

**Eau Claire Board of Education Meeting Minutes
Monday, July 13, 2015**

Generated by Patrice Iverson

Members present

Trish Cummins, Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, 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

Mark Donnelly is the President and founder of Hope Gospel Mission in Eau Claire. He said that after discussion with the school district they withdrew their request to seek land for a men's center near Prairie Ridge Early Learning Center due to concerns expressed. The group is now seeking a site at 2600 Mercantile Drive, across from Mega Foods West and near the current bargain center, where men in their program work during the day and near the women's center. They will go the City Planning Commission in August and proceed with the hearing to get the lot rezoned.

Craig Peterson said if School Board members have any concerns about the new Hope Gospel proposal, they should contact one of their Board members.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

Dr. Hardebeck reviewed the upcoming School Board events.

She invited Heidi White to come forward to present John Seybold, the owner of Houligan's, with a special recognition. Heidi thanked him for his generous gift of time and money to help launch Night to Fight Hunger fundraiser. This program has been a huge success. John was presented with a special plaque. He thanked the District as well as his business partner, Guy Logan, who is also very much behind this program.

3.2 Board President's Report

President Spindler reminded Board members of upcoming WASB events.

President Spindler said he will miss the August 3, 2015 Board meeting and Vice President Duax will run the meeting.

4. OTHER REPORTS

4.1 Board Committee Reports

Chue Xiong said the Budget Development Committee discussed the structure of a potential referendum and whether there should be one or two questions to issue debt for major building and site maintenance projects and to exceed revenue limits. The committee will meet again before a recommendation is made to the Board in August.

Kathryn Duax said that the Policy & Governance Committee reviewed the list of recommended policy updates as proposed by the WASB Policy Review. The committee will be bringing many policies forward for Board approval.

Chris Hambuch-Boyle said the Charter/Choice Committee talked about the process to use for choice/charter/innovation proposals in the District, and they will be giving a presentation to the Board in the near future about this.

4.2 Legislative Update

Chris Hambuch-Boyle said she wasn't able to give the Legislative Report at the June 1st meeting due to a death in the family. She added that she will miss the August 3rd meeting for a family wedding.

The Legislative Updated included:

- Information on the budget that Governor Walker recently signed.
- Vetoes the Governor made and those he pulled out.
- Voucher eligibility is still included. A family can apply and attend private schools in the state at any time; it doesn't have to be a full year enrollment.
- A link to the budget can be found at wasb.org. There is also an explanation from Governor Walker's on items that affect K-12 education.
- The House narrowly passed the ESEA re-write.

5. CONSENT RESOLUTION AGENDA

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

- Minutes of June 1, 2015
- Minutes of Closed Session - June 1, 2015
- Financial Report - May 2015
- Budget Adjustments
- Gift Report- May and June 2015
- Human Resources - Employment Report
- 2015-16 Property Insurance Renewal

Final Resolution: Motion carried

Yes: Trish Cummins, Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

6. INDIVIDUALLY CONSIDERED RESOLUTION(S)

Motion by Chris Hambuch-Boyle, seconded by Chue Xiong, to approve payment of all bills in the amount of \$10,895,169.39 and net payroll in the amount of \$8,026,803.41 for the period of May 1, 2015 through June 30, 2015

Final Resolution: Motion carried

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

Abstain: Joe Luginbill

7. ADJOURN TO COMMITTEE

8. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

8.1 Discussion & Possible First Reading Policy 432 - Attendance Areas

Chris Hambuch-Boyle said that Policy & Governance reviewed Policy 432, and the proposed changes were shared with the Board. She said that as an entity, there are things outside of our jurisdiction that makes us more competitive. As the District becomes more involved in the Charter/Choice/Innovation Committee, this policy may be looked at more deeply.

Com. Cummins expressed concerns with parents who have gotten around the system in the past by giving bogus addresses. She wondered if they would be 'grandfathered' into the schools they have been attending and the following trajectory through the District. Dr. Hardebeck said that the system that has been developed, which is determined by the family address used for registered voting, should help with a consistent process.

Kathryn Duax shared a first reading of Policy 432 - Attendance Areas

All District schools shall have definite attendance areas. However, such areas may be changed from time to time if it is determined to be in the best interests of the District. Students shall attend the school located within the attendance boundary of their primary residence. If a family has more than one residence in their name, the primary residence is determined by the family address used for registered voting. Exceptions to this policy will be administered through Administrative Rule and in accordance with Policy 424 – Public School Open Enrollment. This policy will be brought forward on the consent resolution at the next meeting.

8.2 Expansion of Clairemont Center

Kay Marks, Executive Director of Human Resources, said that the Clairemont Center opened to ECASD staff in December 2014 and things have been going well. A committee meets quarterly and makes modifications as necessary. The current contract indicates that the city and county could join the partnership with ECASD without additional permissions but if any other organizations wanted to take part, it would need approval by the School Board, Marshfield Clinic and Security. The Altoona School District contacted the district in March about joining in that partnership and both Marshfield and Security have indicated acceptance of Altoona on August 1, 2015.

Ms. Marks said there are enough staff at the clinic to allow the expansion to Altoona. Modifications to the existing contract would be needed regarding the fiscal responsibilities of each district. Altoona would also share a portion of the responsibilities of the contract. Altoona would have a position on the Advisory Council. It was felt the increased utilization would be a positive for the District.

Board members had questions about the specifics of the contract with Altoona, but Ms. Marks said they District was not privy to that information. She felt there were no known reasons why this would have any negative consequences for the District. Ms. Marks added that if the District gets to the point that its employees are not being served, the Advisory Council would consider adding more staff. At a special meeting before August 1st, the Board would need to either approve or deny this request. A poll will be sent to Board members to determine the best date for this meeting.

8.3 Compensation Committees Update

The Board asked for regular updates from the Compensation Committees. Ms. Marks shared information on progress being made by each committee. The group met as a whole on April 16th and reviewed the Board charge as well as the Live Binder, which is where all of the information used in the process is stored.

The three sub-committees met in April, May and June and have been making good progress to find a compensation system that will attract and keep quality employees.

Ms. Marks said the facilitator working with the group is Bob Butler from WASB. He received all survey results and was pleased with the percentage of participation and the results obtained. In each group at least 50% of staff took the survey. Employees placed a high priority on maintaining current leave benefits and shared concerns about personal use of time off. The results indicated that people are concerned about only having one personal day per year. It was felt that the use of days off could be allocated in other ways by perhaps using sick days. Employee had a favorable response to the Employee Health Clinic.

Mr. Butler said the other results of the survey were consistent with what he has seen in other districts: Employees feel compensation is not keeping pace with inflation, they are concerned about OPEB being eliminated and are also concerned about the increase in staff work load, which may result in the loss of employees.

The group will meet again on July 22nd and will be asked to identify specific steps to build a compensation model for each group.

The Board will be sent a link to the Live Binder so they have all of the information the committees are reviewing.

8.4 Annual Report on Early Learning

Heidi White, Principal at Prairie Ridge Early Learning School, shared the annual report on early learning. She reviewed the Program Improvement Plan and highlighted work and progress made on goals from the 2014-15 school year.

There have been many successful programs to connect with families including a booster seat safety training in three languages, Love and Logic parent training in Spanish with another one scheduled next year, a Food Pantry that gave away 17,000 pounds of food this year, 14 children graduating from the Parent Child Home Program, and a program-wide Fall Fun Event with a math focus.

Ms. White reviewed the work of the Fight Against Hunger Committee, which held a very successful fund raiser. All of the food in the pantry was purchased with those dollars. New Head Start Performance Standards were released on June 19, 2015. The major changes are to move from 3.5 to 6 hours per day with an increase from 128 to 180 days. There are also ratio changes from 15:2 to 17:2 for three year olds and from 17:2 to 20:2 for four year olds.

Some next steps for staff includes professional development around trauma and young children, continuing math work, working on site certification for Parent Child Home Program, formalizing Tier II processes for behavior and academics and monitoring program improvement through our improvement plan.

8.5 Family Engagement Survey Results

Michelle Radtke, Assessment & Technology Coordinator, shared the results of the family engagement survey. She said that in order to ensure content validity, survey questions were developed in collaboration with district leadership and the Parent Advisory Council.

Surveys were completed by 2,314 families, which was a 40% increase in participation since the first survey was given in 2012-13. Topics included Academic Preparation, Student Support, School Leadership, Family Engagement, Safety and Behavior, School Operations, and Educational Programs and Services.

The overall perception of education quality in the District showed 44% gave the District an A and 40% a B. The District saw increases across all levels for academic preparation. Its goal was to have all respondents at 80% satisfaction. All levels met that goal with the exception of the high schools, which were at 76% and making good strides from previous surveys.

Participants suggested that there should be more language immersion opportunities; recommended more STEM, AP and arts courses; encouraged more communication regarding options available to students; and also recommended more choice in programs and schools.

Results in the area of Student Support stayed the status quo. School Leadership Communication increased significantly across the board with all being above the goal of 80%. Safety and Behavior questions had an increase or stayed the status quo in most areas. School Operations also increased in each area or stayed status quo. There were good gains at all levels in the area of Educational Programs and Services. The strengths of district included teachers and staff, curriculum, clean and well maintained schools, communication with families, parental support, and reliable adults in the schools that make students feel supported and safe.

Areas for improvement included increasing diversity among staff, providing higher salaries for staff, increasing quantity and quality of school lunches, increasing after-school access to facilities, improving communication pertaining to the process for requesting the use of facilities, and publicizing how funds are distributed among schools.

Dr. Hardebeck said that building principals will share survey results with staff, and building leadership

teams will use survey results in their School Improvement Planning process. The results will be posted on "Your Voice." In addition, focus groups will be conducted with families to share survey results.

Chris Hambuch-Boyle asked if future surveys could ask how the School Board is doing.

8.6 Superintendent's Interim Progress Report

Superintendent Hardebeck reviewed her goals and progress made towards meeting those goals. She said it was a team effort, and she asked the District Leadership Team and principals to provide indicators and strategies in support of goals and initiatives.

Charles Vue said he would be interested in having the Board craft questions to the Superintendent on items they would like to hear more about. Dr. Hardebeck said she would share any other information the Board may want. A future Work Session could address this.

9. REQUEST FOR FUTURE AGENDA ITEMS

9.1 Requests for Future Agenda Items

Chris Hambuch-Boyle asked to get information about transcribed credits and programs/classes that feed into that. Dr. Hardebeck said she could provide a written report on that information.

10. OTHER BUSINESS

There were no other matters brought before the Board.

11. ADJOURN

11.1 Adjourn the Meeting

Motion by Trish Cummins, second by Charles Vue, to adjourn meeting.

Final Resolution: Motion carried

Yes: Trish Cummins, Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

Meeting adjourned at 10 p.m.