. They also discussed the alcohol and drug free workplace policy and will continue to work on that.

Budget & Development Committee

Com. Cummins said the Budget & Development Committee reviewed OPEB options as well as information on the “bridge” for retirees.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 2, 5 & 6 from the consent agenda.

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

- ◆ The minutes of Budget Hearing/Board Meeting of October 21, 2013 as mailed.
- ◆ The matters of employment of November 4, 2013, as presented.
- ◆ Revisions to Policy 512 – Employee Harassment & Bullying
- ◆ Transfer of Ruth Girnau Memorial Scholarship Fund from ECASD to the Eau Claire Public Schools Foundation

Consent resolution agenda items approved by unanimous voice of acclamation.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #2 -- Minutes of Work Session of October 21, 2013

Com. Spindler moved, seconded by Com. Duax, to approve the minutes of the Work Session of October 21, 2013.

Com. Johnson asked to amend the minutes from the Work Session to reflect the discussion about the leadership team’s work plan and to provide more definition to “The Board was pleased with the work plan.”

Dr. Hardebeck said the plan that was shared represents the plan the District Leadership Team created as a professional learning community. She said there was discussion that this plan might serve as the framework for the District but was not intended to be the District’s plan.

Com. Johnson moved, seconded by Com. Spindler, to amend the minutes to read, “The Board was pleased that the DLT is working on a plan. The Board would like the opportunity to discuss the goals contained within that plan.” Amendment carried by the following roll call vote: Ayes: Craig, Hambuch-Boyle, Johnson, Spindler and Xiong. Nays: Cummins and Duax.

Com. Cummins moved, seconded by Com. Johnson, to table the motion to approve the minutes of the Work Session of October 21, 2013 as amended. Motion carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, and Xiong. Nay: Spindler.

Resolution #5—Resolution Authorizing Temporary Borrowing in Amount Not to Exceed \$7,000,000 Pursuant to Section 67.1(8)(a)(1), Wis. Stats.

Mr. Van De Water shared the results of the bids received for short-term borrowing. The winner was US Bank with an interest rate of .397%.

Com. Johnson moved, seconded by Com. Duax, that the Board award the sale of a tax and revenue anticipation note in the amount of \$7,000,000 for the period November 14, 2013 through August 26, 2014 at a net interest rate of .397% to US Bank National Association. Carried by unanimous roll call vote.

Resolution #6 – Change in Wisconsin OPEB Trust Agreement

Mr. Van De Water provided clarification on the process used by CESA 6, the District's trust consultant, to bid the services of Trustee.

Com. Cummins moved, seconded by Com. Spindle, that the Board approve the revised OPEB Trust Agreement and the revised resolution authorizing the adoption of the Wisconsin OPEB trust as presented. Carried by unanimous roll call vote.

Resolution #8—Employee Handbook Modifications Concerning Sick Leave Bank

Com. Spindler suggested clarifying the 'employee work group' and 'requesting employee' in the language. There was consensus for adding that language.

Com. Cummins moved, seconded by Com. Duax, to approve Employee Handbook Modifications concerning the sick leave bank as amended. Carried by unanimous voice of acclamation.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
NOVEMBER 4, 2013**

1. Call to Order – Committee Meeting

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

2. Committee Reports/Items for Discussion

A. Discussion of Emergency School Closures & Possible Rescinding of Board Action

Kay Marks, Executive Director of Human Resources, stated that at the September 9, 2013 Board meeting the Employee Handbook modifications were presented for approval. Part 1, Section 3.14 was amended by the Board. On October 7, 2013 the Board discussed the amended language and overall expectation of employees on emergency school closure days. The Board referred the language to the Employee Relations Committee for revision. The ERC crafted three options for the Board's consideration. The Board discussed the options.

Com. Johnson moved to keep language in the Employee Handbook and delete the reference to Section 3.03. Motion failed for lack of second.

Com. Spindler moved, seconded by Com. Cummins, to rescind the motion made on September 9, 2013 to Strike Part I, Section 3.14 of the Employee Handbook and replace with "Consistent with Part 1, Section 3.03, employees use professional judgment as to if, and when, to report to work during emergency school closures." Motion carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Hambuch-Boyle, Spindler and Xiong. Nay: Johnson.

The Board favored Option 2 with two modifications: 1) Add additional language to clarify that classified staff will not get paid for the third and subsequent days for emergency school closures but will be paid when they actually work the time at the end of the school year. 2) Insert statement that employees are to use professional judgment in determining when, and if, to report to work and there will be no loss of pay if they do not report.

Com. Spindler moved, seconded by Com. Xiong, to refer modifications to administration to incorporate two modifications as presented. Carried by unanimous voice of acclamation.

B. Gifted Education Plan

Pam Cernocky, Gifted & Talented Coordinator, provided an update of the Gifted Education Plan aligned to the District's Gifted Education Policy 416. It reflects updates to Wisconsin Standard "T" and incorporates Response to Intervention. The plan has been formatted to the District's vision, state statutes, District policy and department/classroom plan.

C. Discussion & Possible First Reading of Policy 310 – Equitable Educational Opportunities for all Students Enrolled in ECASD

As a result of Board discussion regarding the need to provide equitable educational opportunities for all students, a new policy was drafted and vetted by the Policy & Governance Committee. The new policy was shared with the Board.

Com. Duax shared the first reading of Policy 310 – Equitable Educational Opportunities for all Students Enrolled in ECASD:

The Eau Claire Area School District is united in its conviction that it is every student's right to receive a quality education. Therefore, ECASD will provide equitable educational opportunities to expand life-long learning and encourage each graduate to become a successful adult.

Equitable education means creating a school climate that reflects fairness and high expectations for all students as well as access to a guaranteed and viable PreK-12 curriculum, regardless of individual circumstances. The deliberate and equitable distribution of resources shall provide full and meaningful access to educational opportunities to foster academic and social/emotional skills for all students in attaining post-secondary success.

Administration shall institute a review process to report to the School Board practices that advance equitable educational learning environments. It is the vision of the ECASD that each student has the opportunity for post-secondary success.

This policy will come forward as a resolution at the next meeting.

3. Request for Future Agenda Items
4. Other Business
5. Motion to Adjourn

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

6. Meeting adjourned at 9:10 pm.