

**Eau Claire Board of Education Minutes**  
**Monday, December 19, 2016**

*Submitted by Patti Iverson*

**Members present**

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

**Member absent**

Aaron Harder

**1. REGULAR MEETING - CALL TO ORDER**

Following the Pledge of Allegiance, President Hambuch-Boyle 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**

Hal Snow talked about architectural services to provide innovation in our schools. He gave examples of school projects completed by his architectural firm that provided the best value and fit for those districts. He encouraged the Board to consider these points when selecting an architectural service team.

**3. BOARD/ADMINISTRATIVE REPORTS**

**3.1 Superintendent's Report**

Superintendent Hardebeck reviewed the Board's calendar of upcoming events.

Dr. Hardebeck was pleased to recognize several students from North's DECA Club that sponsored the "1000 Reasons to Give" campaign. She described this three-part public relations project where they donated 892 pounds of food to local food pantries, raised \$2,200 at a thrift sale to provide clothing and warm coats for children, and donated \$1,000 worth of toys to local hospitals for children hospitalized over the holiday season.

In addition, Dr. Hardebeck also recognized North students who conducted a project that involved over 75 local businesses as sponsors and donors. Over \$1,000 was raised to promote local small businesses by creating print and radio ads that ran during December.

Another successful North project was the establishment of Red Ribbon Wreath Company. Over 70 North marketing students were employees or managers in this operation and they made over \$1,200 in profits to pay for part of the students' district marketing competition.

Mr. Jim Maier is the instructor who works with these students.

Another community project that Putnam Heights initiated was to increase adult literacy skills and strengthen the school community. Parents were able to access community resources to build and strengthen relationships between families and the school. The conversations went beyond literary and staff gained a better understanding of some of the communication challenges families face. High school students volunteered to provide child care so the adults could participate in lessons.

Dr. Hardebeck was pleased to announce that ECASD is once again 1 of 433 districts out of 14,000 districts being honored by the College Board with placement on the AP Annual Honor Roll. Districts had to increase the number of students participating in AP programs and increase or maintain the percentage of students earning an AP score of 3 or higher. This was the third time in four years that the District received this distinction. This shows the District is expanding opportunities for more students to have successful post-secondary experiences while they are in high school.

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

President Hambuch-Boyle announced that on January 11<sup>th</sup> at Prairie Ridge from 4:30 p.m. to 7 p.m. there will be a public screening and discussion of "*The Raising of America*" documentary series that talks about stress on families among other things. She encouraged everyone to attend.

The Eau Claire Chamber of Commerce will hold its Chippewa Valley Rally on January 25<sup>th</sup> in Madison. The District was informed that as part of that rally, legislators will receive information regarding the need for fair school funding and reforming revenue limits, which speaks to the fact that the District has been emphasizing the need for change in these areas.

## **4. STUDENT REPRESENTATIVE REPORT**

### **4.1 Student Representative Report**

Angela Arnholt and Ryan Cramer shared updates on school events at both high schools. They also noted that they will be working with building leadership to discuss Board Policy 443.1 about students not being able to wear hats in school. They were pleased to see that the topic of athletic fees will be discussed with the Athletic Council and it may come back to the Equity Committee for consideration. Ryan also expressed an interest to open new dialogue about having equal enrollments between high schools.

## **5. OTHER REPORTS**

### **5.1 Board Committee Reports**

The Budget Development Committee heard from a representative of Key Benefit Concepts who shared information about OPEB. There were several options discussed that the District could use to address post-employment benefits. The

committee stressed that the Board needs to be upfront with employees and very transparent with future decisions regarding OPEB.

The Parent Advisory Council heard a report from Michelle Radtke as part of the opening of schools and equity report regarding academic achievement. The report emphasized the District's multiple measures and trend lines in reading and math and the growth the District has made.

The LEAP Committee discussed possible new innovation zone proposals. In addition, they discussed Sam Davey's "In Tech Great Zone" and Northstar's "Arctic Zone" and will be giving the Board an update on these projects. There will be an upcoming professional development opportunity with CVTC and CESA 10 related to innovation. The assessment work group gave an update and the group talked about committee vacancy prospects. The "*Race to Nowhere*" documentary will be shown from 6 to 8 pm at Memorial on January 17, January 25 and February 2.

Policy & Governance reviewed and approved Policy 453.1 regarding emergency care services, and it will be brought to a future Board meeting for consideration. They also reviewed Policy 333 regarding privacy rights in district programs. The committee received a request from the Student Representatives to discuss student dress and in particular, headwear. It was felt that students should investigate this issue as a student group with the principal. Policy 453.4 regarding administration of medication to students will be reviewed on January 9<sup>th</sup> as well as Policy 345.4 regarding promotion and retention.

## **5.2 Legislative Update**

Joe Luginbill shared information about two possible legislative proposals: one would call for the end of the Local Government Property Insurance Fund and the other would mandate that all public and private schools randomly drug test students who wish to participate in extra-curricular activities or park vehicles in the school parking lots.

## **6. CONSENT RESOLUTION AGENDA**

Motion by Kathryn P Duax, second by Carolyn Barstad, to approve the following Consent Resolution Agenda Items:

- Minutes of December 5, 2016
- Minutes of Closed Session of December 5, 2016
- Financial Report - November 2016
- Payment of all bills in the amount of \$4,344,667.76 and net payroll in the amount of \$3,338,931.97 for the period of November 1, 2016 through November 30, 2016.
- Gifts in the amount of \$13,877.00 for the period of November 1, 2016 through November 30, 2016
- Human Resources - Employment Report of December 19, 2016
- Salary Schedule Increases for Hourly and Non-Affiliated Employees

- Employee Handbook Modifications
- Rescind Policy 447.3 - Suspension & Expulsion of Students
- Revise Policy 447 - Student Discipline and Positive Behavior Interventions
- Revise Policy 362 - Interlibrary Loan
- Revise Policy 511 - Equal Opportunity Employment

Motion carried

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

## **7. INDIVIDUALLY CONSIDERED RESOLUTION(S)**

### **7.1 Appoint Equity Review Committee**

Joe Luginbill moved, second by Kathryn Duax, to table the appointment of the Equity Review Committee.

Motion carried

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

### **7.2 Certified Salary Schedule with Extended Contract Days**

Motion by Kathryn P Duax, second by Jennifer Fager, to approve certified salary schedule with extended contract days as presented.

Motion carried

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

### **7.3 School Resource Officer Agreement**

Jennifer Fager moved, second by Joe Luginbill, that the Board of Education approve the agreement to add 50% of a School Resource Officer (SRO) for the Eau Claire Area School District. The additional 50% of the officer will allow one officer at each secondary school in addition to being a resource for elementary schools that feed into the middle schools.

Motion carried

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

## **8. ADJOURN TO COMMITTEE**

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

## **9.1 Five-Year Capital Improvement Plan**

Larry Sommerfeld, Director of Buildings and Grounds, shared the list of proposed projects to be completed in the summer of 2017. It was hoped that the Board could approve these projects at the next meeting so they can be bid and work can start as soon as school is out in June.

Mr. Sommerfeld was asked if any new projects would come forward with a higher priority, could the Board shift the money to those projects. He said that approval of the projects at the next meeting would allow bids to be obtained by March. The Board would then be asked to give final approval on the projects, but if any other projects came up before that final approval is given, the Board could consider them.

The Board discussed projects involving the culinary arts labs at the high schools and the delay in moving ahead with those remodeling projects. The District is working with CVTC to develop transcribed credit opportunities with students. The goal is to create equal access and coordinate the curriculum with CVTC as they launch their program. The recommendation asked for the Board to budget for equipment, facility redesign, and faculty as well as to coordinate with CVTC to create pathways for students.

The future of the Administration Building was also discussed. There have been contacts made with Buildings and Grounds about the potential for buying this building in the past, but none of them have come to fruition. Mr. Sommerfeld noted that it would be difficult to find any space that the District could lease for what it's costing to stay in the building. The proposed projects would deal with energy inefficiencies with the windows and meet the ADA obligations as well as retrofit LED lights to cut down on energy use.

## **9.2 LEAP Proposal - Documentary Theatre - Memorial High**

Tim Leibham introduced Amber Dernbach, drama instructor at Memorial High School, who presented her Innovation Zone concept -- Documentary Theatre. The LEAP Committee agreed to bring this proposal forward for Board consideration. Ms. Dernbach, along with several of her students, highlighted the program's purpose and structure and noted the learning components that differ from those that are intentional in the conventional program. She said they would like to implement this proposal at the start of the second semester of the 2016-1017 school year.

The Board received a copy of the Performance Agreement, which outlined the specifics of the program. The Documentary Theatre proposal has an initial six-year implementation window. Ms. Dernbach pointed out that with increases in student subgroup enrollment, Memorial teachers from other disciplines may be added during the initial six-year implementation window. Increases in student enrollment in Documentary Theatre will be accommodated by combining the courses Ms. Dernbach currently teaches. No additional drama FTE is anticipated to be needed.

Several current students as well as a Memorial graduate spoke about the concept. Two students also did powerful dramatizations. The students urged the Board to support its approval.

Board members agreed to bring this forward for approval at the next meeting.

Angela Arnholt was in favor of this program and said Ms. Dernbach has done a wonderful job to introduce exciting new ways for students to learn.

### **9.3 School Start Time Committee Report**

Dave Oldenberg, Director of Academic Services, reviewed options the Board could consider with regards to school start times:

- ❖ Option 1 – Keep start/end times the same. There would be no change in costs for this option.
- ❖ Option 2 - Shift all start times 30 minutes later. This option would have a low to slight cost.
- ❖ Option 3 - Flip secondary and elementary school start/end times. This would have an estimated annual cost of \$280,000.

Mr. Oldenberg added that Option 3 assumes that private/parochial schools would also adjust times to ECASD needs. It would not fully optimize bus routes, and bus arrivals would be closer to let-out time at the elementary buildings. It was noted that there is an absence of evidence that starting elementary students earlier helps their education process. For some of the students attending the early-start elementary schools, they could need to be at the bus stop by 6:15 a.m.

Mr. Oldenberg gave a summary of considerations for this proposal. He said they were seeking next steps regarding school start and end times and asked the Board for direction. If the Board chooses to move forward with a change in start/end times, they would have to decide when that would start.

Mr. Oldenberg said that they heard from three private schools, and they were not interested in changing start/end times. This would increase costs to the District by \$296,344.

The Board thanked the committee for all the work they did on this topic.

Several Board members expressed concern with moving forward with any changes in start times and wanted the Board to vote on it at the next meeting. Some of the concerns expressed included:

- Fiscal responsibility of the District
- Data obtained from community survey
- Impact on programming with the needs of adolescents
- Lack of strong evidence of improved performance by students at all levels

- Elementary students needing to be on the bus at 6:15 a.m. and getting off after 5 p.m.
- PreK students getting home between 5:30 and 6 p.m.

Several Board members expressed the desire not to proceed any further with this process and said they would like to vote on that. Some also felt it would be beneficial to spend time educating families on the importance of sleep for learning rather than adjusting start times.

Ryan Cramer said the survey he conducted of students showed about half of the students favored the change and half did not.

Dan Wilson said there is also a job component with having secondary school students start later in the day. Many students have to leave school immediately to go work and help put food on their family's tables. In addition, to have a later start time, athletes would miss more school because in order to get to away games, they would have to miss another hour of academia.

Heidi White, Principal at Prairie Ridge Early Learning Center, felt that moving the start time back 30 minutes would be very detrimental for the younger students. Some students wouldn't get off the bus until 5:30 or 6 p.m. Lunch would be at 1:30 p.m. with this schedule.

Dr. Hardebeck suggested that minutes from past Board discussions about this topic be shared with the Board.

Dr. Hardebeck noted that when this concept was initially discussed, there was quite a bit of interest by the committee as they gathered research. They found it compelling and favorable. It was when the costs and implications for other programs were discussed, that other concerns were expressed.

#### **9.4 Discussion & Possible First Reading of Policy 346 - Student Assessment**

The Board shared the first reading of Policy 346 – Student Assessment.

Balanced, ongoing assessment is essential to the District's mission of providing an education appropriate to each student. Systematic collection, interpretation and application of assessment data are necessary to determine student learning and progress to the goal of meeting the needs of the whole child, to allow for accountability in teaching and learning, and to facilitate appropriate program review.

In addition to standardized achievement tests, District assessment plans and procedures may involve the use of a variety of formal and informal assessment techniques. These may include approaches such as teacher-designed assessments, direct observations of student performance, instruments supplied by curriculum companies, diagnostic assessments, tests of learning aptitude, career awareness and career aptitude/attitude assessments, portfolios, and any assessments required by state and federal laws.

The District expects all assessments to arise from clearly articulated instructional goals and achievement expectations, to serve an instructionally-relevant purpose, to utilize a reasonable and

appropriate methodology, and to reasonably control for sources of bias and distortion that can lead to inaccurate assessment. Decisions regarding the assessment of students with disabilities and English language learners shall be made on an individualized basis to the extent required by law and in accordance with established District policies and procedures.

Summary District assessment data will be available to administrators, curriculum committees and the School Board. Appropriate summary assessment reports, as well as information about the assessments administered to students, will also be provided to the public as required by law. Summary data will be used for curriculum development and evaluation, program development and evaluation, establishing District goals, making budgetary decisions, and developing remediation plans at the classroom, building, and District level when needed. Summary data will also be used to monitor the effectiveness of curriculum, materials, and instruction, to identify relevant trends with respect to groups of students, to provide accountability to parents and guardians, and to determine areas for staff development and study.

When maintained by the District, scores, grades, and other assessment data that are personally identifiable to an individual student are legally-protected student records that will not be disclosed except as otherwise permitted or required by applicable law and by the District's student records policies.

The District shall not discriminate in the methods, practices and materials used for testing and evaluating students on the basis of sex, race, religion, national origin, color, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity or gender expression, physical, mental, emotional or learning disability or handicap. This does not, however, prohibit the use of special testing or counseling materials or techniques to meet the individualized needs of students. Discrimination complaints shall be processed in accordance with established procedures.

The Board agreed to bring this policy forward as a consent resolution agenda item at the next meeting.

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

Joe Luginbill asked that the Board attorney look into the legality of making 16 and 17 year olds eligible voters for School Board elections.

Chris Hambuch-Boyle asked for a report on where the District is at with the Nationally Board Certified Teachers process.

## **11. ADJOURN**

Motion by Jennifer Fager, second by Joe Luginbill, to adjourn the meeting.

Motion carried

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

Meeting adjourned at 9:16 p.m.