

Eau Claire Board of Education
Monday, February 29, 2016

Submitted by Patrice Iverson

Members present

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

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

No one signed up to address the Board.

3. BOARD/ADMINISTRATIVE REPORTS

Dr. Hardebeck reviewed the upcoming Board of Education events.

Superintendent Hardebeck announced that two ECASD students have been named 2016 Coca-Cola Scholars. Memorial students Jason Lin and William Jang were two of 150 students who were determined to best exemplify superior leadership and dedication to their community from a pool of more than 87,000 initial applicants from across the country. Each Coca-Cola Scholar will receive a \$20,000 scholarship to the college or university of their choice and travel to Atlanta the end of March for their Scholars Weekend.

3.2 Board President's Report

President Spindler announced that five candidates are running for four School Board seats: Carolyn Gabrielsen Barstad, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder and Rich Spindler. The election will be held on April 5, 2016.

There will be a School Board Candidate Forum with the Parent Advisory Council on March 7 and with the Chamber of Commerce on March 10.

4. STUDENT REPRESENTATIVE REPORT

The student representatives were not present.

5. OTHER REPORTS

5.1 Board Committee Reports

The Budget Development Committee discussed the fund balance policy and how the District utilizes this fund to avoid the need to short-term borrow for cash flow purposes. They talked about how to move employees up a step on the salary schedule and to fix some of the inequities on the schedule. The committee also addressed those employee groups whose salary structure is more than the CBIZ schedule.

5.2 Legislative Update

Wendy Sue Johnson said that nearly all ECASD Board members were present at the recent legislative breakfast. She noted that there were a lot of media reports about the event that generated conversations about the need to change the funding formula for schools in the state.

Chris Hambuch-Boyle reported that the legislative breakfast started out with a discussion about an amendment to Senate Bill 615 dealing with the special needs scholarship program. Under the amendment public school districts in which pupils attend private voucher schools are allowed revenue limit authority equal to the amount of state aid they lose to private school vouchers. The amendment reduces their overall revenue limit authority by an estimated \$5.3 million compared to the current law. The impact on ECASD is estimated to be \$166,000. Chris said that the legislators seemed surprised by this amendment.

Ms. Hambuch-Boyle noted that in one day, 30 committees held public hearings, and at least 254 bills passed the full Senate and/or Assembly in three days. To put that into perspective, only 127 bills were enacted into law during the previous 13 months of the current legislative session.

The Board received a copy of frequently asked questions related to the transition to the Every Student Succeeds Act (ESSA).

6. CONSENT RESOLUTION AGENDA

Motion by Wendy Sue Johnson, second by Chue Xiong, to approve the following consent resolution agenda items:

- Minutes of February 15, 2016
- Minutes of Closed Session - February 15, 2016

Motion carried

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

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

Human Resources - Employment Report

Wendy Sue Johnson asked to pull the employment of Lucas Henderson from the report as he is listed as both the girls' soccer assistant coach and head coach at North.

Motion by Joe Luginbill, second by Kathryn P Duax, to approve the Human Resources-Employment Report for February 29, 2016 as amended by deleting Lucas Henderson.

Motion carried

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

Adopt New Policy 133 - Board Vacancies

Motion by Chue Xiong, second by Chris Hambuch-Boyle, to adopt new Board Policy 133 - Board Vacancies.

Motion carried

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

Special Education Assistant Reclassification

Motion by Wendy Sue Johnson, second by Kathryn P Duax, to approve the reclassification of the SEA positions from level 30 to level 40 beginning July 1, 2015.

Motion carried

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

8. ADJOURN TO COMMITTEE

9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

9.1 Family Medical Leave Act (FMLA) Language Revision

Tim Leibham, Executive Director of Administration, provided an overview of the proposed FMLA language revision. He said with the implementation of

Act 10 and the Employee Handbook, the process and language for the District's FMLA was modified. Prior to the revision, employees who had a spouse working in the District were not required to 'share' FMLA eligibility (up to 12 weeks per individual). After Act 10 and the Employee Handbook, the process and language related to FMLA for these employees required that they share the allotted leave.

Mr. Leibham explained that it is up to the District to determine if the leave allotment is required to be shared. Administration recommended that the process and language revert back to the system used prior to Act 10 and the implementation of the Employee Handbook so that each spouse has 12 weeks of FMLA time.

The Board discussed the proposal and asked to receive more information including the last negotiated contract language regarding FMLA, handbook revisions, the proposed language, the number of employees who would be affected and any projected costs for this modification.

9.2 Board Discussion Regarding Compensation

Abby Johnson, Acting Director of Business Services, said there are several areas within the work of the Compensation Committee that need direction or clarification from the Board. The Board discussed each area and provided feedback.

Vacation Days for School Year Classified

The Board felt it would be more appropriate to add money to the salary schedule than to treat groups differently by granting vacation days to school year classified staff.

Holiday Pay for School Year Employees

The Board again felt this should be part of the compensation schedule and not as extra holiday or vacation pay.

Increment (Between Steps) Percentages

Bob Butler recommended that there be 1.77% between steps for hourly positions and 2% for salary positions. The Board asked what the cost difference would be. Abby Johnson said she is working on compiling that information and will have a couple of options for the Budget Development Committee to consider.

Board members felt this was another area where equality should be a consideration. There was a suggestion that it may be fairer to give employees a flat dollar amount and to make it sustainable.

Longevity

Abby Johnson said the groups agreed to put longevity on the schedule. She asked for Board feedback on whether it should be kept as longevity pay or if all employees should receive it at the same point/number of years. The years of service are not the same currently and some groups get longevity and others don't. The proposal would make it consistent for certified and hourly staff by adding a level on the schedule.

Some Board members did not feel qualified to make a determination on what is appropriate for longevity and what helps retain staff in terms of pay systems. Some felt it should be the same across groups.

WAGE Range for Certain Positions

Abby Johnson explained that the CBIZ study recommended median pay ranges for positions that are below the current pay grade. However, there are several positions (some in cooks, classified but mostly in custodial ranks) where the median market is less than what they are currently making. Board members said there has been strong advocacy that nobody would go backwards on the schedule. They could keep these employees where they are on the schedule but be granted CPI increases and have new employees placed on the new schedule.

The Board wanted to check with CBIZ to make sure these positions were compared with others with similar responsibility and skills. Some Board members favored phasing this in like other compensation decisions such as OPEB.

Positions Being Moved

It was recommended that hourly positions be moved from the non-affiliated group to the hourly pay schedule with the transition to the new schedule. The Board discussed the hourly and salaried employee "groupings." It was felt that there should be conversations in the future about the way the money is distributed, whether by percentages or lump sums. Employees should be involved in these discussions.

Increments

Abby Johnson said the Compensation Committee's charge includes dealing with increments. She asked the Board what it expected the committee to do with regards to increments. Committee members felt the increments that needed to be looked at were duties during the regular work day. There was

agreement by most Board members to look at increments for duties during the school day that are part of staff responsibilities such as lunchroom duty, stocking science labs, etc. However, it was felt that discussions about increments could come at a future time so that the Compensation Study is not delayed further.

The Fargo Plan has been used to determine increments in the past. Wendy Sue Johnson noted that she asked for an update on whether the Fargo Plan is the appropriate method for fairly paying coaching/incremented duties and how inequities could be fixed within the compensation committees. Abby Johnson said that topic would be discussed with the Budget Development Committee.

Public Comment

Classified staff member Ann Meyer asked the Board to consider a compromise for holidays being granted to school year staff. She suggested that holidays be taken away from the 12 month group and granted to the school year staff to make it more equitable.

9.3 Timeline for Start Time Decision

Dave Oldenberg, Director of Academic Services, shared a draft timeline for the Board to consider should it decide to approve changing start times. He noted that the implementation portion of the timeline spans 19 months from the Board's initial commitment to the school year start date and could be applied to any given year.

Administration asked what other steps or elements the Board would like considered or included in the plan and whether the Board would commit and direct resources to pursue a start time change and if so, when the Board would tentatively want the change implemented.

Several Board members had concerns about tackling both the start time changes and preparing for a referendum. This could affect staff time needed to handle both projects and could bring the start time decision into referendum discussions.

The timeline included a Work Session on March 14, 2016. The Board agreed this would not be necessary. Rather, they asked for a review of the research/information they received in the past as well as an administrative summary. There was also a request to get information on the effects of the proposal on young children (3-5 year olds). In addition, information that would tie the start time proposal to the newly adopted strategic plan for District priorities was requested.

Most Board members favored a 2017-18 implementation date but felt that the date for voting on the formal resolution should be moved to November 2016. It was noted that money could be added to the budget for implementation and it could always be put back into the fund balance if the Board decides not to move forward. It was also suggested that the timeline be pushed out for reviewing the decision so that discussion doesn't take place after only six months of implementation.

The Board directed Dr. Hardebeck to bring the modified draft of the timeline for the start time decision back to the Board for approval at the next meeting.

10. REQUEST FOR FUTURE AGENDA ITEMS

Chris Hambuch-Boyle asked for a written report on the scoreboard project.

Joe Luginbill asked for an update on the handbook being developed for coaches. Dr. Hardebeck said that work hasn't started yet.

11. ADJOURN

Motion by Chue Xiong, second by Kathryn P Duax, to adjourn the meeting.

Motion carried

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

The meeting adjourned at 9:14 p.m.