

Eau Claire Board of Education - Regular Meeting Minutes

Monday, September 22, 2014 - 7:00 p.m.

Generated by Patrice Iverson, Board Secretary

Members present:

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

Member 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.

4.4 Public Forum

No one signed up to address the Board.

5. BOARD/ADMINISTRATIVE REPORTS

5.1 Superintendent's Report

Dr. Hardebeck shared a list of events on the Board of Education's calendar. She also called attention to the Budget Adoption Calendar.

5.2 Communications to Superintendent/Board President

President Spindler updated Board members on upcoming WASB events they may be interested in attending. He also noted that the fall legislative breakfast with area legislators and school district reps will be October 13 at a location to be determined by Altoona.

6. STUDENT REPRESENTATIVE REPORT

6.1 Student Representative Report

Hannah Winegarden and Jonah Giese summarized recent events that have taken place at both high schools.

7. OTHER REPORTS

7.1 Policy & Governance Committee

Trish Cummins said the committee met and discussed the Activity Pass Policy.

7.2 Budget Development Committee

The committee has not met since the last Board meeting.

7.3 Legislative Update

Chris Hambuch-Boyle reported that recent legislation was enacted that will require photo identification to vote. The latest state report cards show that all but about two percent of Wisconsin's school districts met or exceeded the state's achievement expectations during the last school year. Governor Walker has released his plan for the

next four years if re-elected. Governor Walker also noted that agency requests for the 2015-2017 budget should focus on continuing to grow the state's economy. Agencies were encouraged to reform or eliminate obsolete and outdated programs in order to fund new initiatives with their current revenue base.

Kathryn Duax stated that the Alliance for Drug and Alcohol Education received a \$695,000 grant, which will help the school district's ATODA program.

8. CONSENT RESOLUTION AGENDA

8.1 Consent Resolution Agenda Items

Motion by Kathryn P Duax, seconded by Chue Xiong, to approve the following Consent Resolution Agenda Items:

- Minutes of September 8, 2014
- Gift Report in the amount of \$615.00 for the period of August 1, 2014 through August 31, 2014.
- Bills payable in the amount of \$ 5,630,755.46 and net payroll in the amount of \$ 2,671,707.96 for the period of August 1, 2014 through August 31, 2014.
- Human Resources - Employment Report
- Revisions to Policy 522.1-Drug, Alcohol and Tobacco-Free Workplace & Policy 831-Tobacco Use on School Premises

Motion carried unanimously as follows:

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

9. INDIVIDUALLY CONSIDERED RESOLUTION(S)

9.1 Budget Adjustments

Motion by Chris Hambuch-Boyle, second by Charles Vue, to approve budget adjustments for the 2013-2014 fiscal year as presented.

Motion carried unanimously as follows:

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

10. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

10.1 Discussion & Possible First Reading of Policy 655.1 - Activity Passes

The Board reviewed the recommended changes for Policy 655.1. A first reading was conducted:

Activity passes allow the holder entrance to all district-sponsored regular season athletic contests and fine

and performing arts activities.

Family activity passes are available for purchase. This pass allows admittance for family members and guardians who live within the household of ECASD students.

Employees eligible to purchase activity passes include regular employees, interns, people with emergency contracts, noon-hour supervisors, CESA employees assigned 100 percent to the Eau Claire schools, long-term substitutes, and regular substitutes working more than 50 days who receive the higher rate of pay either during the present year or the year prior.

Passes issued will be Eau Claire Area School District passes and honored by North and Memorial high schools.

Senior citizens will be admitted free to school events by presenting their Platinum activity pass provided upon request.

In addition, all ECASD high school students will receive free admission to events with their current student ID.

The Board agreed to bring this item forward for approval on the consent resolution agenda at the next meeting.

10.2 Recommended 2014-2015 Budget

Executive Director of Business Services, Dan Van De Water, reviewed the 2014-2015 budget. He reminded the Board that the state controls 85.4% of all revenue and there is a 1.1% projected increase in revenue limits from last year. The District is expected to have a 3.9% decrease in general state aid, and expenditures are projected to increase by 2.3%. Mr. Van De Water said the projected tax levy is \$57,797,205. This would equate to a 5.9% increase in the equalized tax rate. He noted that if you compare this year's general fund levy controlled by the revenue limit and last year's, there is a \$3.6 million increase in levy. Comparatively, the difference between this year's revenue limit increase and the decrease in general state aid is \$3.6 million. He said this shows that what happens with the revenue limit and state aid, governs what happens with the tax levy.

Mr. Van De Water also shared data obtained from the Wisconsin Taxpayers Alliance related to administrative and instruction costs per student. In terms of administrative costs, Eau Claire has some of the lowest costs of comparable school districts. This is also true for direct instruction and total instruction costs.

In order to finalize the budget, the District will need the 3rd Friday in September membership count, the October 1st certification of property values and the October 15th certification of state aid. The Board was asked to submit budget questions to Dr. Hardebeck by September 29 so that the Board can continue discussions and approve the budget on October 6. A public hearing is scheduled for October 27th and the Board will be asked to adopt the meeting that evening so the tax levies can be certified to municipalities by October 29th.

11. ADJOURN TO WORK SESSION

12. WORK SESSION

12.1 Key Works Related to Alignment - Budget/Compensation Study

Trish Cummins was not present for the Work Session.

Attorney Steve Weld shared information about developing a compensation scheme for employees that matches what the Board's values are and provides the necessary tools to assess where the District is going. He felt it would be important to have buy in from the staff in developing a model. He added that some districts have tied

their compensation model into rewards for performance.

The Board discussed the process it wanted to use and whether a facilitator or consultant should be utilized. A list of questions could be generated so that the appropriate match could be found. Some of the criteria Board members wanted to require for a facilitator/consultant would be someone who is a good communicator, who knows past practice with the compensation matrix used, has experience with supplemental pay programs and what does and doesn't work, has past experience with the public sector, has a HR background, is trustworthy, is not biased on one type of model, would set objectives/deadlines and would involve staff. Their availability should be considered and they should be able to give summaries of progress.

Some Board members stated it would be important to first determine its values so that a facilitator/consultant could assist the Board in outlining the parameters of a compensation structure. They were asked to send four or five values they felt were important and what they would like to see happen in the District.

A list of potential facilitators/consultants will be drafted to help with the initial phase of determining Board's values. The Board would leave open the possibility of continuing the rest of the process to create a compensation model if the Board deemed that necessary. Staff will be involved as well.

13. REQUEST FOR FUTURE AGENDA ITEMS

13.1 Requests for Future Agenda Items

Chris Hambuch-Boyle asked for more information on Professional Learning Communities. Dr. Hardebeck said information will be shared during the Opening of School Report at the next meeting.

Charles Vue asked what the next steps will be for implementing Board goals. Dr. Hardebeck said the Opening of School Report will provide data for many areas such as report cards, achievement, etc. and this will be tied to the Board goals. Future Work Sessions related to Key Works will also assist in this process.

14. OTHER BUSINESS

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

15. ADJOURN

15.1 Adjourn the Meeting

Motion to adjourn meeting.

Motion by Wendy Sue Johnson, second by Chue Xiong, to adjourn meeting.

Final Resolution: Motion carried

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

Meeting adjourned at 9:12 p.m.