

Eau Claire School Board Minutes
Monday, August 21, 2017
Generated by Patti Iverson

Members present

Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Charles Vue, Eric D Torres

Members absent

Lori Bica, Aaron Harder

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

No one signed up to address the School Board.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

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

Dr. Hardebeck said that the District welcomed 75 new employees at the beginning of the four-day induction training.

3.2 Board President's Report

Superintendent Hardebeck and President Hambuch-Boyle will be meeting with John Murphy on September 1, 2017 to record a segment for Newsmakers.

Board members were encouraged to attend the WASB Regional Meeting on August 24, 2017 in Eau Claire.

4. OTHER REPORTS

4.1 School Board Committee Reports

There were no committee reports.

4.2 Legislative Update

Legislative Liaison Joe Luginbill stated that the Board now has a legislative presence on the District website. That website will be updated as legislative matters of importance come up. He noted that the Joint Finance Committee plans to take up K-12 education budget items during the week of August 28, 2017.

5. CONSENT RESOLUTION AGENDA

Motion by Kathryn P Duax, second by Charles Vue, to approve the following Consent Resolution Agenda Items:

- Minutes of August 7, 2017
- 2016-17 Budget Adjustments
- Gifts in the amount of \$18,799.65 for the period of July 1, 2017 through July 31, 2017 and supplemental gifts in the amount of \$48,978.60 for the period of July 1, 2016 through June 30, 2017.
- Payment of all bills in the amount of \$9,902,262.84 and net payroll in the amount of \$3,166,610.22 for the period of July 1, 2017 through July 31, 2017.
- Human Resources - Employment Report

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Charles Vue, Eric D Torres

Dr. Hardebeck said that with the approval of the Employment Report, the Board approved Eric Gonyea as the new assistant principal at South Middle School. She shared his biography and welcomed him to his new position.

Included in the budget adjustments was an increase in the general fund for the purpose of adding the fiber project that was removed from the original budget dependent on state aid certification. Mr. Schmitt gave an update on the Chippewa Valley Internetworking Consortium (CINC), which will now fund the District's fiber operation thus eliminating the use of Charter. The District will expect a return of investment in 3.5 years and the speed of service will be greatly improved.

6. INDIVIDUALLY CONSIDERED RESOLUTION(S)

6.1 Amend Timeline for Boundary Transition Vote from September 11, 2017 to September 25, 2017

President Chris Hambuch-Boyle said that when the Board voted on the boundary change proposal in June, it was thought that the listening sessions would be completed by the middle of August so that the Board could vote on the transition timeline at the September 11, 2017 meeting. The last listening session is scheduled for August 28, 2017. In order to give the Board more time to review the data from the listening sessions and make a decision, it was proposed that the vote be moved back to September 25, 2017. In that way the Board could have a Committee Report on September 11th to discuss the feedback and come up with a proposal that can be voted on at the September 25th meeting.

Motion by Joe Luginbill, second by Eric D Torres, to amend the timeline for the boundary transition vote from September 11, 2017 to September 25, 2017.

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Charles Vue, Eric D Torres

7. ADJOURN TO COMMITTEE

8. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

8.1 Staff Engagement Survey

Jim Schmitt, Executive Director of Teaching & Learning, shared results of the staff engagement survey. The District conducted the 2017 survey to understand how staff members feel about work relationships, how well they are valued and enjoy their work, and the degree to which they believe their voices are heard. The survey results inform each school's School Improvement Planning, the District Strategic Plan, and the ongoing effort to ensure every employee feels supported and valued. During this year, focus groups will be conducted with stakeholders to glean more detailed information from the survey results.

As a result of past surveys and the subsequent focus groups, the District has implemented many changes including the implementation of a compensation plan, an adjusted school calendar to increase collaboration time and planning, and the establishment of a process to recognize employee achievement at School Board Meetings.

The following staff engagement themes were considered strengths:

Staff members...

- Are engaged in their work
- Like the work site where they assigned
- Find their coworkers and supervisors are dedicated professionals
- Feel that their supervisor trusts them to make good decisions
- Have sufficient independence in their work
- Are familiar with the mission and vision of the District and how they support the Strategic Plan

The following staff engagement themes were considered areas for growth:

Staff members...

- Questioned the new salary structure and whether newer employees to the District should be paid as much as veteran employees
- Wrote that they do not feel like they are adequately compensated when they take on extra responsibilities
- Want principals to be consistent in the way that Wednesday professional development is delivered in all buildings
- Want more training with technology and behavior management

- Expressed the need for additional mental health and special education supports for students
- Want more opportunities to collaborate with colleagues outside of their building or department

Overall, the survey showed that 80% of the staff feel high engaged or engaged. Mr. Schmitt shared more detailed analysis of collaborative cultures and high quality staff.

Staff responded that the three best ways for the District to effectively communicate with them is by District email (100%), weekly District Updates (91%) and in-person meetings (29%).

These results will be shared and reviewed with building and District leadership teams. Each building will conduct a feedback session using that report, which will inform the focus groups. These focus groups will be conducted in November and the information will be used to continue to refine School Improvement Plans to support each of the Strategic Plan Priority Areas.

There was some discussion about the area of concern regarding compensation, which is likely due to the 'gap' group. It is the intent of the Budget Development Committee to review budget priorities and things that can be controlled to see if anything can be brought forward for that group in 2018-19.

The Board will continue conversations during Work Sessions about doing more to align with the Strategic Plan.

The following questions were asked by Mark Goings:

- Is it possible to look at results by level?
- Can there be a 'hot link' that an employee could click on if they respond to the survey by saying they feel isolated and it would take them to additional resources?
- Is it possible to have staff indicate the length of time they have worked in the District which might help determine those in 'gap' group?

Dr. Hardebeck said it is important to protect the confidentiality of employees so they can be frank and candid with their comments. Disaggregating by levels or by staff can be discerned through the focus groups. She also said that the District could pursue creating a hot link with K12 Insight for those that respond saying they feel isolated to tell them what resources would be available to them. K12 may also be able to disaggregate years of service for the one question regarding compensation.

8.2 Communications Committee Update

Jim Schmitt, Executive Director of Teaching & Learning, said that every six months the Communications Committee provides an update on the work it is doing in the

District. The committee has been developing consistent branding by designing District templates and has sent out RFPs for a branding manual, graphic design, video production, and photographs.

The Committee has also created new processes by having a consistent meeting schedule; completing site-level meetings with principals, building secretaries and partnership coordinators; attending public events and conducting onboarding of new employees.

There will be a new format for the District Update that is sent to all staff, and SharePoint is being developed to use as an Intranet tool. The boundary change website was created and work has been done to make the District website ADA compliant by training staff who post information on the website.

The committee will be working to update the District Communication Plan and completing the Brand Manual. It will roll out new logos and videos and will also be developing the next online course for branding.

The committee will continue to reinforce trainings and continue site-level support for principals and other staff, develop communication tools, review and revise communications-related policies, and work on branding reinforcement.

A 30-second video about the District that was produced by Stokes and Herzog was shared with the Board. It was suggested that this video be shown on the scoreboards at each high school or for marketing purposes. Involving marketing students at the high schools was also discussed and could be a good partnership.

8.3 Discussion & Possible First Reading of Policy 445 - Law Enforcement Officials and School Resource Officers (SRO)

A first reading of Policy 445 – Law Enforcement Officials and School Resource Officers was shared:

Law Enforcement Officials in the Schools

The District recognizes that cooperation with law enforcement agencies is necessary for the protection of students and employees, for maintaining a safe environment in District schools, and for safeguarding all school property. At the same time, the District recognizes its responsibility to protect the educational process and to provide for the concerns of parents and guardians regarding the welfare of their children.

Law enforcement officials may be called to the school when laws may have been violated and in situations that threaten the safety of students, employees, and/or the public. In these situations, law enforcement officials may interview students in accordance with Board policy and established procedures. Law enforcement-initiated student interviews that are not school related shall not be conducted on school premises during the school day, except in emergencies or as specifically required by law.

School Resource Officers in the Schools

The School Resource Officer (SRO) serves to provide information and supports to District staff, students, and families. While authorized to act independent of School District policy in response to a significant criminal act or immediate threat, the SRO is not to be the primary responder or investigator of discipline investigations or behavioral issues that arise on a school campus or at a school event.

A SRO must contact a District official in order to obtain access to student records, which are not law enforcement unit records, maintained by the school. A SRO who seeks to access pupil records, aside from their own law enforcement unit records, must certify in writing to a school official that any information sought is for limited, designated purposes.

It is the role of the school administration to investigate school-based issues and to decide if a formal referral to the SRO is warranted. SROs shall not act as a school disciplinarian. Disciplining students is a responsibility of school personnel in accordance with Policy 447 – Student Discipline and Positive Behavior Interventions. If a school administrator determines that a crime may have been committed, SROs may be consulted.

All student interviews with law enforcement officials and/or SROs conducted on school premises during the school day shall receive prior approval of the building principal or designee. All students shall be accompanied by the principal or designee for the duration of the interview. If a request for a student interview is denied, the building principal or designee shall state the reason for such denial. Law enforcement officials and/or SROs may appeal decisions made by the building principal or designee to the Superintendent.

Notification of Parents Prior to Interview

Prior to any interview of a student who is the victim, witness, or complainant, (except in case of an abuse situation) the principal shall contact the parent(s) or legal guardian(s) unless otherwise instructed by the officer in charge. If the officer so requests, it shall become the officer's responsibility to communicate with the parent(s) or guardian(s). Unless otherwise requested by the officer, the principal or his/her designee shall sit in on the interview for the expressed purpose of providing in loco parentis support for the student. Students shall not be interviewed without the notification of parent(s) or guardian(s) except in the case of serious emergency where the parent or a relative is the focus of the investigation or as otherwise provided by law.

Reasonable attempts shall be made to allow for parent(s) or guardian(s) to be present for any such interview except in the case of serious emergency where the parent or a relative is the focus of the investigation or as otherwise provided by law.

Interviews of Students in Schools Related to Abuse and Neglect

Any contact with parent(s) or guardian(s) in an abuse or neglect case shall be made by Human Services or law enforcement officials.

This policy is not applicable to situations related to allegations of child abuse and neglect.

Allegations of Misconduct by Law Enforcement Officials and SROs

Any allegation of misconduct by law enforcement officials and SROs shall be handled in accordance with the Memorandum of Understanding between ECASD and the City of Eau Claire.

After reading the policy, it was suggested that the policy include a definition or job description of the services provided by the SRO so that it doesn't just include what they will not do but also the positive things they do in their job.

It was also suggested that the policy on child abuse and neglect be cross referenced with this policy.

9. REQUEST FOR FUTURE AGENDA ITEMS

There were no requests for future agenda items.

10. ADJOURN

Motion by Charles Vue, second by Kathryn P Duax, to adjourn meeting.

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Charles Vue, Eric D Torres

Meeting adjourned at 8:37 p.m.