

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, OCTOBER 1, 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 Representative Betsy Fawcett was present; Jonathan Idarraga was not present.

**NOTICE OF CLOSED SESSION**

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(c)(f)(g) to discuss potential lease or purchase of property, update on negotiations, and confidential information regarding a legal matter.

**PUBLIC FORUM**

Jennifer Plante believes there is data to support inequities between North and Memorial high schools, with North students having lower achievement and fewer students being prepared for enrichment, among other things. She asked that parents be communicated with to explain what the district is doing to address these inequities. She asked that an equity audit be completed.

Deb Hower also said she is concerned with under achievement of North High students. She shared DPI data that compared North students with Memorial as well as other districts, which showed lower scores at North. She said this issue has been going on for thirty years and she asked the Board to address it.

Bob Kron said there were over 100 North parents that came to a meeting about the inequity issues between North and Memorial in April. The group wants to know what, if anything, has been done about this since then. He said they have heard steps have been taken but they have not been communicated with.

**BOARD/ADMINISTRATIVE REPORTS**

Superintendent's Report

Superintendent Hardebeck reminded the Board and community that the DPI will soon issue school report cards for every public school in Wisconsin. This comparative data will be posted on the district's webpage and on individual school pages. Parents will also receive information to help them understand how their child's school is doing and its areas of need. The goal of this data is to help every student in Wisconsin achieve

success and be ready to pursue further education or a career after graduation, which aligns well with the district's vision.

Communication to Superintendent/Board President

There was nothing to communicate.

Student Representative Report

There was no report given.

Other Reports

Policy and Governance Committee

There was no report given.

Budget Development Committee

There was no report given.

**CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolution 2 from the consent agenda.

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

- ◆ The minutes of Board meeting of September 10, 2012 as mailed.
- ◆ The matters of employment of October 1, 2012, as presented.
- ◆ 2012-2013 Recommended Budget

Consent resolution agenda items approved by unanimous roll call vote.

**INDIVIDUALLY CONSIDERED RESOLUTIONS**

Resolution #2– Minutes of September 24, 2012

Two minor amendments were recommended:

During the discussion about the rental policy, to add that feedback will be obtained from staff using the same format as used for other matters.

Regarding the OPEB study, change the word 'in' to 'by' December 2012 for an option to be presented to the Board.

Com. Faanes moved, seconded by Com. Duax, to approve the minutes of the Board meeting of September 24, 2012, as amended. Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
OCTOBER 1, 2012**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Faanes, Janke, Johnson, and Wogahn. Absent: None. Student Representative Betsy Fawcett was present; Jonathan Idarraga was not present.

2. Committee Reports/Items for Discussion

A. Employee Handbook Modification (Just Cause Related to Non-Renewal)

After a presentation to the Board in August, the Board requested that further conversation take place related to a modified Just Cause for discipline, termination and nonrenewal for all employee groups. Kay Marks, Executive Director of Human Resources, shared information related to this topic. She said that employees who are hired under employment contracts maintain just cause protection during the term of their individual contract. This pertains to administrators and teachers. However, just cause, when applied to a mid-contract discharge or discipline, should be different than just cause language used to decide to not extend the employment relationship.

As a result of the differences in just cause language for non-renewals compared to discharge or discipline, proposed changes were recommended to be made to the non-renewal sections for administrators and teachers in the Employee Handbook. Ms. Marks shared those changes.

There were several suggestions made to clarify words such as “district’s *minimum* standards,” “fails to improve *sufficiently*,” and “events are *serious* enough to warrant discharge” so that there are no gray areas. It was also recommended to change “the Board *should* vote to non-renew” to “a recommendation shall be brought to the Board.” Ms. Marks was also going to confer with legal counsel to see if a two-thirds majority vote was needed to non-renew or if a simple majority of those present was satisfactory.

Ms. Marks was asked to talk to staff leadership about these proposals to get feedback.

The Board talked about having uniform standards for all groups for discipline and termination, not just administrators and teachers.

James Martin asked the Board to consider resolution of issues handled in Eau Claire in the past when it considers changing its decision on just cause.

He also said that in the proposed language, the concept of performance based becomes subjective if not clearly defined; same with 'minimal' standards. He said that anything that could be done to strengthen and bring clarity to the language would be in the best interest of both parties. He said the non-renewal of teachers shall not be deemed a termination under the grievance procedure in district policy.

## B. ESEA Waiver Part 2

Administrators gave a report to explain the state's new accountability index and implications for schools at differing levels of performance. The following things will be done to monitor the progress of programs between annual report cards from the state:

- Utilize data warehouse to create interactive dashboards
- Collaboration through professional learning communities at multiple levels
- Report annually in the School Report Card
- Students will receive individual reports based on new benchmarks beginning with fall 2012

The group discussed the three levels of support: rewards and replications, local improvement efforts, and state interventions and the accountability ratings that go with each level. They stated that when our schools exceed expectations, we need to look at what they are doing that make that school so successful. For those schools that are meeting expectations, they are doing ok and the district wants to support with local improvement efforts. For schools that meet few expectations or fail to meet expectations there will be district support provided. Title I Schools that fall within the lowest 15% of Title schools in the state are either identified as priority schools or focus schools and are monitored by the state.

Lakeshore Elementary was identified as a focus school for large gaps in math. Title dollars have been utilized and a math coach was hired. Staff has registered for staff development opportunities through Wisconsin Rtl. If schools show improvement, they can be exited from this status after two years.

The state has identified Annual Measureable Objectives (AMO) which are annual goals for all students and subgroups in reading, math and graduation. It is the expectation that all students show growth each year. The District will meet AMO if at least one of the three aggregate levels(elementary, middle or high school) is in the "Meets Expectations" category or higher and no individual school is in the "Fails to Meet Expectation" category. District level report cards will be provided following the 2012-13 school year.

A communication plan is being developed to share information with the community and staff. The principals will have a meeting about this and they, in turn, will meet with staff before the report card becomes public. Parents will receive a letter explaining the new report card, and information will be available on district web pages. Dr. Hardebeck said it is essential to review the data and use it as an opportunity to look at where schools need improvement and where things are going well.

3. Request for Future Agenda Items

The Board asked for a written report regarding strategies, interventions and directives relative to North/Memorial differences. They asked what an equity study would consist of.

4. Other Business

5. Motion to go into Closed Session

Com. Wogahn moved, seconded by Com. Faanes, to go into closed session under 19.85 (1)(c)(f)(g) to discuss potential lease or purchase of property, update on negotiations, and confidential information regarding a legal matter. Carried by unanimous roll call vote.

6. Meeting adjourned at 9:01 pm.