

Eau Claire Board of Education Minutes Monday, April 4, 2016

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Members present

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

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

Ron Bothwell from LeClaire, Iowa feels that making changes to Policy 411 are only being done to satisfy a few people. He said what may start small could have results nation-wide. He was concerned that students could go into the bathroom and have a girl walk in to the boys' bathroom and show themselves. He hoped the Board knew the difference between good and evil. He didn't want to tell people they can't have their own rights; however, he felt the school system was trying to change people's minds to fit their agenda.

Daniel Hickman from Lublin is a member of the Salem Baptist Church in Eau Claire. He was concerned about the proposed changes to Policy 411. He felt that educators teach fact, truth and reality. He felt that promoting the addition of gender identity and expression denies natural biological facts. He felt it was a 'want' not fact or reality. He said that follow-up of those who chose sex reassignment have had lifelong mental unrest and the suicide rate rose to 20 times of their comparable peers.

Monique Kallenbach was in opposition of the proposed change to Policy 411. She feels there are deviant men who pretend to be transgender as a means of exploiting young women. She wanted the Board to feel sensitivity of relevant comfort for some over the safety of a large group of people. She believes that predators seek out places where preferred targets are found.

John Ailie said that human beings are designed by the creator as male or female. He felt that changing Policy 411 would go against God's design and that the Board would be rejecting this God given gift of sexuality. He felt the Board should uphold the created order of maleness or femaleness. He said with regards to rest rooms, students should be provided two options of male and female restrooms, and that if a student is born male, they use the male restroom. The same would apply for females.

Ryan Rudack said the state has failed to give districts guidelines because the legislation to address this did not move forward. This allows districts to make

decisions locally and would give the superintendent the authority to write rules without Board input. He felt the District needed to do more research and get guidance on this issue or the Board should not make these changes. He encouraged the Board to table the vote.

Becky Linderholm is a teacher in the District and said she has a passion for diversity education for social justice. She said the changes to Policy 411 would mean a great deal for many families and students. She said that while the number of transgender students is small, they are important and deserve a positive school experience. She shared statistics about the number of transgender students who attempt suicide, which concerned her. She encouraged the Board to develop a plan to educate staff on all issues LGBTQ. She felt that other speakers misunderstood that this policy would not make every bathroom gender neutral, it was stating that these students wouldn't be discriminated against. She said transgender students are not rapist nor predators, they are good people who want to live their lives.

Justin Wichman said that because the Board doesn't know exactly how such a change would affect all current policies in place, approval of Policy 411 should be tabled until the Board can look at all policies.

Dan Palichat said that he didn't know the details of the District's plan but he hoped that as Christians, the group should try to understand each other's differences and not judge one another. He hoped that all people be considered in terms of safety and comfort. He said that if single bathroom stalls were part of the plan, he would not object.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

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

She said the District received special recognition from local authorities who wanted to acknowledge District employees who provided assistance at the large event that was held at Memorial on Saturday. This included Darryl Petersen, Ron Bowers, Chuck Gunness, Dan Key and David Hestekin. Dr. Hardebeck also thanked Tim Leibham, Larry Sommerfeld and Trevor Kohlhepp for their assistance and support.

Dr. Hardebeck said that Memorial High seniors Diane Hu, William Jang, Philip Reim and Grace Tate and North seniors Julia Olson and Jeremiah Buenger have been selected among the approximately 15,000 students nationwide to advance as finalists in the National Merit Scholarship Program. She said there were 1.5 million students who entered the competition. These students will have an opportunity to continue in the competition for some 7,400 National Merit Scholarships worth approximately \$32 million. To achieve finalist status, they must have an outstanding academic record throughout high school, be endorsed and recommended by their high school principal and earn high SAT scores. She congratulated these high achieving students!

Dr. Hardebeck also reported that the selection committee for the Herb Kohl Educational Foundation has announced recipients of the 2016 Herb Kohl Foundation awards for students, teachers, and principals. The \$3,000 awards are being made to 100 teachers, 16 principals and their schools, and 184 graduating high school students.

North High senior Brock Holman received an Initiative Award. Initiative recipients have demonstrated exceptional initiative in the classroom and have shown strong promise for succeeding in college and beyond, but have not yet received other academic-based scholarships. Flynn Elementary ELL teacher, Katie Myers received a Fellowship Award. Fellowship recipients are educators who have been chosen for their superior ability to inspire a love of learning in their students, their ability to motivate others, and their leadership and service within and outside the classroom. She congratulated them both on these fine accomplishments.

3.2 Board President's Report

President Spindler said there are five candidates running for four open seat: Carolyn Gabrielsen Barstad, Jennifer Fager, Aaron Harder, Chris Hambuch-Boyle and Rich Spindler. The election will be held on April 5th.

The WASB Region 4 New Board Member gathering will be April 21st in Durand. The WASB Summer Leadership Institute will be held in Green Bay in July if Board members are interested in attending.

Rich Spindler reminded the Board to check the GoogleDoc created for the Board to sign up for speaking engagements.

4. STUDENT REPRESENTATIVE REPORT

Emily Surges and Jason Lin gave updates on events happening at both high schools.

5. OTHER REPORTS

5.1 Board Committee Reports

At the last Policy & Governance meeting they reviewed Policy 458 on school wellness and will be bringing forth recommended changes later in the meeting. They also discussed Policy 411 and determined that the policy changes are based on Title IX and the Office of Civil Rights guidelines. Although it is not mandated, it was felt adding transgender as a protected class would give those students safety and privacy. The group also looked at Policy 382 - Animals in the Schools, and changes to this policy will be brought to the Board at the next meeting. Discussions also took place regarding the facility rental conditions of use and will be discussed at the next P & G meeting.

The Budget Development Committee discussed the proposed salary schedule for certified and hourly groups. Building rental fees will be discussed at the next meeting.

5.2 Legislative Update

Chris Hambuch-Boyle reported that new legislation was passed including two education bills the WASB supported. Assembly Bill 664 prohibits the Department of Health Services from requiring a mental health clinic or a licensed treatment professional to designate a school site as a clinic office in order to provide outpatient mental health services at the school. Assembly Bill 824 adjusts sparsity aid to allow the Crivitz and Spring Valley school districts to continue to receive sparsity aid payments this year, without reducing sparsity aid payments to any other qualifying district. The new law also permanently raises the current 725 pupil cap on school district membership for sparsity aid eligibility to 745 pupils.

6. CONSENT RESOLUTION AGENDA

Motion by Kathryn P Duax, second by Joe Luginbill, to approve the following consent resolution agenda items:

- Minutes of March 14, 2016
- Human Resources - Employment Report of April 4, 2016
- Revisions to Policy 222 - Administrative Contracts

Motion carried

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

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

Approval of CESA 10 Contract

Motion by Chue Xiong, second by Charles Vue, to approve the 2016-17 CESA 10 contract as presented.

Motion carried

Yes: Kathryn P Duax, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong. Abstain: Chris Hambuch-Boyle.

RFP for Community Survey

Motion by Chris Hambuch-Boyle, second by Chue Xiong, to award the contract to Springsted to conduct a community survey about matters related to a possible referendum for November 2016.

Motion carried

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

Revisions to Policy 411 - Equal Educational Opportunities

Joe Luginbill shared information that included definitions associated with gender identity. He said there has been some misinformation shared by some radio stations regarding the policy change and what it means. The Office of Civil Rights

and U.S. Department of Education made it clear to school districts that transgender should be a protected class in compliance with Title IX. The policy prohibits discrimination. Mr. Luginbill said the Board's goal is to build on the District's current practice of working with transgender students individually to make individual accommodations where appropriate and making single stall bathrooms available to those students.

The Board and administration will be accountable for implementation of this policy. All rules that are written by administration are vetted through the Board as well. Staff have received training and services and further guidance will also be provided from other agencies such as DPI. The Board's Strategic Priority #2 has to do with students' social and emotional growth to address the needs of the whole child.

It was reiterated that this policy change is adding gender identity and expression to a long list of protected classes that won't be discriminated against.

Charles Vue said he would defend the right that all men are created equal. However, he felt the District may not have received sufficient input or feedback that reflects what the community values are with regard to this topic. He wasn't sure the District was ready to make these changes and have the resources necessary to implement changes.

Motion by Charles Vue, second by Kathryn P Duax, to postpone indefinitely.

Motion failed by the following roll call vote: Yes: Chue Xiong. No: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Charles Vue.

Administration has not done a facility audit to date to determine if the District could comply with these changes. The Board can ask for updates on this topic.

Motion by Joe Luginbill, second by Wendy Sue Johnson, to approve revisions to Policy 411 - Equal Educational Opportunities.

Final Resolution: Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Chue Xiong. No: Charles Vue.

Revisions to Policy 458 - School Wellness

The Policy & Governance Committee made revisions to this policy after discussions at the last Board meeting. Sue Brown, Director of Food Service, said that the topics in the policy are required by the USDA.

There was discussion about the creation of a District wellness committee. Staff already have a wellness committee but this group would be geared to students. After discussion it was felt those two committees would be separate from one another although there could be some cross overs. It was also suggested that

students be allowed on the newly-formed wellness committee.

Wendy Sue Johnson said she would like the Board to consider granting students a half credit of physical education if they participate in sports, which is a provision of state law. Kari Winkler was part of the work group that examined this proposal in the past. At that time the Board agreed not to move forward with considering the change in obtaining physical education credits for student athletes. She said she could share information with the Board to highlight what the physical education program provides, which is above and beyond what the student athletes get.

Motion by Joe Luginbill, second by Chue Xiong, to approve revisions to Policy 458 - School Wellness

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong. No: Wendy Sue Johnson.

8. ADJOURN TO COMMITTEE

9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

9.1 Discuss July Meeting Date: July 18 Board Work Session on Referendum

Superintendent Hardebeck said that when the Board looked at the timeline for referendum planning, it was felt that the Board should have a Work Session in July to discuss and determine the scope of the referendum. Taking into consideration the July 4th holiday, it was proposed that this meeting be held on July 18, 2016. The Board would need a formal vote on a referendum by August 22nd.

The Board agreed to have one meeting in July and that would be a Work Session on July 18, 2016. Additional meetings could be added after that date if warranted.

9.2 Board's Timeline for Implementation of Salary Structures

Abby Johnson, Acting Director of Business Services, shared information with the Board about the compensation study and the Board's timeline for implementing a new salary structure. She had several questions for the Board to discuss. She asked if the Board wanted implementation to be for the 2016-17 school year, 2017-2018 school year, or to be referendum dependent retroactive to July 1, 2016. She also asked how much time the Board needed to consider the options that will be brought to the Board on May 2, 2016. There will be two proposed salary schedules per group.

Ms. Johnson said if the Board looked at the cost of the new salary schedules as of today, it would add \$1.7 million to the budget. She also shared what it would mean to add one to five steps to the schedule, which could add a total of \$7,401,698 at the highest level with five steps. The implications to the fund balance including the 2015-16 deficit projection (\$3.9 million) and adding the costs of implementing a new schedule (\$1.7 million) would reduce the fund balance to 20%. If the Board were to give full movement to staff with an additional cost of \$7.4 million and the

\$3.9 million budget deficit projection, it would reduce the fund balance to 12.5%. Ms. Johnson said it is recommended that a district's fund balance be between 25% and 33%. This would put the District's fund balance at a dangerously low amount.

Ms. Johnson is beginning to build the 2016-17 budget for salaries. One option would be to use the 2015-16 schedule, another option would be to use the proposed salary schedule and a third option would be to identify the number of steps that would be added.

Rich Spindler felt the Board should try to implement the salary structure in 2016-17 to recognize all the work the committee put into this study. Others wanted to recognize that work but were concerned about sustainability.

Kay Marks, Executive Director of Human Resources, said that even if the referendum doesn't pass, the systems and structures that the Compensation Committee will bring forward can still be in place, but the dollar amounts would be much less. She noted that without a referendum, the proposals would not be sustainable. She was asked if she could bring a structure forward with a lesser fiscal impact. She said she could look into that.

After discussions most of the Board supported including the salary proposals in the referendum. They also asked to explore the possibility of restructuring the plan with lower dollar amounts. When budgets are built for next year, it was suggested that there be two budgets—one would be neutral with the same structure, the second would include what a referendum would support with the same structure but with higher amounts. The Board would have to decide when voting on a referendum question whether to include additional steps at a higher cost. If the referendum is successful, retro-pay could be included back to July 1, 2016.

10. REQUEST FOR FUTURE AGENDA ITEMS

Chris Hambuch-Boyle asked for an update on what the District plans to do to compensate Nationally Board Certified teachers and what that structure would look like.

Wendy Sue Johnson said she asked for a review of gifts to determine if there are equity issues. She said the Board received gift totals for last year, but she would still like to know the impact that gifts have on equity issues. She also suggested that Policy & Governance consider changes to Policy 188 regarding public input at meetings and whether comments should be allowed from citizens outside of the ECASD.

Joe Luginbill said there are eco teams in some elementary schools, which are volunteer led classes in an after-school program with kids teaching them to be good consumers. A grant is being written to get a sustainability coordinator and one part of that grant is to take over this eco team. There is a letter of support that would have to be signed if the Board or Superintendent were agreeable to that. Dr. Hardebeck will take a look at that.

11. ADJOURN

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

Motion carried

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

Meeting adjourned at 9:10.