

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, JUNE 6, 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, Cummins, Duax, Faanes, Janke, Johnson, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Rebecca Giles 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) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to discuss the Superintendent's evaluation and contract 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 retirement benefits for members of the Eau Claire Schools Classified Federation Local 4018 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**

Greg Dawald is the technology coordinator at North High. He asked the Board to consider gathering more information before it makes a decision about the wage freeze for the non-affiliated group. He shared an e-mail he wrote to Board members which outlined a number of concerns he has about inequities in salaries in this group. In the past the non-affiliated group has not had an opportunity to negotiate with the Board because they are not unionized. This small group has a diverse skill set and has been under a wage freeze for at least three years. He said this has been the most penalized group and, therefore, there are some individuals in the non-affiliated group who are making less than the people they manage who are in the union.

Dana Swanstrom is a math teacher at North and shared information about rescinding the cell phone policy. He has some concerns about rescinding the policy and feels the district can avoid them if handled properly. He sees the change as an opportunity for students to use higher level thinking. He said he would like to allow teachers and

students the opportunity to look at things that are valued like creativity, evaluation, problem solving, and perseverance.

Bob Andruszkiewicz is a member of the Parent Advisory Council and has been part of several groups that have been concerned about allowing mobile devices in the classroom and how it will work for the educational benefit of students. He said that in order to set parameters on how technology gets used, you need to know how you are using it--in the curriculum, with budgets, supporting teachers--so when problems come up, they can be dealt with. He said he has talked to many parents who are concerned about this. He felt it would be better to first design how it will be used and then help teachers develop curriculum so they can utilize the technology and provide a better experience for students.

## **BOARD/ADMINISTRATIVE REPORTS**

### Superintendent's Report

Superintendent Heilmann shared portions of an article that appeared in *Education Week* regarding online application systems. It discussed the online application system, use of screeners, auditions through the use of model lessons, cultivation of talent pipelines by ensuring year-round candidate pools, and connecting hiring systems to teacher evaluation systems. He said many of the things that appeared in the article are being done in Eau Claire.

The Joint Finance Committee approved a broad omnibus motion that will force the university system to return the \$39 million in broadband grants to the federal government and eliminate WiscNet as a viable cooperative internet service provider. The cost of internet services will increase dramatically for all Wisconsin public schools under this proposal.

Dr. Heilmann said that beginning the week of June 13 and ending the week of August 19, the Eau Claire Area School District will follow a four-day work week for the purpose of conserving energy. All district buildings will be closed on Friday's during that time. Dr. Heilmann also noted that the Board will only meet once in July on the 18<sup>th</sup>.

The last session of Board with Your Coffee was held on June 3<sup>rd</sup>. Several people attended and topics included past staffing cuts, what's happening in Madison with public education, and post-secondary success. Sessions will not be held in the summer and the next meeting will be Friday, October 7<sup>th</sup>. The evening sessions were cancelled for next year due to lack of attendance.

Three schools received Wisconsin School Health Awards from the Department of Public Instruction: Longfellow, Sherman and DeLong. These schools have policies, programs, and the infrastructure in place to support and promote healthy eating, physical activity, parental and community involvement, and alcohol/tobacco/drug-free lifestyles.

Graduation ceremonies will be held at Memorial on June 8<sup>th</sup> at 7 pm at Zorn Arena and at North on June 9<sup>th</sup> at 7 pm at the Doghouse.

President Craig asked if the Board wanted to contact legislators about the discontinuation of WiscNet and there was consensus to proceed with writing a letter to area legislators and the Joint Finance Committee.

#### Communication to Superintendent/Board President

President Craig discussed the upcoming WASB Leadership Conference that will be held in July. She said that several Board members from Chippewa Falls will be going and if anyone from Eau Claire wanted to attend, they could carpool to the conference.

#### Student Representative Report

Com. Duax said that interviews were held for Student Representatives to the Board. There were three applicants from Memorial and one from North. She said the applicants were all excellent and it was decided to select Joe Luginbill at North and Amal Javaid from Memorial.

Joe Luginbill said he talked to North Principal Dave Valk about starting a new group next year for students interested in diversity. He also plans to meet with students the week before school board meetings to discuss what they feel is most important.

#### Other Reports

##### *Policy and Governance Committee*

Com. Cummins said the Policy and Governance Committee reviewed the information provided by Board members based on their highest priorities for reviewing Board policies. The top five policies to be reviewed include the policy on school/community relations (810), which could include the STEP program; employee appraisal to meet new mandates by legislation (538 and 548); authorized use of school-owned equipment (742); professional transfers and promotions (535), and teaching about controversial issues (381).

##### *Budget Development Committee*

Com. Faanes said the Budget Development Committee met recently and started covering some of the major topics of the budget. They are formulating different ideas on larger portions of the budget that will need further discussion.

### **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolutions 3, 4, 5 and 7 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 Board meeting of May 16, 2011 as mailed.
- ◆ The minutes of closed session of May 16, 2011, as mailed.
- ◆ §66.0301 Agreement with Elk Mound School District for Out-of-District Transfer Students for the 2011-12 School Year
- ◆ Contract with CESA 6

Consent resolution agenda items approved by unanimous roll call vote.

## **INDIVIDUALLY CONSIDERED RESOLUTIONS**

### Resolution #3 – Personnel – Employment Report

Com. Cummins recognized the many people who have served the district for decades and are now retiring. She said that because of what has been going on in Madison, many had to abruptly change plans for their future. She commended them for their dedicated service.

Com. Wogahn moved, seconded by Com. Duax, to approve the matters of employment of June 6, 2011, as presented. Carried by unanimous roll call vote.

### Resolution #4 – Modifications to Eau Claire Administrators' Association Agreement, Non-Affiliated Contracts, Executive Directors' Contracts and Superintendent's Contract Regarding Salaries for the 2011-12 Contract Year

Com. Cummins said that Mr. Dawald's comments have come up frequently by other members of the non-affiliated group. She wanted to be sure that the discrepancies revealed will be reviewed in the future, especially in the cases where management is making less than those they are supervising. President Craig said there was a commitment made by Board members in closed session discussions to look at non-affiliated contracts and there was consensus of the Board to apply changes to the contract in the following year.

Com. Faanes said there have been concerns expressed about the number of years this group has gone without any pay increase. He recognized this group of individuals who have continued to make concessions during difficult budgetary times.

Com. Faanes moved, seconded by Com. Wogahn, to make modifications to Eau Claire Administrators' Association Agreement, Non-Affiliated Contracts, Executive Directors' Contracts and Superintendent's Contract regarding salaries for the 2011-12 contract year as presented. Carried by unanimous roll call vote.

### Resolution #5 – Construction Manager Services for Referendum-Related Projects

Com. Wogahn moved, seconded by Com. Duax, to approve construction manager services by Camosy Construction for referendum-related projects as presented.

Mr. Kramer was asked to discuss some of the specifics of the bid received from Camosy Construction. He noted that there were considerable differences in prices, and he felt that was because there is a more aggressive bidding climate right now. Mr. Kramer also explained the differences between the district or the construction manager holding the contracts and implications of both processes. He said the proposal being brought forward by administration is the lowest cost option and is similar to the way they bid their normal five-year construction projects.

There was some concern expressed about whether Camosy would know the local contractors and issues that might arise. Mr. Kramer pointed out that other than the construction management side of things, there will be local contractors working on the projects.

President Craig said the Board adopted a purchasing policy over a year ago and discussions involved the parameters related to purchases at different levels. Part of the discussion was about whether local vendors should be given an advantage, and she said the Board felt that its foremost responsibility was to be fiscally responsible. Mr. Kramer assured the Board that its policy was followed during the entire process.

Com. Wogahn moved, seconded by com. Cummins, to call the previous question. Motion failed by the following roll call vote: Ayes: Cummins, Duax and Wogahn. Nay: Craig, Faanes, Janke, and Johnson.

Some Board members asked that administration bring in the other vendors who bid the project to make sure the district understood their proposals. There was an understanding that the purpose wasn't to change the amount of the bid, but to ascertain that there were similar comparisons.

Com. Duax moved, seconded by Com. Janke, to table discussion on the construction manager services until June. Carried by the following roll call vote: Ayes: Duax, Faanes, Janke and Johnson. Nays: Craig, Cummins, and Wogahn.

#### Resolution #7 – New ECASD Policy 416 – Gifted & Talented Educational Programming

Com. Janke felt the policy was too detailed and said he would not support it.

Com. Wogahn moved, seconded by Com. Cummins, to adopt new ECASD *Policy 416 – Gifted & Talented Educational Programming* as presented. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Faanes, Johnson and Wogahn. Nay: Janke.

#### Resolution #8 – Resolution Authorizing the Adoption of the Wisconsin OPEB Trust

Mr. Van De Water said a school district may choose to set up a trust in order to make contributions to the trust for payment of future post-employment benefits. Setting aside funds for the future payment of these benefits is fiscally responsible. A district may

choose to do the work internally or to outsource it. He did not feel the district had the resources available or the expertise or knowledge to maximize the investment return.

Mr. Van De Water said there are two firms in Wisconsin that have put together programs for school districts that deal with employee benefit trusts. Both are reputable and have done business with the district in the past. Administration felt that CESA 6 could provide program oversight, trust administration, and investment management at a reasonable cost. They created the Wisconsin OPEB Trust Program in May 2008.

Once the trust fund is created, the district will fund it on a pay-as-you-go basis using the actuarial report as the basis for contributions. DPI also requires an additional 5% contribution based on the payout so there is a legitimate trust fund.

Com. Cummins moved, seconded by Com. Wogahn, to approve resolution authorizing the adoption of the Wisconsin OPEB Trust as presented. Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
JUNE 6, 2011**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Faanes, Janke, Johnson, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Rebecca Giles were also present.

2. Committee Reports/Items for Discussion

A. Teacher Survey Feedback on Impact of Changes to ECASD Policy 345.3 – Extended Learning Opportunities/Homework

President Craig said that the Board made changes to Policy 345.3 which addressed extended learning opportunities/homework. Teachers have had an opportunity to look at the revised policy and a survey was developed by administration to get feedback from users.

It was felt there was a breakdown in the distribution of the policy. Ms. Ann Franke agreed that there is a good policy development process in place but the dissemination piece needs to be addressed. It was suggested that in addition to the all staff e-mail sent by Dr. Heilmann, perhaps the policy could be shared with principals and then they could present the changes at their staff meetings and get feedback and questions. It was also suggested that the district have a place on the website listing new and revised board policies.

Ms. Franke said there is a group at the secondary level that is looking at the new policy and developing a teacher resource binder. They will use the Language Arts roll out to incorporate the policy and others like it rather than having a separate homework group.

The Teaching & Learning Department was directed to decide the most effective way to disseminate the policies.

B. Review Earlier Decision & Discussion Regarding the Rescission of ECASD Policy 443.5 – Student Use of Cell Phone or Beepers

Administration responded to concerns raised at the previous Board meeting and developed 364.1-Rule(2) – Student Acceptable Use of Technology. Several Board members were satisfied with the rule and the guidelines that were developed for each level. It was asked that the Board get feedback in January based on this information and the impact in the classroom. Com. Janke, however, was opposed to the rule and felt it should be stricter. He felt

it should be sent to the technology committee and peer research should be reviewed. Com. Cummins agreed that it should be reviewed by the technology and policy committees noting that there are a wide range of policies to review from across the state. She felt it would be more appropriate to move towards integrating the use of technology with the curriculum in the classroom. She felt money should be committed to help teachers use it most effectively.

Com. Craig suggested that the last sentence in the rule for elementary students be changed to say that elementary students should not bring mobile devices to school unless there is a medical emergency or extenuating family situations.

Dr. Heilmann said the rule was brought for discussion as it would augment Policy 364.1. He said if the Board wants to be more prescriptive, then policy 364.1 needs to be re-written. He agreed about not allowing smart phones at the elementary level, but he felt students should be able to bring laptops to use. Com. Cummins suggested that elementary students would need to get permission to bring personal electronic devices to school.

The student representatives supported the rescission and agreed it was good to involve teachers and students in the process. Becca felt it would encourage teachers to educate their students on the proper use of devices in the learning environment that would foster their education. She felt restricting them during passing and lunch time would not stop students from using them during these times. Joe wanted to be sure there would be no equity issues with students who can't afford these devices.

Mr. Scidmore said that Verizon would provide mobile devices for students to use for free and they would turn off any features that would cost money. They would update these devices every ten months or so.

Bob Andruszkiewicz said he would like to see more transparency on the costs for Verizon 'giving' phones to be used by students as well as costs associated with having WiFi hot spots in schools. He wants to see guidelines so students don't abuse the system and to see what teachers will do so they won't have to police it. He wants the rescission to go through but wants it to have 'teeth' so it can be enforced. He also did not think they should be allowed during passing time.

Greg Dawald taught in the classroom for 18 years before becoming a technology coordinator. He felt that prohibition doesn't work and it becomes difficult to enforce. He said the focus has been on cell phones but it really is about all mobile devices. He felt there were many benefits to allowing mobile devices. He added that use of mobile devices during passing time is more about communication for students. He said students won't stop conversing



and questioned whether it would be better for them to communicate between classes than during classes. He also pointed out that teachers will have the authority to tell students when they will or won't be used. He said that until the policy is rescinded and opportunities are made available for kids to incorporate these devices in the classroom, he has no options for students. He said the district should consider mobile devices as a way to allow kids to learn and teachers to take the next step to incorporate some of the technology noting that he doesn't have enough computers to satisfy the needs of teachers.

Memorial student Elliott Pass questioned lumping cell phones and computers because they serve different functions. He felt that the use of laptops or tablets would be a distraction to everyone because of their size. He felt that telling students they can't use devices during passing time was absurd and would be difficult to stop.

Some modifications will be made to the rules with the goal of rescinding the outdated policy. All groups that will be impacted will have an opportunity to give feedback. This item will be discussed by the agenda setting team and brought back in the future.

#### C. How the ECASD is Matching Human Resource Needs & Staffing Practices to Post-Secondary Success

Dr. Weissenburger said the purpose of the presentation was to explain current staffing practices in the district and how these practices promote post-secondary success. He said at the elementary level, staffing relates to class size. At SAGE schools there are clear requirements for class size—grades K-3 must have a ratio of 18 to 1. Grades 4-5 follow the Board's guideline of an average class size of 25 with a range of 21-29. This is the same in all elementary schools. In non-SAGE schools the K-3 average is 22 with a range of 19-25. Staffing for other elementary staff such as art, music and physical education is based on the number of classes. Special education, ELL and gifted and talented teachers are based on student needs. Media specialists, counselors, and school psychologists are based on school size/student needs. Reading specialists were increased from half time to full time next year based on post-secondary priorities.

Middle school staffing uses core staffing based on projected enrollments using a factor of 19 to 1. Staffing allocations cover all content areas and the typical class size is 25/26 with a range from teens to 30+. Staffing has to do with function of schedule. Additional middle school staff for special education, ELL and gifted and talented is based on student need. Counselors and library media staff are based on school size. Math resource staff, READ 180 staff and literacy resource staff have been added based on post-secondary priorities.

The core staffing at the high school level is based on projected enrollments. The staffing factor is approximately 21 to 1 and covers all content areas. Typical class sizes are 26-28 and range from teens to 30+. Courses that are perhaps smaller in enrollment but are key to programs of study are more likely to run. Special education and ELL are based on student needs. Counselors and library media staff are based on school size. READ 180 staff, math resource staff and literacy resource staff have been added based on post-secondary priorities.

There were still some concerns about allowing some very small classes at the high school level to accommodate specialized classes while having larger classes to make that happen. However, others felt that class size is important and there shouldn't be any policies or restrictions that would disallow the district from reaching its goal of post-secondary readiness for all students. They felt that the DLT should be given flexibility and freedom on space and time to reach those goals.

Becca Giles said that from a student's perspective large class sizes should be avoided as much as possible. She felt it inhibits the ability of teachers to connect with kids and enable students to connect with the subject matter. Joe Luginbill said the Board should invest in shared services resources between all levels.

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

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

6. Motion to go into Closed Session

Com. Duax moved, seconded by Com. Faanes, 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 to discuss the Superintendent's evaluation and contract 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 retirement benefits for members of the Eau Claire Schools Classified Federation Local 4018 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, Faanes, Johnson and Wogahn. Nay: Janke.

7. Meeting adjourned to closed session at 9:45 pm.

8. The Board reconvened in open session.

9. Individually Considered Resolution

A. BOE Action Pertaining to the Retirement Benefit for Members of the Eau Claire Schools Classified Federation Local 4018

Com. Cummins moved, seconded by Com. Duax, to keep the health insurance retirement cap at \$15,547.80 for classified staff until the end of the contract extension. Carried by unanimous roll call vote.

10. Regular meeting adjourned.