

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, NOVEMBER 18, 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, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representatives Kelsey Ackerman and Leah Sutliff were also present.

PUBLIC FORUM

Andy Fisher spoke on behalf of ECAE and seeking equity of retirement benefits for those employees serving in more than one employee group. He felt those employees should have retirement benefits prorated if they have taught more than 15 years in the District.

Kathy Campbell said she is affected by the ERC recommendation that retirement benefits are determined by union classification with no provision for those who work in more than one employee group. She has worked in the District for 25 years serving as elementary secretary, counseling intern and school counselor. She is not eligible for the District's certified retirement benefit and felt that employees should receive the health insurance benefit after 25 years of service and receive the stipend on a pro-rated basis.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

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

Dr. Hardebeck recognized the Memorial boys' and girls' cross country teams who received Academic All-State honors as a team and individuals and four North girls' golfers who received Academic All-State recognition as well.

Student Representative Report

The student representatives shared upcoming events at both high schools.

Other Reports

Policy and Governance Committee

The committee is working on the military leave policy and will bring it to the Board at the next meeting. They are also reviewing the drug, alcohol and tobacco-free policy.

Budget Development Committee

The committee discussed the five year capital plan, the possibility of a future referendum to cover some of these needs and negotiations with employee groups.

Electronic Documentation

The group reviewed requests for proposals for electronic documentation of Board meetings and will have a recommendation in the near future. If implemented, the group recommended starting after the April election so training could be provided.

Legislative Conference

Information was shared about the importance of having a legislative representative for the Board. President Craig shared information she received at a legislative conference regarding legislation relevant to the District. The Board also received information about the importance of public schools getting their positive messages out there. A recap was received regarding statewide vouchers and independent charters as shared by Dr. Michael Ford from UW-Oshkosh.

Parent Advisory Council

The PAC heard an overview of the results of the parent survey from Dr. Hardebeck. Citizens can now post comments, questions, compliments or concerns via "Your Voice" on the District's website.

Public Education Foundation

The Public School Foundation is active and raising funds to support the schools. Each school has a "wish list," which is posted on the Foundation's website.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 6, 7 & 8 from the consent agenda.

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

- ◆ The minutes of Work Session of October 21, 2013, as amended.
- ◆ The minutes of Board meeting of November 4, 2013 as mailed.
- ◆ The minutes of closed session of November 4, 2013, as mailed.
- ◆ The gifts in the amount of \$94,499.34 for the period October 1, 2013, through October 31, 2013, as presented.
- ◆ The payment of all bills in the amount of \$7,086,510.15 and net payroll in the amount of \$3,097,797.97 for the period October 1, 2013, through October 31, 2013, as presented.
- ◆ Matters of employment of November 18, 2013, as amended.

Consent resolution agenda items approved by unanimous roll call vote.

Superintendent Hardebeck introduced Mandy Van Vleet who the Board approved as the new Principal at Sherman Elementary School. Dr. Hardebeck shared Ms. Van Vleet's biography noting that she has taught in the District since 2001 and has served as a long-term assistant principal and special education department co-chair at DeLong. The Board welcomed her to her new position.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #7 – Adoption of Policy 310

Com. Cummins moved, seconded by Com. Johnson, to adopt Board Policy 310 -- Equitable Educational Opportunities. Carried by unanimous voice of acclamation.

Resolution #8 – Revised Emergency School Closure Language

Com. Spindler moved, seconded by Com. Xiong, to approve revised emergency school closure language.

Com. Johnson moved, seconded by Com. Xiong, to amend motion by changing sentence to read, "In the event an employee does not report to work, no loss of pay shall be suffered if the employee was in attendance at work either the day prior to or the day after the Emergency School Closure day." Amendment carried by unanimous voice of acclamation.

Original motion with amendment carried by unanimous voice of acclamation.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
NOVEMBER 18, 2013**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representatives Kelsey Ackerman and Leah Sutliff were also present.

2. Committee Reports/Items for Discussion

A. Discussion & Options for OPEB Liability

Mr. Dan Van De Water, Executive Director of Business Services, explained the OPEB structure and shared four additional options for the Board to consider as it contemplates making changes to reduce future costs and lower its unfunded liability. The District's current unfunded liability is estimated at \$106,000,000. The Board reviewed these options dealing with the supplemental pension (stipend) and with the other post-employment benefit component of retiree benefits. Mr. Van De Water said the actuary is updating retirement benefit cost projections and that data will be presented to the Board as Part 2 of this report. The Board asked to include a benefit that would provide an incentive for dropping off the District's plan as well as moving the retirement age from 55. It was suggested that feedback be obtained from the Holistic Committee. The Board wants to be sure not to lose its ability to attract, recruit and keep highly qualified employees.

B. Consideration of Retirement Benefits for Employees Serving in More Than One Employee Group

Kay Marks, Executive Director of Human Resources, stated that the Employee Relations Committee (ERC) was charged with investigating the potential modification of Employee Handbook language related to years of service criteria for other post-employment benefits for employees who had served the District in more than one employee group. There are currently 36 employees who have served in more than one employee group and 8 of those will meet the criterion for retirement in the next two years. The estimate cost to the District for those employees would be just over \$1,000,000.

Teacher Deb Zanoni served on the ERC. She said the group had a lengthy discussion about the issue. In the end, there was consensus by the majority of the committee to recognize those employees who have given service to the District regardless of their category concerning insurance benefits but did not recommend making changes to the stipends.

Members of the audience encouraged the Board to pro-rate the stipend and provide insurance to these employees.

The Board asked to cost out the proration of the stipend by individual without sharing names of employees.

The Board will consider two resolutions at the December 2, 2013 meeting; one for the insurance portion and one for the stipend.

C. Substitute Teacher Pay

Kay Marks said that the District has experienced certified substitute vacancies that have gone unfilled within the past several months. Several factors, including compensation play in this shortage. Salary information from neighboring districts was shared. District leadership recommended that the Board approve an increase in the substitute teacher wage to be competitive and attract the most highly qualified people available. The Board agreed to move this forward as an individually considered resolution at the next meeting.

D. McKinley Charter School Report

Pete Riley, Head of Instruction at McKinley, shared that school's goals, achievement data and what the school staff is doing to achieve its goals. He included information on the various components offered at McKinley. He was pleased to point out that McKinley graduates who are now attending CVTC have scored quite well on the Compass test and compared favorably to students from other schools. McKinley had a program goal to increase the number of students taking the Compass test and that number more than doubled from the previous year. The school's improvement plan includes having discussions with other institutions of learning to allow access for McKinley students.

The Board was pleased with programs being developed at McKinley and encouraged studying demographic information while looking at achievement gaps.

E. Montessori Charter School Report

Todd Johnson, Principal at Montessori Charter, as well as a parent representative and teacher, reviewed that school's improvement process and the data that is used to help the leadership team make decisions to improve student achievement. Math scores have been a focus as students haven't performed as well in that area. The leadership team created a goal that by the end of 2015-16, 80% of students will be at benchmark in math as

measured by AimsWeb. The group shared how the school plans to increase math achievement.

The Board asked to receive academic data on how Montessori students are transitioning into the middle schools.

F. Agenda 2017 Update

Members of the District Leadership Team provided an overview of District action steps to implement the DPI's Agenda 2017. The idea behind Agenda 2017 is to raise the achievement levels of students in Wisconsin so they are college and career ready. This melds well with the District's vision. Agenda 2017 has four main components: Standards and Instruction, Assessment and Data Systems, School and Educator Effectiveness and School Finance Reform.

It was noted that the District has adopted the Danielson model for educator effectiveness training. There will be a future agenda item to explain this model.

3. Request for Future Agenda Items
4. Other Business
5. Motion to Adjourn

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

6. Meeting adjourned at 10:36 pm.