

## **Eau Claire School Board Minutes**

**Monday, July 23, 2018**

*Generated by Patti Iverson*

### **Members present**

Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, 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**

No one signed up to address the Board.

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

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

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

Dr. Hardebeck asked Board members to reserve the afternoon of August 27, 2018 for the All Staff event at Memorial. She said that more details will follow.

Dr. Hardebeck said that the District has not yet gotten a final determination on its safety grant. The District was informed that they did not get the mental health grant that it applied for.

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

President Luginbill announced that on September 24th the School Board will hold a Retreat at 5:15 p.m. New Board portraits will be taken at that time as well. During the retreat the Board will discuss governance, communication, Board responsibilities, and building relationships with Board/administration. There will be a brief business meeting for consent items.

Mr. Luginbill thanked the staff who have worked on the summer school program. There have been many exciting new programs.

The Wisconsin Public Education Network will hold a summit on August 1 in Appleton. Any Board members interested in attending should let Patti Iverson know.

## **4. OTHER REPORTS**

#### **4.1 School Board Committee Reports**

The Budget Development Committee has met several times. New members Lori Bica and Chris Hambuch-Boyle have joined the committee. The committee has been receiving updates on the state of the budget development process.

The LEAP Committee heard a presentation from the INDE group and got some updates about the Arctic Zone program. Laurie Klinkhammer will be the new chair.

The Joint Commission on Shared Services will be regrouping and hope to have a meeting scheduled soon.

#### **4.2 Legislative Update**

There was no legislative update.

#### **5. CONSENT RESOLUTION AGENDA**

Motion by Chris Hambuch-Boyle, second by Eric D Torres, to approve the following Consent Resolution Agenda Items:

- Minutes of June 4, 2018
- Minutes of Closed Session - June 4, 2018
- Financial Report - May 2018
- Gifts in the amount of \$28,227.68 for the period of May 1, 2018 through May 31, 2018
- Gifts in the amount of \$35,720.40 for the period of June 1, 2018 through June 30, 2018
- Payment of all bills in the amount of \$5,074,460.57 and net payroll in the amount of \$3,570,309.25 for the period of May 1, 2018 through May 31, 2018.
- Payment of all bills in the amount of \$12,007,821.48 and net payroll in the amount of \$3,717,775.80 for the period of June 1, 2018 through June 30, 2018.
- 2017-18 Budget Adjustments
- Human Resources - Employment Report
- Additional Notice Requirements & Actions for School Districts Due to 2015 Wisconsin Act 55 (2015-2017 State Budget) Access
- Revisions to Policy 411.1 - Student Sexual Harassment

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue

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

### **6.1 iPad Replacement**

Mr. Schmitt, Executive Director of Teaching & Learning, explained that the iPads scheduled for replacement are one year past their expected end of life. They will no longer be supported by the vendor contracted to deliver the Forward Exam for DPI. It was recommended that a phased in replacement plan be utilized to spread the costs out over several years. This year's plan would replace iPads for grades three, four, six (DeLong only) and for staff. During this fiscal year the state will provide a technology reimbursement of \$125 per enrolled student in grade nine to offset some of the expenses, which equals \$95,000. The total net cost for the replacement plan this year would be \$682,500.

Motion by Charles Vue, second by Chris Hambuch-Boyle, to approve iPad replacement as presented.

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue

### **6.2 Resolution for System Administrator Appreciation Day**

President Luginbill said July 27, 2018 is the 19<sup>th</sup> Annual Systems Administrator Appreciation Day, which was established to show appreciation for the work of system administrators and other IT professionals. He read a resolution he drafted and asked the Board to adopt the resolution.

Motion by Chris Hambuch-Boyle, second by Aaron Harder, to adopt Resolution for System Administrator Appreciation Day.

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue

## **7. ADJOURN TO COMMITTEE**

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

### **8.1 Update from OPEB Listening Sessions**

Abby Johnson, Executive Director of Business Services, explained that three listening sessions were held with staff. Information was presented from the April 18, 2018 Board meeting and attendees received a letter with their personal projections. During the sessions staff were able to ask questions and share concerns. There were 203 employees who attended the sessions, which is about one-third of effected employees. Employees who were unable to attend were mailed their letters.

Ms. Johnson shared the various examples of benefit comparisons for those with a single plan, employee plus plan, and family plan. She also showed examples for married couples with a family plan. She noted that there are 652 employees who take insurance and are eligible for the benefit under the current OPEB plan. Of those employees, 397 are teachers, 216 are hourly, and 39 are non-affiliated.

Ms. Johnson discussed the common themes from the listening sessions. Where answers are available, they are included.

- What about stipends? (The proposals are only for health and dental; stipends are not being addressed.)
- What about July/August Birthday and grandfather period? (Will work with Human Resources to look at any practices in place.)
- What if I retire in 2018-2019, what benefit do I receive? (Employee would get the same benefit because no changes will be made in 2018-19.)
- What about married couples?
- How long do I need to have district insurance for current benefit?
- How many people are in the grandfathered group?
- How many people in total are affected? (652)
- Why does there have to be a change?
- Why didn't you put current benefit on my letter?
- Why are you forcing me to retire?
- What if I want to continue to work past the grandfather period?
- Why isn't defined contribution the same for everyone going forward? (The current defined contribution for teachers is \$2,500 per year; for non-affiliated it is \$800 per year up to a maximum of \$25,000; and for classified it is \$500 per year up to maximum of \$15,000. Those amounts were negotiated when the defined contribution plans were voted on.)
- Why would you lock in insurance rates? (The District wants to get away from being tied to health and dental rates.)
- Why don't you cap the insurance plan I can retire with?
- Is this legal? (With Act 10 benefits can't be negotiated; only base wages.)
- How many districts have changed OPEB plans? (The actuary is aware of 2 districts in the state out of 426 that haven't changed their OPEB plan at all. (ECASD implemented the defined contribution plan in 2008, 2010, and 2012 but the volume of employees and the cost of health insurance is why the District is reviewing OPEB)
- What happens if I die?
- Can a listening session be scheduled to allow employees to address the School Board? (This is something the Board will have to discuss and decide.)

The last time the Board reviewed the various scenarios for OPEB, Ms. Johnson was asked to work with the actuary to create Scenario B1, which would extend the grandfathered date to 6/30/23 and adjust the factor range to 1.0-2.0. Those figures were shared with the Board and the cash flow comparisons for that scenario were also shared. Scenario B1 has a larger savings than Scenario B because by

extending it to five years, more people fall under Tier 1. The earned benefit in Tier 2 changes due to more people qualifying in Tier 1.

Dr. Hardebeck explained that currently OPEB accounts for 4.2% of the overall budget. In recent years the amount spent on OPEB has been relatively flat and even decreasing slightly. However, the bonding agencies are concerned about the amount of OPEB obligation. In an effort to receive preferred short and long-term rates, the District has been advised to get the annual payments for OPEB down to \$3.5% of the budget and to reach that goal in ten years. She said that by getting a plan in place now, the District can minimize the effect on its employees, so the District can offer high quality education to students.

The Board talked about adding information in SharePoint so staff can view various materials that were shared at listening sessions and to see a frequently asked questions list. The [OPEB@ecasd.us](mailto:OPEB@ecasd.us) can continue to be utilized and monitored. It was also suggested that staff be surveyed to get additional feedback. Having various ways for staff to share their thoughts gives them the choice of expressing themselves in a way that is most comfortable to them. Some may prefer anonymity.

The Board discussed having a listening session in the fall where staff could share their stories and how decisions will impact them. Staff might also offer ideas on how to tweak the plans. It was suggested that once the fall listening sessions are further along, the Board could consider having a session for staff to share their stories.

## **8.2 Student Engagement Survey**

Jim Schmitt shared the results of the student engagement survey, which was given to students in grades 5 through 12 in the spring. Ninety-two percent of the students participated, which was comparable to past years.

Mr. Schmitt reported that overall engagement scores went up to 3.12 and continue to be above the national benchmark of 3.06. Cognitive engagement scores remain steady and there was a slight increase for social and emotional engagement.

Future aspirations and self-management are areas of strength with social and emotional engagement, and involvement and relationship management are areas for growth. With cognitive engagement, academic support continues to be an area of strength and relevance is an area for growth.

The average engagement scores by demographics were reviewed. All subgroups have higher social/emotional engagement than cognitive engagement.

The key findings of the survey show that students are engaged, and that engagement continues to exceed the national benchmarks. Our students demonstrate strong social and emotional engagement.

The survey results will be shared with building and District leadership teams. Each building will continue to refine School Improvement Plans in the area of student engagement. There will be focused instruction in cognitive engagement and social and emotional engagement.

Mr. Schmitt was asked to contact K12 Insight to see if they offer a higher-level analysis with qualitative versions. He was also asked to see if demographic information could be provided to look at protective factors for LGBTQ.

### **8.3 Mentor Program**

Dave Oldenberg, Director of Academic Services, share an update on the first year of the District's Mentor/Mentee Program. Research conducted by the Hanover Institute showed that students of beginning teachers who participated in induction performed better on academic achievement tests than students of beginning teachers who did not. Those who participate in such programs tend to stay on the job in higher numbers than those who don't, and they have been shown to have higher performance in several areas such as keeping students on task, adjusting activities to meet students' interest, and demonstrating successful classroom management.

There were just over 80 mentor/mentee pairings in the program. Surveys were given to those who participated. They overwhelmingly valued the experience and felt it was a quality program. Mentors felt the greatest impacts of the program were relationships, guidance, communication, and co-planning. Mentees said it was getting questions answered, relationships, conversations, and methods to organize and manage a classroom.

Mr. Oldenberg said that teacher commitment and retention is a significant portion of this program. Approximately 30% to 40% of teachers nationwide will leave their district in years one to three, and there is a cost for that. There is also a disruption for students.

In 2017-18 the cost for the program was \$105,000. Going into the second year, there is projected to be 65 new pairings at a cost of \$86,000. If the first-year pairings are carried forward, the total cost would be \$191,000.

The Budget Development Committee will be discussing this program and whether it should be moved through to the next year. The total cost would be approximately \$191,000. The committee will bring a recommendation to the full Board.

Mr. Schmitt said a website was created with more information at [www.ecasd.us/mentor](http://www.ecasd.us/mentor). It has a program overview and will list Year 1 and Year 2 activities.

Mark Goings said the District has one of the most robust mentor programs in the state. Development of it came at a time when the District was experiencing a large turnover of staff. He feels it is important to bring new teachers into the system with a positive experience. It helps them learn the complexities of curriculum, families,

needs, etc. It builds good relationships and brings a richness into the District as well. He encouraged the Board to continue the mentor program into year two.

#### **8.4 Superintendent's Interim Progress Report**

Superintendent Hardebeck shared her annual update on Superintendent Goals, which included an update on the work on the Strategic Plan and how her goals are aligned to the Board's goals.

Dr. Hardebeck said that public schools operate in a competitive environment. It competes for resources along with other sectors of public services. Challenges the District faces are with increasing expectations the District and community have for students in a time of dwindling resources. The District finds that it must prove that it is a high performing district that not only promotes academic achievement but focuses on social/emotional development, which requires a student centered/whole child focus with a wide range of course offerings, co-curricular programs, athletics, and clubs and activities. This brings added value and added cost to the District when still operating under revenue caps, funding formulas, vouchers, and required support for private and parochial schools.

Dr. Hardebeck explained that meeting the increased expectations requires a psychological shift from a traditional bell curve, which occurs naturally if no interventions are put in place, to that of a j-curve where everyone moves up to meet standards in achievement and social/emotional growth. It takes patience and persistence to make system-wide changes that ultimately affect and improve the performance of all students.

Dr. Hardebeck said when looking at the Strategic Plan, they talked about priorities, challenges, and assessments (measures). She shared a Power Point that looked at each priority area and how she and the Leadership Team are working to meet the goals.

In the Opening of School Report in the fall, Dr. Hardebeck will pinpoint areas where the District is making significant progress or has fallen behind. That report in the fall will also show how the District has disaggregated data to see if the District is on track with addressing the achievement gap concerns. Schools have been asked to start tracking their data that way in the School Improvement Plan.

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

President Luginbill officially welcomed Kim Koller, the new Executive Director of Administration.

Chris Hambuch Boyle asked if the Board could tour the Pablo Center. She also asked for an agenda item to discuss what the District's connection will be to the confluence project and what that might look like.

## **10. ADJOURN**

Motion by Charles Vue, second by Lori Bica, to adjourn meeting.

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue

Meeting adjourned at 9:21 p.m.