

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, SEPTEMBER 26, 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, Janke, Johnson, and Wogahn. Absent: Faanes. Student Representatives Joe Luginbill and Amal Javaid 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 review an administrator contract 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

No one signed up to address the Board.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Heilmann reviewed the timelines related to referendum projects and when bids will be received for the three elementary buildings.

School Board members and administrators from Eau Claire, Altoona, and Chippewa Falls met with five area legislators to discuss legislative matters related to education. Some of the topics discussed included funding public education, voucher schools and a state board for charter schools, running schools like businesses, property tax levy credits, post-secondary readiness, the role of technical colleges, and proposed changes in the statewide student information system.

Dr. Heilmann reported that enrollments are up as of the official Third Friday count. There are 11,032 students enrolled, which is an increase of 156 students.

Communication to Superintendent/Board President

President Craig reminded Board members of upcoming WASB events that they may want to attend including a Labor and Employment Seminar, Regional Meeting, and Legislative Advocacy Conference.

Student Representative Report

Joe Luginbill stated that he has created a diversity group at North and they will start meeting soon. He will keep the Board updated on meeting dates.

Other Reports

Policy and Governance Committee

The next meeting of the committee will be on October 10, 2011.

Budget Development Committee

The next meeting of the committee will be September 28, 2011.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolution 6 from the consent agenda.

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

- ◆ The minutes of closed session of August 15, 2011 as mailed.
- ◆ The minutes of Board meeting of September 12, 2011 as mailed.
- ◆ The minutes of closed session of September 12, 2011, as mailed.
- ◆ The gifts in the amount of \$10,582.09 for the period of August 1, 2011 through August 31, 2011.
- ◆ The matters of employment of September 26, 2011, as presented.

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #6 -- Grievance Procedure Required Under Wisconsin Act 10

Com. Duax moved, seconded by Com. Cummins, to approve grievance procedure required under Wisconsin Act 10.

Dr. Fred Weissenburger reviewed the most recent changes to the newly drafted grievance procedure based on Board feedback at the last meeting. The final draft was also reviewed by legal counsel and their opinions were also shared.

The Board was comfortable with all of the language highlighted in yellow. The Board discussed sharing the costs for the Impartial Hearing Officer (IHO) between the school

district and grievant with the district having the ability to waive the cost at its discretion. It was decided that before a change is made to the proposed language on costs for the IHO additional information on this topic would be secured.

After discussions, the Board also agreed to include all items highlighted in blue on the draft document.

Com. Wogahn moved, seconded by Com. Johnson, to amend grievance procedure by adding four specific outcomes the Independent Hearing Officer might make under Procedures, Third Step, to include 1) sustaining the discipline/termination, 2) modifying the discipline/termination, 3) denying the discipline/termination, or 4) recommending additional investigation prior to the final determination. Amendment carried by unanimous roll call vote.

Original motion to approve grievance procedure required under Wisconsin Act 10 as presented with amendment carried by unanimous roll call vote.

Resolution #7 – Payment of Bills and Payroll

Com. Wogahn moved, seconded by Com. Cummins, to approve the payment of all bills in the amount of \$2,996,819.96 and net payroll in the amount of \$3,229,470.14 for the period of August 1, 2011 through August 31, 2011. Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
SEPTEMBER 26, 2011**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Janke, Johnson, and Wogahn. Absent: Faanes. Student Representatives Joe Luginbill and Amal Javaid were also present.

2. Committee Reports/Items for Discussion

A. Post-Secondary Readiness:

- Structure for Having a Community Conversation
- What the Early Learning Program All Entails

Tim Leibham, Executive Director of Administration, talked about the structure for the Community Conversations, which will engage the community in the purpose, process, assessment and benefit of public education. The purpose of the conversations is to collaborate with the community to build understanding, trust, support and permission. There are 27 staff members who have expressed an interest in taking part in leading these conversations and the goal is to have two to three presentations ready by February.

Mr. Leibham reviewed a 90 day implementation plan including priorities, action steps and timelines. Com. Cummins, who is part of this group, said that the community will ultimately drive the kind of reform we want locally.

Theresa Nuttelman, early learning program principal, explained that early learning is the first step to achieving post-secondary readiness. She described the program that serves three and four year olds in the district and where those sites are located. The program includes students in Head Start, early childhood special education, and four-year-old kindergarten.

Board members would like to have a tour of the different early learning sites.

It was suggested that a topic for the next meeting with legislators include a discussion on future funding of early learning programs.

B. Preliminary Retirement Data

Dr. Weissenburger shared data showing comparisons of the various early retirement benefits that employees receive. Board members asked to get additional information by the second meeting in October including the

number of employees included in each group, the extent of the benefits and the variances between groups. Additionally, the Board asked administration to bring forward potential modifications in retirement benefits that would be compatible with the Board's four main benchmarks for considering changes in the forthcoming Employee Handbook: organizational efficiency, uniformity/equity among employee groups, fiscal responsibility, and impact on PSR. It was noted that the Board should have a philosophical discussion on its commitment to past retirement contract agreements with employees in light of potential changes in said benefits.

C. BOE Feedback on the Proposed *2011-2012 ECASD Budget*

Executive Director of Business, Dan Van De Water, reviewed the proposed 2011-2012 ECASD budget. He said that several factors played a part in developing the budget including the \$559.02 per pupil adjustment reduction, \$5,911,000 general state aid reduction, employees paying the full share of their Wisconsin Retirement System contribution, the minimum 12.6% employee health contribution, increasing student enrollment, and the district's continuing commitment to prepare all students for post-secondary success.

The district projects a decrease of 4.9% in the revenue limit. The projected tax levy will be \$56,664,828, which is a 1.1% increase from last year. The Board will discuss and take action to approve the 2011-12 budget on October 3rd and a public hearing and adoption of the budget will take place on October 24th at 6 pm. The sale of long-term bonds will take place on October 17th.

3. Request for Future Agenda Items

A Board Forward is scheduled on October 24th after the public budget hearing. There was a request for an update on the new elementary/language arts 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. 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 to review an administrator contract 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 the following roll call vote: Ayes: Craig, Cummins, Duax, Faanes, Johnson and Wogahn. Nay: Janke.

7. Meeting adjourned at 9:21 pm.