

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, DECEMBER 2, 2013
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.

Board Members present: Craig, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: Cummins. Student Representative Leah Sutliff was present; Kelsey Ackerman was not present.

PUBLIC FORUM

Teacher Julie Toske said she emailed the Board regarding the pro-rated stipend for those with less than the required years of teaching experience but with 25 years of service to the District. She asked the Board's consideration in providing this benefit.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Hardebeck shared a list of events on the Board's calendar for the next month. She announced that Open Houses will be held on January 13, 2014 from 6 to 8 p.m. at Prairie Ridge and DeLong.

Dr. Hardebeck said the ECASD was named to the College Boards AP District Honor Roll. The ECASD joined just 477 districts in the US and Canada that have been honored for increasing access to AP (Advanced Placement) course work while at the same time maintaining or increasing the percentage of students earning scores of 3 or higher on AP Exams. In reaching these goals, the District has proven to be successful at identifying motivated and academically prepared students who are likely to benefit from rigorous AP course work as well as committed to expanding the availability of AP courses among prepared and motivated students of all backgrounds.

Communication to Superintendent/Board President

President Craig said there will be two open seats for the School Board in April. Nomination forms can be picked up in the Business Office at the Administration Building.

Student Representative Report

Leah Sutliff shared an update on activities taking place at Memorial.

Other Reports

Policy and Governance Committee

The committee has not met since the last Board meeting.

Budget Development Committee

The committee has not met since the last Board meeting.

CONSENT RESOLUTION AGENDA

Com. Johnson moved, seconded by Com. Spindler, to approve the consent resolution agenda consisting of the following items:

- ◆ The minutes of Board meeting of November 18, 2013 as mailed.
- ◆ The matters of employment of December 2, 2013, as presented.

Consent resolution agenda items approved by unanimous voice of acclamation.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #3 – Retirement Benefits for Employees Serving in More than One Employee Group – Insurance Option

Dan VanDe Water and Kay Marks shared information regarding early retirement eligibility for certified staff and reviewed the years needed to qualify for benefits. Mr. Van De Water gave various scenarios and the cost for those options for staff who do not have the necessary 25 years of teaching experience (with 15 of those years needing to be in the District) but who have been with the District in other positions. He said the question the Board must consider is “Should local non-teaching experience be added to the total teaching experience when determining eligibility for OPEB or insurance?” The ERC recommended that the years of non-teaching local experience be added to the local years of teaching experience to get the 30 year total. The ERC did not recommend allowing this for the stipend. Ms. Marks noted that all employee groups have the same requirement of 15 years of local experience to receive insurance. The stipend is not available for all employee groups.

Com. Spindler moved, seconded by Com. Duax, to combine years of service for early retirement health and dental insurance benefits for employees serving in more than one employee group so that teachers retiring at age 55 with a minimum of 25 years of service to the ECASD, of which 15 must have been teaching years of experience, qualify for the premium contribution benefit listed in Section 7.03A of the Employee Handbook from Part II, Section 7. Carried by the following voice vote: Ayes: Craig, Hambuch-Boyle, Johnson, Spindler and Xiong. Nay: Duax.

Resolution #4 – Retirement Benefits for Employees Serving in More than One Employee Group – Stipend Option

Com. Spindler moved, seconded by Com. Hambuch-Boyle, that non-teaching experience be added for total teaching experience when determining eligibility for the stipend.

The Board discussed this option. Some felt they did not have enough information to make a decision on this and wanted to wait until the Board considers options for OPEB for all employees that may reduce or change benefits.

Ms. Marks said that one other consideration would be that there is a discrepancy in the way the Wisconsin Retirement System and the District calculate years of service for retirement for classified staff who work in a school year position. The Board asked Ms. Marks to provide the Board more information on this.

Com. Spindler moved, seconded by Johnson, to postpone the motion indefinitely. Carried by unanimous voice of acclamation.

Resolution #5 – Substitute Teacher Pay

Com. Duax moved, seconded by Com. Hambuch-Boyle, to approve an increase in substitute teacher pay to \$100 per day (\$13.80 hourly). Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
DECEMBER 2, 2013**

1. Call to Order – Committee Meeting

Board Members present: Craig, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: Cummins. Student Representative Leah Sutliff was present; Kelsey Ackerman was not present.

2. Committee Reports/Items for Discussion

A. Discussion & Possible First Reading of *Policy 532.41—Military Leave*

The Board received a draft of Policy 532.2a—Military Leave, which was revised by the Policy & Governance Committee. The removal of the words “union contract” updates the policy to comply with Act 10 regulations. A change in the policy number to 532.41 was also recommended.

Com. shared a first reading of *Policy 532.41-Military Leave*

The ECASD recognizes the important role filled by employees who are also members of the United States Armed Forces. The District will approve absences from employment for military service and will maintain its support for continued employment in accordance with Federal and State guidelines. This policy provides guidance and clarification to employees who are fulfilling their military obligations per Administrative Rules as determined by the Superintendent or his/her designee.

This policy will be brought back as a consent resolution at the December 16 meeting.

B. Five Year Capital Projects

Charlie Kramer, Director of Buildings & Grounds, shared a list of facility projects recommended for the 2014-2015 school year. He noted that there were scheduled requests of \$4.56 million which were prioritized to fit into the \$1.6 million annual budget. Mr. Kramer shared the full five-year capital budget as well. Mr. Kramer said that the Board will be asked to approve these projects in the near future to enable bid documents to be prepared and budgets finalized to allow construction over the 2014 summer period.

The Board discussed the needs at South Middle School totaling \$22 million and the possibility of having another referendum when some of the District’s debt drops off to address these needs as well as other major building projects.

C. Safety & Security Update

Tim Leibham, Executive Director of Administration, presented information on the reformation of the District Crisis Team from a crisis intervention model to an emergency prevention and response model. He reviewed safety and security measures that are already in place and those that need to be implemented. This included reinstating the District's Safety & Security Committee; developing a protocol binder; controlled entrances; staff training in CPR/AED/First Aid, blood borne pathogen protocols, and non-violent crisis intervention; as well as coordination with the city/county and other emergency responders. The estimated costs for school entrance renovations would be \$2,000,000 and communication improvements would include a one-time expense of \$75,000 and \$10,000 annual cost. Personnel costs have yet to be determined.

3. Request for Future Agenda Items

4. Other Business

5. Motion to Adjourn

Com. Spindler moved, seconded by Com. Duax, to adjourn committee meeting. Carried by unanimous voice of acclamation.

6. Meeting adjourned at 8:52 pm.