

Eau Claire Board of Education Agenda Monday, December 7, 2015

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Members present

Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Charles Vue, and Chue Xiong

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

Tim Allison, an English teacher at Memorial, talked about various projects where technology is being integrated at Memorial. He also shared how they are aligning the curriculum vertically and how staff use planning time. They are challenged by the lack of planning time, and he felt there would be more ways to provide better opportunities for students. He also felt that class sizes of 30 and above are very hard to manage, particularly for English teachers who must grade long essays. He noted that with the additional students in AP classes, they need a systemic program.

Archie Ecker is a math instructor at Memorial. He said that beginning next year students will need three credits of math to graduate rather than two and the overall number of credits required will also increase. With a challenging curriculum and more required courses there are more students that need assistance. There is a bottleneck in the number of kids a teacher can help. Students can get after-school help but not all can do that with jobs, after-school sports, etc. He said that students are encouraged to take risks by taking AP courses or other transcribed courses while in high school. That means more students will require academic help like AP resources to be successful. He added that the District is ready to take some steps forward in technology but accessible technology comes at a price.

Corey Fritz teaches chemistry at Memorial. He said that most of his classes have 30+ students. Lab stations were designed for 24-26 students, which has caused concerns with the larger class sizes. Research shows that when students do group work, a pair is better and having 3-4 students in a group causes challenges. They have used lab simulations on the computer, which doesn't give kids the hands-on experience. Corey also coaches various extra-curriculars and he said as budgets are stretched, it limits opportunities for kids who don't have resources.

Barbara Goings is an instructional coach at Memorial. She said Memorial's professional development efforts have focused on their literacy goal and instructional planning has given staff common work times, the ability to identify learning targets, and to host vertical team meetings. She said that staff feedback

has been overwhelmingly positive and kids are benefiting as well. She said they are off to a great start with PD but more work needs to be done to focus on universal instruction and common assessments. There is a need for individualized interventions and supports. She said staff hope to continue to foster collaboration and communication to come up with targeted and systemic interventions to meet the needs of all learners.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

Dr. Hardebeck reviewed the upcoming Board of Education events.

3.2 Board President's Report

President Spindler said there are four School Board seats open; three will be three-year terms and one will be a one-year term. Interested candidates should contact the Business Services Department.

Altoona School Board President, Helen Drawbert, was contacted by the Chancellor at the University of Wisconsin - Madison to ask about discussing K-12 issues along with the UW system. The Chancellor would like to meet with Board Members. Mrs. Drawbert will keep us informed about this meeting.

4. STUDENT REPRESENTATIVE REPORT

Jason Lin and Emily Surges shared information about events that have been going on at each high school.

5. OTHER REPORTS

5.1 Board Committee Reports

The Budget Development Committee met on November 30th and discussed what the committee would like included in a potential referendum. Administration shared estimates of costs for each area. The committee gave administration more feedback so final adjustments can be made to draft a referendum question.

The Policy & Governance Committee approved bringing Policy 332 - Innovation Zones forward for Board review. Policies 424 and 154 will be brought forward at the December 21st meeting. P & G will discuss Policies 225, 133, 230 on December 21st and in January they will talk about new policies for seclusion and restraint, fraud, services for EL students and researching topics on transgender students.

5.2 Legislative Update

Chris Hambuch-Boyle discussed proposed legislation that would affect when school districts can hold referendums.

6. CONSENT RESOLUTION AGENDA

Motion by Chue Xiong, second by Wendy Sue Johnson, to approve consent resolution items as follows:

- Minutes of November 16, 2015
- Minutes of Closed Session - November 16, 2015
- Minutes of Special Closed Session - November 19, 2015
- Minutes of Special Closed Session - November 24, 2015
- Human Resources - Employment Report
- Revisions to Policy 460 - Student Scholarships & Awards
- Revisions to Policy 840 - Gifts to Eau Claire Area School District

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

Dr. Hardebeck said that the Employment Report included selecting Laura Schlichting as the new Locust Lane principal. Dr. Hardebeck shared her biography and welcomed her to this new position.

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

7.1 Resolution for Consideration of Assembly Bill 481/Senate Bill 355 Which Places Restrictions on Referenda Ballot Dates & Implements a Two-Year Waiting Period Following Failed Referenda

Motion by Joe Luginbill, second by Wendy Sue Johnson, to adopt resolution in opposition of Assembly Bill 481/Senate Bill 355 which places restrictions on referenda ballot dates & implements a two-year waiting period following failed referenda.

Two revisions were suggested for the resolution.

Motion by Wendy Sue Johnson, second by Chue Xiong, to amend resolution to change "anti-local controls" to "decreases local controls" in fourth paragraph. Amendment carried by unanimous voice vote.

Motion by Kathryn P Duax, second by Joe Luginbill, to amend resolution to change "resources" to "additional revenues" in the fifth paragraph. Amendment carried by unanimous voice vote.

Original motion with two amendments carried by the following roll call vote:

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

8. ADJOURN TO COMMITTEE

9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

9.1 Strategic Plan Discussion & Update

Jim Schmitt, Executive Director of Teaching & Learning, reviewed steps the District has taken to develop the Strategic Plan. After receiving feedback from principals, staff, PAC and the SP Team, a revision was prepared. This document was presented to the Board.

Mr. Schmitt shared common themes that came from these groups and reviewed them with the Board. He said the focus on action planning should ensure alignment with the Board's goals, work on definitions such as "Whole Child" and articulate work already being done such as Culturally Responsive Teaching, Social and Emotional Learning, Academics, etc.) He asked the Board to provide feedback.

Discussion ensued and the Board made suggestions for moving forward. Aligning the Strategic Plan with the Systems Assessment was identified as a priority. It was also noted that it would be important to be able to monitor the plan for accountability for student achievement as well as multiple measures of assessment and to make sure the District is meeting its goals. There were concerns expressed about the proposed mission statement and whether it matched the vision or the slogan. Some Board members felt that identifying differentiation and collaboration with practices would give autonomy to staff to carry out the "how." Staff should be allowed flexibility in the learning environment.

The Board asked that their comments and concerns be shared with the consultants so adjustments to the Strategic Plan can be made. It was hoped that the Board would be able to have a new draft back from the consultants by January. At that time the Board wanted to be able to take a final draft to the public to share the plan. It was felt a communication plan would be important.

9.2 Compensation Committee Update

Kay Marks, Executive Director of Human Resources, and Abby Johnson, Acting Director of Business Services, presented an update on the work of the Compensation Committees. Kay said all three groups (Hourly, Non-Affiliated and Certified) were presented with the proposed wage/salary structure in November. Since then, they have focused on creating processes that attract and retain employees, minimize gaps between labor market wages and District wages, minimize internal inequities and are sustainable.

Hourly Committee

The proposal for this group included a market value conversion increasing the starting wage for all positions to a minimum of 75% of the median market pay. They were focused on providing for step/levels that were more financially sustainable/predictable with step and level adjustments of 1.77%. The proposed schedule would increase steps/levels from three to five. The criteria to move on the salary schedule would include length of service to District, successful evaluation by employee's supervisor, and completion of the district's wellness program requirements. No new wage schedule was created for Buildings & Grounds staff as there is no market value conversion required to reach the minimum of 75% of

median market pay.

Non-Affiliated Committee

The committee examined the per diem salary differentials and the classifications of particular positions in comparison with other non-affiliated options and identified that gross differences occur in the per diem calculations between administrative staff. They examined the additional compensation for those who pursue and attain their doctorate licensure. They examined a new 2015-16 salary schedule that includes 2% increments. Due to the compression of the schedule, they are still investigating what role longevity would have in the system. The discussion regarding criteria for movement included: successful supervisor evaluation, length of service to the District, and successful completion of the District's wellness program requirements.

Certified

The committee reviewed four distinct salary schedule options and selected a percentage based level progression model. They are still formulating details of the schedule to determine the long-range sustainability and competitiveness of the grid. The discussion regarding criteria for movement included advanced education, professional development, successful supervisor evaluation, length of service and successful completion of the District's wellness program requirements. There were additional discussions of the National Board for Professional Teaching Standards, how longevity would fit into the new schedule, developing a schedule that addresses labor market factors, and the scope of external professional development needed to move on the salary schedule. They focused on the effects that prior schedule freezes have had on employees and how that impacts a transition to a new schedule.

9.3 Five-Year Facility Needs

Jeff Nestor, Building Services Manager, shared information on the proposed capital improvements for the 2016-17 budget year. The District budgets \$1.6 million each year; however, Mr. Nestor noted that the industry standard should be \$3.6 million to \$4.7 million. He reviewed the recommended projects.

The 2014 Maintenance Project Listing identified major repair/replacement activities that the Buildings & Grounds Department has identified as a high priority in the immediate future. These projects total \$24.6 million with contingencies. These projects have been deferred for several years and the items will be coming to the forefront in the next three to five years.

Projects not included in the \$24 million total are South Middle School, Roosevelt Elementary, Prairie Ridge Early Learning Center, McKinley and the use of Little Red. With those projects included, the total identified maintenance needs would be \$59.6 million.

9.4 Referendum Discussion

Abby Johnson, Acting Director of Business Services, shared information provided to the Budget Development Committee on November 30, 2015. This included information regarding class sizes. If the SAGE Program was eliminated, there would be a cost savings of \$847,000 or 11 FTE's. Using the new AGR Model to reconfigure the SAGE Program, there would be a cost savings of \$616,000 or 8 FTE's.

If the District were to move to targeted class sizes of 25 students in grades K-3 and 29 students in grades 4-5, there would be a need for 6 additional FTE at a cost of \$462,000. If class sizes were increased in grades K-3 from 25 to 30, there would be a cost savings of \$2.5 million or 33 FTE's. If class sizes were increased in grades 4-5 from 29 to 35, there would be a cost savings of \$462,000 or 6 FTE's.

At the secondary schools, to decrease the average class size from 24-27 to 22-25 there would be an estimated additional cost of \$1.4 million or 18.3 FTE's. To increase class sizes from 24-27 to 27-30, it could save \$1.1 million or 14.4 FTE's. Increasing classes taught from 5 to 6 classes per day in the core and required areas would save about \$1.9 million or 25.1 FTE's and for all content areas, would save \$3.6 million or 47.1 FTE's.

Ms. Johnson also looked at facility costs for things like secured entrances, roofing, paving, fire alarm upgrades, etc. These totaled nearly \$18 million. She also shared programming costs for a variety of items such as athletics, partnership coordinators, field trips, literacy/instructional coaches, etc.

Cost projections for technology including possible repairs, equipment refresh, upgrades, network and infrastructure as well as related staffing needs for 2016-17 totaled \$5.4 million for potential expansion and \$842,566 to maintain the infrastructure. For 2017-18 the potential expansion would be \$5 million and the refresh for iPad and Chrome books would total \$3.5 million. For 2018-19 the potential expansion would be \$3.5 million with an additional \$570,066 to maintain the infrastructure.

Ms. Johnson explained that compensation includes only step movement and doesn't include CPI increase to base wage. Allowing certified staff to move forward one step on the existing schedule would add approximately \$830,000 for salaries. Also moving forward one step on the existing schedule for classified staff would equate to an additional \$11,000 for salaries; for cooks, an additional \$850 and for custodians, an additional \$17,000. Non-affiliated would cost about \$78,000 for salaries. These figures do not include benefits that may also change. It was noted that to get the classified staff to 75% of the median, there would need to be an increase of \$1.75 per hour at the bottom level.

The committee is also reviewing curriculum pathways including healthcare, business, information technology and manufacturing. They are also looking at the Charter/Choice Committee proposal for Innovation Zones.

The Board had several comments/questions including connecting the Strategic Plan to the budget priorities and identifying how children living in poverty could be assisted by perhaps homeless prevention programs. There were concerns expressed about not yet connecting with the community about the referendum.

At the next Budget Committee meeting the group will develop referendum options to discuss with the entire Board on December 21st.

A citizen said he didn't think the District has done enough to get the information out to the public and doesn't feel a referendum would pass.

9.5 Discussion & Possible First Reading of Policy 332 - Charter/Choice Programming Committee

Motion by Wendy Sue Johnson, second by Charles Vue, to postpone this agenda item. Motion carried by the following vote: Yes: Kathryn P Duax, Wendy Sue Johnson, Richard Spindler, Charles Vue, and Chue Xiong. No: Joe Luginbill and Chris Hambuch-Boyle.

10. REQUEST FOR FUTURE AGENDA ITEMS

Rich Spindler asked to look at the structure of the Board committees.

Wendy Sue Johnson asked that the Board consider adopting a resolution supporting efforts of RAVE to increase voter registration.

11. OTHER BUSINESS

There were no other matters brought before the Board.

12. ADJOURN

Motion by Charles Vue, second by Wendy Sue Johnson, to adjourn meeting.

Motion carried.

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

Meeting adjourned at 10 p.m.