

**Eau Claire Board of Education
Monday, August 17, 2015**

Generated by Patrice Iverson

Members present

Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, and Chue Xiong

Members absent

None

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

No one signed up to address the Board.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

Superintendent Hardebeck reviewed the calendar of events for Board Members.

Dr. Hardebeck recognized the efforts of Patti Iverson, Administrative Assistant to the Superintendent, who created the new Parent/Student Handbook. She also commended the staff who were an integral part of the New Teacher Orientation: Kay Marks, Shari Englebert, Debbie Gilles, Kristine Nowak-Burmeister, Meghan Price, Pamela Larson, Mark Goings and the Eau Claire Association of Educators. In addition, she thanked Dave Valk and his team at North High that hosted the orientation events.

3.2 Board President's Report

President Spindler welcomed Jason Lin who is one of the new Student Representatives. He announced that the All Staff Assembly will take place on Monday, August 24th at Memorial High School. He encouraged Board members to attend.

September 15th is the deadline for School Boards to submit resolutions to be considered for the WASB Delegate Assembly. If Board members have any resolutions to be considered, they should contact President Spindler. He also said there are a number of upcoming WASB events and if anyone is interested in attending any of them, they should let Patti Iverson know.

4. OTHER REPORTS

4.1 Board Committee Reports

Chue Xiong said the Budget Development Committee met on August 12th and went over possible referendum details put together by administration. The recommended date, should the Board choose to move forward, would be April 5, 2016. There will be two different options/packages to present to the Board at an upcoming meeting.

4.2 Legislative Update

Chris Hambuch-Boyle said that on a national level the educator tax deduction is being considered, which allows educators to deduct eligible unreimbursed expenses. It is estimated that during 2012-13 teachers spent \$1.6 billion of their own money on classroom supplies and materials. The average teacher spends \$450. Board members were encouraged to contact legislators on the national level to keep this tax deduction.

Lawmakers are going to start discussing the merger of universities and technical colleges.

Chris Hambuch-Boyle shared a copy of WASB's Key 2015-17 State Budget Provisions along with vetoes that the governor used as well.

5. CONSENT RESOLUTION AGENDA

Motion by Chris Hambuch-Boyle, seconded by Kathryn Duax, to approve the following consent resolution agenda items:

- Minutes of August 3, 2015
- Gifts in the amount of \$689.52 for the period of July 1, 2015 through July 31, 2015
- Budget Adjustments - July 2015
- Human Resources - Employment Report for August 17, 2015
- Appointments for Demographic Trends & Facilities Committee
- Revisions to Policy 538 - Employee Evaluation
- Rescind Policy 548 - Employee Appraisal
- Revisions to Policy 226 - Administrative & Non-Affiliated Staff Evaluations
- Adopt Academic Standards for 2015-2016 School Year

Final Resolution: Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

6. INDIVIDUALLY CONSIDERED RESOLUTION(S)

Revisions to Policy 225 - Evaluation of the Superintendent

Motion by Joe Luginbill, second by Kathryn Duax, to approve revisions to Policy 225.

Motion by Richard Spindler, second by Chue Xiong, to amend motion to change the date for the Superintendent's evaluation from January to December.

Amendment motion carried.

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

Motion with amendment carried.

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

Payment of Bills and Payroll

Motion by Kathryn P Duax, second by Chue Xiong, to approve payment of all bills in the amount of \$8,545,113.63 and net payroll in the amount of \$2,782,796.08 for the period of July 1, 2015 through July 31, 2015.

Final Resolution: Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Richard Spindler, Charles Vue, Chue Xiong

Abstain: Joe Luginbill

Authorization to Executive Director of Human Resources

Motion by Chris Hambuch-Boyle, second by Charles Vue, to give authorization to 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 August 18, 2015, through September 14, 2015.

Final Resolution: Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

7. ADJOURN TO COMMITTEE

8. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

8.1 Discuss Process for Filling School Board Vacancies

On August 3, 2015, Commissioner Trish Cummins submitted a letter to resign from her seat on the Eau Claire School Board effective immediately. President Spindler explained the state statutes with regards to filling that seat. He added that because Ms. Cummins was the elected Board Clerk, a new Clerk would also need to be appointed. President Spindler recommended that Chris Hambuch-Boyle fill that position and she agreed to do that. The Board will be asked to approve this appointment at an upcoming meeting.

President Spindler gathered information about the process used to fill vacancies from the Eau Claire City Council as well as the Menomonie and Chippewa Falls schools boards. He shared that information with the Board.

Steve Weld, the School District's attorney, said the statutes are clear on the timing of the process but the Board has flexibility with the process. The statutes indicate that because Ms. Cummins was not in the last year of her term and because the resignation occurred between April and November, the remaining one-year term of her seat will be filled by election in April 2016. The Board should appoint someone to fill the seat until that election.

Mr. Weld said the Board could use any number of ways to appoint someone. If the Board decides to interview candidates, those interviews must be done in open session.

The Board talked about the process. There was consensus to have an application process. There was also discussion about filling the appointment for the Budget Development Committee, which Trish Cummins was part of.

The following questions were generated for the application process:

- 1) Why do you want to serve on the Eau Claire School Board?
- 2) What qualifications can you bring to the School Board?
- 3) What other organizations/committees do you serve on? How else are you involved in the community and the schools?
- 4) The District is considering holding a referendum. Would you have something you could bring to that process?
- 5) Describe your commitment to public education and our local school district.
- 6) What do you see as the strengths and what do you see as the areas most needing improvement in the District? OR What are your long-term plans for being on the Board?

The application process would include a letter of interest and answers to these questions. The Board talked about combining some questions so that there are only five questions to complete.

The Board discussed having a special meeting to move the process along. This will be discussed in agenda setting along with the questions. The Board did not think an interview of each candidate would be necessary. They will receive all applications in a Board letter.

There would be several different ways to determine the terms of the seats up for election in April 2016. For example, the election could be for three, three-year terms and one, one-year term; or the Board could take the top four vote getters and the highest three get three-year terms and the fourth gets a one-year term. The Board decided it would continue discussions in the future about the terms for each position that will part of the April election.

8.2 DAKTRONICS Scoreboard Project Update

North Assistant Principal, Joe Eisenhuth, spoke on behalf of the High School Athletic Council regarding the Daktronics project. He said the Council has been discussing this project for several years as a way to generate advertising revenue by installing new indoor and outdoor scoreboards.

Kyle Sydow from Daktronics explained that the company helps school districts figure out how to use scoreboards to either fund themselves or create a revenue stream by selling advertising. The annual

projected revenue exceeds the annual cost of paying for the new scoreboards.

Mr. Sydow said the reasons to partner include generating revenue to continue to run a full and comprehensive athletic program, reducing fees that students are required to pay to participate in co-curricular programs, providing opportunities for students to learn in the areas of business marketing and instructional technology production, and enhancing the overall quality of our facilities and programs.

Mr. Dan Van De Water, Executive Director of Business Services, explained the different partnership opportunities for the INDOOR sponsor plan including Anchor and Premier Partners. The goal is to find a total of six Anchor Partners and six Premier Partners to be contracted over a five-year term. The District could make \$53,215 per year in revenue in years one through five, and it is estimated that the District could earn \$87,000 in annual revenue after the first five years.

The OUTDOOR sponsor plan would secure up to 24 sponsors to be contracted over a three-year term to pay for the scoreboard upgrades. Founding Partners would receive permanent signage on their choice of North and Memorial's soccer, softball and baseball scoreboards. This could generate \$19,142 per year with an annual revenue after five years of \$32,000 to \$48,000.

Another component of the system is that students can be trained to operate the scoreboards. This is the same system that is used in many of the Division 3 schools and the show control software is used by the Milwaukee Brewers organization. It was felt that this training could be incorporated into the Entertainment Technology class.

There was consensus of Board members to proceed with this project.

8.3 Overview of Teaching & Learning Organization

Kay Marks, Executive Director of Human Resources, shared an overview of the reorganization of the Teaching & Learning Department. Jim Schmitt, the new Executive Director of Teaching & Learning, will oversee six Directors: Director of Academic Services, Director of Assessment, Director of Technology, Director of Student Services, Director of Special Education (Robyn Criego), and Director of Early Learning (Heidi White). The first four positions are currently vacant. Ms. Marks reviewed the responsibilities under each position.

Ms. Marks said there will be no additional FTEs or cost to support this reorganization as funds from eight former positions will be used. Those funds total \$868,656. It is estimated that the salary/benefits for the four new Director positions will range from \$457,900 up to \$534,200, dependent upon salary schedule placement. The remaining funds to provide instructional support for Teaching & Learning total \$183,200 to \$259,500 for one secretary position, one executive secretary position, and one coordinator position.

The positions will be filled in phases. It is likely that internal candidates will apply and there will be a potential to backfill internal positions.

Dr. Hardebeck said there will be presentations given to faculty explaining the reorganization and all staff will get something in writing.

9. REQUEST FOR FUTURE AGENDA ITEMS

It was noted a report will be given to the Board in November regarding start times.

10. OTHER BUSINESS

There were no other matters to bring before the Board.

11. ADJOURN

Motion by Chris Hambuch-Boyle, second by Chue Xiong, to adjourn meeting.

Final Resolution: Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

Meeting adjourned at 9:10 p.m.