

Eau Claire Board of Education Minutes**Monday, October 5, 2015***Generated by Patrice Iverson***Members present**

Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, and Chue Xiong.

Members absent

None.

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

Several teachers from DeLong Middle School were present to share information about the work they do and experiences they have at school.

Jen Birkholz, social studies teacher, explained their Veterans Day Project, which started in 1996 as an organic idea from two teachers in their social studies department as a way to link students and community members together. It has grown into a project with incredible value to students, staff and veterans. Many beautiful quilts have been made by students as they document interviews they have had with veterans.

Nicole Sturgis, special education teacher, said she works with kids who have a variety of abilities and disabilities. She said as a team they have a large impact on their students. There have been struggles with not having resources necessary to provide needed technology to students due to budget constraints. She felt that the District cannot afford to have fewer support staff who provide behavioral support, hygiene and academic support.

Sarah Olson is a choir teacher at DeLong. She talked about the influences her teachers had on her life, including Com. Duax who was one of her college professors. Sarah described a group of students who wanted to start a boys' singing club. These boys developed deep bonds and through the power of music they realized they can use music as a healthy form of expression. She said programs like these help the District thrive, and she asked the Board for its support to commit to special, unique programs and to go forward as the best district in the state.

Nick Sirek said his colleagues have shared about what is going on in their classrooms and their experiences. He said the Board and administration have been talking about a referendum and what it should look like. He asked the Board to keep these stories in mind and how the District could thrive going into the future.

Aaron Athas said he has heard Mark Goings talk about "Daring to Dream" as a District with regards to a referendum. He said he would like to dare to survive right now. He works at Roosevelt, and he shared concerns with the building and the increasing enrollment. There are some new housing developments in that area that could add even more students to the attendance boundary. There are physical issues with the building that should be addressed including the gym, safe pick up and drop off of students, lunchroom, and private areas for students with behavioral issues. He asked the Board to invest in the infrastructure at Roosevelt.

Wendy Sue Johnson urged the Board to consider a recurring referendum rather than non-recurring in order to allow the District to thrive and not just survive. She said the Board should trust the community to support the needs of the District.

3. BOARD/ADMINISTRATIVE REPORTS**3.1 Superintendent's Report**

Superintendent Hardebeck shared a calendar of Board events.

3.2 Board President's Report

President Spindler said that Public Community Forums are being planned later in October. Those dates will soon be finalized and the Board will be notified of those dates.

4. STUDENT REPRESENTATIVE REPORT

Jason Lin and Emily Surges shared updates on events happening at Memorial and North.

5. OTHER REPORTS**5.1 Board Committee Reports**

Kathryn Duax said the Policy and Governance Committee reviewed six policies at its recent meeting: 154 – Board Self

Evaluation, 221 – Recruitment/Appointment of Superintendent, 411 – Equal Educational Opportunities, 460 – Student Scholarships & Awards, 731.1 – Privacy in Locker Rooms, and 655.1 - Activity Passes. Several will be brought forward at the next meeting for discussion and a possible first reading.

5.2 Legislative Update

Chris Hambuch-Boyle shared information regarding the following legislative matters:

- NSBA is urging Congress to reauthorize the Elementary and Secondary Education Act. The legislation continues funding for programs and services until December 11, 2015.
- The Urban Education Task Force held its first hearing on September 29th in Madison. She shared a synopsis of topics discussed.
- WASB opposes elimination of energy efficiency revenue limit exemptions.

6. CONSENT RESOLUTION AGENDA

Motion by Chris Hambuch-Boyle, second by Joe Luginbill, to approve the following consent resolution agenda items:

- Minutes of Board Meeting – September 28, 2015
- Human Resources - Employment Report

Final Resolution: Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

7.1 School Board Member Applications, Interviews & Appointment

Mr. Spindler stated that seven people applied for the vacant School Board seat. Board members received their applications and each candidate was asked to speak to the Board about their qualifications.

Carolyn Barstad, Jennifer Fager, Mike Falch, Robert Janke, Wendy Sue Johnson, Kate Kingree, and Brent Wogahn each shared statements about why they felt they would be a good candidate.

President Spindler reviewed the process to be used to make the appointment. He said the Board would keep voting until one candidate received the majority of votes (4).

Vote 1

Joe Luginbill	Wendy Sue Johnson
Chue Xiong	Jennifer Fager
Chris Hambuch-Boyle	Wendy Sue Johnson
Kathryn Duax	Carolyn Barstad
Rich Spindler	Wendy Sue Johnson
Charles Vue	Jennifer Fager

Vote 2

Chris Hambuch-Boyle	Wendy Sue Johnson
Chue Xiong	Wendy Sue Johnson
Kathryn Duax	Wendy Sue Johnson
Richard Spindler	Wendy Sue Johnson
Charles Vue	Jennifer Fager
Joe Luginbill	Wendy Sue Johnson

Wendy Sue Johnson was appointed to fill the Board vacancy through April 2016. Ms. Johnson will be sworn in before the next meeting.

7.2 2015-2016 Recommended Budget

Mr. Dan Van De Water provided answers to questions asked by Board members regarding the 2015-2016 Budget.

Motion by Kathryn P Duax, second by Charles Vue, that the Board of Education approve the 2015-16 recommended budget as presented.

Final Resolution: Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

8. ADJOURN TO COMMITTEE

9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

9.1 Draft of Strategic Plan

Mary Ann Hardebeck shared a draft of the Strategic Plan that was developed by the consultants who facilitated several planning and community sessions. The goals of the process were reviewed as well as the inputs for developing the plan including several surveys, achievement data, Board goals, System Assessment process, Strategic Planning Team meetings and a community forum.

Dr. Hardebeck reminded the Board that this draft was for discussion purposes only and would need to be finalized in the future.

Proposed Slogan - Where knowledge and inspiration meet to create the future.

Proposed Mission - To inspire and prepare knowledgeable, skillful and responsible learners.

Proposed Vision - We challenge minds, build relationships and nurture individual growth to prepare all students for post-secondary success.

The following Strategic Priorities were identified and elements to meet those priorities listed:

Academic Achievement

- Articulate and align a relevant, rigorous and engaging curriculum and assessment system PreK-12.
- Implement a clearly defined system for goal setting and shared accountability for student achievement.
- Prepare every student to be college and career ready – able to think critically, solve problems, communicate effectively, and work collaboratively with others.

Student Social and Emotional Growth

- Maintain safe and supportive learning environments.
- Provide experiences and instruction that address the needs of the whole child.
- Develop District guidelines and expectations for students to take responsibility for their own learning behavior.

Collaborative Cultures

- Clearly define roles, responsibilities reporting relationships, decision-making processes, and resource allocation.
- Support Professional Learning Communities (PLC) structures and professional learning.
- Promote and support strong teacher/student relationships.

High Quality Staff

- Create a district-wide professional development strategy that acknowledges and supports teacher collaboration and leadership.
- Implement a collaborative system for educator effectiveness that incorporates professional dialogue focused on student learning.
- Focus professional development on the long-term implementation of a few, high quality research-based strategic initiatives aimed at improving student achievement.

Partnerships with Families and Community

- Develop a District-wide communication plan that assures all communications are streamlined, timely and transparent.
- Collaborate with parent and community partners on District and school level goals and priorities.
- Identify and implement innovative partnerships focused on assuring post-secondary success of ECASD graduates.

Samples of action planning templates were shared as well as samples of priority areas, strategies and measures. The next steps will be for the Board to spend time with the Strategic Plan and come back as a Board to discuss it and perhaps edit it. After the Board approves the plan, then the administrative team will put together action planning teams.

It was suggested that a similar plan be used to get staff and community feedback as was used in the System Assessment Review. The Strategic Planning Team could also be used to get feedback.

The Board agreed that it should plan a Work Session to dig into the plan and establish a timeline for approval.

9.2 Compensation Study Update

Kay Marks, Executive Director of Human Resources, said the Board asked for periodic updates on the progress of the Compensation Study Committee. She said that the groups have been meeting since April and are scheduled to meet through December. She commended the staff members who have worked on these committees noting that they will have nearly 20 meetings that they will have attended.

The committee has focused on creating processes that attract and retain quality employees, minimize gaps between the

labor market and district, and minimize internal inequities. They are working diligently to make sure recommendations are sustainable.

Market data in terms of hourly and non-affiliated staff have been reviewed and were eye opening. They discussed providing differential wage and salary increases based on the labor market. The committee was able to identify the percentage that positions are off from the labor market and looked at creating wage increases to bring up to median point.

The hourly group has been looking at job descriptions and responsibilities to provide cohesiveness with each individual position.

The nonaffiliated group looked at the per diem wages and classifications of positions. They looked at reclassifications within that group from a compensation stand point as well as per diem inequities and how to address those. Two salary schedule options were presented for nonaffiliated staff. Discussions about criteria to move through the schedule included successful evaluation by supervisor and length of service. There has been discussion about possible professional development requirements for nonaffiliated staff.

The certified group has reviewed four options for salary. They discussed advanced education, an evaluation piece, length of service and broached the National Board Certification realm. They are still examining the professional development requirement to advance on the salary schedule. The group is looking for other criteria that may be needed to have staff move forward in the system and focused on the effects on prior step freezes to anybody going into a new system.

Administration will talk with Bob Butler about gathering information that may help the Board determine if anything should be included in the referendum related to compensation.

9.3 Opening of Schools Report

Members of the District Leadership Team shared District data with regards to demographics, program/participation, achievement, perception and teacher quality.

Tim Leibham, Executive Director of Administration, said the District's current enrollment stands at 11,243. He shared projected enrollments vs. actual as well as enrollment trends. In addition, he reviewed the percentage of students who receive meal assistance. Currently 41% of students receive free or reduced price meals. Building capacities were shared, which included the impact of the SAGE program on building capacity. Mr. Leibham shared the number of alternate school requests at each level as well as open enrollment statistics. In addition, he reviewed the enrollment of Chippewa Valley Montessori School by attendance areas.

Mr. Leibham looked at the demographics of the District's student population with regards to ethnicity, gender, gifted and talented, special education, and English language learners.

Jim Schmitt, Executive Director of Teaching & Learning, shared testing data, ACT scores, and students taking Advanced Placement classes. There was a significant increase in the percentage of students who took the AP tests as well as passed the tests. The number of students taking the AP test was broke down by gender, race, special education status, gifted and talented status, and limited English proficiency. Free/reduced lunch status was also shared. Five-year attendance rates were also reviewed.

Mr. Schmitt reviewed student engagement indicators by grade as well as the perception of the quality of education by families and the opportunities for family involvement.

Kay Marks, Executive Director of Human Resources, reviewed data associated with hiring by licensure, staff counts, experience, and turnover rates. The staffing report also included breakdowns by ethnic group and gender. She also discussed recruitment initiatives the District has undertaken.

11. REQUEST FOR FUTURE AGENDA ITEMS

Chue Xiong asked that Demographic Trends review the pros/cons of redoing the boundaries and then have it brought back to Board for discussion.

Joe Luginbill asked that Policy & Governance review class size policy 343.2 and discuss the possibility of a new policy for exit interviews and surveys.

Chris Hambuch-Boyle asked for a Written Report on what is being done to produce more Nationally Board Certified teachers.

12. OTHER BUSINESS

There were no other matters brought before the Board.

13. ADJOURN

Motion by Charles Vue, second by Chue Xiong, to adjourn committee meeting.

Final Resolution: Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, Charles Vue, Chue Xiong

Meeting adjourned at 10:07 p.m.