

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, APRIL 14, 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, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representatives Kelsey Ackerman and Leah Sutliff were also present.

PUBLIC FORUM

Mike O'Brien said he strongly supports Project \$13. He feels there has been an assault on public education by inadequate funding and deferring funds from public schools to voucher schools. He urged citizens to get involved and to promote public education.

Pamela Wall said the purpose of Project \$13 is to return the money that the Wisconsin legislature credited to citizens this year. In October 2013 millions of dollars were designated for public schools but the money could not be used for increased costs due to revenue limits imposed in 1993. The money came to citizens in the form of a tax credit which was \$13 for the average home owner in 2013. Project \$13 allows citizens an opportunity to support public education by donating their tax credit to the District to be used at its discretion. Donations will be accepted through the last Board meeting in July.

Dave Morley read the names of people who donated to Project\$13 who could not be present. Over 45 citizens then came forward with their donation to the project.

Danielle Prom has a child who attends Prairie Ridge Early Learning Center. She shared high praise for the program and gave examples of ways they excel in teaching her child.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

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

Dr. Hardebeck recognized Carol Craig for her 21 years of service to the district. She presented her with a plaque from the WASB and thanked her on behalf of the entire District. Dr. Craig thanked past and present staff for their unwavering commitment to students as well as past and present School Board members for caring hearts and

strong minds. She also thanked the community and said it has been an absolute privilege to serve the community and District.

Dr. Hardebeck said that recipients of the 2014 Herb Kohl Foundation Awards were recently recognized. The \$1,000 awards were presented to 100 teachers, their schools, and 187 graduating high school students. Dr. Hardebeck congratulated the following award winners from ECASD: Excellence Scholar – Miranda Thesing-Ritter, Senior at Memorial High School; Fellowship Recipient – Jeremy Traynor, Teacher at DeLong Middle School; and Initiative Scholar – Jennifer Crawford, Senior at Memorial High School.

Memorial student Peter Rentzepis was selected as a WIAA Scholar Athlete Finalist. He is one of 32 athletes selected this year by the WIAA. Over 750 seniors representing 394 high schools were nominated for this award. Peter will attend a banquet Sunday, May 4th for this honor.

Communication to Superintendent/Board President

President Craig announced that anyone interested in attending the WASB Regional Meeting should contact Patti Iverson.

Student Representative Report

Kelsey Ackerman and Leah Sutliff shared events and activities going on at both high schools.

Other Reports

Policy and Governance Committee

The P & G Committee has finalized the Drug, Alcohol and Tobacco-Free Workplace Policy and will continue work on the graduation requirement policy.

Budget Development Committee

The Budget Development Committee reviewed the Executive Director Contracts and various budgetary issues including substitute teachers.

Legislative Update

Com. Hambuch-Boyle updated the Board on legislative issues. SB 589 and AB549 will eliminate the requirement that school be held for 180 days each school term. These bills have been signed by the Governor. SB 525 and AB 682 would create state-wide voucher programs for students with special needs. To date, neither bill has been voted out of committee.

AB379 would create an accountability framework for all publicly funded schools in the state, including private voucher schools, independent charter schools and public schools under the school board governance. This bill is pending.

General aid estimates for school districts have been released. About two-thirds of state school districts can expect to receive less state aid in the upcoming school year than they did in 2011-12. A large portion of aid increases will go to independent charters and voucher schools.

WASB is seeking board members to serve on the following Legislative Counsel Study Committees: SAGE Program, Review of Tax Incremental Financing and Review of Wisconsin Technical College System Funding & Governance. Applications are due on April 28th.

President Craig wrote an article in *Wisconsin School News* about the financial impact on schools since Act 10 was implemented.

CONSENT RESOLUTION AGENDA

Resolution #3 was pulled from the consent agenda.

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

- ◆ The minutes of Board meeting & Work Session of March 24, 2014 as mailed.
- ◆ The minutes of closed session of March 24, 2014, as mailed.
- ◆ Update Executive Director Contract Appendices
- ◆ Preliminary Notice of Nonrenewal of Teachers with Limited Term Contracts
- ◆ Preliminary Notice of Nonrenewal of Teachers Due to Reduction in Force
- ◆ 2014-2015 Health Insurance Renewal
- ◆ 2014-2015 Dental Insurance Renewal
- ◆ “Start Talking—The Sooner the Better” Proclamation

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #3 – Matters of Employment

Com. Craig had a question about the summer school counselor position, which Mrs. Marks explained.

Com. Cummins moved, seconded by Com. Xiong, to approve matters of employment for April 14, 2014 as presented. Carried by unanimous voice of acclamation.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
APRIL 14, 2014**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representatives Kelsey Ackerman and Leah Sutliff were also present.

2. Committee Reports/Items for Discussion

A. 2014-2015 Preliminary Budget Forecast

Dan Van De Water, Executive Director of Business, shared general information about the preliminary budget for 2014-2015 including forecast constants. This included the 2013-14 adopted budget, September 2013 student count, \$75 revenue limit per pupil adjustment, and \$150 per pupil adjustment aid. The biggest variable is enrollments. Mr. Van De Water shared three different scenarios with no enrollment increase, 50 FTE increase and 100 FTE increase. Working capital would be needed to achieve a balanced budget in all three scenarios to varying degrees. The more students enrolled, the more revenue the District receives.

Com. Cummins asked to receive totals if the District were to get the CPI increase.

The Board discussed the possibility of considering a referendum for operational purposes in the future to sustain a viable program. The Board agreed to move forward with scheduling a Work Session in the summer and no later than the fall to discuss a possible referendum.

B. Five-Year Capital Project Update

Charlie Kramer explained the project selection process that the District uses to meet its annual capital project budget of \$1.6 million. Based on operational budget needs, there is over \$3 million in unmet needs for 2014-15. Projects not selected are redistributed into the five year capital project budget. The Board previously approved projects for the 2014-15 budget year. However, some projects were recommended to be deferred due to bids coming in higher than anticipated. Mr. Kramer reviewed those projects which included roofs at Montessori and Locust Lane.

Mr. Kramer said strategies to address the unmet needs include carrying over buildings and grounds unspent funds to address the highest needs in

2014-15, gradually increasing the capital budget to address increased costs and a possible referendum for deferred maintenance and security needs. Mr. Kramer explained that the industry standard for maintenance is \$1/SF so it would be preferable for the District to have an annual budget of \$2.2 million to meet those needs.

The Board agreed that it should defer projects as recommended and the Board will discuss the possibility of a facilities referendum in a summer Work Session.

C. Employee Clinic

Dan Van De Water said the District has been working with Associated Financial Group (AFG) to explore the concept of employee clinics. Deb Svihovec from AFG explained that an employee clinic is an off-site, full-service Primary Care Clinic with no cost to employees, retirees and their dependents. The objectives for a clinic are to save the District and staff money; improve access and convenience for medical services; promote wellness and preventative services; redirect care from expensive medical settings while maintaining quality, professional care for a medical doctor; and boost employee recruitment, retention and morale.

A Request for Proposals was drafted and sent out to all carriers doing business in the area. The request was for purchasing an insurance product that would include a clinic concept. Four carriers responded and AFG said that after reviewing all of the proposals, they would recommend that the Board consider implementing the Security Health Plan proposal. That option was reviewed and it was determined that before proceeding with this project, the District's Holistic Committee should be involved to provide internal feedback. The results of those discussions would then be shared with the Board at a future meeting. The Board would ultimately decide to approve or reject the recommendation.

James Martin said the teachers' group would like to be involved in the process. He also felt staff should be surveyed to see if they have been satisfied with Security Health Plan before moving forward with a multi-year commitment.

Mr. A. J. Sherman, a consultant for a company that has been doing health/wellness employee clinics for several years, encouraged the Board to consider non-carriers to provide other options.

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

Com. Hambuch-Boyle shared the first reading of Policy 522.1 – Drug, Alcohol and Tobacco Free Workplace:

The Eau Claire Area School District is committed to providing a safe work environment and to promoting and protecting the health, safety and well-being of our employees. In order to maintain a drug, alcohol and tobacco-free workplace, and to provide for safe and responsible pupil supervision and working environments, no employee shall engage in the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs, use of prescription drugs that are not used as prescribed, or use of any other substance that causes intoxication or results in mind or mood alterations, including deliberate use of over-the-counter or unregulated substances for this purpose. Use or possession of drugs or alcohol as described in this policy is prohibited on school property including any school building, school premises, school-owned vehicle, or off premises at any school-approved activity, event or function where employees are under the jurisdiction and supervision of the District. Tobacco may be in school personnel's possession but may not be displayed and may not be used on school property. This policy is intended to regulate work environments, and does not mean and should not be interpreted to mean that any and all other conduct involving drugs, alcohol, or tobacco, including off duty conduct, is necessarily acceptable or permitted.

Therefore, the following activities and conduct by employees shall be prohibited.

- *The unlawful use, possession, solicitation for, distribution of, or sale of narcotics or other illegal drugs, alcohol, tobacco, or prescription medication on school premises without a prescription, at school-sponsored activities, or chaperoning students on school sponsored trips.*
- *Being impaired by legal drugs or under the influence of illegal drugs or alcohol while performing workplace duties.*
- *Possession, use, solicitation for, distribution of, or sale of illegal drugs away from the workplace.*

Violations of this drug, alcohol and tobacco-free workplace policy are subject to disciplinary sanctions up to and including the termination of employment. Appropriate remedies for violations may include, but are not limited to, substance abuse counseling, treatment program, referral to law enforcement, discipline or discharge from employment with the District. Compliance with the District's policies and rules is mandatory and is a condition of employment.

Employees shall promptly notify the Executive Director of Human Resources of any citation, arrest and/or conviction related to alcohol or drug use no later than five days after such citation, arrest, and/or conviction.

This policy shall be published annually through the District's In-service Verification process. Administrators shall receive annual training regarding the Drug Free Workplace Act.

The Superintendent of Schools is responsible for implementing this policy.

This item will be brought as a resolution at the next Board meeting.

E. Citizens Advisory Committee on Charter/Diverse Learning Programs

Commissioners Cummins and Hambuch-Boyle were asked to review Policy 186 related to developing a Citizen Advisory Committee and come up with a beginning charge and list of potential responsibilities. Diana Zeegers, Curriculum Coordinator, was appointed to work with Coms. Cummins and Hambuch-Boyle to come up with a recommendation.

Ms. Zeegers said the group met to discuss needs and desired outcomes for this work and a recommendation was made to establish a Citizens Advisory Committee on Charter/Diverse Learning Programs. The suggested charge of the committee would be to provide guidance and recommendations to the School Board relating to its role as authorizer of current and future ECASD Charter Schools. The group would meet quarterly and a recommended list of the makeup of the committee was shared.

Several Board members asked that the makeup of the committee be reviewed to include more community members. It was also suggested that the charge include the importance of increased communication among existing charters and communication for opportunities into the future for diverse learning programs.

The group was directed to look at the makeup of the committee as well as the charge and come back with recommendations in May.

3. Request for Future Agenda Items
4. Other Business
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 10:14 pm.