

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, FEBRUARY 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, Cummins, Duax, Faanes, Janke, Johnson (arrived at 7:08 p.m.), and Wogahn. Absent: None. Student Representative Amal Javaid was present. Joe Luginbill was not present.

NOTICE OF CLOSED SESSION

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(c)(f)(g) to discuss personnel matters concerning one or more administrative employees and to discuss contract parameters for prospective administrative employee.

President Craig said there will be two open seats on the School Board. A primary will be held on February 21st. The following people will vie for those seats: Incumbents Kathryn Duax and Wendy Sue Johnson, Brad Bruckner, Bruce Remington, Rich Spindler, and Dave Westrate.

PUBLIC FORUM

Ron Martin share information about an exciting NEA Read Across America event. Flynn Elementary was selected as the ECAE site for the celebration. The spotlight will be on Dr. Seuss and the Lorax. The reading motivation and awareness program calls for all children to celebrate reading on March 2nd. Board members were asked to volunteer to read to students that day.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Heilmann shared updated pictures from elementary construction projects. He also reported on guest speaker Joanne Bland who spoke to students at North High School during Black History Month. Ms. Bland is the founder of the National Voting Rights Museum in Selma, AL.

Dr. Heilmann recently visited with retired educators from CVTC, UWEC and ECASD. They discussed the district's new vision and what it means for its students, families, the school district and the community. He heard questions about voucher schools and state legislation and its impact on education.

Communication to Superintendent/Board President

President Craig and Commissioners Duax and Johnson met with area legislators along with administrators and Board members from the Chippewa Falls and Altoona school districts. They spoke about budget issues, extension of the voucher program and charter schools as well as the open enrollment extension.

Student Representative Report

Amal Javaid said that many students have expressed concerns with giving finals at the high schools. Many teachers gave finals and tests the same week, which caused students a lot of stress. President Craig said that staff is working to resolve this situation.

Other Reports

Policy and Governance Committee

The committee has reviewed several different policies. They are also becoming familiar with the new WASB Resource Guide website. The committee prioritized various policies and will follow up with the district leadership team.

Budget Development Committee

There was nothing new to report.

Summer School Collaborations

Ann Franke shared a list of community collaborations for the summer school program which enables the district to partner with various organizations to provide more opportunities for students. The partnerships must be with non-profits, they need a DPI certified teacher, and there must be an instructional component involved. Any student who resides in the district can participate in summer school including students who are home schooled or attend parochial/private schools. The district creates spending capacity for summer school participation.

WASB Convention Reports

Com. Cummins reported on LaCrosse School District's environmental school of choice. She said it is not a charter but is restructured around K-5 environmental science. Speaker Bill Dagget was a highlight by discussing how boards can get the "most bang for their buck." Com. Cummins also took a tour of a Project Lead the Way school.

Com. Duax attended a session that explained the role/work of board members. She also received information on the common core state standards and took part in an ACT session about statistics. She said they stressed core standards and the importance of students having rigor in those core areas. She also heard a keynote speaker who believes high school students can be taught everything via computers.

Dr. Heilmann heard about districts that don't just want to survive but hope to thrive. He also went on a school tour and saw a high school technology program. He attended sessions talking about dash boards and different ways to report out data.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 2 and 6 from the consent agenda.

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

- ◆ The minutes of Board meeting of January 23, 2012 as mailed.
- ◆ The matters of employment of February 6, 2012, as presented.
- ◆ Moving the Town of Drammen Voting for the Spring Primary 2012 to the Town of Brunswick
- ◆ Moving the Town of Spring Brook Voting for the Spring Primary 2012 to the Town of Union

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #2 – Minutes of Closed Session

Com. Wogahn moved, seconded by Com. Faanes to table approval of the closed session minutes of January 23, 2012. Carried by unanimous roll call vote.

Resolution #6 - Revised Intergovernmental Agreement for Governance of the Joint Commission on Shared Services Initiatives

President Craig provided a slightly revised copy of the Intergovernmental Agreement for Governance of the Joint Commission on Shared Services initiatives.

Com. Wogahn moved, seconded by Com. Duax, to approve the revised Intergovernmental Agreement for Governance of the Joint Commission on Shared Services initiatives. Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

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

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Faanes, Janke, Johnson, and Wogahn. Absent: None. Student Representative Amal Javaid was present. Joe Luginbill was not.

2. Committee Reports/Items for Discussion

A. Discussion of Handbook Advisory Committee Work on Part 1 of the *Employee Handbook* - (*Minutes for this Committee Report are intentionally elaborate to capture the specific issues that need further clarification.*)

There are four basic principles underlying the development of the Employee Handbook: student achievement, organizational efficiency, equitable working opportunities/compensation across district lines, and fiscal responsibility. Information that will assist in development of specific sections of the employee handbook includes past practice, legal considerations, and Board policies.

The Board talked about having a contingency plan if the work on the handbook is not completed by July 1st. Dr. Heilmann said that Waukesha dealt with that issue and he will follow up with them to see how they handled that.

Com. Cummins felt that the new Executive Director of Human Resources should be involved in this process. She also felt it was important to tie the handbook into the district's goals for post-secondary success. Dr. Heilmann noted that the handbook will be a dynamic document that can be modified. The structure can be put into place and fine-tuned with the district's direction for PSS once that is more clarified.

The Board discussed management rights. There was discussion about the terminology 'contracting out for goods and services.' There was an acknowledgement that sometimes it is beneficial for a company to outsource. The district already does some of that for things like transportation and the audit. There were concerns, however, about putting something in the employee handbook that would make employees worry about losing their jobs. Some felt having a list of management rights was being transparent, but they wanted to know the process that would be used when additional contracting out occurs and to make sure the Board is involved. It was suggested that the sentence be clarified by providing examples of ways the district is already outsourcing.

The Board discussed “M”, which deals with contracting out for goods and services under management rights. Several were okay with leaving it as is but others wanted that portion clarified.

The Board asked to have clarification on what the intent of contracting out goods and services would be and when the Board would become involved in those decisions.

The second “hot topic” was regarding full-time employee status and the number of hours worked. It was stated that many teachers work in excess of 40 hours each week.

Some felt that if the Board mandated 40 hours, it should be understood that this would be for additional teacher prep time, not additional course loads or meeting times. Because most teachers work in excess of 40 hours, there were concerns that teachers would feel they were not being treated as professionals by mandating 40 hours. There was a desire expressed for consistencies across the district.

Dr. Heilmann said the details of how a teacher’s day would be different hadn’t been worked out yet. An additional $\frac{3}{4}$ hours per day would be spent on things outlined such as contacting parents, working with colleagues, correcting papers, etc. It was not the intent to create additional paperwork or time-keeping requirements. Neither had it been decided if the start and end time for teachers would change with this proposal.

Board members acknowledged that teachers work in excess of 40 hours each week. Some Board members liked the idea of declaring a 40 hour work week and core work time would be established with flexibility beyond that. Principals would be responsible for making sure the required work is getting done.

One of the committee members said that if it is put in writing that teachers will be there for 40 hours, there should be a clarification of what that looks like. Otherwise if staff is expected to be at work at certain times, additional meetings or collaboration time will be added. It was felt this could create much concern with staff if things aren’t well defined. This teacher said they did not create the language for 40 hour work weeks and asked that the Board talk to staff if they are hearing concerns that some things aren’t getting done.

There was additionally discussion about maintaining ‘core hours’ (current class/prep schedules) and allowing autonomy in the other $\frac{3}{4}$ per day.

A member of the committee who works in food service said their group is very different. They have a difficult time getting people to work already. She asked that this group have different considerations given. She said the verbiage "...working less than full time will have a defined contribution prorated to FTE" was taken out of context.

The third issue dealt with the number of sick days allowed for 10 and 12 month employees and the accumulation of sick leave allowed. The committee did not recommend any changes from the current contract language.

Some Board members were comfortable with the status quo for now but said that future discussions could take place regarding having paid time off versus defined time and sick leave. Other Board members were not comfortable with leaving the status quo. Another suggestion to look at included combining sick days and vacation days and letting employees decide how to use them. President Craig asked that new ideas be brought forward on this because it was basically the same as the current contracts. Com. Wogahn felt 120 accumulated sick days was excessive.

Dr. Heilmann noted that because there were other areas that would be changing, the group felt some parts were less change worthy at this time. A large part of the work force has accumulated 120 sick days and they didn't want to take that away from employees.

The fourth area of concern was the number of pay periods for 10 and 12 month employees. Ms. Schultz said the district cannot force 10-month employees to be paid over a 12-month period. The only way to avoid legal ramifications would be to allow a voluntary choice for 10-month employees. The committee suggested that 10-month employees have a choice to be paid over ten or twelve months.

Mr. Van De Water was concerned about organizational efficiencies if 10-month employees were given a choice to be paid over ten or twelve months. He felt more staff would be needed in Payroll to complete these tasks.

The Board asked for more information about changes in paying 10-month staff and asked that staff be surveyed.

One of the committee members said the purpose of the committee is to give feedback on information presented to them. They do not vote on matters but feel they serve as a voice for their colleagues. They encouraged the Board to consider the ramifications of things like sick time and changing payroll timelines for 10-month employees. Several of these matters could be very unsettling for staff. They encouraged creative thinking outside the box for some of these issues.

Dr. Heilmann asked Board members to submit areas of concerns/topics to him next week so the committee can discuss them and provide answers at the February 20th meeting.

3. Request for Future Agenda Items

The Board agreed to move the second meeting in March to March 26th due to spring break. Com. Faanes asked for a written report on the revised cell phone use policy. Com. Johnson asked the Board to consider developing an intra-district student transfer policy.

Change PSR to PSS

4. Other Business

5. Motion to go into Closed Session

Com. moved, seconded by Com., to go into closed session under 19.85 (1)(c)(f)(g) to discuss personnel matters concerning one or more administrative employees and to discuss contract parameters for prospective administrative employee. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Faanes, Johnson and Wogahn. Nay: Janke.

6. Meeting adjourned at 9:26 pm.