

## **Eau Claire School Board Minutes Monday, June 19, 2017**

*Generated by Patti Iverson*

### **Members present**

Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

### **Member absent**

Eric Torres

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

Following the Pledge of Allegiance, President Hambuch-Boyle 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**

Jessica Smith was concerned about the boundary change decision and how it could affect students who are currently in middle school and were on track to go to Memorial. She urged the Board to allow those students going into middle school to choose which high school they go to if the change in boundaries is approved.

Celeste Rauff said she volunteered at the Real Life Academy and was concerned about the attire of students attending the event. Students were encouraged to dress up for the event; however, she was surprised at what students could wear to school. She encouraged the Board to consider stricter enforcement of dress codes and to help students learn to dress for success.

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

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

Dr. Hardebeck reviewed the upcoming Board of Education events.

Dr. Hardebeck said that several schools in the District received recognition by the Wisconsin RtI Center and Wisconsin Department of Public Instruction for implementing a culturally responsive multi-level system of support for improved student outcomes, thereby creating a system that meets the needs of all students.

Those receiving recognition at the bronze level have full implementation/fidelity in one content area at the universal level/tier I for at least one year. Those at the silver level have full implementation/fidelity in one content area at the universal level/tier I for at least two years and at selected level/tier 2 for at least one year.

The following schools received this recognition and had staff present to be commended:

- Sam Davey – Silver Level: Behavior
- Flynn – Silver Level: Behavior
- Lakeshore - Silver Level: Behavior
- Locust Lane - Silver Level: Behavior
- Longfellow - Silver Level: Behavior
- Manz – Silver Level: Behavior & Bronze Level: Reading
- Montessori – Bronze Level: Behavior
- Northwoods – Bronze Level: Behavior
- Putnam Heights – Bronze Level: Behavior
- Robbins -- Silver Level: Behavior
- Roosevelt -- Bronze Level: Behavior
- Sherman – Bronze Level: Behavior
- DeLong – Bronze Level: Behavior
- South – Silver Level: Behavior
- Memorial – Bronze Level: Behavior

Dr. Hardebeck thanked Jennifer Fager for her service to the Board and wished her well in her new position in Michigan.

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

President Chris Hambuch-Boyle shared the following report:

1. Juneteenth is a major milestone for America. A video explaining the significance of June 19<sup>th</sup> was shared.
2. Chris Hambuch-Boyle, Kathryn Duax, Abby Johnson and Jim Schmitt attended the Chamber of Commerce's Legislative Eggs and Issues event. School funding was discussed.
3. The Wisconsin Public Education Network Summer Summit will be held on August 9<sup>th</sup> in Lake Mills and Chris Hambuch-Boyle will be attending. She asked other Board members to consider going with her.
4. Ms. Hambuch-Boyle introduced Lori Bica and Joshua Clements, the two candidates who have applied to fill the vacated seat of Jennifer Fager.
5. A certificate of appreciation was presented to Jennifer Fager for her service to the Board since 2016.

## **4. OTHER REPORTS**

### **4.1 School Board Committee Reports**

The LEAP Committee is refining expectations through its charter. They will meet again on July 11<sup>th</sup> from 4 to 6 p.m.

The Head Start Policy Council went through its program growth for the year. They held a transition to kindergarten day for the 4K students where teachers and principals gathered to exchange information and data regarding their incoming kindergarten students.

## **4.2 Legislative Update**

Legislative Liaison Joe Luginbill shared information regarding three referendum restricting bills that are being considered by the legislature. He shared what the bills could mean to the District. The District could lose \$52.7 million of the money that taxpayers voted to approve via referendum in November 2016. He encouraged people to contact their state legislators.

Mr. Luginbill said the Joint Finance Committee could vote on the K-12 Education Budget this week. Mr. Luginbill is organizing a phone bank on June 22, 2017 from 5 to 8 p.m. to call constituents of the Joint Finance Council members and explain the budget proposal. If anyone would like to assist, they should contact Mr. Luginbill.

## **5. CONSENT RESOLUTION AGENDA**

Motion by Jennifer Fager, second by Kathryn P Duax, to approve the following consent resolution items:

- Minutes of June 5, 2017
- Minutes of Closed Session - June 5, 2017
- 2016-17 Budget Adjustments
- Payment of all bills in the amount \$6,188,391.36 and net payroll in the amount of \$3,373,539.36 for the period of May 1, 2017 through May 31, 2017.
- Gifts in the amount of \$10,280.50 for the period of May 1, 2017 through May 31, 2017
- Financial Report - May 2017
- Resolution on "Leading on Lead" Bill
- Resolution on Voucher Transparency Bill
- Resolution Opposing Anti-Local Control School Referendum Restricting Legislation

Motion carried

Yes: Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

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

### **6.1 Human Resources - Employment Report**

Motion by Kathryn P Duax, second by Jennifer Fager, to approve the Human Resources - Employment Report & Summer School Report for June 19, 2017.

Motion carried with following roll call vote:

Yes: Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill. Abstain: Charles Vue

## **6.2 Timeline for Boundary Changes**

On May 15, 2017 the Demographic Trends & Facilities Planning Committee presented a recommendation to the Board about boundary changes. The Board also talked about the proposal on June 5, 2017 and agreed to consider two options on June 19<sup>th</sup>. One would be to accept the recommendation of the committee and proceed with the transition and the other would be to accept a shortened timeline with Information Sessions being held in August and the Board voting on the proposal on September 11, 2017.

Board members asked several questions and asked for clarification on some issues. They discussed various aspects of the proposal and talked about when the Board would vote on it. Some of the issues the Board will need to consider in the transition include when the implementation would begin and how to deal with siblings.

It was suggested that the Policy & Governance Committee work on a policy that would review enrollments when the census data is received to see if any boundary changes are necessary.

Another proposal was offered by Mr. Luginbill that would approve the boundary change now and have Information Sessions in the community during August with the Board voting on a transition plan on September 11, 2017. The transition plan could include when implementation takes place and the potential of grandfathering siblings.

Motion by Joe Luginbill, second by Kathryn P Duax, that the School Board accepts the Demographic Trends & Facility Planning Committee's recommendation so that all students living north and west of the Chippewa and Eau Claire Rivers attend North High School and all students living south and east of the Chippewa and Eau Claire Rivers attend Memorial High School, that the community listening session timeline be approved, and that the Board vote on September 11, 2017 regarding use of the new boundary, enrollment pathways and the transition plan.

Motion carried

Yes: Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

## **6.3 Compensation Letter to Staff**

Ms. Marks, Executive Director of Human Resources, said that there were 97 employees who responded to the Board's letter asking if they felt they had a unique situation and/or had been adversely effected in the compensation transition process. The overarching theme was regarding placement on the new salary schedule with 86 employees noting that concern. Ms. Marks said that other themes are being evaluated by the Reclass Process and several others are being considered in discussions with the Budget Development Committee.

The Board discussed the next steps in the process, which would be contacting those employees who submitted a concern. Several variations of letters were shared with the Board.

Motion by Aaron Harder, second by Jennifer Fager, that the School Board accept a variation to the letters to send to staff in regards to the compensation letter requests with a clarification that the 2017-18 transition salary schedule not be on the table and add to letters for those in group of 86 employees that we will be revisiting the question of separation.

Motion carried

Yes: Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

Motion by Joe Luginbill, second by Kathryn P Duax, that the School Board approve a waiver of liquidated damages for certified staff who elect to resign from the District as a result of the compensation letter response. This waiver is effective for two weeks after the receipt of the individual letters from the School Board.

Motion carried

Yes: Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

#### **6.4 School Board Member Applications, Interviews & Appointment**

President Hambuch-Boyle reviewed the process that would be used to appoint a new School Board member to fill the seat that will be vacated by Jennifer Fager on June 20, 2017. Board members received applications from Lori Bica and Joshua Clements before the meeting. These candidates shared their reasons why they felt they would be a good School Board member. After these comments were shared, Board members asked each applicant questions. Both applicants were asked to answer the same questions.

It was explained that in order to appoint someone to the seat, that person must receive four votes. Ballots were passed out and the following votes tallied:

Chris Hambuch Boyle and Joe Luginbill voted for Joshua Clements

Kathryn Duax, Jennifer Fager, Aaron Harder, and Charles Vue voted for Lori Bica

Lori Bica was declared the newly-appointed Board member. Her term will end in April 2018.

#### **7. ADJOURN TO COMMITTEE**

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

## **8.1 Developing Mathematical Literacy in Supportive Learning Environments**

Dave Oldenberg, Director of Assessment, and Sue Ayres, Elementary Curriculum Coordinator, shared a report that demonstrated the focus for mathematics in the District and how it supports the whole child.

### K-12 Standards for Mathematical Practices

- Make sense of problems and persevere in solving them
- Reason abstractly and quantitatively
- Construct viable arguments and critique the reasoning of others
- Model with mathematics
- Use appropriate tools strategically
- Attend to precision
- Look for and make use of structure
- Look for and express regularity in repeated reasoning

### Instructional Strategies

- Establish goals to focus learning
- Promote reasoning and problem solving
- Connect mathematical representations
- Facilitate meaningful discourse
- Pose purposeful questions
- Build fluency from conceptual understanding
- Support productive struggle
- Elicit and use evidence of student thinking

### Resources and Support for Collaborative Teams

- Vertical and Horizontal Alignment
- Researched Progression of Learning
- Instructional Strategies-Engagement
- Common Learning Outcomes
- Vocabulary and Language
- Common Assessment
- Inclusive Resources/Professional Development

### Professional Development

- Grade/Course Level Collaboration
- Vertical Collaboration
- Peer Observations
- Classroom Coaching
- Summer Math Institute
- Assessment and Intervention for Special Education

## Supportive Learning Environments

- Everyone can learn math to the highest levels
- Mistakes are valuable
- Questions are important
- Math is about creativity and making sense
- Math is about connections and communicating
- Depth is much more important than speed
- Math is a growth subject and it takes time to learn

Ms. Ayres shared a video that was created by the Math Expressions publisher that lets the viewer see the engagement taking place in the math classrooms. This will be posted on the District's website.

In 2017-18 there will be a small group pilot of updated materials for the elementary math program; professional development for high school math; and assessment, intervention and resources for the special education program. A PreK-12 core program review will also take place in the future.

### **8.2 ECASD Employee Achievement Program (EAP)**

Kay Marks, Executive Director of Human Resources, said that in 2012 the District searched for a new employee assistance program. It sought a proactive approach to improving employee success with a local provider. The District formed a partnership with REALiving. They continue to be the District's employee achievement provider.

REALiving provides employee training for things such as decision making, customer service, time and organization, etc. They also publish a wellness newsletter, champions of people newsletters for those who manage and supervise others, quarterly REALiving magazines, a wide variety of brochure topics, financial and legal resources, coaching, counseling, newsletter specifically for school district staff, free tickets to the Be Your Best Conference, a free ad in their quarterly magazine, and crisis response services.

District staff have a strong utilization history with the program. Last year the utilization was 8.9%; the industry standard is 3% to 5%.

Trifecta service is provided, which is a collaborative, innovative service designed specifically to provide support to injured employees. In 2013 the District was on the verge of being dropped by its worker compensation provider. Trifecta was implemented and claims dropped from \$978,239 in 2013, to \$411,378 in 2014, to \$138,866 in 2015.

Staff have provided very positive feedback about REALiving with many saying it makes the employees feel supported and cared for without having the employer in the middle. It takes care of the whole employee: physical, emotional, etc.

The District will continue to work with REALiving to increase utilization and to work with administrators to provide them information which can be shared with employees as needed.

Ms. Marks said that REALiving services are available to all staff as well as their immediate family members.

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

There were no requests for future agenda items.

Jennifer Fager thanked everyone in the District for making her time on the School Board a good experience. She acknowledged the good work of the School Board and expressed gratitude to Dr. Hardebeck for her assistance.

## **10. ADJOURN**

Charles Vue moved, second by Jennifer Fager, to adjourn the meeting.

Motion carried

Yes: Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

Meeting adjourned at 10:16 p.m.