

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, JANUARY 7, 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, Janke, Johnson, and Wogahn. Absent: Duax and Faanes. Student Representatives Betsy Fawcett and Jonathan Idarraga were also present.

### **PUBLIC FORUM**

Carolyn Barstad said she sent a positive letter to Voice of the People, which hasn't been published yet. She read her letter in support of the purchase of Epiphany Lutheran School to be used as an Early Learning Center for the District.

Andy Fisher, president of ECAE, discussed the process used to develop the 2013-2014 calendar, being mindful of the amount of time that teachers have been taken out of the classroom for professional development. The group proposed creating "PD Wednesdays" and also focused on continuing to support a culture and climate that promotes professionalism regarding the 40-hour work week. Administration will direct teachers' time on Wednesday's and teachers will determine their time, acknowledging the 40-hour work week.

### **BOARD/ADMINISTRATIVE REPORTS**

#### Superintendent's Report

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

Superintendent Hardebeck reviewed the process for making decisions to close or delay school for inclement weather. She emphasized that student and staff safety is always at the forefront of these decisions and that decisions are made based on the best information that can be obtained relative to weather conditions and snow removal. She said if families feel driving conditions are unsafe for their particular situation, absences will be excused.

Dr. Hardebeck said the Board would hear about strategies being implemented at Lakeshore Elementary relative to their school report card. She also thanked the people who worked on the calendar committee to address issues so as to preserve instructional time and the regulation of the 40-hour work week.

### Communication to Superintendent/Board President

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.

### Student Representative Report

Jonathan Idarraga said he talked to various student groups about the new policy to keep all doors locked. Students felt they were adjusting to the changes although some questioned its effectiveness. Jonathan also announced that North will have a Talent Show on January 9<sup>th</sup> at 7 pm, which will be a fund raiser for Forensics.

### Other Reports

#### Policy and Governance Committee

There was nothing to report.

#### Budget Development Committee

Mr. Van De Water asked that the Board add another member to the Budget Development Committee. The following Board members will serve on this committee: Coms. Craig, Faanes, and Johnson. A meeting will be scheduled in the near future.

### **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolution 1 from the consent agenda.

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

- ◆ The matters of employment of January 7, 2013, as presented.
- ◆ 2013-2014 Calendar
- ◆ Revisions to ECASD Policy 454 – Reporting Child Abuse/Neglect
- ◆ Head Start Grant
- ◆ Ratification of Buildings & Grounds Master Agreement

Consent resolution agenda items approved by unanimous roll call vote.

### **INDIVIDUALLY CONSIDERED RESOLUTIONS**

#### Resolution #1 – Minutes of December 17, 2012

Com. Wogahn moved, seconded by Com. Johnson, to approve the minutes of December 17, 2012, as presented. Carried by the following roll call vote: Ayes: Craig, Cummins, Johnson, and Janke. Abstained: Wogahn.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
JANUARY 7, 2013**

1. Call to Order – Committee Meeting

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

2. Committee Reports/Items for Discussion

A. Update on What District is Doing Relative to Lakeshore's Report Card

In May 2012 Lakeshore Elementary was identified as a Title I Focus School for low subgroup math achievement. When identified, schools become part of a cohort and have four years to show progress. Kris Dimock said this will be a great learning experience for the District as the state is asking Lakeshore to implement best practice, which will help all schools in the District.

Colleen Miner provided an overview of the current levels of student achievement at Lakeshore and identified actions and strategies to increase achievement for their students.

The Board asked for continued communication with parents, to look to other schools in the district for success stories, and to share best practices learned during this process.

Tricia Helms, first grade teacher at Lakeshore, said parents and community members have asked what they can do to help with the situation at Lakeshore. The staff is committed to improving achievement.

B. Revisions & Possible First Reading of ECASD Policy 511 – Equal Opportunity Employment

Kay Marks reviewed proposed changes to ECASD Policy 511 to reflect Board discussions at the December 3<sup>rd</sup> meeting. The Policy & Governance Committee made revisions to address concerns related to discrimination protection for employees through the hiring process and into their employment and created a time frame in which the policy will be evaluated.

Com. Cummins shared the first reading of Policy 511 – Equal Opportunity Employment:

The Eau Claire Area School District is an equal opportunity employer. Personnel hiring and employment in the District are to be conducted so as not to discriminate against applicant or employee on the basis of age, race, religion, sex or sexual orientation, disability/handicap, citizenship status, marital status, pregnancy, national origin, creed, color, political or religious affiliation, genetic information, ancestry, arrest or conviction record, military service, state defense force or any reserve component of the military forces of the United States or this state, use or nonuse of a lawful product off school premises during non-working hours, declining to attend a meeting or participate in any communication about religious or political matters, or any other reason prohibited by state and federal law. Exceptions to this policy may only be made in accordance with state and federal laws.

Employees who file complaints in accordance with the applicable employee discrimination complaint procedures will not be subject to any adverse action or retaliation on the part of the District or any of its employees.

Any employee who violates this policy or any of its related rules and regulations will be subject to appropriate disciplinary action.

The Superintendent of Schools shall be responsible for the administration of this policy and shall have the authority to develop and monitor appropriate and effective rules and regulations, grievance procedures, and reporting requirements. An annual Employment Report will be submitted to the Board of Education by the Superintendent of Schools or designee.

This policy will be brought back at the next meeting for adoption as a consent resolution.

C. Discussion of Wisconsin Association of School Boards (WASB) Delegate Resolutions

President Craig serves as the Board's Delegate at the 2013 WASB Delegate Assembly and she asked for feedback from Board members on the 16 resolutions that will be considered. After discussion the majority of Board members did not want to support Resolutions 4 and 16.

3. Request for Future Agenda Items

4. Other Business

Lakeshore teacher Jessica Severson shared efforts that have been done at Lakeshore to communicate with parents.

5. Motion to Adjourn

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

6. Meeting adjourned at 9:14 pm.