

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, JULY 18, 2011  
PRESIDENT CRAIG PRESIDING**

Following the Pledge of Allegiance, President Craig called the meeting to order at 7:00 pm. Sandy LaValley 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, Janke, Johnson, and Wogahn. Absent: Faanes. Student Representative Joe Luginbill was present; Student Representative Amal Javaid was absent.

**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 of any public employee over which the governmental body has jurisdiction or exercises responsibility for final review and discuss the administrator contracts and 19.85 (1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session to discuss the private interest to lease Little Red Elementary School and 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.

**PUBLIC FORUM**

No one signed up to address the Board.

**BOARD/ADMINISTRATIVE REPORTS**

Superintendent's Report

Superintendent Heilmann reported on the referendum project timeline. He said that the construction documents for the three elementary projects are 50% complete while the site plans are 80% complete except for Sherman Elementary, which is due to working with the Town of Union on transfer of easement issues. Charlie Kramer, Director of Buildings & Grounds, has met with city engineers, city parks and fire protection staff regarding the projects. All elementary projects are registered with the Green Building Council. Submittals are due to the City of Eau Claire the end of July. Tentative project bid date (when projects will actually begin) is October 6, 2011.

Superintendent Heilmann shared that he and other administrators from the Teaching & Learning and Technology departments learned and applied key concepts of project management during a three-day training last week. This is a different way to approach planning and look at processes and utilization of staff. Other leaders/individuals across the organization will be trained thus allowing the ECASD to more tightly schedule and budget resources for major projects.

He also reported on legislative highlights:

- ◆ New proposed state accountability system to include public/private/voucher schools. He is hoping for more details soon.
- ◆ WASB extraordinary session to be limited to tax incremental funding districts, extending unemployment compensation, and district reapportionment. Impact on public schools would be low to moderate.
- ◆ No Child Left Behind – seeing information where states are questioning whether they will act and respond in a positive manner to any changes that might happen. He noted some are beginning to act like adolescent students – “putting federal officials on notice that they intend to disregard key pieces of the law if Congress fails to make changes.”

#### Communication to Superintendent/Board President

There were no communications to the Superintendent or Board President to report.

#### Student Representative Report

Joe Luginbill reported that he and Amal Javaid have met to discuss goals that will be shared at the next Board meeting and also recent articles relating to technology in the classroom as requested in previous Board discussions of the technology policy.

#### Other Reports

##### *Policy and Governance Committee*

President Craig reported the committee has completed the preliminary work for the school community policy revisions, which will be discussed at tonight’s meeting. The committee plans to meet with Charlie Kramer and other administrators to discuss the policies on staff evaluations and staff use of school equipment.

##### *Budget Development Committee*

Com. Johnson reported the committee will meet the first week in August. She plans to ask Dan Van De Water for minutes of future meetings to use for reporting back to the Board. President Craig commented that if the Board felt this would be helpful in budget development, the Policy and Governance Committee may consider doing that as well.

##### *Post Secondary Readiness*

President Craig stated the Board previously directed Com. Cummins and Mr. Leibham to develop an ad hoc committee on Post-Secondary Readiness. Com. Cummins reported that directive led to a meeting with Tim Leibham that centered around the book, *Schools Cannot do it Alone*, by Jamie Vollmer. This gives a historical reference

and also the background and belief system that sets the stage for Post-Secondary Readiness. The author has been invited by the ECAE for the Back to School Kickoff on August 31. It is hopeful to have breakout sessions with community leaders, Board members, PTA members, etc. In preparation for that, a book group has been meeting consisting of district leaders, principals, members of ECAE and Com. Cummins that have read the book. Com. Cummins stated the collective response from the group was that is it premature to develop an ad hoc committee at this time. She strongly encouraged all Board members to read the book. President Craig commented the majority of the Board felt that since Post-Secondary Readiness was the lens of the framework that the ECASD would be using, it would be good to have a communication link (Board member). Com. Cummins said the author lays out two tracks: a formal and information track. She felt our district would be leaning toward the information track that creates a network and web out in the community. She encouraged Board members to spend an afternoon with Mr. Leibham for any questions on Post-Secondary Readiness. On August 31, Jamie Vollmer will kick off the morning by addressing all staff and then hopefully he can meet with Board members, DLT, administrators, leaders from ECAE and key community organizations. President Craig stated the recommendation would be to hold off on the development of an ad hoc committee at this time until we see what evolves from the community conversations. Com. Cummins encouraged Board members to read and attend the next book group scheduled for August 15 at 1:00 pm in Room 101.

President Craig thanked Mr. Leibham for his insightfulness and the development of a three page overview on Post-Secondary Readiness. Dr. Heilmann stated the ECAE also invited Altoona to the back to school event on August 31. Com. Cummins also invited the Student Reps to read the book.

President Craig asked Superintendent Heilmann on the legalities if Board members can get together for social interaction to meet informally to discuss ECASD topics without being noticed. Superintendent Heilmann responded if the topic will be discussed at a future Board meeting, then it does need to be noticed.

## **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolution #4.

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

- ◆ The minutes of the Special meeting of June 7, 2011 as mailed
- ◆ The minutes of the Board meeting of June 20, 2011 as mailed.
- ◆ The minutes of closed session of June 20, 2011, as mailed.
- ◆ The financial report as presented.
- ◆ The gifts in the amount of \$12,927.43 for the period of June 1, 2011 through June 30, 2011, as presented.
- ◆ The matters of employment from July 18, 2011 as presented.

- ◆ The budget adjustments as presented.
- ◆ Revisions to ECASD Policy 343.2 Class Size
- ◆ Payment of all bills in the amount of \$6,258,928.76 and net payroll in the amount of \$4,831,283.79 for the period June 1, 2011, through June 30, 2011, as presented.

Consent resolution agenda items approved by unanimous roll call vote.

## **INDIVIDUALLY CONSIDERED RESOLUTIONS**

### Resolution # 4--Minutes of the Special Meeting -- June 22, 2011

Com. Duax said on page two of the June 22 minutes it says, "The Board discussed what a finalized vision..." and it should actually read "final vision."

Com. Duax moved, seconded by Com. Wogahn, to approve minutes of June 22, 2011, as amended. Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Sandy LaValley, Executive Assistant

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
JULY 18, 2011**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Janke, Johnson, and Wogahn.  
Absent: Faanes. Student Representative Joe Luginbill was present; Student Representative Amal Javaid was absent.

2. Committee Reports/Items for Discussion

A. Recommended Revisions to *ECASD Policy 810 – School Community Relations*

President Craig stated this policy was last revised in December 1978. The Policy and Governance Committee received feedback from Dr. Heilmann and utilized WASB sample policies and now seeks feedback from the Board to make sure we have the appropriate philosophical anchors to develop policies as to what school community relations would look like.

Superintendent Heilmann displayed the revised policy on the screen and said there is a correction on the first page that should read 33 years not 23 years. President Craig suggested presenting the policy for feedback from select community groups as well as PAC and possibly the media.

Discussion ensued regarding verbiage in the second paragraph regarding accountability of District policies. Superintendent Heilmann recommended “Therefore, the Eau Claire Area School District shall evaluate current and develop new district-wide community engagement initiatives that shall achieve (or strive to achieve) the following goals.” Com. Johnson suggested the policy be titled, School Community Engagement, based on the revisions.

President Craig said they may need to expand the opening statement to make sure it’s more appropriately capturing the engagement piece, the relationship piece, as opposed to any outreach with our community. If any Board members have any other suggestions, please contact the members on the committee.

Joe Luginbill agreed that paragraph two should end with “shall strive to achieve the following goals:” He also suggested revising #5 to read, “In accordance with the District’s policy and rules, provide access to Eau Claire Area School district’s facilities and resources for service organizations and community groups.”

President Craig stated the committee will cross reference this policy with the facilities policy.

## B. Preliminary Review of Non-Affiliated Compensation

President Craig stated this discussion began two years ago when several Board members had an opportunity to sit down with staff from the non-affiliated group. There are inequities and differences that exist in this group and the Board asked administration to provide a preliminary review to develop a non-affiliated template/framework that has levels of accountability and is uniform. Dr. Weissenburger stated non-affiliated is a loose term that encompasses a variety of staff that are not represented by collective bargaining. New groups/positions were added into the organization over time, some from collective bargaining units. In most of these instances, employees wanted to bring with them their salary and benefits package. Some supervisors “advocated” for differential pay based upon evolving job responsibilities, importance of the position, educational requirements, etc. The most glaring inequities are:

- 1) Finance Manager/Payroll Manger  
Both perform key functions within the organization, i.e., Business vs. Human Resources. Three scenarios were provided that could resolve the issue by way of a recommendation.
- 2) High School/Middle School Technology Coordinators  
The high school tech coordinators fall in the non-affiliated group while the middle school tech coordinators are part of the certified bargaining unit. Com. Johnson asked why there was a discrepancy. Superintendent Heilmann stated the high school tech coordinators are 12 month employees and the middle school tech coordinators were originally at 189 days but have had additional days added due to the changing role of technology in the classroom. Dr. Weissenburger said both positions assist teachers with new technology applications but neither group provides instructional learning to students. Their job descriptions are somewhat similar; high school people work primarily at the high schools and on district-wide projects; middle school people also work on district-wide projects as well as provide an important role of providing support for a group of elementary schools. High school tech coordinators also supervise two tech assistants.

Com. Duax asked if they will receive information regarding fringe benefits and days of work. Dr. Weissenburger stated middle school tech coordinators follow the teacher’s union contract. The non-affiliated are inconsistent but there isn’t a group of fringe benefits (stipends, longevity, etc.) that applies to everyone. Com. Cummins said the biggest question is what is the role of the Board and at what point do we just make them consistent and

fair? Com. Wogahn suggested the Board direct administration to make things as fair as possible and report back.

Dr. Weissenburger said there are other positions that have various issues with different benefits:

1. The building service managers are being paid less than the staff they supervise.
2. McKinley Head of Instruction should be in the administrative group rather than the non-affiliated group.
3. ELI Family & Community Partnership Coordinator should be in the ECAE rather than the non-affiliated group.

Dr. Weissenburger said they are also looking at reassessing the work flow/job responsibilities in Human Resources as well as the long-term salary and benefit planning for non-affiliated groups.

President Craig mentioned this group has received a zero percent increase in salary while others in collective bargaining units have received wage increases in the past. She suggested creating a template that would reflect fair/comparable salary adjustments and the budget implications so the Board will have sufficient information to act on.

Superintendent Heilmann directed the Board to the Executive Summary under Recommendations that describes bringing uniformity by way of a template, especially benefits. Com. Duax felt there should be a salary and benefits study because of the disparity. She said with the \$5 million shortfall for 2012, the Board needs to have a rationale and something workable. Com. Johnson felt the Board should trust recommendations or possibly go to other sources such as Monster.com to research these types of jobs to see what the salary would be in the Midwest. She said the budget is an obvious concern, and although the reality may be uncomfortable there may be some positions that are overpaid. She expects all of these recommendations would fit into the budget but also allow cuts. Com. Cummins asked if there were any people that could be absorbed into a bargaining group and if they would be open to that. Superintendent Heilmann said they are working with the ECAE on some positions. President Craig said in the absence of collective bargaining, the District should use equity and fair decision-making rather than cutting a deal.

Dr. Weissenburger stated there are a few things that are consistent in the non-affiliated group. For example, staff hired after 2008 have a deferred benefits package and health insurance (what employees pay). There are a few examples where there is uniformity, but there are also differences such as longevity. The Board understands the directive and asked for the creation of a template, the budget implications, and the possibility of some positions being moved into a collective bargaining group. Superintendent Heilmann suggested bringing this back on the August 15<sup>th</sup> Board agenda to allow time

to work on the tasks outlined. President Craig said non-affiliated contracts are intact through June 30, 2012; however, if the Board feels strongly about immediate corrections, that could be addressed.

President Craig asked if anyone in the audience had any comments.

Greg Dawald is the Technology Coordinator at North High School, but prior to that he was a classroom teacher for 18 years. He stepped into the role when it was changing from the AV Director to Informational Technology at middle school and worked for five years there before moving to the high school. He said there were two main reasons why the high school tech coordinator position was not in the certified union. The high school position had direct supervision of staff. At the time, a union member could not supervise another staff member. Another reason was there was concern with difficulty placing people at the high school. There were a number of certified staff members that were hired, and for whatever reason, ended up being placed back in a teaching position after a year. With the perceived technical demands, it opened up the possibility of putting a person in place at the high school that was not a certified teacher so that they could draw from a different pool of people for that position.

Mr. Dawald said he felt compelled to address the Board because he spoke before the Board at a previous meeting when the wage freeze issue was being acted on. He thanked Dr. Heilmann, Dr. Weissenburger and the district leadership for researching the wage inequities and bringing it to the Board. He thanked the Board for their consideration and time they will invest in discussing and deliberating the inequities over the next year. He said this is a complex and charged issue in light of the difficult and challenging budgetary times, and he thanked the Board again for taking this important issue on.

3. Request for Future Agenda Items

The Board asked for information on the SAGE program.

4. Other Business

5. Motion to Adjourn Committee Meeting

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

6. Motion to go into Closed Session

Com. Wogahn moved, seconded by Com. Johnson to go into closed session 19.85 (1)(c) to consider employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has



jurisdiction or exercises responsibility for final review and discuss the administrator contracts and 19.85 (1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session to discuss the private interest to lease Little Red Elementary School and 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. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Johnson, and Wogahn. Nay: Janke.

7. Meeting adjourned at 8:20 pm.