

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, AUGUST 6, 2012
PRESIDENT CRAIG PRESIDING**

Following the Pledge of Allegiance, President Craig called the meeting to order at 7:00 pm. Secretary Patti Iverson confirmed that the meeting was properly noticed and was in compliance with the open meeting law.

Roll call was taken and the following commissioners were present: Craig, Duax, Faanes, Janke, Johnson (arrived at 7:06 p.m.), and Wogahn. Absent: Cummins.

NOTICE OF CLOSED SESSION

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(c) & or (e)(g) to consider the employment of a superintendent, the proposed employment agreement and related issues appropriate for closed session. The Board may take action in closed session, if necessary and appropriate. And to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

PUBLIC FORUM

James Martin discussed the sick leave donation bank. He said the bank will be good for all employee groups overall; however, he was concerned that it won't take into account maternity leave, which may cause a hardship for young families.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Interim Superintendent Terry Sheridan said he has had tremendous support from staff as he serves as Interim. He toured the facilities under construction and gave an update on progress at each site. The elementary sites will have the instructional areas ready by the start of school, but there will be some limitations. DeLong's phase one is on schedule, but staff and students will experience disruptions.

Dr. Sheridan shared several announcements:

- Sam Davey teacher, Tina Parker, was chosen as a Wisconsin State Finalists for the prestigious Presidential Awards for Excellence in Mathematics and Science Teaching.
- Ten ECASD teachers received grants from Fund for Teachers. Two Longfellow teachers went on a cultural tour of Thailand and Laos and will use knowledge to integrate Hmong culture into the curriculum. Eight teachers from Flynn attended

an institute in Chicago to learn skills to assist English language learners and close achievement gaps.

- Last year 28 ECASD teachers pursued National Board Certification; 17 pursued the Take One Opportunity of National Board Certification. This represents the highest number of teachers from any district in Wisconsin to attempt certification since the program started in the 90s.
- There have been staff development efforts going on all summer. There will be an all administrator workshop on August 14 & 15, and new teacher orientation will take place August 20-22.

Communication to Superintendent/Board President

President Craig shared an announcement from WASB encouraging local school boards to consider creating, amending or making a recommendation to eliminate current policies at the delegate assembly in January. If the Board wants the association to take a particular stance on an issue, it asked that a resolution be sent to WASB.

WASB will hold the annual fall meeting for Region 4 on September 26 and the theme will be “creating the context for change.” Board members were encouraged to attend.

Other Reports

Policy and Governance Committee

No report given.

Budget Development Committee

No report given.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolution 6 from the consent agenda.

Com. Wogahn moved, seconded by Com. Duax, to approve the consent resolution agenda consisting of the following items:

- ◆ The minutes of closed session of July 11, 2012, as mailed.
- ◆ The minutes of Board meeting of July 16, 2012 as mailed.
- ◆ The minutes of closed session of July 16, 2012, as mailed.
- ◆ The matters of employment of August 6, 2012, as presented.
- ◆ 2012-2013 school lunch prices as presented.

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #6 – Creation of District-Wide Sick Leave Donation Bank

Ms. Marks said the proposal includes maintaining the current extended sick leave language for the 2012-13 school year and eliminating it with the implementation of the donation bank language on July 1, 2013. Childrearing leave will remain an option for staff during the 2012-13 school year, and it will be reviewed in conjunction with other leaves that will be kept or modified in the future. The Board asked that administration give a report on usage at the end of the 2013-14 school year and the perspective of staff on the donation bank.

Com. Wogahn moved, seconded by Com. Duax, to approve the creation of a district-wide sick leave donation bank. Carried by unanimous roll call vote

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
AUGUST 6, 2012**

1. Call to Order – Committee Meeting

Board Members present: Craig, Duax, Faanes, Janke, Johnson, and Wogahn.
Absent: Cummins.

2. Committee Reports/Items for Discussion

A. Employee Handbook Related Issues

Craig Hubbell from the Wisconsin Association of School Boards shared information related to the employee handbook. He said that just cause refers to the standard that the district needs to reach to take certain adverse employment action for discipline, discharge and/or nonrenewal. He discussed the most well-known standard used—Daugherty’s Seven Steps of Just Cause—as well as other provisions ranging from modified just cause, good and sufficient reason, arbitrary and capricious, to at will employment. He said there can be different standards for discipline, nonrenewal and discharge as well as different standards for different employee groups.

President Craig said the Board previously took formal action to adopt the just cause standard and eliminate arbitrary and capricious with the caveat to better understand what that standard would mean. She said the Board could keep just cause, modify the just cause standard, go back to arbitrary or capricious or have a combination of others.

The Board discussed this issue and the majority asked that there be further conversations related to a modification of just cause for discipline, termination and nonrenewal for all employee groups.

Mr. Hubbell was asked to address a few other issues. He said the words “District” versus “Board” in handbook language can usually be interchangeable with only a few exceptions. With regards to the scope of the grievance procedure, he felt it was good to define what can be grieved. Mr. Hubbell said there could be one grievance procedure for statutory issues and another for various provisions of the handbook.

Ms. Kay Marks, Executive Director of Human Resources, said the last time this item was discussed it was with the understanding that workplace safety, discipline and termination are succinctly defined in the grievance procedure and a procedure for handling working conditions issues would be discussed

with the various employee groups, perhaps outside of the grievance procedure. She will be meeting with employee groups to come up with a procedure that works best for everyone and keep the Board informed of those discussions.

B. Secondary Schools' Equity Issues Related to Post-Secondary Success

Dr. Terry Sheridan said that equity is an issue administration is committed to--between and within schools as well as preK-12. Dr. Sheridan said that administration has talked about equity and they collectively believe that if the district is successful implementing the post-secondary success plan and the requirements of the No Child Left Behind waiver, equity will be addressed at all levels.

Mr. Tim Leibham shared what is being done at the elementary level by implementing the new master schedule with data based interventions, regular screening and diagnostic assessments, and ELA and math common core curriculum.

Mike Erickson, South Middle School principal, talked about the staffing process and how adjustments have been made by collaborating with staff at all three middle schools to discuss equity between and within schools. It was also noted that data from EXPLORE tests can help push students into more rigorous coursework. The Board asked that data from all three middle schools be shared with them to see that there are the same expectations, equity and accessibility.

North principal Dave Valk discussed the common course offerings at both high schools and how they do staffing as a joint effort now rather than by individual buildings. The staffing sheets from both high schools were reviewed side by side and it reaffirmed that when comparing departments, what is offered and run are very similar. It was pointed out that there have been program reviews completed in the last few years and the goal is to have the same common course catalogue for both high schools.

Administration has come up with some creative ways to combine students at both high schools to offer early start time classes so students could get back to their home high school by second period. Distance learning opportunities are also being explored.

Ms. Ann Franke said that student data has been collected and administration is working to get that into a format that is useful and will show a more comprehensive picture of student success and areas where more interventions are needed.

The issue of looking at boundaries between high schools was brought up and the Board agreed to have that discussion as part of future and long-term recommendations. It was pointed out that the Demographic Trends Committee is recommending that the Applied Population Laboratory conduct another study of enrollments. The district is growing faster than conservative estimates, with most growth on the south side. The Board agreed to have another study of enrollments completed.

3. Request for Future Agenda Items
4. Other Business
5. Motion to go into Closed Session

Com. Wogahn moved, seconded by Com. Faanes, to go into closed session under 19.85 (1)(c) & or (e)(g) to consider the employment of a superintendent, the proposed employment agreement and related issues appropriate for closed session. The Board may take action in closed session, if necessary and appropriate. And to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Carried by unanimous roll call vote.

6. Meeting adjourned at 9:45 pm.