

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, MARCH 3, 2014  
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.

Board Members present: Craig, Cummins, Duax, Johnson, Spindler and Xiong. Absent: Hambuch-Boyle. Student Representatives Kelsey Ackerman and Leah Sutliff were also present.

**PUBLIC FORUM**

Lynn Christianson spoke on behalf of the Classified Staff. She said that base wages do not include longevity or step increases. Therefore, if the group opts for steps and longevity, the base wage will never go up. She said almost all employees in their group have gained less salary today than they did three years ago.

**BOARD/ADMINISTRATIVE REPORTS**

Superintendent's Report

Superintendent Hardebeck shared a list of events on the Board's calendar for the next month.

Dr. Hardebeck announced that *Leader Telegram* reporter, Blythe Wachter, won a first place state award as the editor of the Lifestyle section.

Dr. Hardebeck stated that there were 77 educators in Wisconsin who recently achieved National Board Certification, the profession's highest recognition of accomplished teaching. The certification process is a rigorous, performance-based, peer review process. The ECASD is proud to announce that six educators earned this prestigious certification: Roi Gluch, Tiffany Hall, Irene Salazar, Cheryl Strei, Christine Wickland and Matthew Wigdahl.

Dr. Hardebeck said the Prudential Spirit of Community Awards program is the United States' largest youth recognition program based exclusively on volunteer community service. The program's goals are to applaud young people who already are making a positive difference in their towns and neighborhoods, and to inspire others to think about how they might contribute to their communities.

Memorial student, Katherine Rhoten, was a Distinguished Finalist for the national Prudential Spirit of the Community Award. Katie founded "Katherine's Wish," an organization through which she has collected and distributed more than 5000 new stuffed animals, toys and books to children in hospitals across Wisconsin and

Minnesota. Katie was comforted by the stuffed animals she received after her diagnosis with Type 1 diabetes in 2008 and conducted her first drive that same year; she now has her own donor-advised fund to issue up to \$25,000 to hospitals across the country over the next five years.

North students, Kelsey Ackerman and Rachel Kent, received Certificates of Excellence for their volunteer service through the Prudential Spirit of the Community program.

#### Communication to Superintendent/Board President

There was no report.

#### Student Representative Report

Kelsey Ackerman and Leah Sutliff shared updates of events taking place at both high schools.

#### Other Reports

##### *Policy and Governance Committee*

The committee met to discuss graduation requirements related to an increase in math and science credits. The committee is studying this topic by researching other school districts' policies.

##### *Budget Development Committee*

The committee has not met since the last Board meeting.

### **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolution #1 from the consent agenda.

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

- ◆ The minutes of closed session of February 17, 2014, as mailed.
- ◆ The matters of employment of March 3, 2014, as presented.

Consent resolution agenda items approved by unanimous roll call vote.

### **INDIVIDUALLY CONSIDERED RESOLUTIONS**

#### Resolution #1 – Minutes of February 17, 2014

Com. Cummins moved, seconded by Com. Duax, to approve the minutes of February 17, 2014.

Com. Johnson asked that the statement that was read by President Craig at the February 17<sup>th</sup> meeting be entered into the minutes.

Com. Johnson moved, seconded by Com. Spindler, to amend minutes to include statement read by President Craig. Carried by unanimous voice of acclamation.

Com. Johnson moved, seconded Com. Cummins, to amend minutes to say, "The committee reviewed and identified discrepancies of increments and recommended corrections for internal processing as needed." Carried by unanimous voice of acclamation.

Com. Johnson moved, seconded by Com. Xiong, to amend minutes by saying, "It was determined by the Committee that there were no inequities between schools and the Fargo plan is being applied consistently." Carried by unanimous voice of acclamation.

Original motion with amendments carried by unanimous voice of acclamation.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
MARCH 3, 2014**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Johnson, Spindler and Xiong. Absent: Hambuch-Boyle. Student Representatives Kelsey Ackerman and Leah Sutliff were also present.

2. Committee Reports/Items for Discussion

A. Superintendent's Interim Progress Report

Dr. Hardebeck noted that there are three ways to determine how effective we are as District: 1) Student achievement indicators, 2) satisfaction surveys among constituents of Board and District, and 3) looking at District initiatives that support student achievement. She reviewed progress made on the five goals she presented to the Board earlier in the year.

**Goal 1** - Focus organizational efforts and align resources to prepare all students for post-secondary success.

All schools met or exceeded expectations on their school report cards. The District's graduation rate is just below average but six-year graduation rates exceed the state average. Third grade reading proficiency increased by 1.8%, which is above the Wisconsin average, and 8<sup>th</sup> grade math increased by 3.6%, which is above the state average. The ACT composite score decreased just a bit but still exceeded the Wisconsin average. There are more students taking the ACT composite exam than before. The District was an AP Honor Roll school district. There was a 9.4% increase in number of AP exams taken and a 9.2% increase in the number of AP exams passed. The District's pass rate is consistently at 75.7%.

**Goal 2** - Establish and promote highly effective District governance by building trusting, productive collaborative relationship with the Board.

The District Leadership Team (DLT) developed a work plan to further the vision for post-secondary success. The District is involved in professional learning communities (PLC) work. The Board collaborated on professional development opportunities through Board Work Sessions and WASB and NSBA conferences. The Superintendent participated in AASA and Urban Superintendent conferences. The District will present at the NSBA conference on its early learning program. The District decided to administer surveys about student engagement, climate and working conditions. The

Board is updated by the Superintendent through weekly written reports, District Updates, and updates on policy revisions.

**Goal 3** - Increase organizational effectiveness and efficiency and ensure high performance and support to school.

Prairie Ridge Early Learning Center opened and the referendum school remodeling projects are near completion. The District has transitioned from collective bargaining to the Employee Handbook. The Human Resources process has been evaluated to meet state and federal guidelines. The District has a higher than average participate rate in the Employee Assistance Program. Many studies have been completed by the Business Department, which has called for significant data analysis. The District instituted a district-wide management system and implemented a data warehouse. ACT testing was done with all 11<sup>th</sup> graders and a preK-12 assessment has been scheduled. The Technology Department deployed over 2,000 iPads to staff, 3<sup>rd</sup> and 4<sup>th</sup> graders and 6<sup>th</sup> graders at DeLong, converted to a managed print system, began installation of Singleware and established a district-wide registrar office.

**Goal 4** – Establish respectful, positive District culture centered on teaching and learning.

The District opened Prairie Ridge and has been doing curriculum work with early learning. They developed power standards and from those standards they developed learning outcomes, Ican learning statements, progress benchmarks and initiated the parent/child home program.

Elementary efforts have focused on aligning standards, instructional strategies and alignment to English language arts and math common core standards. They also initiated iPad deployment, progress monitoring through data assessment and universal coaching to teachers in grades K-1 in reading strategies.

At the secondary level they completed professional learning community training, aligned middle and high school math curriculum to the common core standards, gained provisional certification on Project Lead the Way, initiated three new Advanced Placement offerings, revised the course catalog, and expanded online virtual learning. The most overarching strategy is for equal access of resources through equitable distribution of staffing.

Pupil Services redesigned its truancy model to focus on attendance. They are doing a secondary program review for attendance with implementation next year and also developed school-based mental health services.

The Special Education/Physical Education departments collaborated its program to design motor skills of the Rtl triangle. This allows staff to provide explicit intervention in motor development. There has been a philosophical shift from self-selected professional development (PD) to PD focused on improving student achievement. Training takes place through PLC, universal training, and iPad training. The District is beginning an Aspiring Administrators program and has changed the format of principal meetings to focus on student achievement and educator effectiveness.

**Goal 5** - Build public trust capital and confidence through open, honest communication and positive relationships.

Dr. Hardebeck said it is important to establish formal channels of communication and get input and feedback on decision making. The District conducted its first staff survey about working conditions and District climate, established Your Voice to engage families and staff, and sends Friday District Updates for staff. The Superintendent visits with school parent groups, faculties, holds monthly meet and confer with teachers, initiated many employee committees to get feedback on District decision making, held editorial meetings with the local media, and is getting ready to implement BoardDocs and an Emergency Response Team.

Dr. Hardebeck shared next steps which included:

- South's HVAC project
- Memorial's fire alarm upgrade
- Review/refine crisis safety
- Developing program to review early learning math, early learning fight against hunger
- Continuing work on ELA and math common core by implementing math expressions and revising assessment framework for ongoing opportunities for collaboration
- Developing 3-5 year plan for curriculum alignment for common core
- Complete implementation of alignment of foundational courses in all areas and instructional strategies in classroom
- Full implementation in Project Lead the Way
- Additional articulation agreements with two year colleges
- Align college and career readiness programs
- Implementing Educator Effectiveness
- Updating standardized assessment tools
- Refining availability of data warehouse reports
- Developing Rtl documentation module
- Redesigning district and school based webpages
- Next phase of mobile devices in schools
- Implementing Affordable Health Care Act
- Complete study of health care clinics and revising hiring process

She also reviewed the challenges the District faces dealing with ambiguity with Agenda 2017, the strategic plan, funding, resources, time, and having the will to do what is needed to prepare all kids for post-secondary success.

Dr. Hardebeck said that administration would recommend that the Board use future work sessions to develop and refine long-term goals related to the District's vision and to consider an accountability process to monitor progress toward the goals. In addition, the superintendent recommended that the Board adopt goals focused on improving student achievement for all groups. Otherwise the District is unlikely to make itself known as a high performing school district.

Board members asked to receive a copy of Dr. Hardebeck's report and the DLT Work Plan. Board members discussed setting goals and working through a strategic plan. The Board would need to decide how to involve the public and families in composition of a strategic plan, which could be a topic for a future Work Session.

Com. Cummins felt that adoption of the Key Works framework was critical and the goals the Board develops should fit into that framework.

Several Board members felt it was important to set regular Work Sessions. There will be a Work Session on March 24<sup>th</sup> and Com. Cummins suggested that in the future the second meeting of the month be a Work Session. The Board can start talking about goals at those sessions.

**B. Affordable Health Care Act as it Relates to those Employed at 20/30 Hours per Week**

Kay Marks said that at the February 17<sup>th</sup> Board meeting, Deb Svihovec from Associated Financial Group presented pertinent information related to the Affordable Care Act (ACA). She spoke about information that was related to the necessity to track employee hours for part-time employees for the purposes of insurance eligibility.

Ms. Svihovec explained that new ACA legislation states that "effective with the first plan year beginning on or after January 1, 2015, large employer health plans will not be allowed to impose an eligibility requirement of more than 30 hours per week if they wish to avoid "Play or Pay" penalties." This means that employees would be eligible for health insurance benefits at 30 hours per week. Currently in the District, employees are eligible for benefits at 20 hours per week.

This raises concerns about no longer having the ability to prorate insurance based on hours worked. A 20 hour employee would receive the same level

of benefits as a 40 hour employee. Twenty hour employees who are eligible for District insurance might lose a subsidy on the exchange.

Ms. Marks said that a decision regarding health insurance eligibility criteria needed to be made in a timely manner to provide advanced notice to the affected employees as well as prepare for the open enrollment period for insurance. This would allow employees who are no longer eligible for District insurance to work through the Market Place to participate in subsidies and get insurance at a lower price than if they stayed with District insurance.

There was consensus to move this forward as a resolution at the next meeting to modify the health insurance eligibility criteria from 20 hours per week to 30 hours per week.

C. Discussion & Possible First Reading of Policy 522.1 – Drug, Alcohol and Tobacco-Free Workplace and Rescinding Policy 522.2 – Tobacco Use on School Premises

The Policy & Governance Committee received input from staff, WASB and other districts to update Policy 522.1-Drug-Free Workplace in accordance with state and federal laws.

The Board reviewed the proposed policy and had some areas that they wanted clarified:

- Does the definition of controlled substance include alcohol or tobacco?
- Can you possess tobacco at school?
- Does the third bullet mean illegal drugs?
- Should the word “unlawful” be included in bullet one?
- Is use of the Employee Assistance Program considered a ‘sanction?’

Ms. Marks said that according to state statutes, the unlawful part is using on school property but it is not unlawful to possess tobacco if you are of age. Removal of the word ‘unlawful’ may not be appropriate.

The Policy was referred back to committee with a request to have legal counsel review it.

3. Request for Future Agenda Items

Julie Toske said she would like to request a future agenda item and she was directed to submit that request to the Board President.

4. Other Business



The Board discussed April Board Meeting dates. Due to several Board members attending the National School Boards Convention, the meetings in April were rescheduled to April 14 & 28, 2014. The organizational meeting will be held on the 28<sup>th</sup>.

5. Motion to Adjourn

Com. Duax moved, seconded by Com. Cummins, to adjourn committee meeting. Carried by unanimous voice of acclamation.

6. Meeting adjourned at 9:07 pm.