

**Eau Claire Board of Education**  
**Monday, September 12, 2016**

*Generated by Patrice Iverson*

**Members present**

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

**1. WORK SESSION – CALL TO ORDER AT 6:12 P.M.**

**1.1 Referendum Communication & Outreach**

Teri Piper Thompson shared a GoogleDoc created to schedule informational presentations for the referendum. She noted that four community outreach information sessions have been added at four different schools: Memorial, Meadowview, North, and Locust Lane. Board members were encouraged to attend these sessions. It was noted that if staff have ideas for presentations, they should contact Teri Piper-Thompson.

Chris Hambuch-Boyle asked about a process for getting endorsements for the referendum and who can ask for endorsements. A letter has been drafted that could be sent out to prospective supporters. Some felt it would be more appropriate for the Support Eau Claire Public Schools (SECPS) group to ask for endorsements as opposed to the ECASD. The group talked about various ways this could be done such as having an online pledge form or postcards similar to the volunteer postcard used by SECPS.

Dani Claesges will have a booth at the Fall Festival for the homeless program. Board Members were asked to attend that if available to hand out referendum materials. On October 6<sup>th</sup> SECPS volunteers will be greeting staff in the morning before school to show staff support.

It was suggested that Kathryn Duax and Mary Ann Hardebeck meet with Chancellor Schmidt to ask for the support of the university.

Dr. Hardebeck and Heidi White are working with the EC4T community collaboration sites to disseminate information about the referendum.

Joe Luginbill has drafted a document about the social media piece for Board members, which he will talk about at the next Work Session.

Dr. Hardebeck said the Referendum Website has a great deal of information including a Fact Sheet, Buildings Included in the Referendum, Where to Vote, Frequently Asked Questions, Survey Results, etc.

A Google Power Point was drafted to be used by those presenting the referendum sessions.

The Board asked to include a FAQ about the impact on working capital.

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

Following the Pledge of Allegiance, President Hambuch-Boyle called the meeting to order at 7:07 p.m. Board Secretary Patti Iverson confirmed that the meeting had been properly noticed and was in compliance with the Open Meeting Law.

## **3. PUBLIC FORUM**

Melissa Greer, a fifth grade teacher at Putnam Heights, spoke about the appeals process for placement on the new salary schedule for staff. She explained her situation and compared it to a colleague who was hired at the same time, with the same years of experience, and with the same level of education. The colleague was placed two steps higher than her. Under the guidelines in the appeal process, she could not appeal this because it was less than she felt she deserved or was considered unfair. She said she only has one chance to appeal and the decision would affect her for as long as she works in the District. She asked the Board to reconsider the reasons for appeal.

Dan Wilson, the Labor and Negotiation Chair for ECAE, thanked the Board on behalf of employees for allowing employees a window to switch from the open access plan to the HMO plan. Security Health hasn't been covering charges on open access due to usual and customary fees, which has resulted in staff having to spend thousands of dollars in charges.

Mark Goings, Chair for ECAE, said there are employees questioning when they were hired and what the compensation schedule transition of "those hired before July 1, 2012" meant. Several employees who were given offers for the 2012-2013 school year before July 1, 2012 thought they would be eligible for that additional step on the schedule.

In addition, Mr. Goings said there are numerous examples like the one given by Mrs. Greer that he feels would be worthy of an appeal. There are staff with individual stories and needs, and he hoped the Board would listen to those staff members by allowing them to appeal their placement.

With regards to no staff going backwards in pay, Mr. Goings said that the curriculum rate is being proposed to be reduced from \$24/hour to \$16.66/hour. There are many staff opportunities put on in the summer that may be lost if that rate is changed.

## **4. BOARD/ADMINISTRATIVE REPORTS**

### **4.1 Superintendent's Report**

Dr. Hardebeck shared an update of the Board's calendar of events.

Dr. Hardebeck said the District had a very successful start to the school year. She recognized the staff who work behind the scenes to support the schools including

the buildings and grounds staff for getting the buildings ready for the start of the school year. She also thanked the food and nutrition staff. In addition, she complimented the Human Resources Department for their work in recruiting a large number of employees to the District and to Payroll for getting them on board and settled into the District.

The first principal meeting was held and coordinators presented the first briefing on culturally relevant teaching practices and how they are tied to school improvement plans and the Strategic Plan. As the new year begins, everything will be connected to that plan.

Dr. Hardebeck will attend the WASDA Annual Meeting on Thursday.

Dr. Hardebeck welcomed student representatives Ryan Cramer and Angela Arnholt on behalf of the staff and also welcomed new Board member Aaron Harder to his first Board meeting.

#### **4.2 Board President's Report**

President Hambuch-Boyle said that a number of Board members will attend the WASB Regional Meeting on September 20<sup>th</sup>. She also shared information from WASB on upcoming webinars and other Board Development sessions.

Ms. Hambuch-Boyle said she saw the 30-second trailer for the "*Road to Referendum*" documentary and was very excited about the project.

### **5. STUDENT REPRESENTATIVE REPORT**

#### **6. OTHER REPORTS**

##### **6.1 Board Committee Reports**

The Policy & Governance committee reviewed policies 454 and 447 and will be bringing them forward to the entire Board for review and a possible first reading. Joe Luginbill, chair of the committee, met with Dr. Hardebeck to set up a workflow for bringing policies forward for updating.

The Learning Environments and Partnerships Committee has scheduled several viewings of the "*Race to Nowhere*" documentary. The committee is establishing partnerships in the community and will be developing information on the website about LEAP.

##### **6.2 Legislative Update**

Joe Luginbill said that the Legislative Advocacy Conference will take place on November 12<sup>th</sup> in Stevens Point. It will give school leaders the knowledge and advocacy skills to be confident advocates for schools and will address a number of issues including a preview of the 2017-19 state budget and a post-election analysis.

The State Taskforce on Workforce Readiness released their report and recommendations on August 30<sup>th</sup>. Two of the recommendations that pertain to PreK-12 education were the exception to general local levy limits for the purchase of equipment used in technical education programs and to encourage the integration of math skills in technical education curricula, and the integration of technical education projects in math curricula.

Members of the Assembly Republican majority unveiled their Forward Agenda, which includes a number of PreK-12 issues. Mr. Luginbill reviewed those items.

Mr. Luginbill said that he was named as one of twenty Social Good Fellows by the United Nations and will be flying out to New York City this coming weekend. He will be speaking with individuals from the International Committee on the Rights of the Child in addition to various leaders from our nation and others from around the globe.

## **7. CONSENT RESOLUTION ITEMS**

Motion by Kathryn P Duax, second by Charles Vue, to approve the following consent resolution items:

- Minutes of August 15, 2016
- Minutes of Closed Session - August 15, 2016
- Revisions to Policy 332 - Learning Environments & Programming (LEAP) Committee

Motion carried

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

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

### Human Resources - Employment Report

Motion by Kathryn P Duax, second by Jennifer Fager, to approve the Human Resources - Employment Report for September 12, 2016.

Motion carried

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

### Approval of Appeals Process

There was a lengthy discussion about the Appeals Process. Some felt that the section entitled "What Cannot Be Appealed" should be removed. Others thought staff should be given a chance to be heard on some issues even if it was for the reason of being unfair. There were financial implications to allowing some of the

decisions to be appealed because they are deemed unfair or unequal to others. Establishing criteria for appeals was discussed with some feeling the Board had already made a decision and the criteria was agreed upon. There was a suggestion to develop a frequently asked questions list so staff could get answers as part of the process.

Ms. Abby Johnson explained that the letter employees received explaining their salary transition said that if they had any questions, they should contact Human Resources. She said she and Kay Marks have been taking questions and answering them.

Motion by Kathryn P Duax, second by Jennifer Fager, to approve the Appeals Process as recommended by the Employee Relations Committee.

Motion failed by the following roll call vote:

Yes: Kathryn P Duax, Jennifer Fager, Charles Vue

No: Carolyn Barstad, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill

Motion by Joe Luginbill, second by Jennifer Fager, to send the Appeals Process back to the Budget Development Committee and have it vetted through the Employee Relations Committee.

Motion carried

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

#### Approve Draft Resolution Regarding Public Education Funding

Motion by Carolyn Barstad, second by Kathryn P Duax, to approve the resolution regarding public education funding as presented with the following amendments: Change the following sentences to read: WHEREAS, 40 percent of ECASD's schoolchildren come from low-income families that rely on the wrap-around services we provide; and WHEREAS, the Superintendent of Public Instruction has proposed "Fair Funding for Our Future" for the past three biennial budgets, to reform the funding formula.

Motion with amendment carried

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

#### Approve Draft Resolution Regarding a Collaborative Educational Climate

Motion by Joe Luginbill, second by Carolyn Barstad, to approve the resolution regarding a collaborative educational climate as presented.

Motion carried

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

## **9. ADJOURN TO COMMITTEE**

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

### **10.1 Summer School Report**

Dave Oldenberg, Director of Academic Services, shared an update on the 2016 summer school programs. He was happy to report that there continues to be an increase in enrollments in the program. Enrollments grew by just over 1,000 students from last year, noting growth at all levels. Mr. Oldenberg also shared enrollments in the partnership programs, noting several new programs.

Mr. Oldenberg reviewed the early learning and elementary offerings as well as the secondary offerings. There were also expanded library hours offered, which were well received.

The summer school programming has been tied to the District's Strategic Plan. Dr. Hardebeck added that from the Family Survey, parents have asked for strategies about how to help kids succeed so a number of the programs have incorporated that in not only the academic piece but to reach out to at-risk kids who were failing because of social/emotional needs.

The Board was very pleased with the increased enrollments and especially the community partnerships that have been established. Administration was asked to review the criteria for partnerships so it aligns with the District's Strategic Plan.

### **10.2 Update from Start Time Committee**

Dave Oldenberg, Director of Academic Services, and Mark Goings, President of ECAE, said that the Start Time Committee has been working on this project for a year and a half. They have considered research, surveyed parents, and have come up with options for the Board to consider. The report shared with the Board provided two alternative schedules to the District's current start times.

The first option would keep start/end times the same. There would be no change in costs for this option.

The second option would shift all start times 30 minutes later. The research has shown that a change of 30 minutes or less would not have any noted benefits. This option would have a low to slight cost.

The third option would flip secondary and elementary school start/end times; it would have an estimated cost of \$280,000. This option would assume that private/parochial schools would also adjust times to ECASD needs. It would not fully optimize bus routes, and bus arrivals would be closer to let-out time at the elementary buildings. It was noted that there is an absence of evidence that starting elementary students earlier helps their education process. For some of

students attending the early schools, they could need to be at the bus stop by 6:15 a.m.

The Board reviewed results from the Family Climate Survey. Seventy-two percent of families said the current system works well for their family. Forty-eight percent of the families preferred to keep the current start and end times, and 43% said if the changes were implemented, they would prefer that it be done by the 2017-18 school year. The Board asked that the data be disaggregated by levels.

Several Board members were not convinced this would be a good use of resources by flipping the start and end times between the secondary and elementary schools. They felt the 30-minute time difference wouldn't make much difference. With many other pressing issues in the District, some felt this wasn't the right time to deal with start/end times. It was also expressed that although the choices presented may not be appealing, there have been personal experiences that would show the benefits of this concept.

Ryan Cramer said he will do a survey of North students regarding start times. He felt that only having a 30-minute change wouldn't have an impact and changes would cause issues with extracurricular activities and students getting home later in the evening. He wasn't sure there were benefits other than personal convenience to making changes and felt it would not have a direct correlation to enhancing student achievement.

Angela Arnholt asked how the District's high school start times compared with other schools in the Big Rivers Conference. The District is on the earlier side compared to smaller schools but is more comparable with similar size high schools.

The Board was asked to consider which option it would prefer and if any changes were to be made, when the changes would go into effect. The Board agreed that it should vote on whether or not to move forward with this at the next meeting.

### **11.3 Discussion & Possible First Reading of Policy 454 and Exhibit - Identifying and Reporting Student Abuse/Neglect/Trafficking**

The Board shared a first reading of Policy 454 – Identifying and Reporting Student Abuse/Neglect/Trafficking.

The Board of Education recognizes the legal and ethical obligations that District employees have to identify and report all suspected or threatened abuse, neglect, or human trafficking. Therefore, the Board requires all District employees to carry out those obligations with due diligence in accordance with state law requirements.

Schools can and should be safe havens for students, and even more so for some students whose lives are otherwise characterized by instability and lack of safety or security. In these cases, school personnel are uniquely well positioned to identify and report suspected abuse and connect students to services—actions that can prevent trafficking, abuse, and neglect and even save lives.

Any District employee who has reasonable cause to suspect that a student has been abused, neglected, or trafficked, or has reason to believe that a student has been threatened with abuse or neglect, shall report that suspicion or belief to the appropriate authorities as quickly as possible.

The Board directs the administration to develop rules which shall provide direction for District employees in identifying and reporting suspected or threatened student abuse, neglect, or trafficking. Such rules should make District employees aware that, by state statute, the District shall not take any disciplinary action against or discriminate against the employee in regard to employment, or threaten the employee with any such treatment for making a student abuse, neglect or trafficking report in good faith under this policy. In addition, employees shall be subject to disciplinary action, as well as penalties under state law, for failure to report suspected or threatened student abuse, neglect, or trafficking which they have knowledge of or for divulging confidential student abuse neglect, or trafficking report information to an unauthorized person.

Resources on risk factors for vulnerable children, the signs and indicators of student abuse, neglect, and trafficking, and the victim-centered approach shall be provided to all staff working with students. It is also imperative that District personnel understand best practices for interacting with trafficking survivors, who often struggle with shame and embarrassment and too frequently believe their victimization is their fault. Suspending all judgments and remaining open minded are critical to creating a trusting, safe relationship in which vulnerable students feel safe to confide and seek support.

The District shall partner with local law enforcement and other experts to provide a parent/student awareness and prevention program on the dangers and warning signs of student sex trafficking or exploitation, and partner with local law enforcement agencies to protect the routes that students use to travel to and from schools. The Policy and Governance Committee shall review this policy and corresponding protocol(s) every three years.

Com. Vue was concerned about requiring more staff resources and time to be trained to add the sex trafficking piece. The committee members noted that the policy originally required training but that wording was changed to providing resources. The police department felt that establishing a system would be a good source of action. Dr. Hardebeck added that this would be more a matter of identification and referral and would let staff know what resources were available.

The Board agreed to bring this forward for approval at the next meeting.

#### **10.4 Discussion & Possible First Reading of Policy 447 - Student Discipline and Positive Behavior Interventions**

The Policy & Governance Committee said this revision was a hybrid of WASB sample policies, current administrative rules, and information from other school districts. It adds a piece to include the PBIS tier that deals with restorative programming, Alternative to Expulsion Education Program (AAEP) and Incident Review Panel (IRP) to involve parents/guardians in the process. The policy was vetted through the Board's attorney. Dr. Hardebeck asked for clarification on who is responsible for manifestation hearings and IEP review.

The policy will be sent back to committee for clarification.

### **10.5 Discussion & Possible First Reading of Policy 420 - School Admission & Placement**

A first reading of changes to Policy 420 was shared.

Any student who physically resides in the District for a purpose other than school attendance, is considered a resident student and is eligible for tuition free admission to the District schools. It shall be the responsibility of the parent or guardian of each student, or of a student of legal age entering the School District, to complete official registration forms prior to assignment by the principal to a grade or schedule of classes.

Beginning in the 2011-12 school year, the law requires a child to complete five-year-old kindergarten as a prerequisite to being admitted to first grade in a public school except as otherwise specifically provided. This requirement also applies to charter schools.

Students transferring into the District shall provide academic transcript information from their previous accredited schools or the address from which these data may be secured. Students entering the School District from a home-based private educational program or non-accredited school shall be required to provide any available academic information and may be required to take appropriate academic tests to assist in making the placement.

The District reserves the right to deny enrollment of a student who is serving the term of his/her expulsion from another school district. The final decision shall be reviewed and approved by the Superintendent of Schools.

Homeless children/unaccompanied youth shall be immediately enrolled as per procedures in 425-Rule.

Students who reach their 20<sup>th</sup> birthday prior to the beginning of a school term shall not be permitted to enroll for another year unless they are completing a high school diploma program or they have not completed their individual program (IEP for disabled students). In all cases, no student shall be enrolled, without special Board action, if he/she has reached the age of 21 before the opening of the school term. General education students who are 21 before the opening of school in the fall shall need special permission from the Superintendent to be allowed to enroll. Students with disabilities shall be allowed to enroll until they are 22 years old.

The District shall not discriminate in admissions to any school, class, program or activity, or facilities usage on the basis of sex, race, color, religion, creed, age, national origin, ancestry, pregnancy, marital or parental status, sexual orientation, gender identity or gender expression, or disability. Discrimination complaints shall be processed in accordance with established procedures.

The Board agreed to bring this forward for approval at the next meeting.

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

Joe Luginbill asked to bring a resolution forward to proclaim October as "More Kids Drug Free Month" in the District. The county is sponsoring an awareness campaign on this issue.

### **13. ADJOURN**

Motion by Jennifer Fager, second by Charles Vue, to adjourn meeting.

Motion carried

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

Meeting adjourned at 10:04 p.m.