

Eau Claire School Board Minutes

Monday, February 5, 2018

Generated by Patti Iverson

Members present

Kathryn P Duax, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica

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

No one signed up to address the Board.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

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

Flynn Elementary School is one of just eight public elementary schools in Wisconsin nominated to a national program that recognizes schools with some of the highest student academic achievement or that demonstrate dramatic gains in closing achievement gaps. The Blue Ribbon Schools nominees were named recently, and winners will be announced in the fall. State Superintendent Tony Evers said that the nominees for the Blue Ribbon Schools Program exemplify the work of educators, families, and communities throughout our state to ensure that our students have a safe and supportive learning environment that prepares them for the future. Dr. Hardebeck congratulated the staff and students at Flynn.

Dr. Hardebeck announced that this is National School Counseling Week. She acknowledged the District's school counselors for the tremendous impact they have in helping our students achieve school success and plan for a career. The District has 30 counselors who assist all students in acquiring and refining the skills, knowledge, and personal assets necessary to become effective students, responsible citizens, productive workers, and lifelong learners.

Dr. Hardebeck recognized Student Transit as part of School Bus Driver Recognition Week. Jim Fey and several bus drivers and monitors from Student Transit were present to be honored. Student Transit transports 7,500 riders per day and travels over 1 million miles per school year. Dr. Hardebeck said she appreciates the strong partnership between the District and Student Transit, and she thanked them for safely transporting our students!

Dr. Hardebeck thanked Dave Oldenberg and Drew Seveland who attended the Chamber's Chippewa Valley Rally in Madison last week on behalf of ECASD.

The Board received a copy of the District's annual audit report as prepared by Clifton Larson Allen. Dr. Hardebeck was pleased to report that the District received an unmodified audit opinion with no variance issues. There were no deficiencies in internal controls over financial reporting.

3.2 Board President's Report

President Hambuch-Boyle shared correspondence she received on behalf of the Board. This included several holiday cards, a solicitation from the Eau Claire Chamber Education Foundation, information on an upcoming WASB Legal and Human Resources Conference and Workshop, and a letter from middle school students requesting an opportunity to present a project to the Board regarding secondary school start times.

President Hambuch-Boyle made the following announcements:

- A Work Session is being planned for the February 19, 2018 Board meeting.
- The Citizen Action Group is holding a Governor Candidate Forum on February 10 at the Eau Claire Children's Theater starting at 10:00 a.m.
- Tangled Up in Hue, along with Human Kind, will be offering A Celebration of Hmong Heritage Awareness Month. There will be a reception at Tangled Up in Hue, 505 S. Barstow Street, on April 19th from 6-9 p.m.
- The Wisconsin Public Education Network (WPEN) is promoting Love My Public Schools Week February 12 - 16, 2018.

4. STUDENT REPRESENTATIVE REPORT

Ryan Cramer said that he has been working with the Chamber and Parent Advisory Council to see if North Student Council can take part in their School Board Candidate Forums. Ryan said that students met with Principal Valk to discuss the proposed SRO policy. There were some concerns expressed. He suggested that the Board consider revisiting the policy again in a year as opposed to two years as proposed to see how the policy changes are working out. Ryan reported that freshmen orientation went well last Monday. The Student Council gave tours to anyone who wanted one.

Lauren Priem said that Joe Luginbill attended Memorial's Student Council meeting last week and gave a presentation about naming Memorial's library in dedication of Joe Bee Xiong. The Student Council supported that request and a planning group will meet to create plans for a ceremony to dedicate it. Applications are being accepted for student representatives for the 2018-19 school year until early April. Lauren asked if it would be possible for her and Ryan to be more involved in the process and suggested that they be allowed to hold information sessions for students so they know what being a student representative entails.

5. OTHER REPORTS

5.1 School Board Committee Reports

The Eau Claire Public School Foundation met and heard several reports. In addition, trustees took part in a training session about fundraising.

The Budget Development Committee has continued discussing Other Post-Employment Benefits (OPEB) and received information about different plans that could be considered. The group is making progress on various options and once they are finalized, recommendations will be brought to the full Board for discussion. The committee's key objectives are to avoid springing anything on employees that is drastically different without a good deal of notice and to structure things so there is a smooth transition for staff.

The Policy & Governance Committee discussed feedback received on the School Resource Officer (SRO) policy. This policy will be brought back to the full Board for discussion and a possible first reading. Mr. Luginbill said they have engaged a lot of stakeholders in the process including parents, students, educators, and community groups. A community forum is being planned in March to talk about the SRO policy and to give the public an opportunity to give feedback as well. The sexual harassment policy will be reviewed at the next P & G meeting.

5.2 Legislative Update

Legislative Liaison Joe Luginbill said there was a hearing held on a bill to eliminate the Board of Commissioners of Public Lands' loan authority. Critics are concerned it would end the State Trust Fund Loan program, which supports schools, public libraries, technical colleges, and local governments. There are also concerns that it would end the requirement that Common School Fund dollars be used for school libraries.

The Joint Finance Committee will hold a public hearing on Wednesday regarding a bill to increase sparsity aid for eligible districts by \$100 per pupil to a total of \$400 per pupil as well as raising the low revenue ceiling for low-spending districts.

The Register and Vote Eau Claire (RAVE) group is joining forces with the Chippewa Valley Votes group to register voters during the week of March 5-19, 2018. If anyone is interested in volunteering, they should contact Mr. Luginbill or visit the Chippewa Valley Votes website.

6. CONSENT RESOLUTION AGENDA

Motion by Kathryn P Duax, second by Joe Luginbill, to approve the following consent resolution agenda items:

- Minutes of January 24, 2018
- Minutes of Closed Session - January 24, 2018
- Human Resources - Employment Report

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

7.1 Approval of Head Start Baseline Grant Application

Motion by Joe Luginbill, second by Kathryn P Duax, to approve the Head Start Baseline Grant Application as presented.

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica

7.2 Referendum Project Bids

Motion by Kathryn P Duax, second by Joe Luginbill, that the School Board approve the bid in the amount of \$126,813.00 from Chetek TNC, Inc., for the replacement of the Lakeshore & Manz fire alarm systems for referendum work for the summer of 2018.

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica

7.3 High School Culinary Labs Project in Five-Year Capital Plan

Abby Johnson, Executive Director of Business Services, said that at the January 24, 2018 Board meeting, the Board postponed a vote on the culinary arts project because they wanted more information from the Hospitality Committee. That committee met on January 30, 2018. Based on input from that meeting and from feedback received via email from the committee, it was felt that the labs are essential to student learning and there is a need for high quality learning environments for culinary students. The group unanimously agreed that equipment needs to be commercial grade. The group wanted the Board to be aware of the constraints of a short timeline in order to be ready for the fall semester related to construction and to move forward.

Ms. Johnson reviewed the construction costs for the project, which totaled \$847,570 for the culinary labs. \$147,570 of that total would be for equipment. The committee discussed ways to decrease costs and presented five different options. They recommended Option 4, which was to approve construction for 2018-19 (\$721,200) and defer most of the equipment costs for ovens and ranges (\$126,370) until the 2019-20 budget year.

On January 31, 2018 the Budget Development Committee reviewed the recommendations from the Hospitality Committee and asked several questions. Ms. Johnson shared answers to those questions with the Board. It was noted that the costs did not include the baking lab. There were some concerns expressed about that.

Some Board members were concerned about the bigger budget picture the District is facing and other budget priorities. They wanted to put this project in the context of spending across the District and to make budget decisions in a more measured, holistic way. Some didn't feel they had enough information to decide about this project.

Laura Brooks and Renee Morehead, culinary arts instructors at Memorial and North respectively, urged the Board to move forward with the projects. They noted that enrollments in these programs has continued to increase. They agreed with the recommendation of the committee.

Some Board members spoke in favor of the proposal noting that it has been deferred for some time. It was felt it was a good example of a student led, project-based learning environment, and it would be a good way to get support, including financial support, from the community. They said the Hospitality Committee is made up of people who know this industry and that work should be respected. It was suggested that culinary art needs be on a rotation plan for financial support such as what has been done for musical instruments.

Although this project would come from the capital improvement and maintenance plan, other budget priorities include technology refresh, salary level movement, equipment requests, year 2 mentor program, musical instruments, benefit changes, and CPI costs.

Motion by Joe Luginbill, second by Chris Hambuch-Boyle, to approve Option 4 for the culinary arts projects at Memorial and North high schools so Buildings and Grounds can finalize the project and get it out for bid to ensure completion of the project in time for school in September of 2018.

Motion failed

Yes: Chris Hambuch-Boyle, Joe Luginbill, Lori Bica

No: Kathryn P Duax, Aaron Harder, Charles Vue, Eric D Torres

Several Board members said they were supportive of the program but needed more information on the larger budget picture of the District. They asked for more information about possible partnerships or academies with CVTC or other

community groups. Board members were asked to provide specifics on what kind of information they would like brought back to them.

8. ADJOURN TO COMMITTEE

9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

9.1 Update Regarding Little Red Nature School Grant Application

Tim Leibham, Executive Director of Administration, shared a timeline for the Initiatives for New Directions in Education (INDE) in their quest to develop a proposal for the Little Red Nature School. The LEAP Committee approved their proposal in July 2017 and the School Board agreed to formally develop the proposal in January 2018. On January 26, 2018 the Department of Public Instruction (DPI) announced that there were grants available for charter schools. On February 5, 2018 INDE requested that the Board consider approving INDE to utilize necessary District resources to complete the grant. The grant application is due to DPI on March 9, 2018. The School Board would have to adopt a formal resolution to submit and, if awarded, accept the LRNS charter school grant on March 5, 2018. Awards will be announced on May 25, 2018.

INDE would be required to become a Wisconsin non-stock corporation, complete the grant application, and form a Governing Board. The District would have to agree to be the authorizing and fiscal agent and adopt a formal resolution to submit with the application.

DPI received a five-year window to receive grants from 2018-19 through 2022-23. All grants would be awarded on a competitive scale. Each grant is for five years with planning not to exceed 12 months. The implementation is not to exceed 48 months, and planning funds may carry over to implementation funding.

The financial considerations of the grant include:

- "If you are unsure of the prospect of receiving a charter and opening your school in the fall of 2019, you should continue planning and apply for a CSP grant at a later date." *DPI*
- "Grant awards will be reduced to the appropriate funding level if the 3rd Friday in September actual school enrollment figures are less than the estimated enrollment indicated on the application." *DPI*
- A break in the 60-month grant window will result in the termination of the grant and loss of funds.
- DPI will evaluate each local recipient's risk of non-compliance as a condition of the grant award.
- Grants must meet the federal definition of a charter school, must demonstrate independence and autonomy, must operate as a school and not a program, must be financially viable and sustainable, must focus on secondary, educationally disadvantaged students, and must not exceed \$800,000.

Mr. Leibham explained what INDE would need to submit the grant:

- Buildings and Grounds to assess structural needs/costs
- Business Department for financial requirements, fundraising, and other short/long term program costs
- Staff member(s) to outline educational program and equipment needs
- Information technology for analysis of infrastructure, software, and equipment needs
- Academic Services to share purpose/principles of LRNC
- Access to staff, as needed, to share purpose/principles of LRNC
- Budget for professional development, curriculum writing, and consultants
- Other assistance as needed

Some Board members expressed that INDE will need access to District staff to be able to articulate what the needs are.

Dr. Hardebeck said that 40 hours of staff time would be provided by Mr. Leibham to provide access to data to get what INDE needs to write the grant. She said that Mr. Leibham is the administrative liaison to the LEAP Committee and has offered to provide that time. Mr. Leibham said that other departments will have to provide information to get the breakdown of items needed for the application. For instance, if the Little Red site is part of the proposal, Mr. Sommerfeld would have to work with the group to review ADA requirements, remodeling costs, etc. If Little Red is not the site, then alternate sites would have to be discussed with principals or Buildings and Grounds to see what other District spaces might be available to initiate a program for two to three years.

Anna Rybicki from the INDE group reiterated that because the window to submit the application is quite tight, they will need access to staff over next few weeks. She felt the Board had previously given approval for 40 hours of staff time to have these questions answered. President Hambuch-Boyle said that Dr. Hardebeck would be available to assist with making those connections.

The group will come back to the Board with more information at its next meeting.

Because there were students present to speak to the next topic, President Hambuch-Boyle asked that the report on High School Graduation Supports be moved up on the agenda.

9.2 High School Graduation Supports

Mr. Dave Oldenberg, Director of Academic Services, said that both high schools have developed programs that have increased graduation rates and have improved outcomes for all students.

Memorial Principal Trevor Kohlhepp introduced John Samb, counselor at Memorial, and Gary Pszeniczny, alternate learning teacher, who shared information on the SOAR Program, which is a retention based, Tier II program. They explained how

they set goals to develop personalized learning plans to navigate high school and prepare for postsecondary life, to provide personalized supports needed to remain successful at Memorial, to recover failed credits, and to reinforce social/emotional growth.

They identified students who, after the first semester of their freshman year, were credit deficient, had behavioral concerns, or had attendance issues. Additional supports were provided such as BluGold Beginnings, faculty, and peer tutoring. There were 28 students enrolled for first semester. Nineteen of those students carried full-time traditional schedules and 6 were enrolled in the Odysseyware Program. Nine participated in alternate day/programming, and all were enrolled in the Odysseyware program. For second semester there are 20 students enrolled in the SOAR Program, which will keep increasing during the semester.

Mr. Kohlhepp shared the stories of two students enrolled in the program. Both had a great deal of success and went from failing most of their classes, to getting good grades and planning for life after high school.

North's HOPE (Husky Opportunities Promoting Education) Program helps find opportunities for students who might not otherwise find success. Assistant Principal Luke Barth had prior experience in other districts working with Odysseyware, which is incorporated as the primary foundation of the program. Justin Jablonske leads the HOPE program and had prior experience leading these types of programs. Mr. Barth said it's an alternate education program that offers options for students who are struggling in the traditional school setting. The program is intended to be proactive with the goal of helping primarily freshmen and sophomores who are credit deficient be able to get to a point where they can reenter the general school population. The goal is to teach to the whole child and help students with social/emotional growth along with their academic growth.

Students do their primary coursework and credit remediation in Odysseyware. With help from content teachers, it was modified to match the standards that are addressed in core classes.

Seven students applied for the program at the beginning of the year. Students in the program gained 4 credits on average and were able to close the gap so they can stay on track with credits. With the old model, students would have to take summer school courses and could only make up 2 credits per summer. Attendance rates also improved dramatically for these students. For second semester there are over 30 students being served in the program, and there are 15 students on a waiting list.

Several students shared their experiences with the HOPE Program. They said they were so far behind that they didn't want to come to school. Now they are motivated to succeed and are thinking about post-secondary education. A mother also shared how her son suffered from severe panic attacks and had to be home schooled. After intensive therapy, he wanted to come back to school but he was

behind. HOPE allowed him to get back on track to earn his freshmen and sophomore credits, and now he has confidence and wants to come to school.

Board members were very supportive of these programs and asked how they could be expanded. Mr. Schmitt explained that this could be the basis of what summer school could look like, which could impact more students.

9.3 Spanish Dual Immersion Program

Mr. Dave Oldenberg, Director of Academic Services, said that in the fall of 2016 the District began discussions with El Centro de Conexión de Chippewa Valley regarding dual immersion programming. A Dual Immersion Committee was formed in fall 2017.

Ms. Brianna Smit, English Learner Coordinator, explained that dual immersion is a program that extends at least five years, preferably K-12. Dual language education programs integrate native English-speaking students with native Spanish-speaking students for academic instruction, which is presented in both languages. Classrooms are composed of 50% native English speakers and 50% native Spanish speakers. All students learn to read, write, listen, and speak two languages proficiently. The dual language model creates an additive bilingual environment, which allows students to acquire a second language while maintaining and developing their native language. The curriculum of the program is the same as in the general education program.

If implemented, the program would be an option for every ECASD student enrolling in kindergarten. Enrollment would be through a lottery system.

A proposed timeline was shared. The 2017-18 school year would be a planning year. In 2018-19 professional development and curriculum development would take place, and in 2019-20 the kindergarten program would be implemented. A grade would be added each year so that by 2024-25, there would be students in kindergarten through grade 5. A long-term commitment would be needed if the Board decides to go forward with this program. It was noted that it is likely that there won't be a significant increase in achievement until about third grade. But at that point, data shows a positive growth in academics.

There are two Program Models to consider:

- 50/50 - The partner language and English are used equally throughout the program
- 90/10 - The partner language is used most or all of the day in the primary grades and the partner language and English are used equally in the later grades.

Longfellow and Locust Lane are the two proposed elementary sites that have enough space to host a K-5 program. Transportation would follow a similar model to Chippewa Valley Montessori. It was felt the program would need one or two classroom sections at one or two sites. The current student population would be

enough to run two sections. There would have to be enough staff with the correct licensure to support the program long-term.

Budget implications would be for materials, human resources, transportation, and professional development. Grant funding from Title II, III and bilingual bicultural would cover about 10 percent of the costs. It is estimated that the FTE would be cost neutral. Mr. Oldenberg said that they are still working on the proposed budget. He said that the initial cost up front would be for acquiring unique resources and training staff. Ms. Smit said there are two current teachers who have bilingual licensure, and they have been working with UWEC to get a program there. There are some teachers in the District who are interested in getting, or are close to getting, their bilingual licensure. She believes there is capacity in the District and community to support a K-5 program.

Several Board members were enthused about the program noting that it addresses the need to provide opportunities for students who are underrepresented for growth and aligns with the Strategic Plan. However, they were cautious about having the finances to move forward. They asked that the committee look at the budget detail carefully. It would be important to have a plan that would utilize current staff without adding more staffing. This may require out of the box thinking and partnering with the community.

9.4 Changes to High School Course Offerings for 2018-19

Kaying Xiong, Director of Student Services, and Dave Oldenberg, Director of Academic Services, shared information about the changes to the High School Academic and Career Planning Guide for next year.

Review of the current guide was done by high school counselors, principals, department chairs, select teachers, CVTC staff, and students. Michelle Moss and Maureen Doughty were integral in putting the guide together.

There were several new courses added: Medical Terminology; Fashion, Fabrication and Construction; Housing and Interior Design; Introduction to Teacher Education; AP Human Geography; and Hmong History and Culture.

New dual credit designations were made for Medical Terminology, Introduction to Teacher Education, AP Human Geography, and Criminal Justice.

New CVTC academies were developed for Certified Nursing Assistants, Health Exploratory, and Machine Tool. A new section was added to the guide for Academic and Career Program Pathways.

9.5 Calendar for 2018-2019 Pay Periods

Abby Johnson, Executive Director of Business Services, said that the Employee Handbook indicates that the first pay period for school year employees will be in September. Based upon the current pay calendar, the first pay period for the

2018-19 school year would fall on August 31, 2018. She shared two options for pay dates in 2018-19. Option 1 would make an exception to the handbook language and pay employees on August 31, 2018. Option 2 would follow the handbook language.

Option 1 – Paydays on August 3, 17, 31 and September 14, 28.

Option 2 – Paydays on August 3, 17 and September 7 and 21.

Board members favored making an exception to the Employee Handbook. This will be on the Consent Agenda for consideration on February 19, 2018.

Dan Wilson commended administration for bringing this to the Board's attention now so that employees know what to expect.

9.6 Discussion and Possible First Reading of Policy 655.1 - Activity Passes

The Policy & Governance Committee is recommending that Policy 655.1 – Activity Passes be updated. They are suggesting that Veterans of the Armed Forces who live in the ECASD be eligible to receive Lifetime Platinum Passes in addition to seniors over the age of 62 and disabled adults.

A first reading was shared:

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 during the present year or the year prior. Upon retirement from the ECASD, retirees shall receive a lifetime activity pass from the Human Resources Office.

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

Residents of the ECASD who are 62 or older, adults with disabilities, or Veterans of the U.S. Armed Forces will be admitted free to school events by presenting their Platinum activity pass. This lifetime pass may be obtained at the Superintendent's office or at Memorial and North high schools.

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

This policy will be brought forward on the Consent Agenda at the next meeting.

9.7 Resolution Supporting the Office of State Treasurer

Mr. Luginbill drafted a resolution supporting the Office of State Treasurer. The April 3rd Spring Election will include a ballot measure asking voters if they want to remove the Office of the State Treasurer from the Constitution. The State Treasurer helps to oversee the Common School Fund, which provides for public school library materials and technology needs, among other things. During the 2016-17 school year, the ECASD received an allocation of \$379,768 from the Common School Fund. This is the only source of funding for district library materials and IMC resources for curriculum support. Removing the Office of the State Treasurer would make Wisconsin the only state in the country without a financial officer.

This resolution will be brought back for a vote at the next meeting.

10. REQUEST FOR FUTURE AGENDA ITEMS

Aaron Harder asked if anyone would be following up with the students who wrote to the Board about school start times. President Hambuch-Boyle will follow up with them.

Chris Hambuch-Boyle asked for a report on the demographics of students in the HOPE and SOAR programs. Lori Bica asked that the same information be provided for the culinary classes at both high schools.

Joe Luginbill asked for a financial report on the amount of money being spent on legal services.

Aaron Harder asked administration to share comparison information for spending with the culinary program versus other programs.

11. ADJOURN

Motion by Joe Luginbill, second by Charles Vue, to adjourn the meeting.

Motion carried

Yes: Kathryn P Duax, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Charles Vue, Eric D Torres, Lori Bica

Meeting adjourned at 11:11 p.m.