

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, FEBRUARY 21, 2011
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, Duax, Faanes, Janke, Johnson, Shiel, and Wogahn (arrived at 7:10 pm). Absent: None. Student Representative Joe Luginbill was present; Rebecca Giles was not.

NOTICE OF CLOSED SESSION

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(f) to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and 19.85 (1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

PUBLIC FORUM

Kit Schiefelbein explained the "Replay Give Away" initiative, which is a project to gather donated sports equipment and provide it to disadvantaged kids in the community. Donations will be collected by the Memorial soccer teams and DeLong Middle School Wellness Warrior students between February 28 and March 3 and will be given away on March 10 from 6 to 8 pm at Longfellow.

ECAE President Ron Martin encouraged the Board to adopt the resolution in opposition of Governor Walker's budget repair bill. He said he was gravely concerned with the bill as it would eliminate collective bargaining and would limit the Board's ability to enter into contracts. He felt it denied workers' rights. Mr. Martin shared the many things the unions have done to assist the District in fulfilling its mission including organizing and funding new teacher orientation, education support seminars, Celebration of Service banquet, and the United Way fundraiser.

Chris Hambuch Boyle said she was hired by the District in 1979 as a teacher and has served as a member of the negotiations team, been a union activist, has a graduate and undergraduate degree, and is Nationally Board Certified. She said there are many other teachers like her. She said they are fighting to retain their collective bargaining rights. In

1993 the QEO law was passed which restricted bargaining for teachers in Wisconsin. They bargained under that provision for 20 years. The District has made cuts in excess of \$35 million since 1993 but has continued to maintain a high quality of education. She felt it was unfair to single out public laborers in the Governor's budget.

Greg Weibert said he worked in the private sector and then decided to become an educator. He said the issues are not about the past but about the future. There needs to be a strong educational foundation to create great schools. His son graduated from Memorial as the valedictorian and is participating in a doctoral fellowship having received highest research honors. He will lose his insurance and the funding for his research under the Governor's proposal. He felt it would drive the best and brightest out of the state. Mr. Weibert has worked with student teachers for 35 years but said they won't stay in Wisconsin but will go to other states or foreign countries. He implored the Board to consider creative possibilities different than the mandates that Walker wants to dictate.

Deb Schretenthaler is a product of the Eau Claire Area School District. Her family moved to Eau Claire from Chicago because her dad felt it was a safe place to raise kids and it had an outstanding educational system. She graduated from Memorial and after receiving her degree from UW-Stout, she chose to be a teacher. She works at Flynn Elementary where 56% of the students qualify for free/reduced meals. She has worked on numerous special committees and projects, noting that her average work week is 55 hours, which is not unlike many other educators. She said students are our future and they deserve the same opportunities she had as a child. She felt if the school system was corroded, the wealthy students would go to private schools. She wanted to stand up for the kids who wouldn't have that opportunity.

Lance M. Nelsen is the staff representative for AFSCME and he spoke in favor of the resolution opposing Governor Walker's budget repair bill. He felt the wording of the repair bill runs contrary to the mission of ECASD which focuses on the educational process and outcomes for students. He said the collective bargaining law was created in response to divisive teacher strikes that were happening and the law funnels labor disputes into peaceful channels without having strikes or walk outs.

John Richie wanted to draw the distinction between a repair bill and a demolition bill. He said if a nail is driven into public education, those who can afford private schools will still get what they want. But the rest are left in squalor as was seen in Texas and Tennessee. He said that he and people like him could pay more and should be asked to take part in the budget solution. He urged the Board to adopt the resolution so that public education can remain strong.

Anneli Williams is a junior at Memorial and the daughter of a public employee. She said that Wisconsin was the first state to enact the collective bargaining law, the first to enact statewide workers compensation, and Wisconsin was the birthplace of AFSCME in 1932. She said that Governor Walker stated there was no room to negotiate when he appeared on Good Morning America. She said the Governor should listen to the people

and make compromises. She urged the Board to adopt the resolution opposing the Governor's budget repair bill.

Laura Miller is a school psychologist and parent. She said she has been able to go into several classrooms and has been impressed with the professionalism of staff that she has observed. She saw staff that didn't let what was going on in the state affect their ability to continue with things in school as they should. She said that teachers deserve the respect to have a thoughtful deliberation about the budget proposal and she supported the resolution.

Ken Sullivan is a retired special education teacher who taught for 36 years. He taught in Ohio before he moved his family to Eau Claire, and he realized that Ohio was not an environment to support public education. He felt Wisconsin was and is very proud of the educational system in Wisconsin. He supported the resolution to oppose the Governor's budget repair bill. He said for years teachers were under the QEO for salary. He agreed that teachers have good benefits that were negotiated for, but sacrifices were made in other areas. He felt what the Governor is asking for, is wrong.

Cyndi Burton has been a state employee for over 20 years and is a union member. However, she said she still supports Governor Walker's proposal. She said the Governor will enact cuts in the next several months to keep the state fiscally solvent. She said this will also push education back to where it belongs at the local level. She said the average teacher's salaries and benefits are more than the average citizen. She said given the economy, the taxpayers are unable to pay for these benefits. She hoped the Board would have the foresight to deal with fiscal realities and vote against the resolution.

Susan Smith said she is a taxpayer and a kindergarten teacher. She encouraged the Board to pass the resolution because much of the information that is being published is 'fictional' in her opinion. She said that Robert W Lang of the Legislative Fiscal Bureau wrote to the Joint Committee on Finance that he projects a net balance in Wisconsin's budget of over \$56 million, so Ms. Smith wasn't sure what budget needs repairing. She had questions about the statement that the state will be facing a \$3.5 million deficit. She was also concerned that the Governor's plan would lower the poverty level for qualification for BadgerCare. She urged the Board to adopt the resolution.

David Westrate said he was an honor graduate of Michigan and when he finished college, he went to work as a labor relations manager in 1965 and made \$6,200 a year. At that time teachers were making less than that and belonged to the National Education Association, which was considered a professional group and not a union. It wasn't until the American Federation of Teachers came into the picture that teachers' unions were created. He said to keep in mind that the only reason unions have a place is when management isn't treating their employees properly. He felt it was a travesty that management and the School Board were in favor of the teachers' union. He was in favor of Governor Walker's budget plan.

Mike Conlin is part owner of a small business in Eau Claire. He said he would not be in business without good quality employees with a good education. He said that 98% of his products are sold outside of Wisconsin, and he sells more products overseas than in Wisconsin. He estimated that his business has brought \$10-\$15 million to the community in wages, rent and utilities. He said that a good education system is needed but the private sector is needed for the economy as well. Wisconsin has lost 6,000 businesses and it needs to pump up the economy and attract businesses to the state.

Laura Jensen said she is old enough to remember the beginning of the tax revolution in the mid-1970s. She said that education costs money so if the Board makes political decisions to lower taxes, it's not a good decision for the community. She urged the Board to oppose the resolution.

Alex Smith felt the Board should approve the resolution, and he expressed disapproval of the Governor's actions. He understood why the Board was recognizing the strength of its teachers. He felt the Governor's proposal was dehumanizing to teachers and would be demoralizing to the District for years if not decades. He said it would be difficult for him to support the referendum if the Board doesn't pass the resolution.

James Martin represented the teachers as the negotiation chair and said he opposed the Governor's budget repair bill. He said over the years through negotiations professional staff have been able to have respectful dialogue with the Board and administration. He admitted it hasn't always been easy or cordial, but it has led to a very successful District; one of the finest in the state. He said that many concessions have been made and some advantages have been gained through negotiations. There were some reductions in the retirement plan and aggressive changes were made with insurance. Concessions were made on teachers' duties, calendar, leaves, layoffs and many other areas. He said the District needs solid programs and staff. He opposed the Governor's proposal and wanted to be able to continue the respectful dialogue between the Board and teachers to come together for the best interest of the District.

Sarah Duerre said she opposes Governor Walker's bill and specifically the removal of collective bargaining rights. She said that no one has been able to explain how that will help solve the state's budget issues. She said that good leaders, when faced with difficult challenges, listen to both sides, negotiate, and compromise. She felt it didn't do either side any good not to listen to each other. She hoped that the Board would stand in support of teachers and unions to be able to keep collective bargaining rights and solve budget problems without being mandated to do so. She felt that unions did not create the problem and they have agreed to financial requests being made.

Laura Lokken is a teacher and product of the Eau Claire Area School District. She said she always dreamed of having the opportunity to live, work and hopefully retire in Eau Claire. She asked the Board to support passing the resolution. She felt the issue has been dividing the community and state, and she was concerned about the ramifications to students if the budget bill passes.

Dave Wood spoke on behalf of the Republican Party. He said that Wisconsin voters made it clear during the November 2nd election that local and state budgets are out of control. He said the Governor made a promise for solvency, and he hoped the Board would support the budget repair bill as an essential step in that process. He said it was not a matter of worth, but of revenue and budgets. He felt it was absurd that one side would consider supporting the other side and wondered who was representing the taxpayers if the Board and unions are on same side. He said that union dues should be voluntary and not used to force extravagant pensions. He said Wisconsin must go down the path of financial solvency and get its house in order.

Julie Toske said she is a proud mother, grandmother, teacher and citizen and she asked the Board to oppose the governor's plan. She said Wisconsin shouldn't tolerate bullies.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Heilmann said that he greatly appreciated the efforts of the staff that chose to put students first last week during the budget crisis going on in Madison. He said he was one of the most eternally grateful superintendent's in the state and was very proud of the staff.

Dr. Heilmann said that Governor Walker has delayed the release of his budget until March 1st. He had a press conference at 5 pm but there weren't a lot of new details provided. He shared several quotes provided by the Governor that were very troubling to him. He said they should cause all citizens in the state to think deeply about what may be in store in the next two to four years.

WASB Executive Director John Ashley sent superintendents a message encouraging districts to keep lines of communication open with teachers, students, staff, parents and members of the community. He said staff should be reassured that collective dialogue will continue.

Dr. Heilmann said the state has declined a \$22.9 million federal stimulus grant intended to bring broadband fiber to 467 Wisconsin schools and libraries due to a number of complex technical issues that couldn't be overcome. The DOA is moving ahead with new pricing and a new five-year BadgerNet contract extension to meet the TEACH bandwidth. He added that the President has recommended an increase in funding for IDEA and Title 1.

WASB will hold the Day at the Capitol on March 16 for the 2011-13 state budget briefing. Board members were encouraged to attend.

Dr. Heilmann said that the community can access information regarding the ECASD's referendum in a number of ways including the District's website, at community forums,

and during parent-teacher conferences. He said that voters in Bruce, Melrose-Mindoro, Onalaska, Princeton and Stockbridge recently approved referendum questions. Voters in Independence, Princeton, and Spooner didn't approve referendum questions in their communities. (Princeton passed a question and another question failed.)

Communication to Superintendent/Board President

President Craig shared a sign-up sheet for Board members to attend Parent-Teacher Conferences to share information on the referendum. She also passed around a letter from County Board Chair Greg Moore and one from the Chair of the Montessori Governance Board.

Student Representative Report

Joe Luginbill talked about recent fundraising efforts at Memorial. He also commended the high school students who walked out of classes in support of teachers who go above and beyond their job descriptions every day. Joe said that Becca Giles is at the state capitol taking part in the demonstrations there.

Other Reports

Policy and Governance Committee

There was nothing new to report.

Budget Development Committee

There was nothing new to report.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 9 and 11 from the consent agenda.

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

- ◆ The minutes of special Board meeting of February 2, 2011 as mailed.
- ◆ The minutes of closed session of February 2, 2011, as mailed.
- ◆ The minutes of Board meeting of February 7, 2011, as mailed.
- ◆ The minute of closed session of February 7, 2011, as mailed.
- ◆ The financial report as presented.
- ◆ The budget adjustments as presented.
- ◆ The gifts in the amount of \$75,685.09 for the period of January 1, 2011 through January 31, 2011.
- ◆ The matters of employment of February 21, 2011, as presented.
- ◆ Student & Staff Calendars for 2011-2012 & 2012-2013

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #9 -- Proclamation of Support for Reducing Under-Age Drinking

ATODA Coordinator Jean Christenson and students from North and Memorial were present to ask the Board to adopt a Proclamation of Support for reducing under-age drinking.

Students and Board members read the proposed proclamation:

WHEREAS, Wisconsin has the highest rate of alcohol use among 12 – 20 year olds in the United States, and

WHEREAS, 64% of high school seniors in Eau Claire County have used alcohol in the past year, and

WHEREAS, Eau Claire County youth report drinking usually at their home or a friend's home, and most often get their alcohol from adults, and

WHEREAS alcohol consumption by youth has been shown to have an adverse effect on brain development and academic and athletic performance, and is a major cause of death from injuries among youth, and

WHEREAS, adults who provide alcohol to those below the legal drinking age of 21 are placing those youth at risk for health, safety and legal problems, and

WHEREAS, it is illegal to give alcohol to someone else's underage child, even with parent permission, and

WHEREAS, the Reality Check 21 Partnership of Eau Claire County, through the "Parents Who Host Lose the Most: Don't be a party to teenage drinking" campaign, works with community members and provides educational materials to raise awareness regarding this illegal, unhealthy and unsafe practice, and

WHEREAS, the Eau Claire Police Department will rigorously enforce laws against selling or serving alcohol to underage youth,

NOW, THEREFORE, be it resolved that the Eau Claire Area School District Board of Education endorses the "Parents Who Host Lose the Most: Don't be a party to teenage drinking" campaign and:

- discourages the use of alcohol by those under the legal drinking age,
- urges all residents of Eau Claire to refuse to provide alcoholic beverages to underage youth,
- and pledges to support Eau Claire Police Department efforts to prevent and reduce this illegal and unhealthy activity.

NOW, THEREFORE, The Eau Claire Area School District Board of Education does hereby proclaim the month of April 2011, to be: "Parents Who Host Lose the Most: Don't be a party to teenage drinking" Month.

Com. Janke questioned the effectiveness of the proclamation and said that since most of it is covered by laws of the state, he wouldn't support it. Mr. Christenson said that it is a proclamation to claim the perils for parents who host parties. She said it was a state and county-wide initiative that has been promoted because of the research that says alcohol is harmful to youth and is illegal to consume.

Com. Duax moved, seconded by Com. Faanes, to adopt the Proclamation of Support for Reducing Under-Age Drinking as presented. Carried by the following roll call vote: Ayes: Craig, Duax, Faanes, Johnson, Shiel and Wogahn. Nay: Janke.

Resolution #11 – Approval of Resolution Opposing Provisions of the Budget Adjustment Bill Proposed by Governor Walker

President Craig explained that passage of the resolution would request that certain provisions of the Governor's budget adjustment bill be deleted. In particular, provisions pertaining to collective bargaining and employment relations to include the sections relating to represented employee classification, prohibited subjects of bargaining, annual bargaining unit certification requirements, union dues provisions, changes to interest arbitration and limitations on the terms of a labor agreement. The resolution would request that these items be given separate consideration with public hearings, legislative committee mark-up and deliberation in each house of the legislature.

Board members were asked to provide feedback and comment on the resolution.

Com. Johnson felt it was rational to consider non-budgetary items separately from the budget repair bill. She was very concerned that the Governor has said he will not negotiate on the matter and felt he wasn't listening to many of his constituents who are asking to discuss it. She felt that was bullying behavior and showed disrespect. She supports the unions and democratic process.

Com. Shiel felt the resolution was a reasonable request and the proposal suggests significant changes in the collective bargaining rules. He felt employees have interest in more than just wages and that the deliberative legislative process would be the appropriate way to deal with the matters before the state legislature.

Com. Wogahn felt the resolution dealt with politics in Madison and he wondered if adopting it would do any good. He felt it was too political a matter for the Board to deal with. He has been proud of ECASD employees but has been appalled at activities going on in Madison as far as schools having to close for days because teachers have walked out or called in sick. He said teachers should be educating students and he couldn't tolerate that action. He felt that voting for the resolution would indicate he was condoning the activities in Madison and that he would vote against it.

Com. Duax supported the resolution because she has been concerned that the Governor hasn't made efforts to find some common ground and compromise. She appreciated that District staff and Superintendent Heilmann took leadership roles to do the right thing for kids by staying in the classroom but still getting their points across. She noted that the referendum may have been at stake if teachers would have walked out and she was proud of the staff. She believes in standing up for the process and working together and being cooperative.

Com. Faanes said because his wife is a teacher in the District, he would abstain. He said he appreciates the Governor trying to bring expenses in line with revenue but believes the bill goes far beyond that. He felt that having collective bargaining on a level playing field would be good for both sides. He felt the resolution should include something about why the budget bill is tied to inflation. He said that teachers' union employees have functioned under the QEO since 1993 and have chosen to take 3.8 percent in the form of benefits—whether for retirement or health care. He said the current program is unsustainable for the District and staffing cuts will continue to be made, which will reduce the quality of education.

Com. Janke said he was appalled at the Governor's budget bill and said it was not budget repair but rather union busting repair. He said when comparing average teacher salaries across the nation Wisconsin is near the bottom. Wisconsin ranks 49th out of the 50 states for starting teacher salaries. He said the state has a \$65 billion budget and a deficit of about 1.8 billion, which is less than 3 percent. He said if every division in the state took a 3 percent budget cut, it would solve the problem.

President Craig felt the resolution asks for the legislative process to work in areas that are non-budgetary in nature and that the real goal is to follow the process.

Joe Luginbill said he didn't think it was politically charged to request a properly structured and written bill on legislation that affects the school district.

Com. Johnson moved, seconded by Com. Shiel, to approve Resolution Opposing Provisions of the Budget Adjustment Bill Proposed by Governor Walker as presented. Carried by the following roll call vote: Ayes: Craig, Duax, Janke, Johnson and Shiel. Nay: Wogahn. Abstained: Faanes.

Resolution #12 – Payment of Bills and Payroll

Com. Wogahn moved, seconded by Com. Shiel, to approve payment of all bills in the amount of \$3,789,624.72 and net payroll in the amount of \$3,266,479.02 for the period of January 1, 2011 through January 31, 2011. Carried by the following roll call vote: Ayes: Craig, Duax, Janke, Johnson, Shiel, and Wogahn. Abstained: Faanes.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
FEBRUARY 21, 2011**

1. Call to Order – Committee Meeting

Board Members present: Craig, Duax, Faanes, Janke, Johnson, Shiel, and Wogahn (left at 9:50 pm). Absent: None. Student Representative Joe Luginbill was present; Rebecca Giles was not.

2. Committee Reports/Items for Discussion

A. Follow-up Discussions on 2011-2012 ECASD Budgeting Parameters and Linkage to Post-Secondary Readiness

Mr. Dan Van De Water gave an overview of the budget process. He said that 91% of the District's revenue stream is controlled by the state. Compensation, salaries and benefits equal 80% of expenditures. Of that amount 71% has to be negotiated following the rules in the law for negotiations. Everything else adds up to 29%. He said the state has a \$3 billion budget problem, and the Governor will share his budget message on March 1. He said it is certain that PreK-12 education will be affected by his proposal.

The District projects an increase of 444 students for revenue limit purposes over the next five years, which will result in the need for more teachers. For projection purposes he is estimating that 35 teachers will retire each year on average and is using 3% annual growth in non-compensation costs. He said there are two variables: 1) revenue limit pupil increase or 2) changes in wages and benefits. Mr. Van De Water shared three different scenarios. Scenario A calls for a \$0 increase in the per pupil amount, which would result in a short-fall of \$36 million over five years. Scenario B is what would happen if there was a \$500 decrease in the per pupil amount, which is the word that is coming out of Madison. This would result in a short-fall of \$63.6 million over five years. Scenario C is the most sustainable option. It would tie compensation increases in the future to the revenue limit and would project a \$17.9 million short fall.

Mr. Van De Water said there are several factors that could affect how the Board proceeds. These questions will come into play: How will details of the final state budget impact the ECASD? Will the structure of the revenue limit formula be changed? What will happen to general state aid? How will wages and benefits be determined in the future? When will final decisions be made?

Dr. Heilmann noted that the District has federal education job dollars that have to be spent by 2012. Because those monies have gone to salaries, it creates a \$2.9 million shortfall in 2013.

Executive Director of Administration Tim Leibham explained how budgeting parameters were linked to post-secondary readiness (PSR). He said PSR is not only about preparing students for university or technical college experiences, but all options available for students after high school. He shared the programmatic scheme and its three tiers. At the core is social/emotional learning, then core academics (which includes ACT academic benchmarks and state/district requirements) and the outside tier of career awareness/interests and aptitudes.

Mr. Leibham shared a chart that showed why the current testing/grading system is no longer applicable for preparing all kids for post-secondary education. He said that what was expected and students needed 40 years ago, is no longer applicable to what they need today. The WKCE tested content that students were expected to learn. They learned the content by getting certain percentages correct on assignments or tests. That system requires that students get 13.5 credits—they don't have to learn the material well or apply it to anything. The chart showed how students scored on the EXPLORE/PLAN tests, WKCE and the percentage of those same students who earned an A or B grade. There were some drastic differences. Mr. Leibham said the District has a system now that expects all students be prepared for choices after high school and not just earning credits.

Mr. Leibham said the ACT is a predictive test. When students take the ACT, the data will indicate how a student should perform in their first year of college/tech. For example, if a student gets a score of 18 in the English portion of the test, they have a 50% chance of getting a B grade or better in entry level college classes. The District also uses the EXPLORE and PLAN tests for younger students and this will help measure how the students continue to progress and indicate what their ACT scores will be as juniors and seniors. Mr. Leibham shared data on how ECASD students performed.

Mr. Leibham showed scores from a random sampling of ECASD students that identified the importance of not determining staffing, courses, assessment, etc. based only on A to F grades. For example, a student received an A in U.S. History but only scored an 8 (out of possible 32) on the PLAN. Another student received a D+ but scored a 27 on PLAN.

Mr. Leibham said at the base of all we do is social/emotional learning—being aware of yourself and how to manage your time; how to make decisions; having positive relationships and being aware of self and others. The District looks at how students PreK-12 are doing in these predictive

areas, what's being done for those who aren't there and what's be done for those who are already there.

Mr. Leibham shared the current budget focus areas for PSR and he reviewed each area. He said when the District shifts elective areas from the traditional model to this model, the level of rigor and academic expectations in some areas increases substantially. Ultimately the Budget Committee will put actual staff numbers and dollar amounts in these broad areas.

It was noted that the WKCE will be replaced in 2014 with a test that assesses common core standards. It will be similar to the predictive nature of the ACT so the District is ahead of the game by already using the EXPLORE and PLAN tests.

There were some concerns about the three arches, with the top arch being considered enhancements. Com. Johnson felt things on the top arch are what intrinsically motivate kids and was afraid that budget decisions would be made on the first two tiers. She said she would not support this model if that was the case. She was also concerned that the core academic list would emphasize math & language arts to the exclusion of social studies, art, health, etc.

Com. Duax asked how the plan would be implemented and how the Teaching & Learning Department would work with teachers and how staff would be engaged. Mr. Leibham said there are many staff members who are beginning to model this plan for other teachers. Some staff development dollars will be used for this purpose. Com. Duax said she would be interested in serving on the Teaching & Learning Committee.

Com. Faanes asked what process was used to come up with the list of budget focus areas. Mr. Leibham said they started with things that are in place with the core of social/emotional learning (PBIS), looked at college culture and getting kids who never thought about schooling beyond high school, and they looked at the solid base in numbers and letter grades. They then looked at a progressive assessment system to monitor how kids are doing along the way to provide interventions and to better identify students who should be accelerated so they don't burn out. They determined the three areas they thought were critical and then having resources there that were non-negotiable.

Com. Wogahn left at 9:50 pm.

President Craig reviewed things the Board wanted more information on: 1) inter-relationship between the three tiers; 2) how the plan is being developed, what instruments will be used, and how certain things will be

measured; 3) how the plan will be implemented with staff, and 4) and how the District will quantify results to know that the plan is working.

Dr. Heilmann said there are many different budgeting and economic models and sometimes there is a natural assumption that things on the outer rings have less value or are more vulnerable. He said that is not true with this model.

3. Request for Future Agenda Items

4. Other Business

President Craig said that she has talked to Bob Scidmore, Director of Technology, about the three year technology plan. A new plan has to be certified by DPI by June 30, 2012. Mr. Scidmore said that he plans to share a draft of the plan with the Board in late 2011. He has also scheduled several meetings for staff to provide input on the plan. He said it was important to have conversations with the Board or subset of the Board on its vision for technology. It was suggested that a temporary committee be assigned and the Board agreed to that.

5. Motion to Adjourn Committee Meeting

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

6. Motion to go into Closed Session

Com. Janke moved, seconded by Com. Shiel, to go into closed session under 19.85 (1)(f) to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and 19.85 (1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Carried by unanimous roll call vote.

7. Meeting adjourned at 10:00 pm.