

**Eau Claire School Board**  
**Wednesday, February 21, 2018**  
*Generated by Patti Iverson*

**Members present**

Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica. Kathryn Duax arrived at 8:28 p.m.

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

President Hambuch-Boyle called the meeting to order at 7 p.m. She asked for a moment of silence for those who lost their life at Marjory Stoneman Douglas High School, in support of those injured, and in honor of those taking a stand as students, educators, staff, and administrators in Parkland, Florida. She said there would be 17 moments of silence, one moment for each child and educator who lost their life in Parkland. She said that keeping our schools and grounds safe is the School Board's number one priority and it should be a priority across the country as well.

Board Secretary Patti Iverson confirmed that the meeting had been properly noticed and was in compliance with the Open Meeting Law.

**2. PUBLIC FORUM**

Mark Goings spoke about two sections of the School Board Handbook. He asked that the Board consider having one Board member serve on both the Budget Development Committee and the Demographic Trends & Facility Planning Committee so there is continuity between the committees. Many of the issues that are discussed by Demo Trends have budgetary implications. He also asked that the Board consider allowing the use of technology when Board members are not physically able to attend a meeting due to work or personal issues. The person could join the meeting via Skype or some other electronic means, so they could be a full participant in the discussion and decision-making process.

**3. BOARD/ADMINISTRATIVE REPORTS**

**3.1 Superintendent's Report**

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

Dr. Hardebeck said that earlier in the year, she recognized seven students who were named National Merit Semi-finalists: Chase Hanson, Tim Hirsch, Will Orser, Colin Porter, Sarah Schiefelbein, John Stremcha, and Sean Miller. These seven ECASD students have now been named National Merit Finalists and are eligible to earn scholarships and awards.

Superintendent Hardebeck said that the ECASD is deeply saddened by the tragic shooting in Parkland, Florida. The District mourns the loss of 17 lives--3 adults and 14 children--who were senselessly murdered. She said that some may be feeling pain, depression, and anger or may be fearful about their own well-being. Dr. Hardebeck said that as a District, we do all we can to be vigilant and proactive when it comes to safety. The District partners with the Eau Claire Police Department to prepare, practice, and follow security measures every day as do most school districts across the country. The District has armed resource officers in each secondary building and has strict visitor controls including electronic technology. Part of the referendum monies were for secure entrances in those buildings that did not have them. Employees use emergency response plans, staff and police conduct ongoing safety drills, and the District works hard to provide school-wide behavior interventions and programs for bullying and conflict mediation. She said that help is available for students in all schools, and if anyone is concerned about their child or fellow students feeling they need additional support, they should contact the principal or counselor. In addition, Dr. Hardebeck said it is only normal for staff to be upset in the days and weeks following such a tragedy, and if they are having difficulty managing feelings, they may consider seeking professional help. The District has resources through its Employee Achievement Program and the Marshfield Clinic. Dr. Hardebeck said the District needs everyone's help. If anyone sees or hears something suspicious, unusual, or out of the ordinary, they should report it to a staff member or the police. Suspicious behavior can be followed up to help deter the rumor mill.

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

President Chris Hambuch-Boyle encouraged Board members to participate in Longfellow's Jeanne Richie Memorial Puddle Jump as a team on April 21, 2018. She asked that anyone interested in forming a team should contact her. Proceeds from the race benefit Longfellow's After School 21st Century Community Learning Center and student scholarships for community programs.

President Hambuch-Boyle said that several retired employees recently passed away. In addition, the District lost Katie Haugen, a special education teacher at Sam Davey. She said that these incredible people become part of the District's story, and she will continue to work with the District to strengthen links to alumnus, so those employees can be honored and memorialized.

There are four open School Board seats on the April 3<sup>rd</sup> ballot. Those running are Joe Luginbill, Lori Bica, Eric Torres, Tim Nordin, Joshua Clements, Laurie Klinkhammer, and John Plewa.

On March 6th, the Parent Advisory Council and the Student Councils from both high schools will be holding a School Board Candidate Forum. This event will take place at North High School in the auditorium and will be held from 6:30 to 8:30 p.m. with a reception to take place afterwards so the audience can talk informally with the candidates.

The Eau Claire Chamber of Commerce is having a School Board Candidate Forum on March 8<sup>th</sup> from 7:00 to 8:30 p.m. at CVTC Clairemont Campus.

President Hambuch-Boyle met with the Northstar students who sent the Board a letter asking to make a presentation to the Board regarding start times.

#### **4. STUDENT REPRESENTATIVE REPORT**

Lauren Priem recognized the tragedy in Parkland, Florida. She said that many Memorial students and clubs have expressed an interest in advocating how students can change that, so it never happens again. They have been writing letters to Congress. The Student Councils at Memorial and North are joining the Parent Advisory Council to host a School Board Candidate Forum on March 6 at North.

Ryan Cramer said the format for the School Board Candidate Forum will include five to six questions for the candidates. After the forum, refreshments will be served to give the participants a chance to interact with audience members. Ryan said if the Board is interested, he could put them in touch with students to serve on the newly-formed sexual harassment committee.

#### **5. OTHER REPORTS**

##### **5.1 School Board Committee Reports**

Policy & Governance discussed the School Resource Officer policy and reviewed feedback from the public defender's office and the sheriff. Mr. Luginbill thanked the students, parents, and staff who worked on the Academic Recognition Subcommittee. They will bring a draft policy to the committee in March. A new subcommittee was formed to look at issues surrounding student sexual harassment and to review existing policies to see if any changes should be recommended. The committee talked about drafting a resolution regarding issues of gun safety and protecting students. A panel and forum will be held in conjunction with various community groups on March 12, 2018 from 6 to 7:30 p.m. to discuss the recommended School Resource Officer policy changes.

The Parent Advisory Council met and heard a presentation on special education. Mandy Van Vleet took the parents through the continuum of least restrictive environment and inclusion. PAC committed to holding a School Board Candidate Forum. The council also provided feedback on the facility use agreement.

Some members of the LEAP Committee attended the CESA 10/CVTC Innovation Day of Learning conference. The committee met on February 13, 2018 and reviewed the presentation that will be shared with the Board tonight.

The Head Start Policy Committee conducted their first check point of data using their teaching strategy goals. Student meet or exceed the benchmarks.

The Budget Development Committee talked about the culinary labs and received some clarifying information. They also discussed OPEB and are waiting for the consultant to provide options for the committee to consider. The committee talked about the "gap group" and will be moving forward with future discussions. Athletic fees were also discussed, and they are doing a comparative analysis with other Big River Conference Schools.

The Demographic Trends & Facility Planning Committee welcomed new members. They brainstormed about moving forward with an evidence-based decision on school boundary issues.

## **5.2 Legislative Update**

Legislative Liaison Joe Luginbill said there had been a proposal on the national level about requiring universal background checks for gun purchases. That legislation was blocked and replaced with a proposal to fund grants for school districts to provide firearms to safety officers. Mr. Luginbill stated that there has been major opposition from every public school organization regarding the Teacher Protection Act proposal. The low revenue ceiling and sparsity aid bill passed and will be forwarded to the Governor for his signature. There are 66 referendums scheduled in Wisconsin for April 3, 2018 as well as a statewide race for Supreme Court and a question about the State Treasurer position.

## **6. CONSENT RESOLUTION AGENDA**

Motion by Charles Vue, second by Joe Luginbill, to approve Consent Resolution Agenda Items as follows:

- Minutes of February 5, 2018
- Minutes of Closed Session - February 5, 2018
- Financial Report - January 2018
- Gifts in the amount of \$61,562.00 for the period of January 1, 2018 through January 31, 2018.
- Payment of all bills in the amount of \$3,984,460.23 and net payroll in the amount of \$3,409,647.69 for the period of January 1, 2018 through January 31, 2018.
- Human Resources - Employment Report
- Calendar for 2018-2019 Pay Periods
- Revisions to Policy 655.1 - Activity Passes
- Update on Enrollment Count as of January 12, 2018

Motion carried

Yes: Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica

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

### **7.1 Petitioner's Request to Alter School District Boundaries**

Joe Luginbill moved, second by Lori Bica, to suspend the rules and allow public comment during this portion of the meeting. Carried by unanimous voice vote.

Abby Johnson, Executive Director of Business Services, said that the Board received a petition to attach the property of McKenzie and Brian Pionek from the Eleva Strum School District to the Eau Claire Area School District. The family was present to explain why they made the request.

McKenzie and Brian Pionek said they are currently open enrolling their three-year old son, McCoy, to ECASD. He was diagnosed with autism in November 2016 and receives 30 hours a week of therapy in home and in day care. McKenzie said that ECASD can provide the range of services needed for their son. Due to recent changes in the District's open enrollment policy, they would not be guaranteed to enroll McCoy in south side schools. They also have a younger child, and they worried that McCoy may have to attend one school due to his needs and their daughter would have to go to a different school. They decided to petition both school districts to see if the boundaries could be altered.

The Pionek's said that Eau Claire is the community where they work and receive support from family and friends. They feel like having consistency and stability for McCoy would be very important and they could not be assured of that through open enrollment. Busing would also be available to him if they were in the ECASD boundary.

It was noted that Eleva Strum did not approve the request, and both schools would have to approve it for the change to be made. The family could appeal the decision at the state level. The Board talked about the possibility of doing a land swap with Eleva Strum given that the boundary lines are very erratic in that area. Mrs. Pionek said that Eleva has said they would consider that.

Motion by Chris Hambuch-Boyle to attach the Pionek property to the Eau Claire Area School District from the Eleva Strum School District. There was no second, so the motion died.

Motion by Joe Luginbill, second by Eric D Torres, to deny the motion to attach the Pionek property to the ECASD from the Eleva Strum School District. The ECASD Board will communicate with the Eleva Strum Board to set up a meeting to discuss possible land swaps for this boundary and the properties in this area.

Motion carried

Yes: Aaron Harder, Joe Luginbill, Eric D Torres, Lori Bica

No: Chris Hambuch-Boyle, Charles Vue

## **7.2 Adopt Resolution Supporting the Office of State Treasurer**

Mr. Luginbill drafted a resolution to support the Office of State Treasurer. This resolution was shared with the Board.

Motion by Joe Luginbill, second by Charles Vue, to adopt the resolution supporting the Office of State Treasurer.

Motion carried

Yes: Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica

## **8. ADJOURN TO COMMITTEE/WORK SESSION**

### **9. COMMITTEE REPORT**

#### **9.1 Update Regarding Little Red Nature Campus**

Anna Rybicki spoke on behalf of the Initiative for New Directions in Education (INDE) group. She said that after much consideration, INDE would like to postpone submitting the grant application to DPI for one year. They acknowledged that there was a lot of information the Board needed before it could authorize this proposal, and Board support would be needed.

Ms. Rybicki said that INDE would like to provide a different approach and alternative choice for middle school students that could co-exist with the strong universal program currently being implemented. She shared an example of what a day might look like noting that this would be a fundamentally different way of learning that would require autonomy. This smaller school could provide an environment for those who struggle with the current structure and schedule. It would give students time to study outdoors. There would not be a principal but rather the role and duties of the principal would be divided among the teachers.

Ms. Rybicki shared the work that has already been completed to get information for the grant application as well as the work still needing to be completed in the areas of Educational Program Development, Facility, Fundraising, and Governance.

The group has conducted planning meetings with interested teachers, leaders, politicians, and community members. They have been communicating through INDE's website, Facebook page, and via an email list.

They will continue to identify barriers for educationally disadvantaged pupils and attend the "Every Teacher a Leader Summit."

Kathryn Duax arrived at 8:28 p.m.

INDE requested that the Board consider agreeing to the following assurances:

- 1) A statement that the Board wants LRNC to become a reality in the District, with a goal for the school to open in fall 2020 at Little Red.
- 2) Support from the Board for the charter school at Little Red to have the high degree of autonomy required by the DPI grant and Wisconsin law, including autonomy over budget, curriculum, admission policies, and personnel decisions.
- 3) A commitment that ECASD will: (a) secure the needed inspections, estimates, etc. to complete budget for renovations, including possible phasing, to Little Red (INDE would suggest by April 30, 2018); and (b) inform INDE by a certain date (INDE would suggest June 30, 2018) what amount the District is willing to invest in the renovation of Little Red and what, if anything, it would ask INDE to fundraise to renovate the building.
- 4) A directive that District administration and personnel shall cooperate with INDE in the process. This includes: responding to requests in a timely manner, allowing INDE to contact and meet with staff, allowing INDE to use District space for meetings at no charge, and freely sharing information related to the project. When known, the District shall inform INDE who will serve as its LEAP/District liaison following Mr. Leibham's retirement in June 2018.

Ms. Rybicki said that INDE would like to continue planning over the next 12 months in partnership with ECASD. She asked that the Board consider voting on March 5, 2018 to support further planning work and provide requested assurance. INDE would work with LEAP and the Budget Development Committee to develop a 12-month planning budget. They asked that the Board vote on budget requests on March 26, 2018.

Board members had the following questions or requests:

- 1) The Board has a responsibility to follow its vision and mission to prepare all students for post-secondary success. Do alternative programs address ALL students? Should the Board spend more money for all students or more money for student choices? Or is choice not mutually exclusive with serving all? Is encouraging and fostering choices part of the mission to serve all students the best way the District can? (Ms. Rybicki said they want to do what is best for all students but noted that not all students are the same. She felt some students need alternatives to succeed.)
- 2) What do the relationships for assurance #2 look like? What is the high degree of autonomy required?

- 3) A request was made to receive a list of initiatives in the District that provide alternative learning and how those decisions are made in relation to equity in the District.
- 4) How could the project be expanded so all students could use the environment that LRNC could provide? Research should be obtained to see what other districts have been doing in this realm.
- 5) What does it mean for the Board to 'waive' policies? That would need to be operationally defined.
- 6) There is confusion about the request for 40 hours of staff time provided to assist INDE answer questions for the grant. Board members thought that would be the time that Mr. Leibham would provide to help them get their questions answered. INDE members felt this would be 40 hours of teacher time that would be compensated in addition to their regular duties to help with designing the program.

Some Board members asked for more details before assurances could be made. Each aspect would need to be operationally defined and a mission/vision statement developed that puts the students at the forefront. The INDE group felt that they haven't been able to get the information needed from staff to provide more details.

If INDE raises money for the project, they wanted to know what assurances they would have that the money would go to the project at Little Red.

Board members talked about creating some type of 'live binder' or work flow process to track requests for information coming from the Board. In addition, several Board members said there are many projects the Board has been considering that have budgetary implications including the culinary program, dual immersion, and LRNC. It comes back to the larger conversation of how the Board prioritizes spending money in a constrained budget environment. Some Board members felt it was important to have a Work Session to discuss these matters in greater depth.

There was a suggestion that the proposal go back to the LEAP Committee to get a recommitment from them for next steps.

Motion by Kathryn Duax, second by Eric Torres, to adjourn to Work Session. Carried by unanimous voice vote.

The group moved to Room 123C for the Work Session at 9:06 p.m.

## **10. WORK SESSION**

### **10.1 Annual Review of Board Policy 332 - LEAP Committee**

Tim Leibham, Executive Director of Administration, shared an overview of the Learning Environments and Partnerships (LEAP) Committee including its history, foundational principles, and educational relevance.

A standing committee was developed in 2013 and was charged with providing guidance and recommendations to encourage innovation that could increase the District's ability to provide diverse programming and methodologies. Through this investigation and advisement, the committee can support the increase in student readiness for, and success in, ECASD programming and post-secondary options. The committee looked at Board goals to see how they relate to the committee's charge.

Policy 332 – LEAP Committee was adopted in January 2016. This policy included a structure to initiate, monitor, and sustain Innovation Zones. The committee started approving Innovation Zone proposals in the spring of 2016. This included the ARCTIC Zone at Northstar, In-Tech-Great at Sam Davey, and Documentary Theatre at Memorial. There were six imagination narratives that were not approved by LEAP and five verbal inquiries that were not formalized into an imagination narrative. The Little Red Nature Campus proposal is still pending.

Mr. Leibham shared a bibliography of books and resources that were used by the committee. He reviewed the foundational principles and relevance of providing an educational program for innovation as well as various opportunities for students/families, staff, and the community.

Mr. Leibham said the committee drafted rules for Policy 332. After LEAP approved that draft, there were some questions about the project charter and how it fits in. LEAP is a standing committee and not a department. Mr. Leibham felt that the committee should have oversight of the program but not be responsible for the day to day aspects of it. The committee picked up those responsibilities and met once a month, but he said this would not be sustainable.

It was recommended by the committee that the next steps would be to fully operationalize LEAP. This would include identifying a LEAP liaison and committee membership; refining terms, proposal processes, and rules for effective operations; establishing structural supports and resources ("dynamic department"); providing professional development and involvement (staff, students, families, community, beyond); creating achievement rubrics, assessments, and indicators of quality; and establishing community partnerships.

The Board talked about whether LEAP needed its own policy as it is included in Board Policy 185 as a standing committee. Information about the specificity of the application process could be defined in Rules of Policy 185.

During discussions, several considerations were shared by Board members:

- Maintain autonomy of charter schools while expanding programming to other schools in the District.
- Consider elevating LEAP to a status as a signature program of the District.
- Are the efforts to identify ways in which students can learn an organic effort? There should be an organic process where teachers and students can provide input for innovation and a way to identify structural barriers that prevent buildings from taking those steps towards innovation.
- What is principal's role in promoting innovation in their School Improvement Plan? What about the role of staff?
- How much autonomy do you allow a group of staff to develop a program and implement it with accountability to their effort in the District relative to other goals in the SIP?
- There should be language in the rules that talks about being fiscally responsible.
- The Board should justify and quantify LEAP initiatives.
- How will learning or achievement outcomes be assessed?
- Does the Board want to operationalize LEAP by establishing formal structures/supports or should the purpose of LEAP be redefined?
- How will the District prioritize projects as they relate to the Board's goals and Strategic Plan?
- How will learning and performance outcomes be addressed?

There seemed to be consensus to rescind Policy 332 and make modifications to Policy 185. After discussion there was a feeling that some of what was talked about wasn't reflected in the policy language.

Some felt that it would be difficult to talk about the INDE proposal until there was a clear understanding about LEAP, which isn't operationalized at this time.

Board members asked for a process that would allow them to understand the formal structure of LEAP and grow it. Board and administration must work together to operationalize LEAP. This would require further investigation. It was hoped that some of these questions could be answered so the Board could have another Work Session to discuss it.

Board members asked that LEAP make a recommendation about the policy to bring to the Board. It was also suggested that administration be part of the discussion so there can be consensus built by the time the Board hears about it. Mr. Leibham said the LEAP Committee could look at the next steps for fully operationalizing LEAP to define what those steps mean so that the Board has something to respond to.

## **10.2 Discuss Revisions to School Board Handbook**

Board members talked about any additions they would like included in the School Board Handbook. Some felt there should be more information on the budget. With regards to attendance at Board meetings, although it can't be required, there could

be a respectful statement about the importance of attendance at meetings being essential to the functioning of the Board.

There was a request to consider the addition of a monthly stipend to Board members for child care costs while attending meetings. This relates to Board Policy 164 found on page 17.

Some Board members asked for feedback on the concept of allowing electronic attendance for Board meetings. Dr. Hardebeck said the District consulted with its attorney regarding this previously, and they did not support it. WASB did not support this as well.

It was felt a statement should be added about distributing the work amongst all Board members, so it is not falling on a small group of people on the Board. It could be stressed that it is important for Board members to participate in most activities of the Board.

### **10.3 Preparation for School Board Self-Evaluation for the Work Session on March 26, 2018**

Board members were asked to review the self-evaluation document that was completed last year. This will be discussed in the next Work Session.

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

There were no requests for future agenda items.

### **12. ADJOURN**

Joe Luginbill moved, second by Kathryn Duax, to adjourn Work Session. Carried by unanimous voice vote.

Meeting adjourned at 10:48 p.m.