

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, FEBRUARY 4, 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.

Roll call was taken and the following commissioners were present: Craig, Cummins, Duax, Janke, Johnson, and Wogahn. Absent: Faanes. Student Representatives Betsy Fawcett and Jonathan Idarraga were also present.

PUBLIC FORUM

No one signed up to address the Board.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Hardebeck shared a list of events on the Board's calendar for the next month.

Dr. Hardebeck said that since the Board approved the 2013-14 school calendar there have been several suggestions made by staff. The calendar committee will reconvene to address the implementation plan and answer questions raised. She added that the Board would hear a report about the District's vision related to post-secondary success and data from the National Clearing House Student Tracker System.

Communication to Superintendent/Board President

Administrators and members of the Altoona, Chippewa Falls and Eau Claire school boards will meet with area legislators on February 25th at 7:30 a.m. at a location to be determined. The group will discuss the Governor's budget.

President Craig shared information on the Joint Commission on Shared Services Initiative and provided an update on progress being made on goals established by the group. It is anticipated that recommendations and timelines will be shared by the commission by December 17, 2013.

President Craig said there are six candidates vying for three positions on the School Board. An election will be held on April 2, 2013. Candidates include Robert Janke, Mike Bollinger, Chue Xiong, Steven Lange, Chris Hambuch-Boyle, and Richard Spindler.

Com. Johnson congratulated North and Memorial dance teams for their performances at the state meet and their 6th and 9th place finishes. Com. Duax said that North High's

2011 state championship baseball team was inducted into Eau Claire's Baseball Hall of Fame.

Student Representative Report

Jonathan Idarraga said North and Memorial recently participated in a Forensics Tourney and Memorial tied for 3rd with North placing 5th. He added that during the North boys' basketball game vs. Chi Hi on February 8th students will wear red to support the National Heart Association.

Betsy Fawcett said Memorial hosted their Winter Fest Show Choir competition. She added that the North/Memorial boys' swim team became conference champions this past weekend.

Other Reports

Policy and Governance Committee

There was nothing to report.

Budget Development Committee

There was nothing to report.

CONSENT RESOLUTION AGENDA

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

- ◆ The minutes of Board meeting of January 21, 2013 as mailed.
- ◆ The minutes of closed session of January 21, 2013, as mailed.
- ◆ The matters of employment of February 4, 2013, as presented.
- ◆ Resolution Authorizing the Purchase of Real Estate
- ◆ Ratification of Food & Nutrition Local 560-B Master Agreement
- ◆ Ratification of Classified Staff Federation Local 4018 Master Agreement
- ◆ Revisions to *ECASD Policy 342.5 – Title I Program*
- ◆ Revisions to *ECASD Policy 424 – Open Enrollment*

Consent resolution agenda items approved by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
FEBRUARY 4, 2013**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Janke, Johnson, and Wogahn. Absent: Faanes. Student Representatives Betsy Fawcett and Jonathan Idarraga were also present.

2. Committee Reports/Items for Discussion

A. WASB Resolutions – Update by President Craig

President Craig provided the Board with an update on resolutions that were acted on at the WASB Delegate Assembly. The assembly passed resolutions endorsing a number of measures designed to better prepare students for both college and careers and supporting a state-funded technology initiative to ensure that school districts have the technology capacity for students to succeed and to meet state mandates such as online adaptive student testing. In addition, delegates adopted resolutions addressing concerns about school safety related to kindergarten students, the open enrollment window, school calendar and providing supplemental state aid to districts with a high proportion of property that is exempt from property tax.

The assembly rejected the resolutions addressing the shortage of speech pathologists and calling for academic and career plans for middle school students.

B. Revisions & Possible First Reading of *ECASD Policy 523.3 – Employee Assistance Program*

Kay Marks explained that there is a conflict between current policy and District practice with regards to the Employee Assistance Program. The current policy says EAP is only available to employees in the union and it is actually available to all employees. She recommended a modification to the policy to reflect that EAP is for all employees.

There was some discussion about using the term “any problems” when describing what the EAP is designed to help employees with. Ms. Marks said they really can provide services for any issue that might arise even if it means utilizing resources outside of their scope to assist. Dr. Hardebeck felt that using the word ‘any’ provides an invitation to employees to seek assistance if needed.

Com. Duax shared the first reading of *ECASD Policy 523.3 – Employee Assistance Program*:

The District provides an Employee Assistance Program for all employees. The Employee Assistance Program is designed to help deal with any problems that may jeopardize health, family life, or job performance. Initial discussions and short-term support and counsel are available to employees and family members at no charge. If a referral is made for on-going counseling, hospitalization, or the resolution of other problems, the employee health insurance and leave policy will often cover a portion of these expenses. Participation in the Employee Assistance Program shall not jeopardize job security or opportunity for advancement. Confidentiality is assured. Employees shall receive information pertaining to the District's Employee Assistance Program annually.

Approval of this policy will come back as a consent resolution at the next meeting.

C. *Revisions & Possible First Reading of ECASD Policy 533 – Selection and Recruitment*

Kay Marks reviewed suggested revisions to Policy 533 – Selection and Recruitment, which was a result of a change in the law. The current policy language indicates the policy will be in compliance with 'employee agreements.' With the implementation of Act 10, the ability to bargain over language such as that found in this policy is prohibited. The District has language regarding this practice in the Employee Handbook, so it was recommended to modify the language from 'employee agreements' to 'Employee Handbook.'

The Board had some questions about the third paragraph of the policy and asked that it go back to Policy & Governance for discussion.

D. *Update on Employee Handbook Follow-Up Items*

Kay Marks said there were several items the Board either tabled until further information could be gained or simply wanted follow-up information provided on the progress of items that had been implemented. She reviewed those items noting that the Board approved the District-wide sick leave donation bank and a revised grievance policy. The issues that were identified regarding the 8-hour day were addressed through the 2013-14 calendar. Further work is being conducted by the committee and key stakeholders regarding the plan specifics with the intent to survey teachers and principals about their overall experiences with the 8-hour day and to get feedback on implementation of professional development days on Wednesday's.

Items that are still being worked on include longevity, childrearing, and increments. The Budget Development Committee will discuss OPEB and the elimination of school year employee vacation days.

The Board asked to receive information on history and foundational background on longevity and increments. They also wanted to receive a summary of the past meeting when the Board discussed the short-term goals for OPEB with a recollection that the Board was unified in extending benefits for the next several years. It was noted that there are implications for staff that are making decisions about retirement, so the Board should discuss this in a timely manner.

James Martin said that maternity leave was eliminated with the creation of the sick leave donation bank, and he asked the Board to reconsider that. He also asked that the Board give solid direction on decisions on OPEB so staff can make retirement decisions. He asked to be involved in discussions about stipends.

Lori Koepke said she was glad the Calendar Committee was reconvening to address issues around the professional work day stating that it would be important for staff to know how that will affect them with possible implications for childcare arrangements for some staff.

It was suggested that the Board prioritize the issues as several have time implications for staff to make decisions.

E. Open Enrollment Data

Tim Leibham shared data on open enrollment. The data shows a clear trend of more resident students open enrolling out of the district than nonresident students open enrolling into the district. Contributing to the trend is an increase in the number of district students open enrolling out of the district and into a public virtual school.

The Board asked to develop a process for following up with parents who open enroll out of the district to get an idea why many are leaving the District. Mr. Leibham said he was working on that and he also indicated that administration has been investigating the possibility of a virtual school.

F. Post-Secondary Enrollment and Progress Trends of ECASD Graduates

Ann Franke shared data sources the District utilizes including the National Student Clearinghouse Student Tracker and local military recruiting office. Student Tracker is a nationwide source of college enrollment and degree data used by more than 3,300 colleges and universities. The military

measures the number of grads enrolling directly into the military or past grads that enroll.

Mr. Schmitt shared data from the classes of 2005-06 and 2010-11 showing enrollment, graduation rate, ethnicity and percentage of students who were disabled, economically disadvantaged, and English proficient. There were 63.2% of the class of 2011 who went on to college and 36.1% are students who couldn't be tracked.

The trends from the class of 2006 showed that nearly half of those students had a post-secondary degree/certification within six year. At least 85% of the graduates have had some sort of post-secondary experience, and 15% are still engaged in the post-secondary system. There were 14% of the graduates who do not show up in any of the data.

Next steps would include engaging in conversations with post-secondary partners as well as finding ways to communicate with graduates to see how they are doing and if they have successful lives and can support themselves. Various strategies for surveying graduates have not been very successful. It was suggested that the District work through the alumni associations to get additional information and conduct post-graduation satisfaction surveys.

The Board asked to see a list of colleges that don't participate in Student Tracker. The Board also asked to receive post-secondary enrollment data by race, gender, LEP and other categories.

3. Request for Future Agenda Items

President Craig proposed having a discussion to consider adopting a resolution with the city and county in support of President Obama's action to reduce gun violence.

President Craig and Com. Cummins will each give a report on a session they attended at the WASB Convention.

4. Other Business

5. Motion to Adjourn

Com. Wogahn moved, seconded by Com. Janke, to adjourn committee meeting. Carried by unanimous voice of acclamation.

6. Meeting adjourned at 9:19 pm.