

## **Eau Claire Board of Education Minutes**

**Monday, June 6, 2016**

*Generated by Patti Iverson*

### **Members present**

Carolyn Barstad, Chris Hambuch-Boyle, Joe Luginbill and Richard Spindler

### **Members absent**

Kathryn Duax, Jennifer Fager and Charles Vue.

## **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**

Megan McCrackin discussed concerns about facility needs at McKinley Charter School. She felt students and staff deserve an area where they can have privacy and a safe place for difficult conversations. Students can learn easier in a quiet environment. She encouraged the Board to make McKinley a priority for the referendum.

John Jungbluth, the President of Memorial's Choir Booster Club, spoke of the importance of the vocal music program. He felt the choir program was not a one-person job, and he asked that the Board direct administration to reinstate a second choir teacher. He reviewed the history of the program, including when it was cut from two FTE's to one in 2009.

Bill Blackburn thanked Abby Johnson and her staff for addressing a number of his group's concerns about the facility rental agreement. He felt that the policy revisions as submitted were a significant step in the right direction, and he encouraged the Board to vote in favor of it.

Elementary art teacher, Sue Carey, said that one of her students, Ava Tabbert would be recognized by Dr. Hardebeck later in the meeting. Ava won third place in the American Printing House for the Blind InSights art contest. Ms. Carey explained the process that was used to create the artwork that Ava received the award for and talked about the adaptations that were made in the classroom to help Ava due to her legal blindness. Ms. Carey said that all students benefit from these adaptations and collaborative efforts, and she recognized the Longfellow staff. Mark Goings, the president of ECAE, spoke about the goals of daring to attract quality staff as well as being daring to commit. He said that with the adoption of the compensation system at the last Board meeting, the District is now in a place where it can dare to attract. He thanked the Board for that. Now he asked the Board to dare to commit, which he felt would keep staff in the District. He said there is a generation of teachers who have had their salaries frozen for their entire career in the District, and many are choosing to take their talents elsewhere. In

addition, not only is the District losing the richness of educators to drive what happens here, but leadership is having to spend time hiring and training new staff, which also has a cost.

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

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

Superintendent Hardebeck shared an update on upcoming Board of Education meetings and events.

She said that Longfellow student, Ava Tabbert, was recently notified that she won third place in the American Printing House for the Blind InSights contest. All applicants in the contest must be legally blind. Ava's artwork, called Jungle, was one of nearly 300 entries received this year in all categories. Ava has been invited to receive this national award in Louisville, Kentucky in October. Ava was accompanied by her parents and teachers Amy Weber, Sue Carey and Missy Robertson who she said have been instrumental in Ava's success.

Dr. Hardebeck welcomed special education teacher, Linda Johnson, and members of the "Special Angels." A video of recent Special Angel performances was shared. Dr. Hardebeck highlighted some of the many accomplishments and awards that Mrs. Johnson has been recognized for. She congratulated Mrs. Johnson on her retirement and wished her all the best. She also thanked the students for attending the meeting and for their wonderful concert.

Dr. Hardebeck reported that Memorial High School graduated 398 students, North had 324 graduates, and McKinley had 8 in the credit program and 56 in the competency program. The valedictorians at Memorial were Rosa Canales, Elise Chapin, Brianna Jol, Emily Pedersen, Chase Rauckman, Aubrey Roberts, Dylan Ross and Alexander Whitis. North's valedictorians were Hanna Guckenberger, Taylor Jacobson, Abigail Long, Laura Meier, Julia Olson, Katherine Stremcha and Michelle Szymanski. These students were all congratulated for their accomplishments.

The UW-Eau Claire chapter of the Golden Key International Honor Society recently announced the 2016 winners of the Fourth Grade Essay contest. Golden Key sponsors this essay contest each year as part of its national literacy initiative. The writing contest is intended to encourage young students to think creatively and put their thoughts into words. More than 150 students from 21 District fourth grade classrooms submitted essays. Cash prizes were awarded to the classrooms of winning essayists. Two students in Jason Wentland's classroom at Roosevelt Elementary submitted the first and second place entries and a student in Jacob Krier's classroom at Sam Davey Elementary produced the third place essay.

Dr. Hardebeck congratulated Lakeshore Elementary for being selected as a School of Distinction from the Wisconsin RtI Center for their work accomplished through

implementing Positive Behavioral Interventions and Supports (PBIS). They were also selected as a School of Merit in Mathematics!

Dr. Hardebeck reviewed the community visits and conversations that have been held in the last month. She said the purpose of these events is to update the community on where the School District is at in terms of initiatives and the economic role the District plays in the community.

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

President Hambuch-Boyle reminded the Board that agenda setting will be held on June 14<sup>th</sup> at 5:15 p.m. and that Jennifer Fager will be the third Board member in attendance. On June 14<sup>th</sup> at 4 p.m. the Board will also hear a report from Springsted about the results of the referendum survey.

Ms. Hambuch-Boyle shared condolences for the loss of an important person in the community, John Stedman.

The Board will continue to take applications for the School Board vacancy until June 14<sup>th</sup>.

President Hambuch-Boyle gave updates on the following events she participated in:

- May 20 - Chamber of Commerce presentation to discuss the economic impact of the District to the community and school funding.
- May 23 – One-on-one meeting with Senator Terry Moulton to talk about issues specific to ECASD and school funding.
- May 26 - Road to Referendum meeting. A documentary is being produced with CVCTV and Steve Betchkal. This will look at the journey of going to referendum.
- May 31 – Was on the WAYY program.
- June 6 – Met with Western Wisconsin Citizen Action Cooperative, a non-partisan group that wants to take action to help our community and western Wisconsin with regards to the fair funding formula.
- President Hambuch-Boyle received letters from DeLong students about start times and student lunches.

## **4. OTHER REPORTS**

### **4.1 Board Committee Reports**

The Policy & Governance Committee elected Joe Luginbill as chair. They discussed adding language on child trafficking and exploitation to Policy 454 – Reporting Child Abuse/Neglect. They also looked at Exhibit 830 and made modifications based on

feedback from the Board at the last meeting. The proposed revisions for Policy 447.3 – Suspension & Expulsion of Students, will be brought forward to the committee again in August after administrative feedback is obtained. Policy 133 – School Board vacancies will be brought to the Board for review on June 20<sup>th</sup> and the committee will look at Policy 225 – Evaluation of Superintendent in July.

The Budget Development Committee discussed facility rental, had a discussion about how to compensate Nationally Board Certified Teachers, and talked about the transition to the new compensation model. The compensation discussions included longevity, learning more about how administrative positions are being transitioned, the timeline, an appeals process and creating separation for those staff who have been frozen at their level and are making less than new hires.

The LEAP Committee will meet on June 14<sup>th</sup> and will be working with Northstar's ARTIC Zone group to plan for the program implementation for year one.

The Demographic Trends Committee discussed facility needs at Roosevelt, Prairie Ridge and McKinley. At the June 16<sup>th</sup> committee meeting they asked for options regarding the needs at McKinley. The newly-appointed members will attend that meeting.

## **4.2 Legislative Update**

Joe Luginbill reported that June 1<sup>st</sup> was the deadline for candidates to file to run for State Senate and Assembly. A list of candidates is available online through the Government Accountability Board's website. Mr. Luginbill said it is a good time for the District to get some candidates on the record about crucial education issues. He added that the Board also has a chance to partner with neighboring school boards about planning legislative candidate forums. He suggested that the Board also approach the city, county, and other organizations about endorsing the District's referendum.

Last week Wisconsin joined Texas in challenging President Obama's guidance on gender issues. Mr. Luginbill said the District passed changes to Policy 411 to add language about not discriminating against transgender students and will be developing guidelines. The District will continue to work with kids and families on an individual basis to meet their needs.

Mr. Luginbill reported that at the federal level the Every Student Succeeds Act (ESSA) charges states to create their own accountability models. The State Superintendent will be in Eau Claire on July 27<sup>th</sup> to hold listening sessions on implementations of ESSA.

The Supreme Court preserved the powers of the State School Superintendent and determined that some new laws were passed unconstitutionally related to elections.

The US Department of Labor made changes on overtime rules and pay, which will

impact some positions in the District. WASB will be holding a webinar on the impact of the changes on June 22<sup>nd</sup> from noon to 1.

## **5. CONSENT RESOLUTION AGENDA**

Motion by Richard Spindler, second by Carolyn Barstad, to approve the following consent resolution items:

- Minutes of May 16, 2016
- Minutes of Closed Session - May 16, 2016
- Adopt New Policy 652 - Revenues from Investments
- Adopt New Policy 683 - Management of Capital Assets
- Open Enrollment Application
- L.E.A.P. Innovation Zone Proposal for Northstar's ARCTIC Zone
- Wisconsin Educators Risk Management Cooperative (WERMC) Agreement for 2016-2017

Motion carried

Yes: Carolyn Barstad, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler

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

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

Motion by Richard Spindler, second by Carolyn Barstad, to approve Human Resources - Employment Report for June 6, 2016

Motion carried with the following voice vote:

Yes: Carolyn Barstad, Chris Hambuch-Boyle, Richard Spindler. Abstain: Joe Luginbill.

### **Approval of Salary Schedule Transition**

Executive Director of Human Resources Kay Marks and Acting Director of Business Services Abby Johnson shared information related to the transition process. Included with this information were the costs for various scenarios for the Board to consider. The cost to transition all employees would be \$1.7 million, and adding one level for all would be \$1.3 million for a total of \$3 million. The cost to include separation options by adding one additional level for employees hired prior to July 1, 2012 would be \$950,000 and for one more level for employees hired prior to July 1, 2008 would be \$700,000. Each group (certified, hourly and non-affiliated) had the same information cost out so that the Board could see those comparisons.

Ms. Johnson reviewed the fund balance implications for transitioning. The District's projected deficit is \$3.9 million and each of the scenarios would have different outcomes ranging from using \$5.5 million from the fund balance up to \$8.5 million. Approving a more costly option without making cuts to programs or going to referendum for compensation costs could mean the District's credit rating and

interest rates would be greatly affected.

Certified staff members who have taken or are currently taking credits that would move them on the old schedule prior to transitioning would be allowed to complete credits by June 30, 2016 and they would also be given credit movement for those going from a bachelor's to a master's degree.

It was suggested that an appeals process be created through the Employee Relations Committee (ERC) for employees who feel they were misplaced through the transition process. A reclassification process would also be created through ERC for employees who feel a position is misplaced on the salary schedule.

Other potential costs included honoring longevity for employees who earned longevity but were not granted it or for certified staff who will have met the criteria to move in the longevity system. In addition, Nationally Board Certified Teachers could receive a \$1,500 stipend upon receipt of certification and an annual stipend of \$1,000 each subsequent year.

Board members provided feedback on the information. There was concern about taking the fund balance below the recommended amount because if the District goes below that amount, it increases costs in other areas like interest rates and also lowers credit ratings. There is also the potential for making cuts to programs if more money is spent in one area and reserves are not used. The Board talked about the possibility of going to referendum for salaries or to look at salaries as the cost of doing business to be competitive.

Some Board members felt it was important to consider the issue of separation and how some staff have seen new hires making more than they do. The impact in classrooms, administrative time and professional development "walking out the door" were all concerns. However, it was also noted that the price tag for all of the considerations would be difficult to support and it may push the budget too far.

A suggestion was shared for consideration that would include \$1.7 million for costs for the basic transition without one level, \$950,000 for an additional level for employees hired prior to July 1, 2012, \$190,000 for employees who earned longevity but were not granted it, \$98,000 for certified staff who will have met the criteria to move in the longevity system, and approximately \$45,000 to provide Nationally Board Certified Teachers with a \$1,500 stipend upon receipt of certification and an annual stipend of \$1,000 each subsequent year. The total cost for this proposal would be approximately \$3 million.

Board members present felt that a decision of this magnitude should not be voted on by only four Board members. They asked that administration put together a resolution for the Board to consider. The Board also asked for a spreadsheet that would include all of the areas the Board is considering with the different cost outs and estimates provided.

Motion by Richard Spindler, second by Joe Luginbill, to postpone the decision on the salary schedule transition until the June 20, 2016 Board meeting.

Motion carried

Yes: Carolyn Barstad, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler

### **Building Rental Fees**

Motion by Joe Luginbill, second by Carolyn Barstad, to approve the Building Rental Fees for 2016-2017 as presented.

Motion carried

Yes: Carolyn Barstad, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler

### **Facility Rental Conditions of Use**

Motion by Joe Luginbill, second by Carolyn Barstad, to approve the Facility Rental Conditions of Use for 2016-2017 as presented.

Motion carried

Yes: Carolyn Barstad, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler

## **7. ADJOURN TO COMMITTEE/WORK SESSION**

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

### **8.1 Discussion & Possible First Reading of Policy 185 - Board Committees**

There was a request to add Board Agenda Setting to this policy or perhaps somewhere else. It has rotating members on it and is a type of committee with three Board members, the Superintendent and the Board Secretary. This committee could have its purpose defined.

Joe Luginbill shared the first reading of Policy 185 – Board Committees:

The Board of Education generally operates as a committee of the whole with provisions herein described for standing committees to conduct on-going work for the Board of Education, limited to those areas noted below, and for temporary committees of an ad hoc nature.

As part of the Board of Education regular meetings, generally on the first and third Monday of each month, the Board may review the work of standing and temporary committees and conduct work as the committee of the whole.

While standing and temporary committees may make recommendations to the Board of Education, it is clearly understood that all decision-making authority rests with the Board of Education. The President of the Board shall appoint, subject to approval of the Board, standing committees and other delegate/liaison and committee assignments at a regular meeting of the Board. A comprehensive list of committee and delegate assignments shall be maintained by the Board President and periodic reports shall be given to the full Board. Each standing committee shall use Robert's Rules of Order at their discretion, take minutes of meetings and a member shall be elected chairperson by each committee at the first meeting of each year after

committees are appointed by the President. Each committee shall be assigned an executive team member to serve as a liaison and advise the committee.

Except to the extent that the Board takes official action establishing a contrary rule or directive, any Board member may attend and participate in the discussion that occurs at any meeting of a standing committee. However, only the appointed members of the committee will have the authority to make motions and vote at the committee's meetings.

Notice of Board committee meetings shall be issued in accordance with state law and any applicable Board policy. When appropriate, such notice shall include a statement to reflect that a quorum of the Board may be present at the committee meeting, that such committee meeting may, therefore, also constitute a meeting of the Board for purposes of the Open Meetings Law, but that the Board will take no action as a governmental body at such committee meeting.

### **Standing Committees:**

**Budget Development Committee:** The purpose of this Committee shall be to facilitate the development of the annual school district budget by conveying Board objectives to administration, reporting on the budget development progress, and raising issues to the full Board when necessary. This Committee shall include three Board members and others as determined by the Board of Education, the Committee and the Superintendent.

**Learning Environments and Partnerships Committee (LEAP):** The charge of this committee is to provide guidance and recommendations to the School Board, relating to its role as authorizer of current and future ECASD Charter/Choice Schools and innovation zones. This shall encourage innovation that could increase our ability to provide diverse programming and methodologies. Through this investigation and advisement the committee can support the increase in student readiness for and success in ECASD programming and post-secondary options. This Committee shall include two Board members and others as determined by the Board of Education, the Committee and the Superintendent.

**Demographic Trends & Facility Planning Council:** The purpose of this Council shall be to provide at least annual recommendations to the full Board regarding demographic trends, boundary issues, capacity updates and other relevant data. This Council shall include two Board members and others as determined by the Board of Education, the Committee and the Superintendent.

**Joint Commission on Shared Services Initiatives:** The purpose of this Commission shall be to examine and identify opportunities for potential shared services among the governments, and to recommend to the respective governing bodies the approval of concepts and strategies for implementing those shared services that increase efficiency, improve quality, or reduce the costs in the delivery of public services, without sacrificing public accountability. As stated in the Intergovernmental Agreement for Governance of the Joint Commission on Shared Services Initiatives, the Board shall have three representative members.

**Policy/Governance Committee:** The purpose of this Committee shall be to review and evaluate new or existing policy and make recommendations to the full Board. This Committee shall



include three Board members and others as determined by the Board of Education, the Committee and the Superintendent.

#### **Review Committees:**

Equity Committee: The purpose of this Committee shall be to meet on an as-needed basis by a vote of the Board and provide a report to the full Board on an equity-related issue, including equitable access and opportunities in the District's policies and programming. This Committee shall include one Board member, one educator, one principal, one executive team member, students, parents and others who represent diverse perspectives across the community as determined by the Board of Education and the Superintendent.

#### **Temporary Committees:**

The Board, as the occasion and judgment requires, may develop a temporary committee to investigate and report on a specific issue. Temporary committees shall be appointed as may be necessary, and their duties shall be prescribed at the time of appointment. When the specific duty is completed, the temporary committee is automatically disbanded at the time the final report is accepted by the Board of Education and the work completed.

This policy will be brought forward on the consent resolution agenda at the next meeting. On June 20, 2016, Policy & Governance will look at whether or not to add Board Agenda Setting to this policy or to consider adding it to another policy.

### **8.2 2016-2017 School Meal Prices**

Sue Brown, Director of Food Services, said she would be asking DPI for a paid lunch equity exemption for the upcoming year so as to not raise lunch prices for the upcoming school year. She would like to maintain participation rates, and she said there are monies in the lunch fund to keep rates the same. She noted that other school districts have made similar requests. Before the start of the 2016-17 school year, DPI will let the District know if it is approved.

## **9. WORK SESSION**

Rich Spindler moved, second by Joe Luginbill, to take a five minute recess. Motion carried by unanimous voice vote.

### **9.1 Set Referendum Priorities, Costs to Include in Referendum and Consequences of Referendum Results**

Superintendent Hardebeck reviewed the referendum timeline and things that have been done to date to meet the goals of the timeline. She shared the tasks that have already been completed as well as the items that are in the process of being done. She anticipates setting referendum priorities at the July 18, 2016 Board meeting, so that the consultant can work to develop the questions by the first meeting in August. On August 15, 2016 the Board will vote on the questions to bring forward for the referendum. She said this Work Session would allow the Board to discuss whether compensation should be included in the referendum, how the Board will address the other needs of the District and what those needs will end up costing in

terms of total amount and the debt to finance as well as the impact of the mill rate on individual taxpayers.

The Board discussed the “cost of doing business” in the District. This would include recruitment and retention of staff, a sustainable pay schedule, maintaining targeted class sizes, and determining the role of technology.

To meet the targeted class size in Board policy, the cost is estimated at \$1.8 million. It was noted that averages are used in determining those ranges. At the secondary level, those reductions wouldn’t include elective classes.

It was suggested that the class size policy be reviewed at some point. There are recommended class sizes in the policy but sometimes those can’t be met. It may be helpful to look at studies conducted in the past, such as the Kindergarten Study, High School Study and Middle School Study.

The technology needs total \$5.1 million. Director of Technology James Martin reviewed what was included in this plan including network and infrastructure costs, computing devices, 1:1 devices in grades 7-12, additional staff to support 1:1 devices, and mobile devices for school-based staff instead of desk tops. Mr. Martin said that some parts of the plan may need to be prioritized and included in the District’s budget as critical pieces to implement the plan as opposed to including them in a referendum. The Board asked what those items would be.

There was discussion about the expressed need for 1:1 devices for all students in grades 7-12. Several other districts have moved in this direction. Staff have done internal research and assessment of value added and ways to personalize learning for students. When iPads were rolled out for grades 3-4, there was professional development for staff and it was done in a measured way and rolled out over a couple of years. Teachers asked to move it forward for grades 5 and 6 as they saw the iPads as an effective tool

Dr. Hardebeck said the Board will need to determine how long it would spread out the technology costs to factor into the referendum.

Abby Johnson said that the District can issue debt for many different things such as building projects because the debt would be issued for a longer period of time (15 to 20 years). Debt could be issued for technology but because it needs to be refreshed so quickly, you wouldn’t gain by issuing debt. The District’s debt will drop off in 2020-21 and would be paid off by 2031. This could set the District up nicely for incurring debt.

It was noted that in December the Board looked at the strategy of raising the revenue limit with a debt service option. Ms. Johnson said that by using that method you can get more flexibility, and by doing a joint question you have money for that debt and can also get economies of scale.

The Board discussed safety and security needs at a cost of \$5,275,748. Most felt that the need for fire alarms and secure entrances would be a priority but asked that administration prepare a list of needs that are most dire.

The Board talked about facility needs, which total \$19.5 million. This would include things like roof replacements, ADA compliance upgrades, HVAC and plumbing, windows and doors and parking lot paving. In addition, there are an estimated \$32 million to \$35 million for facility needs at South Middle School, Roosevelt Elementary, Prairie Ridge, McKinley and the potential use of Little Red. Some felt having a combined question including facilities would be more apt to pass. The Board will need to determine what its priorities are for facilities.

Some felt that the needs at Roosevelt and McKinley would be a priority. One consideration was to combine safety and security into the referendum question in November to raise the revenue cap combined with a debt service component, and then in four to five years bring forward a big facility project, including South, using straight debt service.

Board members said there seems to be support for class sizes, facilities, safety and security, as well as technology needs.

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

There was a request for information about the number of FTE's for the secondary music program.

## **11. ADJOURN**

Joe Luginbill moved, second by Rich Spindler to adjourn meeting. Carried by unanimous voice vote.

Meeting adjourned at 10:05 p.m.