

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, SEPTEMBER 12, 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: Cummins and Faanes. Student Representative Amal Javaid was also present; Joe Luginbill was not 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 review administrator contracts.

PUBLIC FORUM

Chris Hambuch-Boyle thanked the Board and administration for giving staff the opportunity to give input and speak about the employee handbook process. She encouraged the Board to use the contracts already in existence when writing the handbook.

Brian Wiltgen said that when drafting the employee handbook, the Board should consider what it wants the District to look like ten to twenty years from now. He felt the current contract should be a starting point and he asked that teachers be allowed to collaborate on the handbook.

Jan Martin was appreciative of the efforts and good will that has been demonstrated by the Board in the past when extending the teachers' contract. She said the Board should continue to seek input from all staff to continue to build positive working relationships.

Mark Vaughn thanked the Board for its past history of collaboration with staff and felt that model should be used as a blue print and guide for the future. He thanked the Board for its continued dedication to be fair.

Lars Long appreciated the work done on developing the grievance procedure by holding listening sessions to receive input. He said the Board should use the guidelines of past contracts to develop the new employee handbook and utilize input from the community and staff to help make it even better.

President Craig reminded the audience that the new employee handbook will not only cover the four union groups but all other groups including administration, non-affiliated staff, etc.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Heilmann shared important dates related to receiving bids for the referendum projects.

Dr. Heilmann reported that Wisconsin tax collections are close to their targets. Revenues from individual income, sales and use taxes are higher than estimates, and corporate income, franchise and cigarette taxes are lower than estimates.

Senate Bill 22 and Assembly Bill 51 regarding a state charter school authorizing board will likely be voted on by the legislature this fall. WASB opposes both bills and continues to work with authors to improve the legislation.

The first of several listening sessions with staff was held last week, and it focused on the development of the grievance procedure. Employees broke into small groups and provided likes/dislikes and questions/comments. Feedback from that session was incorporated into the new grievance procedure draft that the Board received.

Dr. Heilmann said that the ECASD is a partner of the ACHEVE initiative with the YMCA and other community organizations. One of the goals that was developed states that by January 2013 the ECASD health environment will be improved so that students and staff will be supported to make living an active lifestyle and healthy eating an important choice. One key objective associated with this goal is that the ECASD update and improve its wellness policies by March 2012.

An event will be held on September 20th at 6 pm at Northstar Middle School entitled "Speak out for Wisconsin's Public Schools." The forum will give the community an opportunity to discuss and provide comment on four general areas related to Wisconsin public schools: 1) community/parent involvement, 2) student achievement progress, 3) teaching quality and 4) programs/services/resources. Tony Evers and Ron Kind have been invited and Katy Sai will serve as the moderator.

The official membership count for all Wisconsin schools will be taken on September 16th. It is projected that enrollments will be up in Eau Claire, which is good news because a large part of revenue limits is linked to student enrollment.

Communication to Superintendent/Board President

President Craig said WASB will hold an Employment and Labor Law Seminar on September 29 & 30 in Wisconsin Dells. WASB will conduct a regional meeting in

Menomonie on October 11. Any Board members who wish to attend these events should contact Patti Iverson.

Area legislators will meet with members of the Altoona, Chippewa Falls and Eau Claire School Boards on September 26 at 8:30 am at the Norske Nook in Eau Claire.

Com. Duax said that she attended a presentation by John Underwood entitled "The Life of an Athlete" which was very informative. Mr. Underwood discussed the effects of drugs and alcohol on athletes. He will repeat the presentation on September 14th at Memorial High School at 5 and 7 pm.

Student Representative Report

Amal Javaid said she has been talking to students about the new cell phone policy. She said students understand it and are very pleased with changes that have been made.

Other Reports

Policy and Governance Committee

The student wellness policy is being reviewed and Board members should understand the impact these revisions could have on day-to-day operations by effecting lunch times, adding outside recess for middle school students and modifying curriculum.

Budget Development Committee

The committee meets on the fourth Wednesday of each month and will meet again on September 28th.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 2 & 6 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 August 1, 2011, as mailed.
- ◆ The minutes of closed session of August 15, 2011, as mailed.
- ◆ The matters of employment of September 12, 2011, as presented.
- ◆ §66.0301 Agreement with the Durand School District for an out-of-district transfer student for the 2011-12 school year

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #2 – Approval of Minutes

Com. Wogahn moved, seconded by Com. Duax, to approve the minutes of Board meeting of August 15, 2011 as amended noting that Com. Duax voted for the rescission of the cell phone policy. Carried by unanimous roll call vote.

Resolution #6 - §66.0301 Agreement Between the ECASD and the Gilmanton School District for Sharing a Temporary Full-Time Reading Teacher

Com. Wogahn moved, seconded by Com. Duax, to approve the §66.0301 Agreement between the Eau Claire Area School District and the Gilmanton School District for sharing a temporary full-time reading teacher. Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
SEPTEMBER 12, 2011**

1. Call to Order – Committee Meeting

Board Members present: Craig, Duax, Janke, Johnson, and Wogahn. Absent: Cummins and Faanes. Student Representative Amal Javaid was also present; Joe Luginbill was not present.

2. Committee Reports/Items for Discussion

A. Overview of Proposed Grievance Procedure as Required by WI Act 10

Fred Weissenburger said that Wisconsin Act 10 requires school districts to have a formal grievance procedure in place by October 1, 2011, to cover employee discipline, termination and workplace safety. He shared a draft document with the Board which had been revised after holding the first staff listening session. Dr. Weissenburger shared information on the issues that were heard most often from staff and ways to address those concerns.

There was consensus of the Board to include working conditions as grievable, in addition to discipline, termination and workplace safety. In addition, the third step will be revised so that the superintendent is not solely designated to choose the impartial hearing officer. The Board asked that the fourth step be explored to permit the receipt of direct testimony for the purpose of clarification of testimony produced at the hearing. Under 1G it was suggested to change wording to “Working conditions shall be defined at a later date as the Employee Handbook is further developed.” It was suggested that employees be encouraged to resolve concerns with their immediate supervisor prior to those concerns rising to the level of a grievance. Language was inserted under Section II before the ‘First Step’ to address this. Finally, it was suggested that the ‘wills’ be changed to ‘shalls.’

James Martin said that a number of grievances in the past have been taken care of in steps 1 and 2 in the existing contract. He was concerned those more informal steps might be missed in the handbook.

B. Discussion of Employee Handbook Components: A) Identification of Processes/Procedures/Areas to be Followed in the Employee Handbook Development Process; B) Timelines of Employee Handbook Development Process including Possible Participants

In accordance with Wisconsin Act 10, when the existing collective bargaining agreements with district staff expire on June 30, 2012, an employee handbook must be in place.

The pros and cons of using existing contracts as a starting point was discussed. Dr. Weissenburger noted that there are four different labor contracts and they may have very different definitions about certain areas of the contract. He said there are legal requirements of the new law but it is important to develop consistency with all groups. Small committees could work on areas that would be more problematic and need further review.

The Board asked administration to develop an overview of the various retirement options that are currently available to employees in the district in all groups. It was also suggested that a mechanism be developed for staff to give input (i.e., electronic forum).

C. Discussion & Possible First Reading of Revisions to *ECASD Policy 742 – Authorized Use of School-Owned Equipment*

Revisions to *ECASD Policy 742 – Authorized Use of School-Owned Equipment* were shared with the Board. Mr. Van De Water suggested that the policy not only apply to staff but non-staff members as well. He said that the facility use policy does not speak to use of school equipment by non-staff persons for events. The Policy & Governance Committee will review the policy again and consider this suggestion.

D. Discussion & Possible First Reading of Revisions to *ECASD Policy 810 – School-Community Alliances*

Revisions to *ECASD Policy 810 – School Community Alliances* were shared with the Board. A few changes were suggested including changing the last sentence of the first paragraph to: "Full achievement of this policy implies reciprocal responsibility with community constituents" and the addition of the word "individuals" in goal #5. The Policy & Governance Committee will review these suggestions. In the meantime the draft will be shared with Downtown Eau Claire, Inc., the Chamber of Commerce, and the media.

3. Request for Future Agenda Items
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. Wogahn moved, seconded by Com. Duax, 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 review administrator contracts. Carried by the following roll call vote: Ayes: Craig, Duax, Johnson and Wogahn. Nay: Janke.

7. Meeting adjourned at 9:39 pm.