

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, OCTOBER 15, 2012  
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, Faanes, Johnson, and Wogahn. Absent: Janke. Student Representatives Betsy Fawcett and Jonathan Idarraga were also present.

**NOTICE OF CLOSED SESSION**

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(c)(e) to discuss potential lease or purchase of property, consideration of legal services, personnel issues and an update on negotiations.

President Craig welcomed Boy Scout Troop 175 to the Board of Education meeting.

**PUBLIC FORUM**

Josh Boxx spoke about the District's waste/recycling services and the fact that Veolia Solid Waste was awarded the bid for those services. He said Veolia will be sold and he encouraged the District to make sure the contract transfers to the new buyer. Mr. Boxx felt the District's process for handling waste/recycling should be streamlined and consistent between buildings.

**BOARD/ADMINISTRATIVE REPORTS**

Superintendent's Report

Superintendent Hardebeck congratulated North High School on their recent rededication of their school to celebrate its 50<sup>th</sup> anniversary. She complimented staff for the fine ceremony.

Dr. Hardebeck shared a list of activities on the Board's calendar for the next month. She will do this on a routine basis so the Board is kept up to date on events they should attend and those they may want to attend.

Communication to Superintendent/Board President

President Craig said that Altoona, Chippewa Falls and Eau Claire school districts are sponsoring a regional candidates' forum on October 25, 2012, from 5 to 6:30 p.m. This forum is designed to address public education issues with area candidates. Parents, staff and community members are invited to attend.

### Student Representative Report

There was nothing to report.

### Other Reports

#### Policy and Governance Committee

The committee met to discuss the issue of equity and the development of a policy. The group is waiting to receive data from the state on this. President Craig suggested the group get meetings scheduled into the future, so they can keep moving forward with policy development.

#### Budget Development Committee

There was nothing to report.

#### Update on Strategies for Promoting Equity

A written update on strategies for promoting equity was shared with the Board. The Board asked for follow up on social/emotional interventions and to get specific strategies the District is using on things such as increasing enrollments in AP classes. Board members were encouraged to send specific questions to Dr. Hardebeck so she can coordinate with Mr. Leibham. The Board also asked to include all students, PreK-12, in the conversations.

#### Update on Waste/Recycling Services

Mr. Van De Water was asked to provide information to the Board on any District policies or procedures that would govern when items that the District bids out are brought to the Board for approval.

## **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolutions 1, 2 and 5 from the consent agenda.

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

- ◆ The minutes of closed session of October 1, 2012, as mailed.
- ◆ The gifts in the amount of \$9,353.99 for the period September 1, 2012, through September 30, 2012, as presented.

Consent resolution agenda items approved by unanimous roll call vote.

## **INDIVIDUALLY CONSIDERED RESOLUTIONS**

### Resolution #1—Minutes of Closed Session of September 10, 2012

The minutes did not reflect who made the motion to adjourn from closed session. That amendment was made.

Com. Wogahn moved, seconded by Com. Faanes, to approve closed session minutes of September 10, 2012 as amended. Carried by unanimous roll call vote

**Resolution #2—Minutes of Board Meeting of October 1, 2012**

The committee meeting minutes were amended to reflect 'proposed' changes that were recommended to be made to the non-renewal sections for administrators and teachers in the Employee Handbook.

Com. Faanes moved, seconded by Com. Wogahn, to approve minutes of October 1, 2012, Board meeting as amended. Carried by unanimous roll call vote

**Resolution #5—Employment Report**

Ms. Marks explained that the leave request for 1.0 FTE for Ron Martin represents a full release of his entire contract. This request replaces the previous .8 FTE request.

Com. Wogahn moved, seconded by Com. Faanes, to approve the employment report of October 15, 2012, as presented. Carried by unanimous roll call vote

**Resolution #6—Bills Payable**

Com. Duax moved, seconded by Com. Johnson, to approve payment of all bills in the amount of \$13,039,825.99 and net payroll in the amount of \$3,616,314.33 for the period September 1, 2012 through September 30, 2012. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Johnson, and Wogahn. Abstained: Faanes.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
OCTOBER 15, 2012**

1. Call to Order – Committee Meeting

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

2. Committee Reports/Items for Discussion

A. Update on Board Policies for Review and Revision

Michelle Golden explained that there are a number of Board policies that are out of date due to changes in law, need modification due to the Employee Handbook updates, or do not align with new procedures. She shared several policies that will need updating. She said some of the changes will be minor edits while others will have to go to the Policy & Governance Committee before they come to the Board for approval. She will bring changes to the Board starting in January 2013 and hopes to have all updates completed by March 2013.

The Board asked to have a process in place so that as alerts in law changes come out, revisions are made. Dr. Hardebeck will develop something based on WASB's Policy Resource Guide.

Ms. Golden recommended that the focus be on law changes and subsequent updates first, followed by Employee Handbook updates and then new administrative procedures. When there are changes in the law, those changes could come through on the consent agenda. Board policies should take precedence over the Employee Handbook; the handbook should not violate Board policy.

It was suggested that the worksheet that was developed to implement policy changes should be used to screen whether changes are minor edits or are substantial matters to be brought to the Policy & Governance Committee for review and recommendations.

B. PBIS and Electronic Devices at the High School

High school principals, Dave Oldenberg (Memorial) and Dave Valk (North), talked about Positive Behavior Intervention Supports (PBIS) and shared examples of how student behavior infractions are recorded, how the data is assessed and how that influences decision-making in the buildings. They

also looked specifically at the implementation of the new electronic device policy and how students have responded to those changes.

There are many positive outcomes of PBIS including reduced office discipline referrals; decreased use of reactive, punishment-based consequences including suspensions; more time spent on academic instruction and less time spent on addressing misbehavior; efficient and effective use of limited resources; and improved school climate. The expectation is that this is led by staff not administration.

The School-Wide Information Systems (SWIS) data identifies areas of teaching and system adjustments to prevent student behavior from interfering with learning. School personnel are able to identify school expectations that need to be retaught on an individual and school level. The data can break down how specific areas or time of day influences where most infractions occur. Staff has worked hard to have a uniform language so expectations are the same throughout the building.

The Board asked for a written report on the prevalence of using electronic devices for instructional purposes, and the impact on student achievement. The student representatives felt that electronic devices are being used very effectively in the classroom.

Administration was asked to provide an update on the use of electronic devices at the middle school level.

3. Request for Future Agenda Items

Com. Duax asked to have a review of the District's bidding policy and when items should be brought to the Board for approval, specifically as it relates to the recycling/waste bid.

4. Other Business

5. Motion to go into Closed Session

Com. Cummins moved, seconded by Com. Wogahn, to go into closed session under 19.85 (1)(c)(e) to discuss potential lease or purchase of property, consideration of legal services, personnel issues and an update on negotiations. Carried by unanimous roll call vote.

The Board adjourned to closed session at 8:37 p.m.

6. Motion to reconvene in Open Session

Com. Faanes moved, seconded by Com. Duax, to reconvene in open session. Carried by unanimous voice of acclamation.

The Board reconvened in open session at 9:25 p.m.

7. Possible Ratification of ECAE Master Agreement

Ms. Kay Marks explained the 2012-2013 ECAE Master Agreement Proposal. She noted that due to Act 10, a new process was used to reach an agreement. A lot of preliminary work was done to educate both the District as well as the ECAE regarding the new rules. This helped in assisting the bargaining process to go smoothly for both groups.

The specifics of the Agreement included:

- ✓ Total base wage increase of \$556,222
- ✓ Distributed as \$679 per full-time teacher with part-timers pro-rated based on their FTE.
- ✓ In addition to the base wage bargain, the Board will continue lane movement as well as longevity.
- ✓ Therefore, the total increase for salary and benefits is 1.6%.

Com. Cummins moved, seconded by Com. Duax, to approve the 2012-2013 Master Agreement with the Eau Claire Association of Educators as presented. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, and Wogahn. Nay: Johnson. Abstained: Faanes.

8. Motion to reconvene in Closed Session

Com. Johnson moved, seconded by Com. Duax, to reconvene in closed session. Carried by unanimous roll call vote.

9. Regular meeting adjourned at 9:30 p.m.