

**Eau Claire Board of Education Minutes
Monday, March 16, 2015**

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Members present

Richard Spindler, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong

Member Absent: Wendy Sue Johnson

1. REGULAR MEETING - CALL TO ORDER

Following the Pledge of Allegiance, President Spindler 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

Mary Beth Kelley-Lowe spoke on behalf of the Eau Claire Public Schools Foundation. She was pleased to announce a special awards event for teachers. A business owner in the community came forward and said they wanted to honor teachers in the community, so next fall every school will chose an Educator of the Year who will be honored at the award ceremony. More details will follow.

James Martin spoke as the elected Labor Chair for the teachers association regarding the health insurance rates that the Board will be accepting. He noted that the District entered into a multi-year contract with Security Health that capped insurance rates at 5% for multiple years, with some caps for the Open Access plan. He spoke about the out of pocket costs for staff who take the Open Access plan, noting that they will be \$5,000 for next year, \$6,100 for 16-17 and as high as \$7,400 for the third year. He encouraged the Board to keep this in mind. He said the District has saved money by the WRS contributions being shifted to employees as well as savings from employees contributing to their health insurance plans.

3. BOARD/ADMINISTRATIVE REPORTS**3.1 Superintendent's Report**

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

Dr. Hardebeck highlighted Roosevelt Elementary School's 60th Year of Educating Students Celebration that took place on March 6th. She shared fun facts and noted that there have been five principals that served that school in that time span.

Dr. Hardebeck congratulated four Memorial teachers who gave a presentation at the National Science Conference: Bev Pierson, Joel Robaidek, Niki Anderson, and Erin Layde. The group wrote a proposal and they shared their expertise on the national level.

3.2 Communications to Superintendent/Board President

President Spindler said that March 18th is WASB Day at the Capitol and he will be attending. The National School Board Conference will take place March 20-22 and two Board members will attend. Prairie Ridge is hosting the "Night to Fight Hunger" on April 7th at Houligans. May 2nd is the WASB Spring Academy for Board members interested in attending.

4. STUDENT REPRESENTATIVE REPORT**4.1 Student Representatives Report**

Jonah Giese said high school seniors recently completed a survey. The final question was for students to give contact information so they could be contacted after graduation. Many were hesitant to give that information, and Jonah suggested that an explanation for why that is needed may be helpful. Jonah encouraged administration to keep promoting AP classes to students. He asked the Board to consider having student representation as it moves forward with various studies and strategic planning.

Hannah Winegarden felt that more could be done at school to notify students of AP testing. Registration forms were not handed out in classes, which she felt complicated the process. Few teachers mentioned the AP test registration deadline. Teachers at North celebrated Pi Week with many activities. She felt this was a very positive experience.

5. OTHER REPORTS**5.1 Board Committee Reports**

There were no committee reports.

5.2 Legislative Update

Chris Hambuch-Boyle said the WASB Legislative Update addressed the Assembly Committee's vote on school accountability being postponed, Speaker Vos saying he would not support the unlimited expansion of the Wisconsin School Choice program unless the state legislature also passes a school accountability bill, details on the latest Assembly Accountability Proposal, and updates on education-related state legislation.

Chris shared a copy of the most recent Action News from WPEN. There will be Joint Finance Council Hearings held around the state--the closest one is at UW-Barron County on March 23rd.

Chris said there will be a community-wide non-partisan forum on April 2nd put on by the Alliance for Strong Communities. This public hearing will feature two former Wisconsin legislators who were active when the State Legislature passed significant changes in the distribution of resources for private and public school students. They will provide insights and objective information on what local communities can expect in the future relating to property tax implications, accountability measures, and private and public school funding/enrollment changes.

6. CONSENT RESOLUTION AGENDA

Motion by Trish Cummins, seconded by Kathryn Duax, to approve the following consent resolution agenda items:

- Minutes of March 2, 2015
- Financial Report - February 2015
- Payment of all bills in the amount of \$4,662,277.62 and net payroll in the amount of \$3,137,633.85 for the period February 1, 2015 through February 28, 2015.
- Gifts in the amount of \$11,651.71 for the period February 1, 2015 through February 28, 2015.
- Budget Adjustments - February 2015
- Revisions to Policy 345.6 - Graduation Requirements

Final Resolution: Motion carried

Yes: Richard Spindler, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

7.1 Human Resources - Employment Report

Motion by Kathryn P Duax, second by Trish Cummins, to approve the March 16, 2015 Employment Report as presented.

Final Resolution: Motion carried

Yes: Richard Spindler, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong

Dr. Hardebeck noted that Flynn Principal Kim Hill Phelps will be retiring at the end of the school year. She thanked her for her dedicated service to the District for over 30 years.

7.2 2015-16 Health & Dental Renewal Rates

Commissioners Trish Cummins, Charles Vue and Chris Hambuch-Boyle had conflicts of interest so did not participate in discussion.

Motion by Kathryn P Duax, second by Chue Xiong, to approve the 2015-2016 health and dental insurance rates as presented.

The following vote was taken: Yes: Richard Spindler, Kathryn P Duax, Chue Xiong.

Abstain: Trish Cummins, Chris Hambuch-Boyle, Charles Vue.

Because three members abstained and there were only three other Board members participating in the vote, President Spindler said he would have to check with the District's attorney to verify that the motion passed.

8. ADJOURN TO WORK SESSION

The Board adjourned to Work Session at 7:35 p.m.

9. WORK SESSION

9.1 Connecting Strategic Planning & Community Involvement

President Spindler shared a review of discussions that took place at the last Work Session when the Board talked about the need for a strategic plan. It was decided that the Board should continue discussions about how to interact with the community through the Strategic Planning (SP) process. In addition, Dr. Hardebeck was asked to seek advice on how to format the process, the timeline, when to involve the community and whether or not to use a consultant.

Mr. Spindler said there were two categories related to community discussions: 1) Dialogue with the community and 2) Communication to the community. Under each category would come the Who? What? and How? discussions. As far as the dialogue component and the "who" and "what," at the last meeting it was felt that the level of involvement of stakeholders would need additional discussion, and that it would be important to have stakeholders who are invested in the community and represent a diverse cross-section. With the "how" the Board would have to determine if it takes the lead on how to engage the community, whether a separate committee would do that, or if a facilitator would be used. There were several questions asked about how to communicate with the community.

The Parent Advisory Council provided feedback at its March 9, 2015 meeting regarding the dialogue and communication pieces, and Mr. Spindler shared a draft of those comments/ideas with the Board as well. Dr. Hardebeck also gave examples of SP documents and SP efforts the District has undertaken in the past. She said that many involve School Board strategic goals and some had action plans developed. She noted that there were very similar themes in terms of the focus on learning, collaboration, and involving the community. Some Board members wanted to review these documents to glean information from them. Kathryn Duax said she would do that and summarize the information.

Dr. Hardebeck said that Mark Van Clay from the Consortium for Educational Change facilitated the recent needs assessment of the District. Mr. Van Clay suggested that the next step in the process would include the development of a Strategic Plan. He felt that keeping the plan very focused on a few priorities and having departments create plans to support the school improvement plans and work of PLC's might be the best approach. Mr. Van Clay was not available to work with the District on a SP but he recommended utilizing SMART Learning Systems. Anne Conzemius is the President of the group and Leslie Steinhous (who also worked with the District on the CEC assessment) would also be on the team. Dr. Hardebeck concurred with this recommendation and she shared the proposal and other documents sent by Anne and Leslie. In the proposal they stated that they would facilitate four meetings and would do the planning and preparation to facilitate the process including an onsite planning meeting with the person who is charged with leading the SP process internally. They will prepare a final report that captures the key, high-level components of the SP. Their proposed timeline would start on April 15, 2015 and continue through June 30, 2015. There would be two phases: Part I would include the upfront planning and logistics along with the first two meetings with the Board and administration. Part II would include the community forum, the final meeting with the Board to determine strategic priorities and the development of the final documents and reports. Part I would cost \$9,625 and Part II would cost \$9,625 and they would also be reimbursed for travel expenses.

There was some discussion whether or not an RFP would have to be completed. Dr. Hardebeck said she would check on that, but she felt in order to have continuity of the work following the needs assessment, the District should move forward with SMART Learning Systems.

The Board thought an April 15 start time would be appropriate for the initial meeting with Dr. Hardebeck. They suggested a break the last few weeks of June and then the process could be finished the end of July. For the community sessions, it was hoped that they could be scheduled at times most community members could attend.

Dr. Hardebeck shared a copy of Whitewater School District's strategic planning model and how they organized their plan. She felt this was a good model to look at.

Dr. Hardebeck explained that there would be a representative group that meets with the facilitators and works through the process, and then in between those meetings, they go back to the groups they represent and communicate and get feedback. There will be 'homework' done by the group between sessions. In addition, results of the family survey, working conditions survey and student engagement survey will be utilized. There would be two ways to gather information. One would involve the committee working with the consultants to know how to gather information on their own time and then that information would be submitted to the consultant to include in the final plan. The other would have the facilitator asking the questions of the groups and compiling the final plan.

The Board asked for clarification from Ms. Conzemius on how the community would be engaged in the conversation and the level of involvement with the stakeholders. In addition, details would be obtained on the use of the facilitators for the four meetings.

Chris Hambuch-Boyle and Kathryn Duax will work on updating the list of community members that was developed previously for a community conversation so that the District can reach out to these people.

President Spindler said that in agenda setting they would discuss how the Board should proceed with approving the process, the recommended timeline and getting answers to questions asked by the Board.

9. REQUEST FOR FUTURE AGENDA ITEMS

9.1 Requests for Future Agenda Items

There was a discussion about a recent request for information from a parent about a perceived inequality issue, specifically in our high schools. Dr. Hardebeck said that the Demographic Trends Committee asked for a number of data points about differences between the two high schools. This massive list of information is being compiled and will be shared with the committee and, in turn, with the Board. The purpose of the Opening of Schools Report was to identify any inequities or discrepancies in race, gender, ethnicity, etc. Some of those issues have been analyzed and will be shared with the committee as well.

10. OTHER BUSINESS

10.1 Such other matters as may be brought before the Board.

President Spindler welcomed Elizabeth Dohms who is the new education report with the *Leader Telegram*.

11. ADJOURN

Motion by Charles Vue, second by Trish Cummins, to adjourn meeting.

Final Resolution: Motion carried

Yes: Richard Spindler, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong

Meeting adjourned at 8:50 p.m.