

## **Eau Claire Board of Education Minutes**

**Monday, June 1, 2015**

*Generated by Patrice Iverson*

**Members present:** Kathryn P Duax, Joe Luginbill, Richard Spindler, Charles Vue, and Chue Xiong

**Members absent:** Trish Cummins, Chris Hambuch-Boyle

### **1. REGULAR MEETING - CALL TO ORDER**

Following the Pledge of Allegiance, President Spindler 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**

Lynn Christianson spoke on behalf of school-year classified staff who had vacation days eliminated three years ago. She said that vacation days were bargained for in good faith and the union worked hard to keep them. When the Board made the decision to eliminate vacation days, it instructed Human Resources to come up with ways to compensate employees for loss of vacation days. Although the group has met, they have not been able to settle on a solution. Leaders of the classified staff created a survey asking classified employees if they would prefer to have their vacation reinstated, have monetary days or have 3-4 vacation days added back. The vast majority wanted vacation days reinstated for school-year staff. Classified staff circulated a petition asking for support from staff, parents and the community. They have collected over 340 signatures from staff and 166 community/parent signatures. She said the group is once again asking the Board to address this issue.

Bill Youngbird asked the Board to consider adjusting the mileage limit for transportation from 2 miles to 1.5 miles at the secondary level. He was concerned about his daughter and several other children from his neighborhood who have a 35-40 minute walk to school and have to cross high traffic areas like Lexington, Hamilton, Mitscher and Rudolph Road. He asked the Board to investigate this area as a possible exception to the 2 mile limit.

Cindy Hintz has worked as an SEA in the District for 16 years. She said that many school-year classified staff had used all or some vacation days and others saved the vacation time and received the compensation instead. She said the rationale for taking away the vacations was stated as being in the District's best interest so that staff were at work on a consistent basis. She said they deal with students who have mental, emotional and behavioral issues. Burnout is high in the field of special education and staff urge the Board to reinstate vacation time.

### **3. BOARD/ADMINISTRATIVE REPORTS**

#### **3.1 Superintendent's Report**

Superintendent Hardebeck reviewed the Board's calendar of upcoming events.

Dr. Hardebeck shared a thank you note received from a retiring staff member for the Retirement Banquet and gift that she received from the District.

Dr. Hardebeck congratulated the following students and staff for their accomplishments:

**Claire Endl**, a senior at North High School, was one of 32 students selected to participate in the Japan Exchange Teacher Memorial Invitation Program. It was a very competitive process that was based on a National Japanese Exam Score, GPA, an essay and teacher recommendations. Participants will be traveling and studying throughout Japan from July 8 through July 22. This program was established to honor the memories of Montgomery Dixon and Taylor Anderson, teachers from the US who lost their lives during the earthquake and tsunami in March of 2011.

**Adam Keeton** has won the National Association of Geoscience Teachers Wisconsin Outstanding Earth Science Teacher 2015 award! The award is for "exceptional contributions to the stimulation of interest in the Earth Sciences at the pre-college level." The committee was particularly impressed with Mr. Keeton's

partnership with the University of Wisconsin Eau Claire, his ability to engage students in real research, and his passion for science education.

Each spring, the Wisconsin Mathematics Council sponsors a math contest for middle schools around the state. During this contest, students participate in a team event as well as in an individual competition. DeLong entered the challenge this year as a division AA school, competing against other middle schools with populations of 901 students and above. Dr. Hardebeck said that the **DeLong** team, made up of eighth graders **Mark Pepperl, Anna Haigh, Vance Emerson, and Dalton Christopherson, 7<sup>th</sup> graders Stewart Porter and Nathan Stremcha, and 6<sup>th</sup> graders Marissa Mannhardt and Nathan Studdt**, took first place in the team competition. Each member earned a certificate for their work in the individual competition. The Wisconsin Mathematics Council also awarded blue ribbons and the recognition of being assigned to the state 1<sup>st</sup> place Honor Team to Mark, Stewart, and Nathan for high scores in the individual event. Anna, Vance, and Dalton received red ribbons for their high scores and are included on the state 2<sup>nd</sup> place Honor Team. Mark Pepperl achieved a perfect score on his individual event and received a medal. He was the only student to receive this distinction.

**Kris Dimock** will be retiring from her position as Director of Elementary Education with the ECASD on June 30 after 39 years in education, with 16 of those years serving the ECASD. Kris graduated from Chippewa Falls Senior High School and then attended UW-Eau Claire. She graduated in 1976 with a Bachelor's of Science Degree in Elementary Education. After graduation from UW-Eau Claire, Kris began her educational career by teaching in the Chippewa Area Catholic School system from August, 1976 – May, 1990. She taught in grades 1-5. In August of 1990, Kris began teaching for the Bloomer School District in a Grade 5 position. Kris continued with Bloomer through June 1999. During this time, Kris also continued her studies at UW-Eau Claire; she was awarded a Master's Degree in Professional Development in August of 1991. Kris continued her education by attending classes at Winona State and UW-Superior. On July 1, 2000, she received her Principal licensure. It was in August of 1999 that the Eau Claire Area School District hired Kris as a Grade 5 teacher at Northwoods Elementary School. Kris continued at Northwoods until the end of the 2002-03 school year. Beginning with the 2003-04 school year, Kris became the Principal at Longfellow Elementary School and continued serving the Longfellow students and staff through the 2006-07 school year. Near the end of June, 2007, Kris brought her talents and experience to the Director of Elementary Education position at the District Office. Kris continued in that role through her retirement.

### **3.2 Board President's Report**

President Spindler introduced the two new student representatives: Emily Surges who is an incoming senior at North and Jason Lin who is an incoming senior at Memorial. He shared a biography for both and welcomed them to the Board.

President Spindler congratulated the District's graduates at McKinley, North and Memorial.

President Spindler said there is still time to contact regional legislators before the state's budget is passed. He added that WASB will hold a Summer Leadership Institute on July 18th. Board members were encouraged to attend.

## **4. OTHER REPORTS**

### **4.1 Board Committee Reports**

Kathryn Duax gave an update on the Policy & Governance Committee. She said they reviewed Policy 432-Attendance Areas and this will be brought to the Board for discussion and a possible first reading on July 13th. The committee will meet again on July 13th and will discuss Policy 347 - Student Records.

Chue Xiong said the Budget Development Committee met and discussed a possible referendum and strategies, past referendums that have succeeded and failed and the most efficient way to get the message out to the community about the need for a referendum. There were three different options shared with the committee that will be discussed again at the next committee meeting. Charles Vue said that Mr. Van De Water helped the group understand that it must decide what to do with the budget for next year so those numbers can be used to determine needs for the next three years.

### **4.2 Legislative Update**

There was no update.

## **5. CONSENT RESOLUTION AGENDA**

Motion by Joe Luginbill, second by Chue Xiong, to approve the following Consent Resolution Agenda Items:

- Minutes of Board Meeting - May 18, 2015
- Human Resources - Employment Report including Summer School
- High School STEM/Project Lead the Way - Science Equivalency Credit
- 2015-16 Property Insurance Renewal

Motion carried: Yes: Kathryn P Duax, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

## **6. INDIVIDUALLY CONSIDERED RESOLUTION(S)**

### **6.1 Open Enrollment Application Approvals**

Tim Leibham explained that the number of requests to leave the District were less than previous years. However, he noted that families can complete an alternate school request any time during the year so some may wait until they move. He didn't have any concerns about the numbers leaving the District.

Motion by Kathryn P Duax, second by Chue Xiong, to approve the 2015-2016 open enrollment applications as presented. Motion carried: Yes: Kathryn P Duax, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

### **6.2 Authorization to Executive Directors**

Because there is only one meeting in June and July, there was a necessity to develop a mechanism to allow for approval of bills and for employment. This action would authorize the Executive Director of Human Resources to accept recommendations for hire, resignations, retirements, leaves of absence and recall from layoff for the 2015-2016 school year. This authorization is to be effective June 2, 2015, through August 3, 2015. The Board of Education will be apprised of all actions taken during this period at the July 13, 2015, and August 3, 2015 Board of Education Meetings through a consent agenda action. In addition, it would authorize the Executive Director of Business Services to approve the bills payable. This authorization is to be effective June 2, 2015, through August 3, 2015. The Board of Education will be apprised of all actions taken during this period at the July 13, 2015, and August 3, 2015 Board of Education Meetings through a consent agenda action. In addition, the Board was asked to authorize the Executive Director of Business Services, in conjunction with the District's risk consultant, to bind alternative liability coverage effective July 1, 2015 in the event that current coverage with the Local Government Insurance Fund is renewed at an unacceptable premium.

Motion by Kathryn P Duax, second by Joe Luginbill, to authorize the Executive Director of Human Resources to accept recommendations for hire, accept resignations, retirements, leaves of absence and recall from layoff for the 2015-2016 school year and to authorize the Executive Director of Business Services to approve business transactions. Motion carried: Yes: Kathryn P Duax, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

### **6.3 Retiree Health Reimbursement Accounts**

David Branback from National Insurance Services has worked with the District in the area of retirement benefits for several years. He proposed a way for the District to give retirees increased flexibility with the way they use the dollars they get from the Board as part of their post employment benefits. Mr. Branback said that retirees are obligated to continue on the District insurance plans after retirement even though there may be alternative plans. There are other options now through the Affordable Care Act. The average claims experience of a typical early retiree is twice that of an average active employee yet the premiums for employees and retirees are the same.

Mr. Branback explained that by depositing the dollar equivalent of the District's contribution into a retiree-only HRA, the employee is no longer limited to the District-sponsored group plan premiums. This also changes the actuarial assumptions that calculate the District's OPEB Unfunded Actuarial Accrued Liability that results in a lower unfunded liability. National Insurance Services will provide on-site group and

individual retiree meetings to assist retirees in making a decision about their insurance. It was noted that once an employee leaves the District plan, they cannot come back.

Motion by Kathryn P Duax, second by Joe Luginbill, to suspend the rules to allow for public feedback. Motion carried: Yes: Kathryn P Duax, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong.

James Martin believes this will be a very good thing for current employees, retirees and the District. It will give more flexibility and choice to retirees.

Mark Goings said he has spoken to several retirees and they see this choice as a positive. Some live outside of Eau Claire and this plan may work better for them. He was concerned about the fact that once they opt out it is a permanent decision, so making sure retirees understand the plan will be crucial.

Motion by Joe Luginbill, second by Chue Xiong, to increase retiree benefit flexibility by depositing the dollar equivalent of the District contribution to post-employment health and dental premiums into a retiree-only HRA on behalf of individual retirees. Motion carried: Yes: Kathryn P Duax, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

## **7. ADJOURN TO COMMITTEE**

## **8. COMMITTEE REPORTS/ITEMS FOR DISCUSSION**

### **8.1 Charter/Choice Committee Program Design Recommendations**

An update on the first year's work of the Charter/Choice Committee was given by Melissa Greer and Derrick Black who are teachers who serve on that committee. The committee reviewed the District's mission and vision as well as the Board's current goals. They believed that looking at innovative practices helps to achieve those goals. The committee recommended the development of a strategy to foster staff-initiated educational innovative projects. This innovation could increase the District's ability to provide diverse programming and methodologies. The design strategy, referred to as split screen design, allows for continuous improvement in all schools while providing space to implement these practices. The design is elaborate with seven necessary components. If the Board is comfortable with proceeding with the design framework, they would like to continue moving forward. It was hoped to have the framework ready by the 2016-17 school year.

They asked the Board to give direction to develop the strategy and the design. The Board was not asked to put the model in place but to allow the committee to continue studying it. The Board would ultimately have to approve the concept. There was consensus from the Board to move forward with this program design and to come back in the fall with an interim report.

### **8.2 Student Engagement Survey Results**

Jim Schmitt, Director of Assessment & Technology said the Student Engagement Survey was given to students in grades 5 through 12 between February 27 and March 18. He said there was a 95% participation rate. Scores were clustered by groups in grade 5, grades 6/7/8, grades 9/10 and grades 11/12.

This *K12 Insight* survey defined two main types of student engagement: cognitive and social/emotional. There were four areas of questions for cognitive engagement: academic support, student experience, relevance and class experience. Social/emotional engagement included questions on self-awareness (future aspirations, self-management, involvement and persistence); social awareness (relationships with adults, relationship management, relationship with peers and acceptance). Areas of strengths and concerns were highlighted in each category as well as overall engagement by grade.

Engagement by demographics was also shared. The most engaged group overall were our Asian students; Black/African American were least engaged.

With regards to cognitive engagement, the highest scores were for academic support and the area with the lowest scores were related to class experience. For social/emotional engagement, the highest scores were for future aspirations and the lowest scores were related to acceptance.

Mr. Schmitt said the next steps include sharing survey results with each school and District leadership; identifying areas of strengths and opportunities for improvement; reviewing school-level reports with staff

members, students and parents; and incorporating findings into the School Improvement Plans at each site.

Dr. Hardebeck said that as the District goes through the Strategic Planning process, this data will be shared with the Strategic Planning team so the Board can use the data to inform some of the goals in the process and identify action areas to be addressed. The Board also asked how this information would be shared with staff and parents. Dr. Hardebeck said that she will ask the principals to go over all survey results with their families. There is also a process to share data with staff as part of the School Improvement Process.

#### **9. REQUEST FOR FUTURE AGENDA ITEMS**

Joe Luginbill asked that the Board have a discussion on the proposed Hope Gospel location near Prairie Ridge School if the project moves forward through the City's Planning Commission.

#### **10. OTHER BUSINESS**

There were no other matters brought before the Board.

#### **11. ADJOURN**

Chue Xiong moved, seconded by Joe Luginbill, to adjourn to closed session under 19.85(1)(e) to discuss compensation for the 2015-2016 school year.

Motion carried by unanimous voice vote.

Meeting adjourned at 9:07 pm