

Eau Claire School Board
Monday, May 7, 2018
Generated by Patti Iverson

Members present

Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue.

1. REGULAR MEETING - CALL TO ORDER

Following the Pledge of Allegiance, Superintendent Hardebeck called the meeting to order at 7 p.m. Board Secretary Patti Iverson confirmed that the meeting had been properly noticed and was in compliance with the Open Meeting Law.

2. ORGANIZATIONAL MEETING

3. NOMINATION & ELECTION OF BOARD OFFICERS

Abby Johnson, Executive Director of Business Services, explained the process to be used for the election of officers.

3.1 Election of President

Abby Johnson asked for nominations for President.

Eric Torres nominated Lori Bica for President.
Chris Hambuch-Boyle nominated Joe Luginbill for President.

A ballot vote was taken. Joe Luginbill received 4 votes and Lori Bica received 3 votes.

Joe Luginbill was elected President.

3.2 Election of Vice President

President Luginbill asked for nominations for Vice President.

Chris Hambuch-Boyle nominated Aaron Harder for Vice President.
Lori Bica nominated Eric Torres for Vice President.

A ballot vote was taken. Aaron Harder received 4 votes and Eric Torres received 3 votes.

Aaron Harder was elected Vice President.

3.3 Election of Clerk

Joe Luginbill nominated Chris Hambuch-Boyle for Clerk.

Motion by Lori Bica, second by Charles Vue, to elect Chris Hambuch-Boyle as Clerk. Motion carried by unanimous voice vote.

Chris Hambuch-Boyle was elected Clerk.

3.4 Election of Clerk Designee

Joe Luginbill nominated Abby Johnson for Clerk Designee.

Motion by Aaron Harder, second by Chris Hambuch-Boyle, to elect Abby Johnson as Clerk Designee. Motion carried by unanimous voice vote.

Abby Johnson was elected Clerk Designee.

3.5 Election of Treasurer

Aaron Harder nominated Charles Vue for Treasurer. Mr. Vue declined the nomination.

Chris Hambuch-Boyle nominated Lori Bica for Treasurer.

Motion by Aaron Harder, second by Charles Vue, to elect Lori Bica as Treasurer. Motion carried by unanimous voice vote.

Lori Bica was elected Treasurer.

3.6 Election of Secretary

Joe Luginbill nominated Patti Iverson for Secretary.

Motion by Charles Vue, second by Chris Hambuch-Boyle, to elect Patti Iverson as Secretary. Motion carried by unanimous voice vote.

Patti Iverson was elected Secretary.

4. SEATING ARRANGEMENT

Board members drew numbers for the seating arrangement for future meetings.

5. ADJOURN ORGANIZATIONAL MEETING

6. PUBLIC FORUM

Doug Hayes said he is concerned about the choral program at Memorial. His daughter is a junior and will have had three different choir teachers in high school. He asked the Board to consider increased funding for the program. He feels the job description doesn't indicate the extras that have to be done to make the program successful and added that it is too much for one person to do.

Jayne Kulberg encouraged the Board to continue allowing adults to use school gymnasiums for sports like pickle ball. She works full time and the only time she can have access to the gyms is in the evenings.

Jon Raether was concerned that Memorial cannot maintain a choir teacher. He wondered if the program wasn't getting enough funding or if the District is expecting too much out of the teachers based on what they are paid for.

Doug Rhoten feels the existing choral arts program at Memorial is being neglected and underfunded. He noted the high turnover rate and the fact that staff was reduced from 1.8 FTE to 1 FTE even though the commitment remained the same or increased. He asked if reductions in staffing have caused the decreases in the program. He questioned why the Show Choir increment is 7% when over five coaches receive 11% increments for four months? He said that 10% of the student body is involved in choir, but there is only one teacher. He asked the Board to make the resources for the choral program equitable.

Tammy Schmitz said that five Odyssey of the Mind teams have made it to the World Finals. They will compete with over 850 teams from around the world. The local teams have been conducting fund raisers to help with the costs to attend this competition. She thanked the Board for supporting OM.

Mrs. Schmitz also shared concerns about Memorial's vocal music program. She asked the Board to consider what music and the arts do to inspire our students. She asked that the Board do research to support administrators in choosing the right instructor.

Memorial student, Sadie Patko, reviewed the history of the vocal music program at Memorial since the 1980's, sharing the successes and the outstanding teachers that built the program. Her concern was that since the assistant director position was eliminated, no director has lasted more than three years. She believes that the work load is too great for one person. She asked the Board to consider adding the part-time director back.

John Jungbluth said the Memorial choir program started being cut ten years ago. He said that twelve years ago, 100 students went to state in solo/ensemble; this year 31 students went to state. He said the talent isn't less, but the instruction has gotten less. He asked the Board to look at the arts as a whole and to look at the potential to do something with both high schools to help with the situation. He said

the solution is not to cut the program, but to figure out how to meet the needs of the students.

Ruth Bowe has a son at Memorial in chorus who has been disappointed with not having more support from his teacher. As a teacher in the District, she knows that staff go above and beyond and don't always get something in return. She said that staff morale is not good with many staff members being shifted into different departments, buildings, subjects, and grade levels. Teachers want to know what is going on and why there has been a massive shift. She urged the Board to check into that.

7. BOARD/ADMINISTRATIVE REPORTS

7.1 Superintendent's Report

Dr. Hardebeck reviewed the School Board's calendar of upcoming events.

Dr. Hardebeck recognized Bev Pierson from Memorial who received a 2018 Kohl Fellowship Award. She will receive \$6,000 for this award. Teacher Fellowship Recipients are educators who have been chosen for their superior ability to inspire a love of learning in their students, their ability to motivate others, and their leadership and service within and outside the classroom.

Niki Anderson, Biology teacher at Memorial, and Beverly Pierson, Earth Sciences teacher at Memorial, presented at the National Science Teachers Convention in Atlanta, Georgia. Mrs. Pierson conducted a hands-on session titled "Planning and Carrying Out Erosion and Deposition Investigations." And both Mrs. Pierson and Mrs. Anderson shared their work on writing in science using Claim-Evidence-Reasoning.

Memorial teacher, Samantha Falkner, won the Mathematics Association of America's Wisconsin Section Secondary School Teacher Award, which was awarded by the UW-Eau Claire Department of Mathematics. Sam was nominated by professors at UW-Eau Claire. The award was made in recognition of her many contributions, both inside and outside the classroom, for advancing students' understanding and appreciation of mathematics.

The Wisconsin Association of Colleges for Teacher Education recently held its annual recognition of Outstanding Early Career Educators and Pre-Service Educator Mentors. Three ECASD educators were among the 59 teachers honored statewide: Dan Wilson from Memorial was recognized as an Outstanding Pre-Service Educator Mentor. Katie Goettl from Meadowview and Chad Siverling from Memorial were both recognized as Outstanding Early Career Educators.

The Pre-service Educator Mentor Award is presented to an outstanding educator who has demonstrated a sustained pattern of mentoring pre-service educators (student-teachers) for at least five years. Dan was selected based on attributes

such as: the ability to model professional responsibility, evidentiary assessment, effective classroom management, mentoring the teacher in developing the capacity as a leader, and the ability to nurture candidates as they face a wide range of issues. Dan Wilson was nominated by UW-Eau Claire.

The Early Career Educator Award is presented to an outstanding educator within the first three years of their professional career. Katie and Chad were selected on a combination of the following: positive impact on school and community, innovation in designing learning experiences, and advocacy for students. Chad was nominated by UW-Stout. Katie was nominated by UW-Eau Claire.

The Wisconsin Basketball Coaches Association recently recognized the girls' varsity basketball team at North High School as a WBCA Academic All-State Team. They had a team GPA of 3.80.

7.2 Board President's Report

President Joe Luginbill thanked Board members for the opportunity to serve as President. He said it has been a pleasure to work with staff, students, administration, and various Board members. President Luginbill said that at the next Board meeting he will be appointing committee representatives. He will be asking Board members which committees they would prefer to serve on.

8. STUDENT REPRESENTATIVE REPORT

Ryan Cramer said he will share the student survey results with the Board via email. Students responded to questions about what they want from Board Student Representatives, a new principal, school safety, and other pertinent topics.

Lauren Priem welcomed Laurie Klinkhammer to her first Board meeting. She reported that AP testing has begun. She said she has heard several of the issues brought up during the Public Forum regarding the choir program. She said that students are dedicated and passionate about the program and they deserve staff who are equally dedicated.

9. OTHER REPORTS

9.1 Board Committee Reports

The Policy & Governance Committee discussed the facility use agreement and heard from Dawn Comte with the City of Eau Claire's Parks & Recreation Department about the classification of adult user groups. After discussing, it was decided to keep the classifications as they are with the city working collaboratively with other groups. The committee also discussed the recommendations from the Student Sexual Harassment Sub-committee. That policy will be brought to the Board on May 21st for consideration. The committee members also discussed information received from WASB with regards to best practices for secure entrances.

10. CONSENT RESOLUTION AGENDA

Motion by Chris Hambuch-Boyle, second by Eric D Torres, to approve the following Consent Resolution Items:

- Minutes of April 18, 2018
- Minutes of Closed Session - April 18, 2018
- Final Notice of Nonrenewal for Teachers on Limited Term Contracts
- Five-Year Capital Project Bids
- Referendum Project Bids
- National Board Certified Teachers Updated Language
- Approve Employee Handbook Modifications
- 2018-19 Base Wage Increase for Hourly and Non-Affiliated Employees
- Appoint Parent Representatives to Wellness Committee & Equity Review Committee on Athletic Programs and Facility Access
- Appoint Parent Representatives to Wellness Committee & Equity Review Committee on Athletic Programs and Facility Access as presented.

Motion carried: Yes: Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica, Laurie Klinkhammer

11. INDIVIDUALLY CONSIDERED RESOLUTION(S)

11.1 Human Resources - Employment Report

Motion by Aaron Harder, second by Eric D Torres, to approve Human Resources - Employment Report for May 7, 2018.

Motion carried: Yes: Chris Hambuch-Boyle, Aaron Harder, Charles Vue, Eric D Torres, Lori Bica, Laurie Klinkhammer. Abstain: Joe Luginbill.

11.2 Revise 830-Exhibit - Facility Rental Conditions of Use Pending Recommendations from Equity Review Committee

Abby Johnson, Executive Director of Business Services, reviewed recommended changes to the Facility Rental Conditions of Use Agreement.

Motion by Eric D Torres, second by Aaron Harder, to approve 830-Exhibit - Facility Rental Conditions of Use pending recommendations from the Equity Review Committee on Athletic Programs and Facility Access.

Motion carried: Yes: Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica, Laurie Klinkhammer

11.3 Approve School Board Handbook

Motion by Chris Hambuch-Boyle, second by Aaron Harder, to approve the School Board Handbook.

Motion carried: Yes: Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica, Laurie Klinkhammer.

11.3 Approve School Board Self-Evaluation

On March 5, 2018 the Board conducted its annual self-evaluation. Based on that discussion, Chris Hambuch-Boyle drafted an overview of the School Board's Self-Evaluation.

The Board had many accomplishments to celebrate including:

- Increased and improved committee structures and flexibility, especially addressing equity issues
- An expanded Board work flow calendar that informs the Board and Board agenda
- Completed School Board Handbook
- District reports to the Board are aligned to Board goals
- District Communications Committee enhances our connection to the community/District

The Board chose four 'deltas' that it wanted to focus on during their self-evaluation. Ms. Hambuch-Boyle shared those deltas:

- Achievement gap and targets broken down into achievement/learning gap categories. Need to see achievement and growth disaggregated by groups.
- Speaking in one voice.
- Developing a way to chart the Board's path to determine if it is on track with policy, governance, budget development, etc. Looking at long-term priorities.
- See more District priorities coordinated with the budget and know it is aligned with priorities.

The Board talked about the importance of having Work Sessions to discuss topics in depth to see where Board members agree and disagree. Establishing work flows will also assist with committee structures and Board priorities.

Motion by Chris Hambuch-Boyle, second by Charles Vue, to approve the Annual School Board Evaluation.

Motion carried: Yes: Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica, Laurie Klinkhammer.

12. ADJOURN TO COMMITTEE

13. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

13.1 Demographic Trends & Facilities Planning Committee Annual Report

Phil Lyons, chair of the Demographic Trends and Facility Planning Committee, shared the committee's annual report. The committee spent a great deal of time reviewing elementary boundaries. This was driven by a new housing development on the north side of Eau Claire called Highclere. They also looked at buildings that are under capacity as well as those that are nearing over-capacity. The group was sensitive to keeping a balanced socio-economic makeup of the buildings and maintaining transportation costs.

The committee believes that trends that may affect long-term planning include early childhood space needs, north side schools that are under capacity, and south side schools that are nearing or are over capacity. A graph was shared that showed enrollment counts and capacities for all schools.

The committee noted that there are enough elementary seats in the District, but they aren't in the right locations. Because of the large task to help all schools operate to capacity, the committee decided that it was not comfortable making a recommendation to the Board for boundary changes.

Mr. Lyons said that in its Annual Report, the committee made a new recommendation about Roosevelt Elementary School. In 2016 the committee recommended that Roosevelt be expanded to a three-section school. Given the greater needs for space on the south side of Eau Claire, the committee voted to rescind the original recommendation for Roosevelt and to explore other options which could result in Roosevelt not being expanded. For instance, perhaps Roosevelt could be used for a different purpose such as another early learning school or maybe boundaries could be changed across the District to bring other schools into greater capacity. This could include adding on to another south side school where demand is much greater for space.

Mr. Lyons said that Northwoods Elementary is at 82% capacity, but Locust Lane is at 56% capacity. The committee recommended that students living in the new Highclere housing development in Princeton Valley should start the 2018-19 school year at Locust Lane rather than Northwoods. At some point in the future, all of Princeton Valley may be recommended to move to Locust Lane. The committee wants to keep neighborhood students together.

The Board discussed the revised recommendation for Roosevelt. During planning for the last referendum, Roosevelt had been included as a possible new or renovated school. However, the Board did not proceed with that project. Rather, it was shared that Roosevelt could be considered in a future referendum along with South Middle School. Mr. Lyons said that since that recommendation was made by the committee two years ago, it has discussed boundaries and has been looking at

building capacities across the District. Because there are some north side schools that are under capacity, the recommendation to expand Roosevelt came into question. In order for the committee to have a full set of options to look at, it was recommended that the decision to renovate or build a new school at Roosevelt be rescinded. This would give the committee the ability to look at all options available.

Current Board policy states that boundaries be reviewed every ten years in conjunction with the census. However, the committee feels that because elementary boundaries are much more fluid, they should be looked at more frequently.

Board members agreed to put the decision about assigning an elementary school for the Highclere development on the next Board agenda. Other options may come to the Board periodically based on needs. The Board asked for a full implementation plan including communication, listening sessions, etc.

13.2 Discuss Possible OPEB Listening Sessions/Timeline for Staff

At the April 18, 2018 meeting, the Board heard a presentation from the Budget Development Committee regarding options to address the Other Post-Employment Benefits (OPEB) liability. At that time, the Board indicated that they would like to share information with staff and get feedback from them.

Board members discussed the need to establish a timeline to communicate with staff about OPEB. Some suggestions included:

- Holding listening sessions at each building before the end of the school year
- Doing listening sessions at cluster sites
- Developing a website with information, which could include a calculator, so staff could see how the options would impact them
- Creating an email address so staff could send feedback, ask questions, or send ideas about OPEB
- Drafting a letter to staff from the Budget Development Committee that could alleviate anxiety and concerns staff may have about changes to OPEB. Perhaps the Communication Committee could provide feedback for that statement as well.

Superintendent Hardebeck recommended that administration bring the Board a proposed timeline at the next meeting. She said this is a decision that will affect all staff and communication will be essential.

Some felt the Board should indicate the direction it is moving in so that feedback could be provided on that option rather than putting all options out there and asking for feedback on all of them.

Dr. Hardebeck will develop a timeline for the Board's consideration at its next meeting.

14. REQUEST FOR FUTURE AGENDA ITEMS

Chris Hambuch-Boyle reminded Board members about the Blue Ribbon Commission Hearing on May 21st in Turtle Lake. Several Board members will be attending.

Joe Luginbill asked for a discussion about 2018-19 staffing at a future Board meeting.

Lori Bica asked that the Board discuss its committee responsibilities to look at Board member workloads and possibly changing Policy 185 regarding Board Committees. President Luginbill said that the Policy & Governance Committee will discuss committee structure and will make changes if appropriate.

15. ADJOURN

Motion by Chris Hambuch-Boyle, second by Charles Vue, to adjourn meeting.

Motion carried

Yes: Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica, Laurie Klinkhammer

Meeting adjourned at 8:52 p.m.