

Eau Claire Board of Education
Monday, December 5, 2016

Generated by Patti Iverson

Members present

Carolyn Barstad, Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

Members absent

None

1. REGULAR MEETING - CALL TO ORDER

Following the Pledge of Allegiance, President Hambuch-Boyle called the meeting to order at 7:30 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

John Jungbluth, co-president of the Memorial Choir Boosters, said the Board heard the choir singing earlier. He said that is why he has been at several meetings talking about the importance of staffing the music program.

James Karker, co-president of the Memorial Choir Boosters, congratulated the Board on the success of the recent referendum. He invited the Board to the Tudor Dinner on December 11th and their concert on December 19th. He said the Boosters look forward to continued advocacy with the Board.

Hal Snow is a parent of three kids in the District and a local architect. He talked to the Board about design and development of new referendum projects noting that the Board can influence what can happen with innovation and design in our schools. He felt that past projects have been lacking when it comes to innovation, light, color, etc., to facilitate learning for students and staff. He shared handouts of some projects from Menomonie and said he would like to see the District's renovations provide innovation and design on a budget that the District can afford.

The Memorial Madrigals, who have been in existence for 58 years, sang a beautiful song of the season.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

Dr. Hardebeck reviewed the Board's calendar of events. She noted that there will be an information session for potential Board members on December 15, 2016 at 6 p.m.

Dr. Hardebeck thanked the Memorial Madrigals for entertaining everyone before and during the meeting.

She congratulated the MHS Student Council that was recently honored by the Chippewa Valley Fundraising Professionals with the Outstanding Youth Philanthropist Award for 2016! Over the past five years, the Student Council has granted nearly \$26,000 to MHS students, clubs, and teachers. Student Council plans and hosts several events throughout the year so they can fund their grant program and give back to the school and Eau Claire community. Any student, club or organization, or staff member can apply for a Student Council grant. Student Council members and their advisor, Emilee McHorney, were present and recognized.

Mike McHorney was present to be recognized for his efforts with Support Eau Claire Public Schools. Dr. Hardebeck thanked him for his tireless efforts to help pass the referendum.

Dr. Hardebeck also thanked Carol Craig and OMNI Associates for producing the *Road to Referendum* documentary.

Roosevelt third grade student Keira Taylor was present, along with her family and Principal Ben Dallman, to be recognized for organizing a fundraiser at her school to help children affected by Hurricane Matthew. Haiti's worst storm in a decade affected more than 4 million children and left more than 175,000 people homeless. With her assistance, the school raised \$344 that was sent directly to UNICEF USA. Keira is now working on a fundraiser for Beacon House.

If any Board members are interested in attending the WASB Convention January 18-20, 2017 please let Patti Iverson know.

Todd Johnson invited Board members to a session on Coding in the Classroom that will be held on December 8, 2016 at 6 p.m. at Chippewa Valley Montessori.

3.2 Board President's Report

President Hambuch-Boyle shared information on the following:

- ✓ Raising of America Documentary Series
- ✓ School Board Candidate Information Session: Thursday, December 15, 6:00 p.m., 500 Main Street
- ✓ There has been a great response from the community for volunteers to serve on the newly formed Equity Committee that will be looking at donations to the District. She said that if any Board members wanted to review the applications, they should let her know.
- ✓ The book, *Becoming Nicole*, was offered to Board members to read
- ✓ Resources from Navigating Mental Health Services in the Chippewa Valley
- ✓ Resources from Child and Adolescent Social-Emotional Development: A Guide to Typical Behaviors and Early Warning Signs

- ✓ Resources from the Wisconsin Taxpayer Alliance that Todd Berry handed out at the WASB training and recent Chamber Eggs and Issues.

4. STUDENT REPRESENTATIVE REPORT

Ryan Cramer asked the Board to consider the topic of weighted GPA's. He felt that students taking AP classes should have weighted grades to reflect the difficulty of the course. He discussed this with several students at North and they also asked the Board to look into this.

Angela Arnholt was participating in a concert at Memorial so was not present.

5. OTHER REPORTS

5.1 Board Committee Reports

The Budget Development Committee discussed "Compensation 2.0" and working with Teaching & Learning to develop a timeline for completion of that. They also discussed the extended contract salary schedule, reclassification process and the proposed policy on that, substitute clerical wages, and OPEB. On December 14th they will have a guest speaker from Key Benefits who will talk about OPEB. The group talked about the concept of receiving donations from the community for teaching positions and agreed to refer this to the Equity Committee. They talked about increments and gathering data from other districts. The group asked to put athletic fees on an upcoming agenda.

The Board received an update on a collaborative effort with UW Eau Claire called Circles of Change. Those attending are being trained to facilitate discussions surrounding race and similar issues in the community. Several District staff participated in the training. Board members will be called upon to join in one of upcoming circles.

5.2 Legislative Update

Joe Luginbill reported that the Governor sent out a statement regarding a pledge to put additional money into the state budget for schools. This raises questions about revenue caps and the funding system as a whole and underscores the responsibility of the Board and administration to educate legislators and the public about that.

DPI will have a hearing to accept public testimony regarding the rule changes for the special education scholarship and special needs voucher programs.

6. CONSENT RESOLUTION AGENDA

Motion by Kathryn P Duax, second by Jennifer Fager, to approve the following consent resolution items:

- Minutes of November 21, 2016

- Minutes of Closed Session - November 21, 2016
- Human Resources - Employment Report

Motion carried

Yes: Carolyn Barstad, Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

7. ADJOURN TO COMMITTEE

8. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

8.1 2016-17 Employee Handbook Modifications

Kay Marks, Executive Director of Human Resources, brought forward modifications and recommendations from the Employee Review Committee for the 2016-17 Employee Handbook. She reviewed the document and shared the list of proposed modifications with the Board.

A suggestion was made to change the last sentence in Part II, Hourly Position Reclassification Process, to read: The decision of the Reclassification Committee is final pending Board approval through the budget process.

There was a question about including something in the Employee Handbook about hourly employees serving as coaches. Ms. Johnson explained if you have hourly staff doing coaching assignments, they could end up making more money than the increment is worth. In addition, the District would have to count the number of hours worked and they could then be eligible for health and dental insurance. The District doesn't want to take away opportunities for staff but must be compliant with the law and the Fair Labor Standards Act.

8.2 Compensation Plan Appeals Process Summary

Kay Marks, Executive Director of Human Resources, shared a summary of the Appeals Process data:

- 1) 65 appeals were reviewed by the Screening Committee
- 2) 13 appeals were forwarded to the Appeals Committee (2 of those appeals were approved, 2 were denied and 9 were related to the extension of the deadline for the last call for credits)
- 3) Reasons for the appeals included longevity (7), last call for credits (16), separation level (2), and fairness or not otherwise pre-identified criteria (40).
- 4) Themes heard from the 40 fairness appeals included years of service (21), duties (1), hire date (3), misunderstood salary (5), timecards (1), responsibility pay (2), timing of hire (4), timing of credits (3) and misunderstanding of personal salary/compensation plan (5). It was noted that some fairness appeals were in more than one category.

Ms. Marks explained that everybody who filed an appeal received a written letter from her indicating what they appealed and whether it was approved or denied. If it was denied, it was explained why. If it was approved, they received a letter saying when they could expect their retro pay.

Administration was asked for recommendations on what should happen next. Ms. Marks said that the Budget Development Committee felt the Board should send out a communication to staff that shares concerns that were heard and the rationale for the decisions. This would pertain to each "hot button item." The committee felt there could be an open-ended narrative that indicates that if an employee feels there is an area that hasn't already been shared, they should do so.

Ways of addressing the various concerns were discussed. This included listing all possible options to address issues including public, private, etc. Possible solutions may come from thinking outside the box.

The Board discussed this noting that there were decisions made about the compensation plan based on financial realities – "nonchoice choices." However, some Board members want to be sure staff feel like they have been heard as far as what some of the issues are. The recommended questionnaire will be a first step to understand the range and level of impact. Board members felt it was important to note that by giving staff an opportunity to address concerns, it doesn't promise there will be solutions.

8.3 Rescind Policy 447.3 - Suspension & Expulsion of Students

When the Board revised Policy 447 – Student Discipline and Positive Behavior Interventions, one Board Policy -- 447.3 – Suspension & Expulsion of Students – could be rescinded because it was duplicated in the new policy.

The Board agreed to bring Policy 447.3 forward at the next meeting to be rescinded.

8.4 Discussion & Possible First Reading of Policy 447 - Student Discipline and Positive Behavior Interventions

A recommendation was made by Policy & Governance to make a slight change to Policy 447 – Student Discipline and Positive Behavior Interventions to keep it in line with current practice.

The Board shared a first reading of this paragraph that changed:

Consistent with the School Board's direction to utilize the disciplinary strategies that keep students in school while maintaining a safe and positive environment for student learning, the District has developed a process that handles conflict and misbehavior in a way that allows students and staff to actively make amends and repair harm. Pursuant to that process, the Superintendent of Schools, or his/her designee, shall convene an Incident Review Panel (IRP) to evaluate each expulsion

recommendation. The IRP shall consist of the Executive Director of Administration, Director of Student Services, high school principals, the student's building principal (if different), and others as determined by the Superintendent. The parent(s)/ guardian(s) shall be included in a secondary subsequent meeting of with the IRP school administration to discuss the findings of the IRP and to discuss the offer of an Alternative to Expulsion Education Program (AEEP), and auxiliary support shall be provided as needed. The IRP shall make the following determinations:

The Board agreed to bring this forward at the next meeting on the consent agenda.

8.5 Discussion & Possible First Reading of Policy 362 – Interlibrary Loan

The Board shared a first reading of Policy 362 – Interlibrary Loan:

The District's library media centers will participate in reciprocal resource sharing with other school and public libraries through interlibrary loan. Resource sharing is defined as lending school library media center materials for a specified period of time in response to a request that is submitted by another library, which may in turn loan the materials for use by a staff member, student, or other patron. The purpose of resource sharing is to obtain access to materials not available in one's local library media center. Interlibrary loan activities are not intended as a replacement for library media center collection development.

The library media specialist has discretion as to whether a particular library resource should or should not be loaned when it is requested through interlibrary loan. In general, library media centers should not loan the following:

- *books in current and recurring demand, such as books which have holds or waiting lists at the library media center;*
- *reference and resource materials not ordinarily circulated outside of the library media center to students or patrons;*
- *instructional materials that are stored or maintained in the library media center, but that are not ordinarily circulated to students or patrons;*
- *library materials that are used for instruction with groups or classes in the District;*
- *non-print materials.*

District equipment and supplies, including technology resources, are not available for sharing through the interlibrary loan process.

When the District sends materials to another library, the borrowing library is expected to return the materials by the agreed upon due date. In addition, the borrowing library is responsible for the costs of repairing or replacing any lost or damaged items, and for paying all shipping costs unless the District and the borrowing library have reciprocally agreed (for all of their mutual transactions) that the sender shall pay the shipping costs in each direction. Incidents of late, damaged, or lost items that are not promptly and reasonably resolved by the

borrowing library shall be taken into consideration in regard to any future lending requests by that same library.

When a District library requests and receives materials from another library, any student who borrows such materials is personally responsible for the loss, damage, or late return of the materials in accordance with applicable District rules and procedures and any additional restrictions imposed by the lending library.

Whether sending or receiving materials, Board members, District employees and agents shall abide by federal copyright law and regulations in connection with interlibrary loan activities, including but not limited to the limitation that District staff shall neither make, distribute, nor request unlawful copies of copyrighted works.

The Board agreed to bring this forward at the next meeting on the consent agenda.

8.6 Discussion & Possible First Reading of Policy 511 - Equal Opportunity Employment

The Board shared a first reading of Policy 511 – Equal Opportunity Employment:

The Eau Claire Area School District is an equal opportunity employer. Personnel hiring and employment in the District are to be conducted so as not to discriminate against applicant or employee on the basis of age, race, religion, sex or sexual orientation, gender identity or gender expression, disability/handicap, citizenship status, marital status, pregnancy, national origin, creed, color, political or religious affiliation, genetic information, ancestry, arrest or conviction record, military service, state defense force or any reserve component of the military forces of the United States or this state; use or nonuse of a lawful product off school premises during non-working hours, declining to attend a meeting or participate in any communication about religious or political matters, or any other reason prohibited by state and federal law. Exceptions to this policy may only be made in accordance with state and federal laws.

Employees who file complaints in accordance with the applicable employee discrimination complaint procedures will not be subject to any adverse action or retaliation on the part of the district or any of its employees.

Any employee who violates this policy or any of its related rules and regulations shall be subject to appropriate disciplinary action.

The Superintendent of Schools shall be responsible for the administration of this policy and shall have the authority to develop and monitor appropriate and effective rules and regulations, grievance procedures, and reporting requirements. An annual Employment Report will be submitted to the Board of Education by the Superintendent of Schools or designee.

The Board agreed to bring this forward at the next meeting on the consent agenda.

9. REQUEST FOR FUTURE AGENDA ITEMS

There was a request for the Board to receive a written report about the issue raised related to weighted grades and a student's GPA.

10. ADJOURN

Motion by Kathryn P Duax, second by Charles Vue, to adjourn meeting.

Motion carried.

Yes: Carolyn Barstad, Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue

Meeting adjourned at 9:26 pm.