

Eau Claire School Board Minutes Monday, March 5, 2018

Generated by Patti Iverson, Board Secretary

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.

Dr. Hardebeck announced that Eau Claire has been established as an ACT Work Ready Community. This is determined by students' scores on the ACT Work Keys Assessment. Eighty-seven percent of ECASD students are scoring at a level in 11th grade that makes them eligible and qualified to do about 65% of the jobs in Eau Claire. These indicators show that Eau Claire has a viable and highly-qualified work force, which makes the community more attractive for economic development.

The Blue Ribbon Commission on School Funding will hold several public hearings across the state. This bipartisan group of educators and legislators will hear testimony about reforms to school funding in Wisconsin. Public testimony is limited to five minutes per speaker. Dr. Hardebeck encouraged people to testify. The list of scheduled hearings can be found on the District's website.

3.2 Board President's Report

There will be a School Board Candidate Forum on March 6, 2018 at 6:30 p.m. at North High School sponsored by the Parent Advisory Council and North and Memorial Student Councils. The Chamber's Candidate Forum will be held on March 8, 2018 at CVTC at 7 p.m. There are four open School Board seats on the April 3rd ballot. Those running are Joe Luginbill, Lori Bica, Eric Torres, Tim Nordin, Joshua Clements, Laurie Klinkhammer, and John Plewa.

4. STUDENT REPRESENTATIVE REPORT

Ryan Cramer said the plans are in place for the School Board Candidate Forum on March 6, 2018 at North at 6:30 p.m. Ryan said the Democratic Club is planning to lead the student walk out on March 14th to assure safety in schools.

Lauren Priem said many Memorial organizations and clubs feel passionately about the student walk out that will be held on March 14th. She said that administration has been talking to students about holding a peaceful event. The ECA Stars won the Girls' State Hockey Championship.

5. OTHER REPORTS

5.1 School Board Committee Reports

The Policy and Governance Committee discussed draft policies regarding academic recognition systems, replacing youth options with two new policies regarding early college credit and technical college credit, administration of medication, and part-time open enrollment. They also discussed a draft letter regarding school safety that could be sent out from the Board.

5.2 Legislative Update

Mr. Luginbill stated that as the Board talks about communicating using 'one voice,' he wrote a draft letter that could be signed by the School Board about school safety.

Mr. Luginbill said there are several bills that have been passed in both houses and delivered to Governor Walker for his signature. These include a bill regarding school board candidate signature requirements, hearing notices to schools, excluding certain college credit in high school dual enrollment programs from the Early College Credit Program, increasing sparsity aid payments and increasing the low revenue limit ceiling, nutrition education, summer school and interim session classes, college credit transfers, robotics league participation grants, and publication of school and school district accountability reports by November 30th.

6. CONSENT RESOLUTION AGENDA

Motion by Joe Luginbill, second by Charles Vue, to approve Human Resources - Employment Report for March 5, 2018.

Motion carried

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

Dr. Hardebeck recognized several administrators who will be retiring at the end of the school year: Tim Leibham, Andrew Thiel, and Dave Valk. She shared their

biographies and noted their service to the District. She thanked them for their dedicated service.

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

7.1 Five-Year Capital Selected Projects

7.2 Referendum Bid Awards for Montessori Charter School

7.3 Referendum Bid Awards for Lakeshore Elementary School

7.4 Referendum Bid Awards for Manz Elementary School

7.5 Referendum Bid Awards for North High School

7.6 Referendum Bid Awards for Memorial High School

Ms. Abby Johnson, Executive Director of Business Services, explained that when the District puts out requests for bids, it is specific about the materials needed, timeline, warranty, specifications, and as much information as possible regarding the projects. The District assumes that if a company bids on the project, they can meet those specifics. Approving the bid then comes down to the price and being fiscally responsible.

Mr. Larry Sommerfeld, Director of Buildings and Grounds, added that he works closely with building principals and the architect to review the plans, look at needs, and determine how the project can fit best in the building with the budget allowed. He said the construction industry uses the bid process. Architects prepare plans and create a spec book. The book includes the 'front end,' which is where the process details are included (requirements, how changes are made, how communication is handled, etc.). The book also includes the technical section, which lists specifications for every product included in the project. For instance, the window section will tell what test standards must be met, if the windows are tinted, if there is a warranty, if it has any coatings, how the product is made, and how it is incorporated and built into the project. Therefore, everyone is bidding the exact same products. The only thing left to determine is the price. The District award is based on the low bid. If there are significant price differences, Mr. Sommerfeld will have a conversation with the contractor before bringing it forward for approval to be sure the bid is complete, they aren't using inferior products, and they have the same warranty. State statutes require that contractors provide bonding for each project, so if a contractor defaults, the bonding company steps in and completes the project at no cost to the owner. Bonding companies will only bond contractors up to the level they feel comfortable for the contractor.

Mr. Sommerfeld added that if the District gets a low bid from a contractor the District hasn't used in the past, they will do a background check and look at the largest projects they have done to be sure they had the manpower available and hadn't defaulted on any projects.

Motion by Aaron Harder, second by Kathryn P Duax, to approve the five-year capital select project bids for South, District Office and Northwoods; and referendum bid awards for Montessori Charter School, Lakeshore Elementary

School, Manz Elementary School, North High School, and Memorial High School as presented.

Motion carried

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

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

Abby Johnson said the Board talked about the high school culinary labs projects at a previous meeting. Administration was asked to look at the projects to see if any costs could be trimmed. She explained how the culinary labs would benefit students by improved safety, participation, and experience. They would give students hands-on education and would be accessible for all students, not just those focusing on food preparation as a career. There were 788 course requests for 2017-18.

The Department of Workforce Development said there will be 18,441 food preparation and service jobs in west central Wisconsin by 2022. The ProStart Curriculum has been designed to give students an education aligned with the skills sought by future employers.

The adjusted proposal would build the baking and pastry lab at Memorial and renovate the culinary lab at North to address the safety concerns in that lab. This would cut 10% from the construction, decreasing the proposed budget from \$700,000 to \$628,000. The District would purchase the range/stove in the 2018-19 year with a cost of \$21,200. Administration recommended that the Board approve the revised construction plan and limited equipment purchases for a total of \$649,200 and defer \$126,370 in equipment until 2019-20. Donations could be solicited for deferred equipment purchases. Several vendors have mentioned that they could possibly help with essential pieces of equipment.

Motion by Joe Luginbill, second by Charles Vue, that the Board approve the revised construction and limited capital improvements in the amount of \$649,200 for the culinary projects at North and Memorial high schools for 2018-19 and defer \$126,370 in equipment until 2019-20.

Motion carried

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

7.8 Health Insurance Renewal for 2018-19

Abby Johnson said the health insurance renewal with Security Health Plan (SHP) is 10%. This renewal increase is estimated to cost \$2.05 million for the 2018-19 school year.

Plan design changes were utilized to minimize the impact to the District and employees. For 2018-19, it is recommended that deductibles increase to \$4,000/\$8,000 and a Tier 4 prescription charge will be added. The employee premium share will be 12.6%. The net renewal increases for 2018-19 will be \$771,720.

Motion by Kathryn P Duax, second by Eric D Torres, that the School Board approve the health insurance renewal submitted by Security Health Plan for the 2018-2019 school year.

Final Resolution: Motion carried

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

8. ADJOURN TO COMMITTEE

9. COMMITTEE REPORT/WORK SESSION

9.1 Employee Handbook Modifications

The Employee Relations Committee (ERC) proposed modifications for the 2017-18 Employee Handbook. As Ms. Marks was not present due to a family emergency, Abby Johnson shared the modifications.

They included:

- Part I, Section 2.04 that FMLA forms are now available in Employee Online.
- Part I, Section 3.14 to reflect the positions that are required to report to work on Emergency School Closure Days.
- Part I, Section 6.02 to eliminate when the first pay day of the school year will be.
- Part I, Section 13.03 that personal leave will not be granted during the first 10 and last 10 days of student contact without prior approval.
- Added Part I, Section 17.02 (E) regarding leaves for government or public office service.
- Part I, Section 22 was added regarding exit surveys/interviews.
- Part II, Section 4.02 indicate that teachers must give notice at least 30 days before they intend to resign. It also added that the Board reserves the right to collect moneys related to professional development of the teacher acquired in the time period of nine months preceding resignation.
- Part II, Section 7.03 changes the timeline for intent to early retirement for health and dental insurance.
- Part II, Section 8.01 changes section for cross reference.
- Part III, Section 4.06 has new language for voluntary transfers.
- Part III, Section 7.02 changes language associated with the bodily fluid increment.
- Part III, Section 15 adds a new section on incremented positions.
- Part IV, Section 2.01 changes administrative titles.

- Part IV, Section 7.01 changes the base for post-employment benefits for administrators.
- Part V, Sections 1.01, 3.03, 3.04, and 6.01 updates positions.
- Part VIII is a new section for crossing guards.

There was a question about providing equity for requests for personal leave days. Ms. Johnson said that once there are 40 requests to use personal leave during the first 10 and last 10 days of student contact, the Executive Team reviews the requests. Administration was also asked if anyone keeps track of leave requests so that the same people aren't allowed to use it each year. They asked for the number of staff that typically take personal leave days during those times.

The Board asked for data on the number of employees who have requested an exit interview or filled out an exit survey. They would also like to receive information gleaned from those exit interviews.

There was a question whether crossing guards who ride the bus to get to their job could be reimbursed for those costs like mileage.

In Part VIII, section 1.03(d) it was suggested to change "property of the Board" to "property of the District."

There was a request to revise section 2.01 with the updated non-discrimination language.

The Employee Handbook modifications for 2017-18 will be brought forward at the next meeting for approval.

Aaron Harder moved, second by Joe Luginbill, to adjourn Committee Meeting and go into Work Session. Carried by unanimous voice vote.

Adjourned to Work Session at 8:25 p.m.

9.2 School Board Self-Evaluation

President Hambuch-Boyle shared the Board's past self-evaluation. Priorities identified during the last self-evaluation included establishing a workflow process for committees, spreading Board responsibilities among all members, the Strategic Plan, and the development of a School Board Handbook.

The workflow used for the Policy & Governance Committee has functioned very well. It was suggested that other committees consider developing a workflow process, particularly the Demographic Trends & Facility Planning Committee and Budget Development Committee.

The Board talked about the possibility of having the LEAP Committee be more of an ad hoc group rather than a standing committee. There would still be a member of the Executive Team serving in an advisory capacity. Some Board members felt that LEAP has been in a difficult position because the District wants to encourage

innovation, but the reality of budget constraints can hold ideas back. LEAP was originally looking at requests for Innovation Zones, but the INDE proposal for a charter school has brought new challenges. Some Board members felt that requests for programs should come through LEAP as a recommendation (i.e. LEAP should be playing that role for INDE). Establishing norms for LEAP in terms of the role of committee members (to serve as resource, advocate, reviewer, etc.) may help provide clarity.

Regarding the goal to spread Board responsibilities among all members, President Hambuch-Boyle asked everyone to reflect on that.

The District is going into the third year of the Strategic Plan. Reports to the Board are aligned to goals. The District continues to work on aligning the budget to the Strategic Plan.

The Board has reviewed a draft of the School Board Handbook. This will be brought forward for Board approval in the near future.

President Hambuch-Boyle asked the Board to look at the deltas on page 2 of the 2017 Self-Evaluation Document. She asked each Board member to share two items they would like to highlight.

The following items were of most importance to members:

- Speaking with one voice. (3)
- Having something in place that charts our path towards whether we are on track or not. (3)
- Achievement gaps. (4)
- See District priorities coordinated with the budget and know the budget is aligned to priorities. (2)
- Identify District data and its own target. (1)
- Need prioritized alignment with comprehensive results and share with staff and community. (1)

The Board shared thoughts/questions on their choices:

- Where do we see the District in ten years? The Board's goals and plans should be aligned with that long-term vision to lay the foundation for the future the District wants to see.
- The 'voice' the Board has comes from closed session, Board Meetings, or Work Sessions. If individual Board members have informal conversations with administration, administration may be influenced based on that one discussion.
- The Board needs to continue its work to speak with one voice. This has improved with advocacy, resolutions the Board has adopted, and working with media. Another aspect of using one voice, however, is communicating internally with staff. Board members may be representing themselves when speaking to staff, but staff and administrators may see that as representing

the Board. Outside of Board meetings and closed sessions, the only other place the Board should direct staff is in committees.

- The budget should be utilized where the District needs it the most, not where it looks the best. We must lay the groundwork for more equitable outcomes.
- The Board should have more deep conversations about issues to be able to find a common voice. These things should be discussed in more depth in Work Sessions held each month, so the Board can find consensus and be able to make changes. If the Board finds issues that all can agree are important, there is an amazing capability to make change on those issues.

Chris Hambuch-Boyle will send the deltas to the Board and ask members to give actions steps to go along with those priority items. This could be discussed at the next Work Session.

In relation to speaking with one voice, a letter was drafted to send from the Board to parents regarding school safety. The Board read the draft and made some modifications. There was consensus to send the letter out next week.

10. REQUEST FOR FUTURE AGENDA ITEMS

There were no requests for future agenda items.

11. ADJOURN

Charles Vue moved, second by Kathryn Duax, to adjourn Work Session. Carried by unanimous voice vote.

Meeting adjourned at 10:00 p.m.