

**Eau Claire Board of Education**  
**Monday, March 6, 2017**

*Generated by Patrice Iverson*

**Members present**

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

**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**

Sarah Olson is a choir teacher at DeLong and her husband, Derek teaches math at Memorial. Her husband is considered a 'glitch group employee.' They were informed that the District is looking at changing health benefits when both spouses work in the District. The benefit of Open Access is being taken away or would be something they couldn't afford. Sarah has seen morale drop with employees, and highly-qualified teachers have left the District to take jobs in neighboring districts to make more money. She encouraged Board Members to consider these types of situations when they vote on the married couples health insurance benefit.

Wendy Sue Johnson thanked the Board for taking steps to make every high school student's experience equitable. She said there are 400 more students at Memorial than North and that gap has consistently grown in the last five years. She asked the Board to give administration flexibility to phase the open enrollment changes in and to grandfather those already attending and/or those having siblings.

Sheila Presler has a child in eighth grade who attends DeLong through open enrollment. She received a letter saying her daughter was placed at Memorial for next school year and she already registered for courses, attended freshman orientation, and made connections with other students attending Memorial. She asked the Board to consider the implications of the current eighth grade students who have already been registered at Memorial.

Scott Hughes has two students who attend DeLong through open enrollment—one in eighth grade and another in sixth grade. The eighth grader has registered for freshman year classes at Memorial for next year. He encouraged the Board to allow students already enrolled and attending ECASD this year to be allowed to stay on the same track as they chose when open enrolling to the District.

Jim Haig has a sophomore who is open enrolled at Memorial. His daughter is very invested in the school and considers Memorial her school. He asked the Board to allow those students already attending Memorial to be allowed to finish their education there.

Derek Karo has a child who attends South through open enrollment. His son left the Altoona School District due to a bullying situation there and has flourished at South. His son would like to go to Memorial, and Derek asked the Board to consider these types of special circumstances.

### **3. BOARD/ADMINISTRATIVE REPORTS**

#### **3.1 Superintendent's Report**

Superintendent Mary Ann Hardebeck shared an update of upcoming Board of Education events.

Dr. Hardebeck recognized Memorial Senior, Katharine Rhoten, who was recently awarded the President's Volunteer Service Award for her outstanding active service. Katie has donated many hours to Katharine's Wish Foundation, the Special Angels program, tutoring, and Memorial blood drives. She also serves on the Executive Board of Student Council, is the Winter Carnival Committee Chair, Memorial's Daily Announcer, a Celebrity Artist for the Children Museum of Eau Claire's Celebrity Art Auction, and more. Dr. Hardebeck congratulated Katie as well as her parents who were also in attendance.

Dr. Hardebeck attended the AASA National Conference in New Orleans. She highlighted the key note speakers and shared information on the sessions she attended. She said the District is on the right track with many of its initiatives.

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

President Hambuch-Boyle shared a letter received from Gail Halmstad complimenting the Board on its efforts in passing the referendum.

President Hambuch-Boyle stated that she and several other Board Members have been attending meetings of the Poverty Summit, which have been very interesting and informative.

Ms. Hambuch-Boyle announced the resignation of School Board Member Carolyn Barstad effective April 4, 2017. She thanked Mrs. Barstad for her dedicated service and for the many hours she worked on the referendum.

Ms. Barstad said it has been a pleasure to serve on the School Board for the last year. She has been very impressed by the work being done by the Board and complimented everyone for the many hours they dedicate to Board business. She no longer feels she can serve on the Board due to time commitments.

President Hambuch-Boyle shared an update on the Wisconsin Public Education Network's (WPEN) budget advocacy training that she took part in. WPEN will hold their state meeting in Eau Claire at the Administration Building on March 13<sup>th</sup> from 1 to 5 p.m. in Room 123C at the Administration Building.

#### **4. STUDENT REPRESENTATIVE REPORT**

Ryan Cramer said he supports the Board adopting a resolution regarding the school start date change that is being considered by the legislature. He also encouraged the Board to consider allowing middle school students to be grandfathered in to allow them to stay on the track they started when they applied for Open Enrollment.

Angela Arnholt said that many students she spoke with supported the legislation to allow an earlier start for the school year.

#### **5. OTHER REPORTS**

##### **5.1 Board Committee Reports**

The Budget Development Committee received the District's Financial Audit Report and heard a very positive report. The committee also discussed insurance options for married couples when both work for ECASD and finalized three options for the Board to consider. The committee reviewed a draft of the employee compensation letter.

The Joint Commission on Shared Services heard reports from administrators of all three governmental agencies and are exploring the possibility of shared administrative space.

Policy & Governance will be bringing several policies forward for Board consideration related to privacy, technology, communication resources, etc. They are also reviewing a new policy regarding District-sponsored information media.

Joe Luginbill met with Laurie Malnory and Robyn Criego to talk about next steps with the Special Education Parent Group. A group of parents are working to establish a Special Education Parent Teacher Association.

The Equity Committee has met and are considering possible recommendations. Sarah French from the Eau Claire Public Schools Foundation will meet with the committee to talk about the Foundation and how the District can work with the Foundation with donations.

The McKinley Board will meet on March 9 at 7:00 a.m.

The Montessori Board met and focused on professional development for teachers.

##### **5.2 Legislative Update**

Joe Luginbill said there will be an upcoming Legislative Hearing at the State Capitol regarding the start time bill. If the Board passes the resolution related to this

proposed bill, he will be sure that it gets forwarded to the legislative committee before that hearing.

Mr. Luginbill has been asked to serve on the WASB Resolution Committee.

## **6. CONSENT RESOLUTION AGENDA**

Motion by Kathryn P Duax, second by Jennifer Fager, to approve the following Consent Resolution Agenda items:

- Minutes of February 20, 2017
- Minutes of Closed Session - February 20, 2017
- Human Resources - Employment Report
- 2017-18 CESA 10 Contract
- Referendum Project Bids
- Revisions to Policy 411 - Equal Educational Opportunities

Motion carried

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

Dr. Hardebeck recognized Dr. Del Boley, who will be retiring at the end of the year, and read her biography. She noted that Robyn Criego, who is also retiring, is ill and will be recognized at another time.

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

### **7.1 Approve Letter to go to Employees Regarding Compensation Plan**

Motion by Jennifer Fager, second by Charles Vue, to approve the letter to send to employees in the District Update regarding compensation as presented by the Budget Development Committee.

Motion carried

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

### **7.2 Utilization Costs and Married Couple Health Insurance Costs**

Motion by Charles Vue, second by Kathryn P Duax, to bring the discussion about health insurance options for married couples who are both employed by the District to the table to consider these options: Option 1) Effective immediately, all newly hired married couples who are both employed by the District will receive an HMO plan at no cost or pay 100% of the OA non-married rate. Option 2) Effective July 1, 2017, married couples who are both employed by the District will receive an HMO policy at no cost or pay 50% of the OA non-married rate and effective July 1, 2018 pay 100% of the OA non-married rate. Option 3) Effective July 1, 2018,

married couples who are both employed by the District will receive an HMO at no cost or pay 100% of the OA non-married rate.

Motion by Aaron Harder, second by Kathryn P Duax, that effective immediately, all newly hired married couples who are both employed by the District will receive a HMO plan at no cost or pay 100% of the OA non-married rate.

Motion carried

Yes: Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Aaron Harder

No: Carolyn Barstad, Joe Luginbill, Charles Vue

Motion by Kathryn P Duax, second by Aaron Harder, that effective July 1, 2017, married couples who are both employed by the District will receive a no cost HMO policy or pay 50% of the OA non-married rate and effective July 1, 2018 will pay 100% of the OA non-married rate.

Motion failed

Yes: Kathryn P Duax, Aaron Harder

No: Carolyn Barstad, Jennifer Fager, Chris Hambuch-Boyle, Joe Luginbill, Charles Vue

Motion by Charles Vue, second by Joe Luginbill, that effective July 1, 2018, married couples who are both employed by the District will receive a HMO policy at no cost or pay 100% of the OA non-married rate.

Motion carried

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

### **7.3 Resolution on Non-Discrimination for Immigration Status**

Motion by Jennifer Fager, second by Joe Luginbill, to adopt resolution on non-discrimination for immigration status as presented.

Motion carried

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

### **7.4 Resolution on School Start Date Change**

Motion by Joe Luginbill, second by Kathryn P Duax, to adopt resolution on school start date change as presented.

Motion carried

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

## **7.5 Considerations to Open Enrollment at North**

Tim Leibham, Executive Director of Administration, shared several options for the Board to consider with regards to students requesting open enrollment to Memorial High School. The Demographic Trends & Facilities Planning Committee recommended closing Open Enrollment to Memorial High School in an effort to narrow the enrollment gap between the two high schools. Currently there are approximately 400 more students at Memorial than North.

Jennifer Fager moved, second by Kathryn Duax, that any new families coming into ECASD through Open Enrollment who have never enrolled in the District before will be enrolled at North High School and schools that feed into North High School.

Motion carried

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

It was clarified that the inter-district transfer process will be available for open enrolled students as well as currently-enrolled students.

Joe Luginbill moved, second by Chris Hambuch-Boyle, that all open enrolled families currently enrolled in ECASD will be allowed to remain in their current track and be grandfathered in.

Motion carried

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

## **8. ADJOURN TO COMMITTEE**

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

### **9.1 Discuss Future Agenda Items for Demographic Trends and Facilities Planning Committee**

Wendy Sue Johnson, Chair of the Demographic Trends & Facilities Planning Committee, said that in 2015 the committee recommended limiting open enrollment and alternate school requests to North High School. The committee also recommended at that time that gradual boundary changes be considered to close the gap in enrollment between North and Memorial and to address overcrowding at some schools across the District.

A chart was shared that showed the pros and cons of various options to address elementary overcrowding. Flexible boundaries were implemented at Roosevelt by shifting some students to Sherman, which worked well. The committee has been discussing flexible boundaries as a short-term solution to help deal with space issues.

A document that showed building capacities across the District was also shared. The long-term solution the committee would like to review is to evaluate boundary lines by school building. Before proceeding with that study, the committee wanted to be sure there was Board support to potentially make changes to boundaries if that is what the committee recommends. There was consensus by Board members for the committee to proceed with investigating boundary changes.

The Board would like to not only look at capacity issues but the conditions of the buildings and whether they are adequate for the programs being offered in those schools. It was also suggested that the District talk to the City Planning Commission to keep abreast of their plans.

Roosevelt has been studied and the committee has considered options to rebuild that school on the same site or on adjacent land. South will also need a similar upgrade as DeLong had as part of the last referendum. The District's debt service will drop off in 2020-21, and the committee anticipates including a building project for Roosevelt as well as remodeling South at that time.

It was suggested that the LEAP Committee meet with Demographic Trends to consider various collaborations or use of facilities such as Little Red by the community. Other suggestions by the Board included using data to project the needs of the District and to create timelines so families can prepare for boundary changes. It was felt that the goal should be to make sure all kids can be successful regardless of what school they go to. The community should get the message that the District has outstanding schools at all levels, and regardless of where you go to school, you will get a great education.

Lisa Cramer encouraged the Board to move forward with these recommendations in a timely manner by using data already gathered by the committee.

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

There were no requests for future agenda items.

## **11. ADJOURN**

Motion by Jennifer Fager, second by Charles Vue, to adjourn the 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 p.m.