

**Eau Claire Board of Education Minutes****Monday, December 1, 2014***Generated by Patrice Iverson***Members present**

Richard Spindler, Wendy Sue Johnson, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, and Chue Xiong

**1. REGULAR MEETING - CALL TO ORDER**

Following the Pledge of Allegiance, President Spindler 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. Public Forum**

Food and Nutrition employee, Avis Knutson, said the group asked for voluntary donations for Feed My People in lieu of employees giving holiday gifts to each other. The combined efforts collected \$829.50 for Feed My People.

Mark Goings, ECAE president, reported that members of the Eau Claire Association of Educators accepted the Board's compensation offer by a wide margin. They look forward to partnering with the Board as the Compensation Study continues in order to build a system that attracts and retains quality staff members.

**3. BOARD/ADMINISTRATIVE REPORTS****3.1 Superintendent's Report**

Superintendent Hardebeck reviewed the Board's calendar of upcoming events.

Dr. Hardebeck received a communication from the Eau Claire Chamber Education Foundation. They emphasized that one of their goals is to develop community leaders. They do this through their Friends of the Foundation initiative, Youth Leadership sponsorship, and Youth Leadership Endowment Fund. She also received a letter from Mildred Larson, the coordinator of the Chippewa Valley Book Festival. She thanked the District for being a major sponsor in the Book Festival. She added that the event was successful because of the teachers and media specialists in the ECASD.

Dr. Hardebeck introduced Mark Johnson, the coach of the Memorial girls' state championship cross country team. Seven of the girls were named to the Academic All-State Team. Coach Johnson said there were 59 girls on the team, and he noted that they were an outstanding group of young women. This was Memorial's first state championship for girls' cross country. He thanked the Board for supporting athletics, adding that they serve an important educational purpose.

**3.2 Communications to Superintendent/Board President**

President Spindler noted that December 1st was the first day for School Board candidates to circulate nomination papers. There are two seats available for a three-year term. Anyone needing more information should contact the Business Office.

President Spindler reminded the Board of several upcoming events.

**4. STUDENT REPRESENTATIVE REPORT****4.1 Student Representative Report**

Hannah Winegarden shared an update of events taking place at North High. She mentioned that she had brought up the idea of weighted grades at a previous Board meeting. She said that if that was not being considered, she would ask the Board to consider reevaluating class rank so course rigor would be taken into consideration.

Jonah Giese said the Student Council at Memorial will be working with the JONAH organization for their Safe Schools Initiative. Student Council has also been working on a composting project in partnership with JONAH.

**5. OTHER REPORTS**

## **5.1 Board Committee Reports**

Kathryn Duax shared a report from the Eau Claire Public Schools Foundation. She said the Foundation awarded 11 grants of about \$8,000 to schools in the District. Every school has a Fund for Today with a wish list, which has been quite successful in helping fund items that can't normally be obtained in the regular budget cycle. There will be another grant cycle starting January 15, and teachers were encouraged to submit applications if interested.

Chris Hambuch-Boyle said the Policy & Governance Committee made adjustments to the Fund Balance Policy and also discussed graduation requirements. They will look at the open enrollment policy in the near future.

Kathryn Duax said the Joint Commission on Shared Services has been working on joint purchasing and all three agencies are sharing that purchasing power. The commission is also looking at joint health care insurance, land management projects, sharing administrative functions and sharing space and facilities.

## **5.2 Legislative Update**

Chris Hambuch-Boyle shared information from the WASB Legislative Update stating that the Republicans are moving quickly to pass school accountability legislation. The Governor has called for the replacement of the Common Core academic standards and would like to increase enrollment caps in the private school voucher program. The School Administrators' Alliance unveiled a new evidence-based policy agenda. The policy vision is to make greater investments in early childhood education and school-based mental health services as well as more funding for school technology and a greater annual increase in the per pupil amount raised through state aid and property taxes. In addition, the plan also calls for attracting higher quality teacher candidates through educator training programs.

## **6. CONSENT RESOLUTION AGENDA**

### **6.1 The Board will consider approval of the Consent Resolution Agenda Items**

Motion by Trish Cummins, second by Kathryn P Duax, to approve the following consent resolution agenda items:

- Minutes of Board Meeting of November 17, 2014
- Closed Session Minutes of November 17, 2014
- Human Resources-Employment Report for December 1, 2014 as presented.
- Revisions to Policy 185 - Board Committees

Final Resolution: Motion carried

Yes: Richard Spindler, Wendy Sue Johnson, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong

## **7. INDIVIDUALLY CONSIDERED RESOLUTION(S)**

### **7.1 Possible Ratification of the 2014-2015 ECAE Master Agreement**

Motion by Trish Cummins, second by Charles Vue, that the Board of Education ratify the 2014-2015 Master Agreement between the Eau Claire Area School District and the Eau Claire Association of Educators.

Final Resolution: Motion carried.

Yes: Richard Spindler, Wendy Sue Johnson, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong

### **7.2 Possible Ratification of the AFSCME, Local 560 Buildings and Grounds 2014-2015 Master Agreement**

The Buildings & Grounds staff did not ratify the 2014-2015 Master Agreement so the Board could not act on this item.

### **7.3 Possible Ratification of the AFSCME, Local 560 Food and Nutrition 2014-2015 Master Agreement**

Motion by Kathryn P Duax, second by Chris Hambuch-Boyle, that the Board of Education ratify the 2014-2015 Master Agreement between the Eau Claire Area School District and AFSCME, Local 560 Food and Nutrition.

Final Resolution: Motion carried.

Yes: Richard Spindler, Wendy Sue Johnson, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong

## **8. ADJOURN TO COMMITTEE/WORK SESSION**

## **9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION**

### **9.1 Discussion & Possible First Reading of New Policy 662.3 - Fund Balance**

The Board received an updated draft of new Policy 662.3 - Fund Balance. There were concerns about the sentence that said, "Provide adequate working capital sufficient to meet the cash flow requirements." It was felt that indicated that the District would not short-term borrow. The sentence that states, "The District shall strive to maintain an unassigned/unrestricted year-end fund balance in in the General Fund in a sufficient amount that avoids the need to short-term borrow for cash flow purposes" should not be contradictory to the previous sentence.

It was agreed to take this policy back to the Committee again and make further adjustments.

## **10. WORK SESSION**

### **10.1 WASB Facilitator Bob Butler to Discuss Implications of Compensation Study**

Bob Butler from WASB was present. Mr. Butler will be the facilitator working with the Board on the Compensation Study. He shared a Live Binder, which contained a great deal of information including alternative compensation models, Educator Effectiveness framework for teaching, the District's Employee Handbook, a template for a salary opinion survey, current compensation schedules and a Knowledge & Skills table.

Mr. Butler shared a Power Point presentation, which he said will be a resource for the Board to use throughout the process. He said the Board should determine what will be put into the pay system (i.e., across the board increases, years of service pay, knowledge and skill based, performance or evaluation, supply and demand adjustments, related to student learning outcomes, etc.) In addition, the Board should consider what the path from starting teacher pay to veteran teacher pay will be. Goals should be set for the compensation system to determine what the Board wants out of it. Mr. Butler said that if a new system is created, the Board should make sure it has the infrastructure to implement it.

The Board talked about the importance of involving staff in the discussions. The employee survey would be a starting point for that. The WASB template will be used to draft a survey for the Board's review.

Com. Vue left the meeting at 9 pm.

President Spindler summarized the discussion by saying that at the next meeting the Board will discuss the charge and the make-up of the Compensation Committee as well as review a sample staff survey prepared by WASB. The Board will also review current compensation expenditure data, which Mr. Van De Water will prepare. It is expected that the Board will approve the committee in January. The Board will need to decide if it has one large committee or one per employee group.

## **11. REQUEST FOR FUTURE AGENDA ITEMS**

11.1 Request for Future Agenda Items

## **12. OTHER BUSINESS**

12.1 Such other matters as may be brought before the Board.

## **13. ADJOURN**

Motion by Kathryn P Duax, second by Trish Cummins, to adjourn meeting. Carried by unanimous voice of acclamation.

Meeting adjourned a 9:08 pm.