

**Eau Claire Board of Education - Regular Meeting Minutes****Monday, August 18, 2014 - 7:00 p.m.**

Generated by Patti Iverson, Board Secretary.

**Members present:**

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

**Members absent:**

None.

Following the Pledge of Allegiance, President Spindler called the meeting to order at 7:00 p.m. Board Secretary Patti Iverson confirmed that the meeting had been properly noticed and was in compliance with the Open Meeting Law.

**1.5 Public Forum**

No one signed up to address the Board.

**2. BOARD/ADMINISTRATIVE REPORTS****2.1 Superintendent's Report**

Dr. Hardebeck shared the calendar of events for School Board members. New teachers were welcomed at an inservice and luncheon. There were 15-20 teachers who were former students in the District.

**2.2 Communications to Superintendent/Board President**

President Spindler reminded Board members of upcoming WASB events and to let Patti Iverson know if they are interested in attending.

**3. OTHER REPORTS****3.1 Policy & Governance Committee**

The P & G Committee met and reviewed a recreational use contract on school property. It was determined that administration had applied the policy correctly with this situation; however, the committee will be reviewing the policy in depth to see if further clarifications need to be made.

**3.2 Budget Development Committee**

The Budget Development Committee reviewed the data received from Dan Van De Water regarding the 2014-2015 and 2015-2016 budgets.

**3.3 Legislative Update**

Chris Hambuch-Boyle shared information on important legislative issues. This included a summary of the policies that were decided on at the WASB Delegate Assembly. The Altoona School District will host the next Legislative Breakfast. President Spindler will follow up with Altoona to invite candidates to this session as well. Information was also shared about the Charter School Grants that were awarded.

**4. CONSENT RESOLUTION AGENDA**

Motion by Wendy Sue Johnson, second by Kathryn P Duax, to approve the following Consent Resolution Agenda Items:

- Minutes of August 4, 2014
- Budget Adjustments
- Bills Payable in the amount of \$ 9,615,056.78 and net payroll in the amount of \$ 2,786,672.64 for the period of July 1, 2014 through July 31, 2014.
- Human Resources

Motion carried by unanimous roll call vote.

**5. INDIVIDUALLY CONSIDERED RESOLUTION(S)****Gift Report**

Motion by Chris Hambuch-Boyle, seconded by Wendy Sue Johnson, to accept gifts in the amount of \$33,988.34 for the period of July 1, 2014 through July 31, 2014. Motion carried by unanimous roll call vote.

### **Employee Handbook Language Modifications**

Kay Marks summarized the proposed changes to the Employee Handbook. The majority of the changes had to do with the new state evaluation system for certified staff. Modifications were also made related to AESOP, the new electronic system for submitting leave requests, and changes due to the addition of Teachers on Call for substitutes. The District will also continue to evaluate administrators on an annual basis, which is per DPI requirements. That is reflected in modified language in the handbook.

Motion by Chue Xiong, second by Kathryn P Duax, to approve the proposed Employee Handbook modifications. Motion carried by unanimous roll call vote.

## **6. ADJOURN TO WORK SESSION**

The Board adjourned to the Work Session at 7:16 p.m.

## **7. WORK SESSION**

### **7.1 Key Works Related to Alignment & Climate/Culture -- Compensation & OPEB**

The Board received past reports on the compensation study, increments and longevity. At the last meeting, the Board listed options it wanted to consider.

Executive Director of Administration, Dan Van De Water, reviewed the 2014-15 budget so discussions on the compensation study could use that information as a backdrop. There is a 1.1% projected increase in Revenue Limits for 2014-2105, which is one of the smaller increases in past years. General state aid (also controlled by revenue limits) shows a projected increase of 49.9% in state aid. This is down from last year. The tax levy is projected to increase by 5.9%. The District is projected to use \$2.1 million of Working Capital to balance the budget. Staffing is down 6.1888 FTE and the allowable negotiated base wage increase for 2014-15 is 1.46%, down \$325,000 from 2013-14.

Mr. Van De Water said that Key Benefit Concepts, the District's actuarial firm, completed an updated actuarial liability study and calculated the financial impact of four options of post employment benefits in December 2013. President Spindler shared minutes from that meeting which showed several things the Board asked for. This included a philosophical framework, near-site clinic, employee input and feedback from ERC, and comparison of benefits over time for different employee start dates.

Kay Marks, Executive Director of Human Resources, reviewed the work of the Longevity Committee. She showed that from the 2010-11 to 2012-13 school years there was over \$3 million funded for longevity. The projection for 2013-14 was just over \$1 million. This involved 522 employees who would receive a portion of that for 2013-14, and 160 of those employees were at the 20 years and above calculation. When the committee reported to the Board, it recommended changing the current system of five employee groups to two groups: hourly and salaried. For hourly employees, nothing would change. The changes would come for salaried employees, which would make the longevity pay consistent for this group. The fiscal impact of that recommendation for employees in place in January 2014 was about \$160,000. At the time of the report to the Board, it was decided to wait until the compensation study was completed to make a decision on longevity.

The District currently utilizes a traditional model for pay, which is structured around salaries and lanes based on the amount of experience and degrees employee have. The Board should decide whether it wants to change the structure of compensation long term or stay with system in place and modify it.

Kay Marks also shared attrition rates in the District. She said it has been difficult to recruit people because the District hasn't given more than Step 3 to new teaching staff, while other districts have modified their compensation systems and can pay more.

The Board discussed involving a facilitator in the process to help formulate its values and then share that information with CBIZ to develop a pay structure. The agenda planning team will work on this matter and bring back information to the Board.

A request was made to see the contract for the Employee Clinic. The District's financial advisors are working on that and will share it with the Board.

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

Trish Cummins asked about having an orientation session with the new student representatives. Dr. Hardebeck has

met with each student to talk about expectations, what they should include in reports and about using them as a student voice for Board decision. Trish Cummins will meet with the student representatives before the next Board meeting.

Charles Vue asked for quarterly or semi-annual reports about closing the achievement gap. Dr. Hardebeck said administration will be talking about school report cards sometime in mid-September when the DPI releases the data.

Chue Xiong asked for possible options for minimizing or eliminating student fees. The Board received a Written Report on student fees. The agenda planning team will discuss this at an upcoming meeting. Trish Cummins encouraged that group to read the minutes when the fees were unanimously approved to review the underlying reason for instituting these fees.

Trish Cummins said she was made aware of the fact that North High doesn't have an intramural program. She wondered about possible inequities and kids that are left without options. It was suggested that the Board investigate a community-wide intramural program. She asked to receive information on the current status of the intramural program at North and whether there is a need to develop a community-wide program.

## **9. OTHER BUSINESS**

## **10. ADJOURN**

Motion by Trish Cummins, second by Charles Vue, to adjourn the Work Session.

Motion carried as follows:

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

Meeting adjourned at 9:00 p.m.