

Eau Claire Board of Education
Monday, April 18, 2016

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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

Tiffany Hall, Jodi Miller, Chris Wickland and Vance Mead are four Nationally Board Certified Teachers from the District who went to the National Convention for NBCT. They thanked the Board for allowing them to attend this professional development opportunity. They came back with many great ideas and ways they can implement important strategies in their classrooms. They shared several of those "take aways" with the Board, which included student and family engagement, emotional intelligence, cultural relevancy, advocacy, and social/emotional learning. They asked the Board to continue promoting and encouraging teachers to be involved in the NBCT process.

Mark Goings spoke about the power of public education. He said the District has 11,100 students who all have different stories, needs and wishes. The miracle of public education is that we not only accept all students, but welcome them all. He thanked the Board for communicating that our schools are open and affirming and ready to meet the needs of all students. He said that the District will grow together and that all families are welcome. This is the miracle of public education!

3. BOARD/ADMINISTRATIVE REPORTS

Superintendent Hardebeck shared an update on the Board's calendar of upcoming events.

Dr. Hardebeck congratulated Prairie Ridge for its third annual Night Against Hunger, which raised \$10,300. She commended Heidi White and Jill Elliot

who organized the event and thanked Houligan's for a great community partnership.

Memorial High's Aubrey Roberts was recently selected as a finalist to receive the prestigious 2016 WIAA Scholar Athlete Award. Aubrey was one of 32 seniors in the state to be honored for scholastic and athletic excellence. There were 820 seniors nominated throughout the state. Aubrey has a 4.0 GPA and is the reigning cross country state champion!

The District was recently notified that 14 ECASD students have met the requirements to enter the 2017 National Merit Scholarship Program. With a Selection Index score of 209 or above, these high performers have shown outstanding academic potential. From approximately 1.5 million program entrants, each of these students is among the 50,000 highest scoring participants who will now be entered into the National Merit Program to compete as semifinalists and then, ultimately national merit finalists.

The District recently received over \$8,000 in grants from the Ann Marie Foundation with ten grants being awarded to seven schools. The founders of Phillips Plastics Corporation established the AnnMarie Foundation in 1974. The AnnMarie Foundation provides monetary awards to schools and non-profit organizations to promote educational, humanitarian, cultural, and recreational activities.

Dr. Hardebeck thanked Wendy Sue Johnson and Chue Xiong on behalf of the staff of the ECASD for their service, passion and dedication to students.

3.2 Board President's Report

President Spindler thanked Wendy Sue Johnson and Chue Xiong for their service to the School Board. As this was their last official Board Meeting, he presented them with a certification of appreciate and a plaque.

President Spindler also thanked the candidates who ran for School Board. New Board members Carolyn Barstad and Jennifer Fager will begin their terms on April 25th and incumbents Chris Hambuch-Boyle and Richard Spindler will continue their term for three more years.

4. STUDENT REPRESENTATIVE REPORT

Student Representatives Jason Linn and Emily Surges shared an update on events happening at North and Memorial.

5. OTHER REPORTS

5.1 Board Committee Reports

Policy & Governance looked at Policy 185 – Board Committees and will be bringing it to the entire Board for review in May. In addition, they brought forward Policy 382 – Animals in District Facilities. The committee will be reviewing new financial policies and will also be looking at Policy 447.3 - Suspension and Expulsion, Policy 188 – Public Input at Board Meetings and Policy 225 - Evaluation of Superintendent.

The Budget Development Committee has discussed facility rental fees at recent meetings as well as proposals from the Compensation Committee.

The Parent Advisory Council talked about the indicators for measuring results of our Strategic Plan.

The Charter/Choice Committee met and focused on the proposals that have been developed for Innovation Zones. Several were submitted; one is at Step 2 and several are at Step 1. The proposal at Step 2 will be coming to the Board in the near future.

5.2 Legislative Update

Chris Hambuch-Boyle shared how legislators have addressed teacher shortage issues in Wisconsin and legislation that was adopted to help with that. These laws had WASB input and were approved by the Delegate Assembly. Governor Walker signed the Rural Teacher Loan Program Bill into law. Assembly Bill 793 expands the teacher loan program currently in place in Milwaukee to include rural communities as well. It is also known as Act 359 and passed overwhelmingly in the Senate and Assembly. Two other WASB supported resolutions were passed that support the shortage of technical and vocational education subjects and pathways to licensure for teaching candidates where there are shortages. The state budget also provided for licensure by reciprocity.

WASB reports via Education Week's *Teacher Beat Blog* that as of the end of March 2016, the numbers of "enrollments in" and "completion of" teacher preparation programs continued to decline through 2014 but not as sharply as the year before. Enrollments are down by more than a third from 2009-10, while completions are down by 25%, even in the neighboring state of Minnesota. Minnesota is also experiencing teacher shortages.

The 2015-17 state budget included Act 55, which is a new option for school boards to consider when determining how to best provide educational services to students. Whole Grade Sharing authorizes school boards of two

or more school districts to enter into an agreement to provide for the education of students in one or more grades from PreK through grade 12 by one or the other of the districts for all of a substantial portion of the school day. There is a prescribed timeline and budget parameters attached to this.

There have been spirited debates in Washington regarding the proposed federal rules to implement "supplement and not supplant" provisions in the Every Student Succeeds Act, which is replacing No Child Left Behind.

6. CONSENT RESOLUTION AGENDA

Motion by Kathryn P Duax, second by Chue Xiong, to approve the following consent agenda items:

- Minutes of April 4, 2016
- Financial Report - March 2016
- Payment of all bills in the amount of \$8,772,358.47 and net payroll in the amount of \$3,115,437.48 for the period of March 1, 2016 through March 31, 2016.
- Human Resources - Employment Report of April 18, 2016
- Preliminary Notice of Non-Renewal of Teachers Due to Limited Term Contracts
- Preliminary Notice of Non-Renewal of Teachers Due to Reduction in Force

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)

Gift Report

Motion by Joe Luginbill, second by Chris Hambuch-Boyle, that the Board of Education accept gifts in the amount of \$6,453.45 for the period of March 1, 2016 through March 31, 2016.

There was continued concern about inequity in the gifts that the District receives. Some Board members were grateful for the public support but were concerned that some schools may not have the resources or volunteers to help bring gifts forward. They expressed an interest in exploring ways to help direct the community in ways that can benefit all students.

Dr. Hardebeck said administration wasn't certain how to proceed with this

because most gifts come forward because of the motivation of the givers. She said there may be ways to work with the Public Education Foundation to bring more donations to schools that are not getting them.

The Board discussed the possibility of forming an Equity Committee to oversee equity issues in general in the District. If the Board decides to add that committee, it should be added to Policy 185 as well. It was also suggested that the Board look at *Key Works of School Boards* to see where that fits as well.

Motion carried

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

Family Medical Leave Act (FMLA) Language Revision

Kay Marks, Executive Director of Human Resources, stated that the Employee Relations Committee asked to modify the process and language related to married spouses in the District with regard to FMLA. She noted that there was nothing in Act 10 that precipitated a change in the District's FMLA process.

Ms. Marks said that it wasn't intended to take a benefit away from employees. There are 71 couples who are both active employees. She recommended that the Board take action to revert to the process used by the District prior to 2012, which would not require spouses to share their FMLA allotment. In recalling discussions about this in the past, it was felt this was simply an oversight in Employee Handbook language.

Motion by Chue Xiong, second by Kathryn P Duax, to approve proposed modifications to the Family Medical Leave Act process and language as presented so that married couples do not need to share their FMLA allotment.

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 REPORT

9.1 Facility Use Fees

Abby Johnson, Acting Director of Business Services, said that the area on the Family Survey that had the lowest rating was related to building rentals. The Budget Development and Policy & Governance committees have been reviewing facility use fees and building rental agreements.

It has been recommended that there be some changes in fees charged and that the à la carte rates be updated. In addition the group is looking at updating cancellation fees, registration fees, and the timeline expected for approval. There are groups that over reserve facilities and then cancel with no serious penalty for doing so. The committee is also looking at having designated space specific for tournament type events, and utilizing a flat fee for tournament and competition type events. A classification could be added for events that require additional prep work before building rental happens.

There has been some consideration for having elementary gym facilities available on weekends so families could use them. Fund 80 could be utilized for these costs.

Policy & Governance also discussed whether there are instances where the District could legally turn down a request.

9.2 Health & Dental Rates

Deb Svihovec from Associated Financial Group shared the health and dental rates for the 2016-2017 through the contract with Security Health Plan. The District has a five-year contract with guaranteed rate increases for four years. There is no proposed increase in dental rates. Premium increases for health insurance are based on HMO participation rates and the plan's loss ratio as follows:

HMO:

- 5% premium increase if HMO membership is 50% or higher.
- 7% premium increase if HMO membership is less than 50%

OPEN ACCESS:

- 7% premium increase if HMO membership is 50% or higher AND loss ratio is 95% or less.
- 9% premium increase if HMO membership is 50% or higher AND loss ratio is greater than 95%.
- 9% premium increase if HMO membership is less than 50% and loss ratio is 95% or less.
- 11% premium increase if HMO membership is less than 50% and loss ratio is greater than 95%.

For 2015-16, the HMO membership is 63.5% and the loss ratio is greater than 95%. This results in a 5% premium increase for the HMO plan and a 9% increase in the Open Access Plan. There is an additional 1.4% for ACA compliance for each plan. The total increase for the HMO plan is 6.4% and the Open Access Plan will increase by 10.4%.

The Board talked about the Employee Clinic. At least 50% of the employees must utilize the near site clinic to get favorable rates and that was met. Marshfield Clinic assumed the risk for the clinic and paid for it all. Staff have been using the Employee Clinic although at a lower rate than expected. Ms. Svihovec said the growth rate has been good but they are keeping an eye on the hours the clinic is open to be sure there aren't service issues. The quality of services has been excellent and as more and more staff utilize the clinic, there are more people joining in.

The approval of health and dental rates will be brought to the Board at the next meeting on the consent agenda.

9.4 Discussion & Possible First Reading of Policy 382 - Animals in District Buildings

Joe Luginbill said this policy change was made to make it inclusive to all buildings. He noted that the policy did not apply to pets approved for educational purposes.

The Board shared a first reading of Policy 382 - Animals in District Buildings:

The presence of animals in schools provides many opportunities for addressing academic standards and supporting the social/emotional growth of students. Animals are part of our natural environment and can be used effectively as teaching aids.

The ECASD will only allow live animals to be brought into District buildings for educational purposes, and only under conditions which ensure the health and safety of children, staff, and the well-being of the animal. Persons bringing live animals into District buildings must receive prior written permission from the building supervisor.

Service animals are permitted in District buildings as permitted by the Americans with Disabilities Act.

The Board agreed to bring this policy back on the consent agenda at the next meeting.

10. ADJOURN TO WORK SESSION

11. WORK SESSION

11.1 Determining Indicators for Measuring Results Towards Implementation of the Strategic Plan

The Board took a brief recess at 9:21 p.m. and returned at 9:28 p.m.

President Spindler said that Mark Van Clay from the Consortium for Change expressed an interest in helping the Board develop indicators and metrics on measuring the Board's goals to ensure clarity to all in what those goals mean. Mr. Spindler said that the Board has three goals and this discussion would focus on the goal to educate the whole child using multiple measures to assess academic achievement and social and emotional growth that are characteristic of successful adults. He shared language from Key Works of School Boards to explain to the public what the District expects each child to know and be able to do.

Dr. Hardebeck said she had staff working to provide possible indicators and a score card matrix on measuring results towards implementation of the Strategic Plan.

Dr. Hardebeck explained that as districts evaluate students and progress, educators have used a variety of measures but most tend to focus on standardized testing. She said that in some ways, the Board is on the cutting edge of looking at multiple measures in addition to looking at testing too. Using the PLC model, we begin by looking at the results we are hoping to achieve. Then working together or collaboratively, we determine the kinds of learning experience and professional development needed to bring about the results. She said that staff have been doing research about the whole child as well as looking at what indicators might be and what it would look like in terms of reporting. They created a mockup of some indicators used in the past, but also started working on the social/emotional aspects of the whole child and thinking about partnerships and what that would look like to the Board.

Jim Schmitt, Executive Director of Teaching and Learning, shared information from the Teaching & Learning Department's website. This included a mockup under the Strategic Plan with five different priority areas and sample indicators. Each mockup had sample data sets that could be reviewed. Mr. Schmitt said they tried to create similar patterns for each area.

The Board talked about ways to report information to parents. Some questions included:

- ✓ Are there ways to add measurements to high school report cards to evaluate values?
- ✓ How will we know if kids improve?
- ✓ What would responsible behavior look like?
- ✓ How do we measure quality engagement and how do we know if reporting on survey is quality engagement?
- ✓ How do we measure within the confines of the classrooms or making home visits?
- ✓ Are we measuring achievement in the academic world just by testing? Or by authentic assessments?
- ✓ Social/emotional is important but how are we measuring in all areas?
- ✓ Will staff and the Board agree on the kind of learning that translates to indicators?
- ✓ In the Board's definition of the whole child, what experiences or outcomes would the Board want to emphasize?

Some of the Board members said that the Board should let administration know what it wants measured and then let administration decide on indicators on how to report those measurements to the Board.

The Board came up with the following measurement areas:

- ✓ Fulfilling or relevancy
- ✓ Creativity
- ✓ Academics (important to also measure physical fitness areas)
- ✓ Social and emotional (responsibility)

Dr. Hardebeck said administration will use the four categories that the Board developed and take them to Teaching & Learning to see if they can do some cross walking and get some big areas and then under those areas, talk about how to measure that and bring it back to the Board.

The Board talked about the format for tracking progress. Some felt the data shouldn't be forced into a standard format if each indicator could be summarized in a different way. A scorecard could also be put together for the Board's use. Dr. Hardebeck said that administration needs to have a mock up to get the kind of information the Board wants in order to measure the outcomes.

The Board agreed to schedule another Work Session to continue the

discussion on the format to use. Dr. Hardebeck said she would send the Board additional information in their Friday Letter.

12. REQUEST FOR FUTURE AGENDA ITEMS

Joe Luginbill asked for a report on Hmong language assistance for summer classes as well as a follow up on summer school wages.

Rich Spindler asked for a report on the status of the elimination of extended sick time.

Kathryn Duax said she had a proposal to share with the Public Education Foundation regarding District donations.

13. ADJOURN

Motion by Joe Luginbill, second by Chue Xiong, to adjourn meeting.

Motion carried

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

Meeting adjourned at 10:46 p.m.