

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, APRIL 18, 2011
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, Duax, Faanes, Janke, Johnson, Shiel, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Rebecca Giles were also 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) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to discuss the Superintendent's evaluation.

President Craig acknowledged Com. Shiel for his three years of service on the School Board. She presented him with a plaque of gratitude and thanked him on behalf of the Board, staff, and the community.

PUBLIC FORUM

Richard Spindler, 1003 E. Tyler Avenue, shared his thoughts on the District's cell phone policy. He had concerns about allowing cell phones in school. He felt that in the right situations and used correctly, they could be useful as an educational tool. He didn't feel they should continue to be banned, but he urged the Board to be careful about how much they are used in the classroom.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Dr. Heilmann said the Joint Finance Committee has concluded the special hearings held across the state to receive testimony on the Governor's proposed budget. He highlighted some of the testimony that was given by school district staff. Many of the concerns expressed were similar to issues the ECASD has voiced including low-revenue limit ceiling, cutting Title I monies and staff, maintenance of effort and reducing positions.

The Parent Advisory Council will shift its meeting schedule from September-June to August-May to be more pro-active at the beginning of the school year. The first meeting in the fall will be held on August 22nd.

Dr. Heilmann shared an update regarding referendum projects and architect planning meetings:

1. Bray Architects will prepare a construction timeline and will share this with Mike Clark from Baird. Mike will use this information as he puts together the borrowing plan. Mr. Clark will start preparing the Official Statement that will be needed for the borrowings.
2. Mr. Dan Van De Water will create the necessary accounts in Fund 49 to account for all expenditures. It will be broken down into 5 cost centers – one for each school and one for district-wide soft costs such as architect fees, plan approvals, and other costs where it is not feasible to prorate them to the projects. Bray will provide budgets for each project totaling \$51,850,000.
3. One of the District's concerns is quality control as the projects move forward. Various approaches to assure this were discussed and it was felt that Bray, through the assignment of their project architects, will fulfill this need adequately. Other approaches such as hiring a separate construction manager or clerk of the works don't necessarily guarantee a higher degree of inspection. They do, however, increase the costs of the project.
4. The District intends to follow a single prime contract format. What this means is that a general contractor will be hired and sub-contractors will be responsible to the general contractor. The general contractor will be responsible for the sub-contractors' work and adherence to specifications and will handle the invoicing for the sub work. The District is planning to pre-qualify general contractors and issue a RFP for general contractors in the near future. Appropriate advertising will take place to assure that any interested party has a chance to submit its credentials for pre-qualification and, if pre-qualified, respond to the RFP.
5. As stated above, the District will bid general contractor services rather than negotiate a contract with any individual firm.
6. While the District realizes there will be change orders for unforeseen conditions, the District intends to take a hard look at all change orders. Once projects are underway, owner generated change orders will be held to an absolute minimum.
7. Principals will be asked to form building teams to work with Bray as they develop the detailed construction documents. Staff input will be solicited; however, "project creep" due to large numbers of "nice-to-have" inclusions will be guarded against. We have a fixed amount of dollars that may be borrowed, and the goal is to produce a quality project, not spend every available penny.
8. District officials met with representatives from Focus on Energy for a preliminary discussion on cash rebates for installing energy efficient equipment like boilers, HVAC controls, HVAC equipment, and lighting. The timeline for involving Focus on Energy was discussed. Bray has experience working with FOE on numerous other projects. FOE reported that improved HVAC system efficiency may be a better route to go than geo-thermal.

Dr. Heilmann said that on April 5th, 6 out of 17 debt referendums received approval totaling more than \$73.7 million. This was the lowest passage rate for debt issue questions since 2005. Eau Claire had the largest debt question that passed. The referendums for non-recurring revenue limits showed that 12 out of 18 failed.

Recent accomplishments by District students were shared by Dr. Heilmann.

Communication to Superintendent/Board President

President Craig encouraged Board members to sign up for the May 7th WASB Board Development seminar. The Board is trying to set a date for a Board Forward during the summer. Because it has been difficult getting a weekend date that works for everyone, a suggestion was made to schedule an afternoon session from 3 to 8 pm. Board members liked that idea.

Student Representative Report

Joe Luginbill circulated some comments he received from students about the technology policy. Becca Giles congratulated the Board on the success of the referendum, and she thanked them for their efforts on behalf of the students in the District.

Other Reports

Policy and Governance Committee

Dr. Heilmann was asked to generate a list of potential policies that have been recommended for review. He will include this list in his next Friday Update.

Budget Development Committee

There was no update from this committee.

CONSENT RESOLUTION AGENDA

President Craig asked that Resolutions #7 and #10 be reversed in order for approval.

Board members asked to pull Resolutions 7, 8, 9, 10 & 11 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 special Board meeting of March 17, 2011 as mailed.
- ◆ The minutes of Board meeting of April 4, 2011, as mailed.
- ◆ The minutes of closed session of April 4, 2011, as mailed.
- ◆ The financial report as presented.
- ◆ The budget adjustments as presented.

- ◆ The gifts in the amount of \$5,215.77 for the period March 1, 2011, through March 31, 2011, as presented.

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #7 – Professional Layoffs and Potential Impact on Program Changes

Com. Johnson asked how a secondary counselor could be used for one day/week. Dr. Weissenburger said there have been some preliminary discussions regarding the secondary counseling layoff and how those responsibilities might be divided. He said there is a part-time counselor at the building that is impacted and they will look at specific activities that this person could do.

Com. Johnson also asked if there would be additional layoffs based on discussions looking at course offerings through the post-secondary lens. Dr. Weissenburger said that in the secondary staffing process, one of the things built in this year was having more on-going remedial intervention resources included in the secondary staffing process. When looking at the number of staff assigned, the formula had resources such as ARRA monies, educational job funds for additional READ 180 courses, writing labs, math resources, etc., built into it to shift the emphasis to a PSR approach. Some of the reductions were a result of students not signing up for certain courses. Mr. Leibham said that each high school typically has some courses eliminated based on low enrollments. With the Programs of Study the District looks at courses that should be offered independently versus what classes may just be popular for students. The District is using feedback received from staff, community members, business and industry, and colleges to make those determinations.

Dr. Heilmann reviewed the budget situation. He said the 2011-12 budget can be met utilizing the ARRA funds and the expected over-collected revenue. The Budget Committee will be looking at the 2012-13 budget since the District will no longer have the ARRA funds.

Dr. Heilmann explained that in the past, funding for school nurses came from a state grant. Governor Walker eliminated that funding so it needs to come from the local budget now.

The Board was reminded that when it reinstated elementary art, it was said that money would be taken from the fund balance to pay for it.

The funding for the ATODA program was also eliminated through Governor Walker's budget as well as the federal funding for the program. The proposed layoff in this area could come back to the table if those budgets are changed.

Com. Faanes moved, seconded by Com. Wogahn, to approve professional layoffs as presented. Carried by unanimous roll call vote.

Resolution #8 – Renewal of Health & Dental Insurance Contracts

Board members discussed the proposed 8.25% increase in the health insurance contracts. Dr. Weissenburger said that amount was below the average for current medical trend rates, which have been between 10% and 12%. The 8.25% was within the range that was agreed upon with Group Health when the contracts were last bid out. Some changes were made in one of the plan options so that premium actually went down. The primary option that was chosen had no plan changes at all. The District's experience rate continues to be very good and it uses less insurance now than three to four years ago on an annual basis.

The dental plan is self-funded by employees. Delta Dental is an independent third party manager that handles claims for the District. Their fees did not go up as part of the increase.

Board members said they would like to see the insurance contracts going out for competitive bids whenever possible to help keep costs down. Dr. Weissenburger stated that Group Health did have the low bid for the last contract and they came in with a continuation based on the understanding that the District would not go out to bid as long as their rates stayed below a particular cap, which was achieved.

Com. Shiel moved, seconded by Com. Faanes, to renew health and dental insurance contracts as presented. Carried by the following roll call vote: Ayes: Craig, Duax, Faanes, Janke, Johnson and Shiel. Abstained: Wogahn.

Resolution #9 – Business and Financial Services Youth Apprenticeship Program with Royal Credit Union

Com. Johnson asked if financial literacy services were offered by RCU and if they were incorporated into the curriculum goals for all students. Ms. Kristin Motszko said that RCU has long offered their employees to speak to any courses or classrooms they are asked to.

Requests for Proposals have been sent out to many institutions in previous years but there hasn't been interest from any institution except for RCU.

Com. Johnson said she appreciates RCU's community involvement but she was concerned that it seems like free advertising for the institution. She wasn't sure if it reconciled with the District's advertising policy. Com. Duax was concerned that faculty was able to utilize RCU's services at school and felt that may cross the line by offering a free business service. President Craig said that RCU has been a great community partner but she had some of the same questions in light of the new advertising policy.

Other Board members were not concerned with the contract. Com. Faanes felt the District should celebrate the partnership with RCU noting that they support many students through the youth apprenticeship program. He also noted that the lack of interest by other financial institutions may indicate that this may not be a lucrative opportunity for RCU. Com. Wogahn agreed that RCU has been an excellent partner and he thanked the organization. He felt that business partners make strong schools.

Dr. Heilmann said the proposed contract is for two years and if the Board wants to send bids out to other institutions after that time, the District could do so. He added that he didn't see any problem with staff utilizing these services at school and felt that it would keep staff at the school rather than going out of the building during their free time.

Com. Faanes said that rather than looking at this program as advertising, it could be considered a donation instead.

Com. Shiel moved, seconded by Com. Wogahn, to approve business and financial services Youth Apprenticeship Program with RCU as presented. Carried by the following roll call vote: Ayes: Craig, Duax, Faanes, Janke, Shiel and Wogahn. Nay: Johnson.

Resolution #10 – Personnel—Employment Report

Com. Johnson moved, seconded by Com. Shiel, to approve matters of employment for April 18, 2011, as presented. Carried by unanimous roll call vote.

Resolution #11 – Summer Five Year Capital Project Bid Approvals

It was noted that the District was well under budget with its five-year capital improvement projects. Com. Faanes asked if additional projects would be added because of this. Mr. Kramer said there are three big projects yet to be bid, and he anticipates they may come in over budget. Should that not be the case, he will look at the priority list of projects that didn't make the list last year and bring them back for Board review.

Com. Faanes moved, seconded by Com. Wogahn, to approve summer five year capital project bids for North science room upgrades and asbestos removal, North/Memorial restroom remodeling, and door replacement at Locust Lane, Longfellow, Roosevelt & Sam Davey elementary schools. Carried by unanimous roll call vote.

Resolution #12

The payment of all bills in the amount of \$5,395,775.74 and net payroll in the amount of \$3,268,007.70 for the period March 1, 2011, through March 31, 2011, as presented. Carried by the following roll call vote: Ayes: Craig, Duax, Janke, Johnson, Shiel, and Wogahn. Abstained: Faanes.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
APRIL 18, 2011**

1. Call to Order – Committee Meeting

Board Members present: Craig, Duax, Faanes, Janke, Johnson, Shiel, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Rebecca Giles were also present.

2. Committee Reports/Items for Discussion

A. Review of April 5, 2011, Referendum Results

Dr. Heilmann shared some observations of the April 5th referendum results. He said the referendum failed in every voting precinct in Chippewa and Dunn counties and in Eau Claire county townships. He said the strong, positive result of the city wards carried the referendum. He said the District should review how it failed to communicate the information to those areas that did not support the referendum to see what could be done differently in the future. He also believed that the early learning center question did not pass because there wasn't enough information shared about that component. Many people felt that Little Red could be used for that program not realizing that there wouldn't be enough room there for the program. Dr. Heilmann said there will still be space needs for the early learning program. Especially when enrollments rebound at the middle and high school levels and those classrooms at the secondary schools will no longer be available for early learning.

It was noted that in order to use Little Red for early learning, the current building would have to be doubled in size. It could be utilized for some immediate needs but not on a long-term basis. It was suggested that estimates be obtained to see what it would cost to reopen Little Red so the public can understand that the costs may be prohibitive.

Mr. Leibham explained that there are six classrooms at Little Red that could accommodate 125 children. There would be additional costs for busing and water/septic issues. Dr. Heilmann said the Demographic Trends Committee will start discussions about early learning needs soon. President Craig said the Board should discuss the impact on Montessori reaching its capacity limits if early learning classrooms remain there. She felt that voters didn't want the District to consider a new early learning center so data should be generated to show options for those programs. This could include an option should the Epiphany site remain available for sale.

Com. Johnson wasn't sure that the results of the second question were based on the community not wanting an early learning center but may have reflected that they didn't have enough information to make a decision since most of the emphasis for the referendum was based on question one.

B. Discussion of Revision to *ECASD Policy 343.2 – Class Size*

Currently the class size policy consists of one sentence: Class size will be developed for good class instruction. President Craig said the Policy Committee drafted an updated policy after seeking feedback from many groups. A copy of that updated policy was shared with the Board.

Com. Faanes said that fiscal responsibility is mentioned in the first paragraph but not in the bullet points. He felt that financial restraints may impact class sizes. There was also a concern about the term “relevant educational research” because research can be found that argues for or against any point. Com. Johnson said that the issue of class size is too important to use as a budget fix noting that there are strong, educational reasons related to achievement. The Board discussed this and acknowledged that class size has been used as a tool in budgeting situations. Com. Duax didn't want the bulleted items to include fiscal responsibility as she felt those bullets used teaching principles and guidance for students as criterion.

Becca Giles said the use of the word “criterion” in the fourth paragraph should be changed to “criteria.”

Chris Hambuch-Boyle wondered whether the policy should including Pre/K-5 rather than K-5. It was suggested to list that as a separate level so it would read Pre/K, K-5, 6-8 and 9-12.

C. Continued Discussion & Possible First Reading of *NEW ECASD Policy 226 – Administrative & Non-Affiliated Staff Evaluations*

Com. Wogahn shared a first reading of *Policy 226—Administrative & Non-Affiliated Staff Evaluations*:

The Board of Education is responsible for the employment and discharge of all personnel. In order to meet this responsibility the Board shall evaluate the Superintendent (see Policy 225) and shall delegate to the Superintendent the function of establishing and implementing a continuous and systematic evaluation process for all administrators and non-affiliated staff.

The primary objectives of the evaluation process shall include, but not be limited to:

- Maintain and improve individual work related performance

- Relate individual performance to organizational, personal and Board goals
- Acknowledge quality professional performance
- Measure performance against identified critical job functions
- Use attainment of performance goals as a criterion for compensation.

Administrators and non-affiliated staff shall receive an annual evaluation. Documentation of the evaluation shall be filed in the Human Resources Department. All evaluation procedures shall be codified in the administrative rules.

D. Discussion Regarding Deletion of ECASD *Policy 443.5*

President Craig said that several months ago the Board passed *Policy 364.1 – Student Acceptable Use of Technology*. This policy allows supervision and monitoring of electronic devices in schools in ways that promote a productive educational environment as determined by the District. Consequently, *Policy 443.5 – Student Use of Cell Phones and Beepers*, becomes a moot issue.

Mr. Bob Scidmore, Director of Information Technology, said that the new Policy 364.1 incorporates electronic devices. Policy 443.5 is now obsolete. He said that cell phones are now much more powerful devices. Each staff person will set classroom standards on use of electronic devices.

Com. Janke was concerned about issues such as cyber-bullying and inappropriate use of mobile devices for things such as cheating, arranging drug sales and taking photos in locker rooms and publishing them on the web. He said if he could see research that shows that the use of cell phones can increase learning, he would change his mind.

Com. Johnson felt that if students were going to use their phones for illegal activities, they wouldn't stop using them this way because there is a policy on it.

Mr. Scidmore reviewed some of the things that mobile devices can be used for including browsing the web for research, taking notes, running application programs, etc. He said that the national technology goals show the use of mobile devices as an expectation. He said they can be incredibly powerful learning tools. He noted that mobile devices will be allowed during, before and after school; at passing times; lunch; and in study hall. They may be allowed during class at the direction of the teacher. Mobile devices will not be allowed to be used when in locker rooms, bathrooms, or when a teacher/staff directs students to put them away.

Com. Faanes said that he works for a technology company and the use of mobile devices is pervasive. He felt it was important that students become accustomed to using them and knowing how to use them in professional settings as well.

Com. Duax has heard some concerns from staff members about allowing cell phones in school. She felt that students don't communicate verbally any more—they just text each other. She said that critical thinking is done by talking. She agreed that we must stay ahead of the curve with technology, and rules should be developed about use in the classrooms. She felt that leaving the issue open ended would lead to problems.

Becca Giles said that many kids have been very mature about this subject and recognize the potential detriment it could have. Students typically have their cell phones on their person at all times. She said if enforced correctly, the policy could permit more and better regulation of cell phones. She said some teachers ask students to put their devices on their desk to discourage cheating and improper use. She felt it was futile to ignore the direction technology is going, and to resist it would be unproductive and unrealistic. She said the technology can be used for research and not just communication. Joe Luginbill added that the majority of teachers have supported allowing cell phones back in the schools and the change in policy would give them more authority as an educator to determine when they are allowed or not allowed. He felt it was wrong to punish all students for the abuse by a few. He conceded that some students will make bad decisions but noted that those issues would be against the law anyway.

Eric Sorenson is a father of four children. He felt the policy was somewhat vague. He was concerned that students would get addicted to using these devices and he worried about having them in the classroom. He was glad to see items that appear in administrative rules. He said with great power comes great responsibility, and he wanted to be sure teachers enforced the rules.

Mr. Scidmore said it would be imperative for teachers to focus on the responsible use of these devices. Administrative rules would look different for different grade levels and there would be more restrictions for younger students. As students mature, there would be more options available for them to utilize these devices.

Mr. Sorenson added that he was also concerned that some kids might not have what they need to be competitive because their parents can't afford these devices. Mr. Scidmore noted that Verizon has said they would provide devices to students for free that would not allow phone or texting capabilities. Because grant monies have allowed wireless capabilities across the Chippewa Valley, there would be the ability to allow students who can't afford the Internet at home to check out wireless laptops for their use. This could change how instruction is provided. These issues are currently being reviewed.

If rescinded, it was suggested that a follow-up discussion take place in January 2012 to see how it is working and how it's being used.

3. Request for Future Agenda Items
4. Other Business
5. Motion to go into Closed Session

Com. Wogahn moved, seconded by Com. Faanes, to go into closed session under 19.85 (1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to discuss the Superintendent's evaluation. Carried by the following roll call vote: Ayes: Craig, Duax, Faanes, Shiel and Wogahn. Nays: Janke and Johnson.

6. Meeting adjourned at 9:25 pm.