

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, JANUARY 10, 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, Janke, Johnson, and Wogahn. Absent: Faanes and Shiel. Student Representative Joe Luginbill was not present; Rebecca Giles was 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) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

PUBLIC FORUM

Classified Union President Bev Christianson said that in the Employment Report there was a transfer to a classified position. One applicant, who was most senior and in the appropriate transfer group, was not granted an interview. She shared a copy of the contract that talks about transfers and interviews.

Dawn Comte from the Parks & Recreation Department with the City of Eau Claire, passed out a copy of a memo drafted by the city that formally asked the Board to reconsider the city's request to allow adult programming to be scheduled on May 1st. She said they understand the district's position to give youth programs the first priority; however, there are many adult programs that exist that serve an important need. She said the city would make a concerted effort to reduce the facility requests for their adult programs, and she asked for a chance to meet with district staff to discuss the matter.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Heilmann said the district values its partnerships with the city and other community agencies. He said staff will work within the parameters of the new policy and rules regarding use of facilities, but no exceptions are being made for any agency at this time. He said district officials would sit down with city staff to have a dialogue about issues being raised. He said an issue in the past is that youth groups haven't had a chance to access any facilities and the policy addresses those concerns.

Dr. Heilmann responded to a recent *Leader Telegram* article that compared the district with Big River Conference schools when looking at test scores. He explained that the district typically compares itself to schools that are more comparable in size and demographics than schools in the BRC. There is a great disparity in size of districts in the BRC (Eau Claire serves approximately 10,700 students vs. BRC schools that average 4,050 students. Comparable size districts average 9,108). The same applies in student demographics for minority students (16.2% for ECASD vs. 8.3% for BRC). Those factors can influence test scores, which is why the district typically finds it more appropriate to compare with other schools in the large district caucus.

The second and third FAQ referendum brochures have been released. They can be accessed on the district's website and from Dr. Heilmann. The second brochure focuses on early learning programs and the third one deals with work of the Demographic Trends group that addresses moving elementary students if the referendum fails and the impact on maintenance and neighborhood schools.

Because of the Board's goal to finalize the referendum question(s) on February 7th, Dr. Heilmann suggested that a special meeting be held between the January 24th and February 7th regular meetings. He also said the Board may want to consider adjusting the date for the second meeting in March due to spring break.

DeLong and Lakeshore students will play an important role in the Martin Luther King Remembrance Day on January 17th at 6 pm at UW-Eau Claire.

Communication to Superintendent/Board President

President Craig asked for feedback on having a special meeting the end of January and there was consensus to move forward with one. Board members also preferred not to hold a meeting on March 21st and will consider canceling that meeting if the agenda will allow, noting that many special meetings will be held in February to prepare the public for the referendum.

Student Representative Report

Becca Giles said that Joe was ill and he asked her to report that North's technology policy committee will meet on January 13th to replicate the meeting held at Memorial. Becca said that both schools are planning to hold State of the School meetings and she will let the Board know the dates when they are confirmed.

Other Reports

Policy and Governance Committee

Com. Johnson said the committee has been talking with Kris Dimock and Ann Franke about the class size policy. Ms. Franke will get input from secondary administrators about specific ratios. The committee also met with Mr. Van De Water about Policy 742 that addresses the use of school equipment and how it relates to changes made to

Policy 830 recently. Policy 351.1 dealing with summer athletic camps will likely be recommended to be rescinded and included in rules for Policy 830. The committee hopes to get together with community stakeholders to get input on how the facility policy is being implemented, and if rules are being applied the way the policy meant them to be.

President Craig said that with regard to the policy Dawn Comte addressed in the public forum, the Board had much discussion about the importance of scheduling youth groups first in the district's facilities and then allowing adults access after that. She said the administration was given these guiding principles and she was happy to hear Dr. Heilmann say that administration will meet with Parks & Recreation to discuss the matter. She added that youth should take priority and said the Board will not likely re-discuss this matter at the Board level.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 5, 6, 7 and 8 from the consent agenda.

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

- ◆ The minutes of Board meeting of December 20, 2010, as mailed.
- ◆ The financial report for November 1-30, 2010, as presented.
- ◆ The budget adjustments as presented.
- ◆ The gifts in the amount of \$6,460.49 for the period November 1, 2010, through November 30, 2010, as presented.

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #5 – Employment Report

Dr. Weissenburger was asked to explain the situation addressed by Ms. Christianson. He said there was a more senior person who applied for the position, but they didn't possess the necessary qualifications. The next most senior person had these qualifications and was offered the position.

Com. Wogahn moved, seconded by Com. Johnson, to approve the matters of employment for January 10, 2011, as presented. Carried by unanimous roll call vote.

Resolution #6 – Head Start Grant

Teresa Nuttelman said this was the second year of a three year Head Start grant. There are 125 students served by Head Start and the goals of the program focus on literacy, math, social/emotional, health, and dual-language learning. She said there are no

budgetary implications for the following year. There are waiting lists for families who are income eligible and also those who qualify that are over the income guidelines. These students would be served in the proposed centralized early learning center.

Com. Duax moved, seconded by Com. Wogahn, to approve continuation of Head Start Grant as presented. Carried by unanimous roll call vote.

Resolution #7 –Resolution of Support for State Superintendent Tony Evers' *Fair Funding for our Future* Proposal

Com. Duax was concerned about the increase that some of the more affluent districts in the state would receive under this proposal. Dr. Heilmann explained that the proposal gives school districts more local authority in collecting funds and still benefits school children and families in the district. He said the key aspect is the state superintendent's biennium budget is the least amount in terms of percent of budget that DPI has asked for in recent memory.

Com. Wogahn moved, seconded by com. Johnson, to approve resolution of support for State Superintendent Tony Evers' *Fair Funding for our Future* Proposal. Carried by unanimous roll call vote.

Resolution #8 – Architectural & Engineering Design Services

Com. Janke was concerned that the architect chosen for the project was from outside the school district. Mr. Van De Water said that in terms of bid specs everyone was treated comparably. The two local firms that submitted bids were not considered because their costs exceeded those submitted by Bray Architects. Mr. Kramer said that the committee looked at price, the deliverables they could offer pre-referendum, their experience working with multiple projects and their ability to deliver in a short time frame. He added that the district used to negotiate projects like this locally but when the Board updated its purchasing policy, administration was directed to seek all potential bidders. Mr. Kramer said that a lengthy interview was conducted with Bray Architects and their references were very favorable. The pre-referendum costs would be \$13,500, and if the referendum is successful, Bray would do all architectural and engineering design services.

Com. Wogahn moved, seconded by Com. Johnson, to approve contract with Bray Architects for architectural and design services as presented. Motion carried by the following roll call vote: Aye: Craig, Duax, Johnson, and Wogahn. Nay: Janke.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
JANUARY 10, 2011**

1. Call to Order – Committee Meeting

Board Members present: Craig, Duax, Janke, Johnson, and Wogahn. Absent: Faanes and Shiel. Student Representative Joe Luginbill was not present; Rebecca Giles was present.

2. Committee Reports/Items for Discussion

A. Review & Discussion of Changes to Montessori Charter School Contract

Administrators met with the Montessori Governance Board to discuss changes in the contract that will expire after this school year. Dr. Heilmann reviewed the areas where significant rewording took place. Dr. Smets from the Governance Board said he was exceptionally pleased with the climate in which these negotiations took place with Dr. Heilmann.

The Montessori Governance Board made a choice to limit the number of students attending Montessori rather than having to look at a facility change in the future. Montessori will serve K-5 grades with the possibility of 6th graders being served as exceptions. There is no intent to have a full sixth grade component.

The diversity of students at Montessori was discussed. They have made numerous practical efforts to get a more diverse population and those were explained to the Board. They believe that bussing is one of the most powerful ways to ensure a diverse mix. Dr. Smets said the Governance Board is very interested in developing the most creative, cost effective ways to deal with transportation, and they would be interested in looking at alternatives.

Dr. Smets was asked to discuss students' transitions from Montessori into the middle schools. Feedback is obtained from parents as well as staff, and it has been fantastic. Achievement data is being collected and that will be reviewed as well.

The Board did not have any major objections to the contract as presented and agreed that it should be presented as a resolution at the next Board meeting.

B. Discussion of Administrative Appraisal Process & Possible NEW ECASD Policy 226 – Administrative & Non-Affiliated Staff Evaluations

The Policy & Governance Committee felt it was important to have a policy with broad guiding principles with regards to administrative and non-affiliated staff evaluations. Samples of policies were obtained by the committee and a draft copy of Policy 226 was shared with the Board. Dr. Heilmann also shared a slightly-revised draft based on discussions he had with the committee. It was noted that the Board would not be establishing the criteria, but would have input on it. One of the items—"Use attainment of performance goals as criterion for compensation"—introduced an idea for rewarding staff that exceed expectations. This would allow the superintendent flexibility to use compensation as a way of rewarding excellent performance.

Com. Janke was concerned that the Board may be exceeding its statutory duties and micro-managing. Com. Johnson said the Board would not be doing the evaluations but would communicate about the criteria being used to evaluate. President Craig said the Board has a statutory obligation to develop policies and the goal of this policy would be to develop broad guiding principles.

The majority of the Board liked Option B. There was some discussion, however, about having an annual written evaluation. The statute says that individuals should have evaluations annually until they are off probation. Then it should be done once every three years. It was suggested that input be sought from administration and non-affiliated staff about that.

C. Discussion & Potential First Reading of Revisions to *ECASD Policy 321 – School Calendar*

The Policy & Governance Committee reviewed Policy 321 and made some adjustments based on feedback received at the last meeting. There had been some concerns with policy language that didn't comport with the teachers' contract. The committee felt it would be important to get feedback from parents at some point in the process. The Parent Advisory Council could be involved to get opinions.

Ron Martin appreciated being involved in policy discussions. He said that it is challenging setting calendars because most people want what is best for them. He said even when two options are sent out to the teaching staff, they don't completely satisfy everyone. Parents may not know the complexities in complying with state regulations on calendars and may just want what works best for their families.

Com. Wogahn shared the first reading of Policy 321 – School Calendar:

It is the intent of the Eau Claire Area School District Board of Education to approve annual school calendars that support best practices in educational success. The

development of the school calendar shall include, but is not limited to, the following factors:

- Teaching and Learning standards
- Post-secondary readiness
- Student achievement
- Parental/Community considerations
- Professional and/or staff development
- Holidays and/or interruptions in the calendar
- Impact on other employee groups
- Statutory requirements

The school calendar is negotiated between the Eau Claire Association of Educators (ECAE) and the Board of Education after recommendations are made by a committee consisting of four ECAE representatives and four administrative personnel.

This policy will come forward as a resolution at the next meeting.

D. Discussion of *Draft* 2011-2012 & Subsequent Years ECASD Student & Staff Calendars

Dr. Weissenburger said a group of ECAE representatives met with Dr. Heilmann and him to review the district's current school year calendar, state statutes, and prior information and feedback obtained from staff and parents. By state law school cannot start before September 1. The group developed two alternative calendars for the next four years. ECAE reps then sought input from their executive committee and the teachers' group. The teachers strongly supported the options presented to the Board. Once the Board provides feedback, the calendar committee will meet again and come back with final recommendations.

Dr. Weissenburger noted that the future of NWEA is uncertain. The organization is discussing its future and if it will continue to hold the convention. During the current school year there was one non-school day on the calendar for NWEA, but staff was not required to attend. A non-work day is included on the calendar in October that could be used by staff for professional development. Certain dates like parent-teacher conferences and graduation have not been determined yet. Changes were made for conferences for the spring 2011 semester, and the group wanted to get feedback on that schedule before a decision was made for future calendars.

Several Board members were not comfortable approving four years of calendars and preferred going with two years. There was some discussion about determining how student achievement could best be served on future calendars. Concepts such as the summer gap in achievement could possibly be explored; looking at different calendar configurations could

increase facility utilization and help with that achievement gap in the summer.

There was consensus to approve the calendar on a two-year cycle. A consideration to have a one-year renewal each year so that the calendar is always set two years in advance was also discussed.

3. Request for Future Agenda Items

Com. Duax asked to have a committee report on the cost for hauling garbage, including trucks and staff.

4. Other Business

5. Motion to Adjourn Committee Meeting

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

6. Motion to go into Closed Session

Com. Duax moved, seconded by Com. Wogahn, to go into closed session under 19.85 (1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Motion carried by the following roll call vote: Aye: Craig, Duax, Johnson, and Wogahn. Nay: Janke.

7. Meeting adjourned at 9:25 pm.