

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, SEPTEMBER 23, 2013  
PRESIDENT CRAIG PRESIDING**

Following the Pledge of Allegiance, President Craig called the meeting to order at 7:00 pm. Secretary Sandy LaValley 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 and Leah Sutliff were also 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.

Five district students have been named semi-finalists for the National Merit Scholarship Program: Dana Larson and Madison Schaefer from North High and John Paul Nelson, Peter Rentzepis and Lucy Wang from Memorial High. Dr. Hardebeck congratulated the students for their recognition by the College Board.

#### Communication to Superintendent/Board President

President Craig circulated a flyer on an upcoming WASB event, and interested Board members were asked to let Patti Iverson know if they want to be registered.

#### Student Representative Report

Leah Sutliff and Kelsey Ackerman shared a list of upcoming events at both high schools.

#### Other Reports

##### *Policy and Governance Committee*

The equity policy will be brought to the Board in the near future.

##### *Budget Development Committee*

The committee has not met since the last Board meeting.

Com. Spindler reported that he and Com. Craig attended a Legal Issues Seminar where the following topics were discussed: 1) collective bargaining 2) social media and 3) Wisconsin Educator Effectiveness.

### Technology Committee

The group discussed the purpose of the committee and will research how other districts have implemented a technology committee.

## **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolution 6 from the consent agenda.

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

- ◆ The minutes of Board meeting of September 9, 2013, as mailed.
- ◆ The minutes of closed session of September 9, 2013, as mailed.
- ◆ The gifts in the amount of \$1,980.00 for the period August 1, 2013, through August 31, 2013, as presented.
- ◆ The payment of all bills in the amount of \$4,417,518.94 and net payroll in the amount of \$714,031.31 for the period August 1, 2013, through August 31, 2013, as presented.
- ◆ The matters of employment of September 23, 2013, as presented.
- ◆ Adoption of Policy 165 – Board Code of Conduct

Consent resolution agenda items approved by unanimous vote.

## **INDIVIDUALLY CONSIDERED RESOLUTIONS**

### Resolution 6 – NSBA Presentation

Superintendent Hardebeck reviewed the proposal for the NSBA Convention Presentation. It will include the history and development of the ECASD Early Learning Program and also provide information about standards, benchmarks, curriculum and assessment, and social/emotional screening for three year olds. The District will share its model with other school districts who are trying to implement early learning programs.

Com. Duax moved, seconded by Com. Cummins to approve NSBA presentation. Carried by unanimous vote.

Regular meeting adjourned.

Submitted by Sandy LaValley

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
SEPTEMBER 23, 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 and Leah Sutliff were also present.

2. Committee Reports/Items for Discussion

A. Recommended 2013-2014 Budget

(As this item is a continuation of a Committee Report given on 9/09/13, it is possible that the Board may be prepared to take action on this item and proceed to vote.

Dr. Hardebeck received questions from Board members about the budget before the meeting and she shared information to answer those questions.

Mr. Dan Van De Water, Executive Director of Business, shared the 2013-2014 budget at the September 9, 2013 Board meeting. At that time the Board had not yet determined a course of action for compensation adjustments. Since then the Board has completed its deliberation on compensation adjustments, which will increase gross expenditures in the general fund by \$1,265,362. Mr. Van De Water explained that the projected tax levy and tax levy rate would not be affected by this increase. The expenditure increase will utilize working capital to fund it. These revisions will be included in the budget document and supporting materials after the Board takes action to incorporate these changes.

Mr. Van De Water said that the Board must take action to approve the budget and then publish a summary of the approved budget in the newspaper along with a notice of a public hearing. After the public hearing, the Board takes action to adopt the budget. This action must be taken no later than October 31<sup>st</sup>.

Com. Johnson moved, seconded by Com. Xiong, to approve the 2013-2014 recommended budget as modified. Carried by unanimous vote.

B. Discussion & Possible First Reading of Policy 512 – Employee Harassment & Bullying

Kay Marks, Executive Director of Human Resources, stated that Policy 512 is a newly drafted policy. It was developed with the input of WASB recommendations as well as the review of ECASD and other school

district's policies to provide a framework for employee safety within the workplace.

The ECASD employee harassment and bullying regulations were encompassed within the student policies relating to harassment and bullying. There was a reference to employee behaviors of this nature within the previous Policy 511; however, the reference was specific to sexual harassment discrimination claims. The Employee Handbook language separates employee harassment and bullying from employee discrimination and lists them as two distinct sections, providing protection for employees in all areas.

There were questions about employees having 300 calendar days to report an alleged incident of harassment/bullying. Ms. Marks explained that this has to do with statute of limitations for how long someone has to file a claim. The Board asked that this policy go back to committee and that the second to last paragraph be reviewed, specifically regarding 300 days, and that genetic information be discussed.

C. Discussion & Possible First Reading of Policy 536 – Professional Staff Resignation

Kay Marks, Executive Director of Human Resources, stated that Policy 536 was reviewed in conjunction with the transition from Collective Bargaining Agreements to the Employee Handbook. The modifications presented for this policy were related to the updating of language to coincide with current District practice. Ms. Marks reviewed the recommended modifications.

Com. Johnson shared a first reading of Policy 536—Professional Staff Resignation:

*An employee may be released from his or her binding contract on or after July 1 with a sixty (60) day notice and mutual agreement of the parties. Liquidated damages may be imposed by the Superintendent or his/her designee for any resignation given on or after July 1.*

This policy will be brought back as a consent resolution at the next meeting.

D. Results of State Report Card

Mr. Jim Schmitt, Director of Assessment and Technology, shared results from the District and School Report Cards. He explained that the data from the report cards are used by building and District staff as part of the continuous improvement process. Mr. Schmitt reported that the District and all of its schools met or exceeded the State's expectations with 5 out of 18 schools exceeding expectations and 13 of 18 schools meeting expectations. The District exceeded the state average for "On-Track and Postsecondary

Readiness.” The student engagement indicators show a highly-engaged study body.

Mr. Schmitt stated that Report Card information is available on the front page of the District’s website which shares the results, a general overview of the process and questions/answers.

E. District Climate Family Survey Results

Mr. Jim Schmitt shared the results from the *K12 Insight* District Climate Family Survey. Family feedback was gathered regarding leadership, school board decisions, community relations and school operations. This is the first phase of data analysis: observation of the data. Administrators will continue to share this data with the community and staff, and the results will be used to inform District work. Mr. Schmitt’s presentation will be posted on the District’s website.

F. Summer School Report

Ms. Ann Franke, Director of Secondary Curriculum, summarized the 2013 district summer school program and shared information regarding the growth of the program in the areas of student numbers, staff and classes available. She also shared future plans to review the program by looking at data regarding achievement gains.

Staff is planning for the 2014 summer school program and is looking at virtual learning options for credit remediation and credit attainment, offering at least one face to face credit attainment course, expanding EL and special education support at all levels, revising the elementary math summer curriculum, reviewing middle school math and English/Language Arts curriculum, and continuing to collect data on effectiveness of summer programming.

3. Request for Future Agenda Items:

There were requests for a Board discussion regarding school start times, open campus at the high schools, bringing back emergency school closure decision from September 9, 2013, an overview of District’s plan for implementing Educator Effectiveness, and whether or not the Board wants to get involved with the Community Conversation process.

4. Other Items of Business

5. Motion to Adjourn

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

6. Meeting adjourned at 9:08 pm.