

## **Eau Claire Board of Education Minutes Monday, January 18, 2016**

*Generated by Patti Iverson*

**Members present:** Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, and Chue Xiong

**Member absent:** Charles Vue

### **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**

Lynn Christianson, President of AFT Local 4018, said that after the passage of Act 10, the Board stated that no work groups would go backwards. Through the Meet and Confer process the group has talked to administration about where they sit on the pay scale as well as the loss of vacation days by school year staff. The group has been told that the Board was waiting for the results of the compensation study. That study confirmed that classified staff are underpaid, particularly special education assistants (SEA). Now that the referendum has been pushed back to November, the group would like some of the promises made to them to be reinstated. Ms. Christianson said that administration suggested that support staff pay for the cost of reclassification for the SEAs. She said that even with the full CPI increase that wouldn't be enough money for the reclass and a cost of living increase. The group asks that the Board honor the request for reclassification for the SEAs, one step movement for this school year and longevity.

Cindy Heintz has been a SEA for 16 years. She said that SEAs have been waiting to be reclassified. She said her group works with not only special needs students but those in the regular classroom as well. She noted that the SEAs love the students and will always be there to support them, but she encouraged the Board to consider their reclassification so they can make a fair wage.

### **3. BOARD/ADMINISTRATIVE REPORTS**

#### **3.1 Superintendent's Report**

Dr. Hardebeck reviewed the Board of Education's calendar of events.

Members of the Memorial State Championship Team and Coach Mark Johnson were present to be honored. There were 190 finishers in the meet with 20 teams competing. Aubrey Roberts was named Gatorade Player of the Year in Wisconsin for Girls Cross Country and was also the Division 1 Female Wisconsin Cross Country Runner of the Year. She and Hannah Roeske earned first team all-state honors for their performance at the state meet and Sophia Smith earned honorable mention all-state recognition. Coach Mark Johnson was named the Division I Cross Country Coach of the Year. The team and coach were congratulated for their accomplishments.

Memorial student, Ken Tanawattanachoen, was also present. Ken scored a perfect score of 36 on the ACT's. Only .04% of test takers achieved that score. Dr. Hardebeck noted that the average nationwide score is 21 and that Ken's accomplishment is exemplary.

### **3.2 Board President's Report**

President Spindler announced that there are five candidates for four open Board seats: Carolyn Gabrielsen Barstad, Aaron Harder, Jennifer Fager, Rich Spindler and Chris Hambuch-Boyle. The top three vote getters will serve a three-year term and the fourth will serve a one-year term.

## **4. STUDENT REPRESENTATIVE REPORT**

Jason Lin said Memorial High School commemorated Martin Luther King Day by watching a video of his accomplishments for civil justice and rights. He shared other events taking place at Memorial.

Emily Surges said that Forensics had a Talent Show to raise money for competitions this year. She noted that this is Finals Week and next week will be Winter Carnival.

## **5. OTHER REPORTS**

### **5.1 Board Committee Reports**

Policy & Governance reviewed policies 221 and 225 in committee but still had questions about them. They will meet again in two weeks with the District's attorney. The committee also looked at a new WASB policy on fraud and will refine that and bring back to the full Board for discussion. Policy 411 was also discussed and a recommendation will be forthcoming to add transgender students to the policy.

Budget Development discussed how a successful November referendum could affect the 2016-17 budget. They also talked about a timeline for the referendum. Ideas were also reviewed for possible cost savings. The 2016-17 Board goals and priorities were also reviewed and the group discussed how they might affect the budget. The committee will schedule a future meeting to go over the auditor's report and findings.

Demographic Trends looked at four elementary schools that are experiencing overcrowding and others that has space available. The group brainstormed a list of options and started a pro/con list for those options. At their next meeting they will narrow down those options for short and long term solutions.

Charter/Choice Programming celebrated the adoption of Policy 332 – Charter/Choice Programming and appointed Chris Hambuch-Boyle as committee chair. The committee discussed its communication plan to share the new policy with staff, administration and the Board in a way that looks to provide more relevance for students utilizing innovative ideas. The committee will use the District's System Assessment and Strategic Plan as they look at Innovation Zones proposals. They will be establishing the proposal process as well.

## **5.2 Legislative Update**

Chris Hambuch-Boyle will be representing the District at the WASB Delegate Assembly and will be on the floor to debate the resolutions brought forth. She encouraged the Board to submit resolutions to the WASB Resolutions Committee in the future.

## **6. CONSENT RESOLUTION AGENDA**

Motion by Wendy Sue Johnson, second by Chue Xiong, to approve the following Consent Resolution Items:

- Minutes of January 4, 2016
- Minutes of Closed Session - December 15, 2015
- Minutes of Closed Session - December 21, 2015
- Minutes of Closed Session - January 4, 2016
- Human Resources Employment Report – January 18, 2016
- Financial Report - December 2015
- Revisions to Policy 154 – Board Self-Evaluation
- Adopt Register and Vote Eau Claire (RAVE) Resolution

Motion carried.

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Chue Xiong

Dr. Hardebeck shared the biographies for Trevor Kohlhepp, new Principal at Memorial, and Lucas Barth, new Assistant Principal at North and welcomed them to these positions.

## **7. INDIVIDUALLY CONSIDERED RESOLUTIONS**

### **7.1 Minutes of December 7, 2015**

Motion by Wendy Sue Johnson, second by Chris Hambuch-Boyle, to amend minutes of December 7, 2015 by saying that the Board was "in opposition of Assembly Bill..."

Motion carried.

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Chue Xiong

### **7.2 Gifts**

Wendy Sue Johnson asked if the skate sharpener that was donated to the Memorial boys' hockey team would be available for use by other hockey teams. Trevor Kohlhepp said the sharpener travels to all games and wouldn't be available to other teams. However, the donor may consider purchasing one for the other hockey teams in the District.

Motion by Kathryn P Duax, second by Chue Xiong, to accept gifts in the amount of \$9,357.49 for December 1, 2015 through December 31, 2015

Motion carried.

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Chue Xiong

### **7.3 2016 Administrative Contract Renewals**

Motion by Chris Hambuch-Boyle, second by Chue Xiong, to approve administrative individual contracts commencing July 1, 2016 through June 30, 2018 as follows: Timothy Leibham, Delesa Boley, Robyn Criego, Joseph Eisenhuth, Heather Grant, Todd Johnson, Trevor Kohlhepp, Kimberly Lauterbach-Koller, Sarah Lynch, Kurtis Madsen, Kay Marks, Jennifer McDonough, Colleen Miner, Robert Modjeski, David Oldenberg, Timothy O'Reilly, Susan Steffes, Andrew Theil, David Valk, Mandy Van Vleet, Heidi White, Michele Wiberg, Kaying Xiong, Amy Zais and Dianna Zeegers.

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Chue Xiong

### **7.5 Payment of all Bills and Net Payroll**

Motion by Kathryn P Duax, second by Wendy Sue Johnson, to accept payment of all bills in the amount of \$6,097,231.83 and net payroll in the amount of \$3,080,049.69 for the period of December 1, 2015 - December 31, 2015

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Chue Xiong

### **7.6 WASB Delegate Resolutions**

Motion by Chris Hambuch-Boyle, second by Chue Xiong, to support WASB Delegate Resolutions as presented.

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Wendy Sue Johnson, Joe Luginbill, Richard Spindler, Chue Xiong

## **8. ADJOURN TO COMMITTEE**

### **9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION**

#### **9.1 Discussion & Possible First Reading of Policy 221 - Recruitment/Appointment of Superintendent**

The Policy & Governance Committee asked to withdraw this item as there are still questions related to the revisions.

#### **9.2 Discussion & Possible First Reading of Policy 225 - Evaluation of Superintendent**

The Policy & Governance Committee asked to withdraw this item as there are still questions related to the revisions.

#### **9.3 Discussion & Possible First Reading of Policy 342.7 - Services and Programs for English Learners**

Wendy Sue Johnson suggested that in the second sentence, it say that the *DISTRICT* shall provide culturally relevant... rather than the *BOARD*.

Board Members shared a first reading of Policy 342.7 – Services and

## Programs for English Learners:

*The School Board recognizes that within the District there are students whose primary language is not English. The District shall provide culturally-relevant educational and support services for these students to help them acquire English language skills that will enable them to function successfully in all-English language speaking classrooms and help them meet established academic standards. The degree of curricular and instructional modification or accommodation, the type of support services, and their duration shall be determined individually, based on student need.*

*The Director of Academics, working in conjunction with the District Administrator and/or the Executive Director of Teaching and Learning, shall have primary responsibility for the administration of the District's services and programs for English Learners (ELs), including making all required applications and reports, providing school and District-level evaluation and compliance data, as well as implementing and monitoring Board-approved procedures for:*

- 1. Identifying and classifying students who are ELs, including conducting the initial and subsequent annual assessment of English proficiency;*
- 2. Identifying appropriate placements, support services and accommodations for ELs;*
- 3. Obtaining parent or guardian consent for placement;*
- 4. Issuing parent and guardian notifications;*
- 5. Exiting students from language instruction education and services;*
- 6. Implementing other testing and assessment of ELs; and*
- 7. Maintaining required documentation related to newly enrolled ELs.*

*Additional procedures may be developed by the administration provided they are consistent with applicable law, this policy and related Board-approved procedures.*

*The administration is responsible for (1) implementing a pedagogically sound instructional plan designed to assist EL students to make progress on established achievement objectives; and (2) providing for the periodic evaluation of the effectiveness of that plan, reporting on such evaluations to the Board.*

*The District's student nondiscrimination policy applies in full force to all services or programs offered for English Learners. The District shall not engage in any unlawful discrimination in regard to such services or programs.*

It was agreed that approval of this policy be brought forward as a consent resolution item on February 1, 2016.

#### **9.4 Discussion & Possible First Reading of Policy 447.1 - Staff Use of Physical Force/Restraint and Seclusion**

Board members shared a first reading of Policy 447.1 – Staff Use of Physical Force/Restraint and Seclusion:

*It is the responsibility of School District personnel to assure that students are provided with an appropriate learning environment. The Board recognizes that there may be times when a student will engage in dangerous or disruptive behavior that requires immediate attention. In such cases, school personnel shall avoid the use of (1) any unlawful behavioral intervention; or (2) any unreasonable and excessively restrictive intervention. Positive behavioral interventions and supports are the District's preferred means of preventing and addressing inappropriate student behavior that does not present a direct threat to safety or to any person's well-being but that does interfere with the student's learning, the learning of others, or school operations.*

*Students shall not be subjected to the use of corporal punishment at any time. Corporal punishment means intentionally inflicting or causing to be inflicted physical pain for the purpose of punishment or as a disciplinary action. It includes, for example, paddling, slapping or prolonged maintenance of physically painful positions.*

*Subject to the limitations identified below regarding the use of restraint and seclusion, a school official, employee or agent may use reasonable and necessary force under the following circumstances:*

- to quell a disturbance or prevent an act that threatens physical injury to any person;*
- to obtain possession of a weapon or other dangerous object within a student's control;*
- for the purpose of self-defense or the defense of others;*

- *for the protection of property;*
- *to remove a disruptive student from a school premises or motor vehicle or from school-sponsored activities;*
- *to prevent a student from inflicting harm on himself/herself, and;*
- *to protect the safety of others.*

*A school official, employee or agent may also use incidental, minor or reasonable physical contact designed to maintain order and control.*

*Seclusion and physical restraint, as defined by state law, shall only be used by designated school personnel and only when the student's behavior presents a clear, present and imminent risk to the physical safety of the student or others and it is the least restrictive intervention feasible. The use of seclusion or restraint as a behavioral intervention shall also be for the shortest time possible and shall be conducted and documented in accordance with applicable legal requirements. Verbal outbursts and threats do not constitute a threat to physical safety unless the student also demonstrates a means to carry out the threat. The purpose for using seclusion or physical restraint as outlined in this paragraph is to defuse a physically dangerous situation, protect the students and others from injury, and regain a safe and productive learning environment. Neither physical restraint nor seclusion should be used as a punishment or as a substitute for appropriate educational/behavioral intervention and support. Only designated staff members who have received required training may physically restrain a student, except that if a trained staff member is not immediately available due to the unforeseen nature of an emergency situation, then a staff member responding to the emergency who has not received training may physically restrain a student in a manner that is otherwise consistent with the requirements set forth in this paragraph.*

*All incidents involving the use of student seclusion under this policy and all incidents involving a significant physical encounter between a student and any District official, employee, or agent shall be reported to the building principal and to the parents or guardians of the student involved.*

*School staff shall be informed of this policy via a reference in the Employee Handbook and through other role-appropriate training and staff development activities as determined by the administration.*

*It was agreed that approval of this policy be brought forward as a consent resolution item on February 1, 2016.*

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

The following requests were made for future agenda items:

- A committee report or work session to look at using working capital or short-term options for staff. This should include the costs for bringing just cause, vacation days and one-step movement.
- The status of health coverage for LGBT and domestic partners.
- Information on deferred expulsions to date this year.
- The role of Board Committees before the next election perhaps in a Work Session.
- Review status of legal representation
- Report on vouchers and its effect on the budget
- Information on the \$12,000 Special Education Scholarships.

## **11. OTHER BUSINESS**

There were no other matters brought before the Board.

## **12. ADJOURN**

Motion by Joe Luginbill, second by Chue Xiong, to adjourn meeting.

Motion carried by unanimous voice of acclamation.

Meeting adjourned at 8:00 p.m.