

Eau Claire Board of Education

Monday, May 2, 2016

Generated by Patti Iverson

Members present

Carolyn Barstad, Kathryn P Duax, Jennifer Fager, Chris Hambuch-Boyle, Joe Luginbill, Richard Spindler, and Charles Vue.

1. ORGANIZATIONAL MEETING - CALL TO ORDER

Following the Pledge of Allegiance, Abby Johnson 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. NOMINATION & ELECTION OF BOARD OFFICERS

2.1 Election of President

Rich Spindler nominated Chris Hambuch Boyle as President.

Motion by Joe Luginbill, second by Richard Spindler, to accept nomination of Chris Hambuch-Boyle as President.

Motion carried by unanimous vote of acclamation.

President Hambuch-Boyle took over as chair of the meeting.

2.2 Election of Vice President

Rich Spindler nominated Joe Luginbill as Vice President.

Motion by Richard Spindler, second by Carolyn Barstad, to accept nomination of Joe Luginbill as Vice President.

Motion carried by unanimous vote of acclamation.

2.3 Election of Clerk

Rich Spindler nominated Carolyn Barstad as Clerk.

Motion by Charles Vue, second by Joe Luginbill, to accept nomination of Carolyn Barstad as Vice President.

Motion carried by unanimous vote of acclamation.

2.4 Election of Clerk Designee

Rich Spindler nominated Abigail Johnson as Clerk Designee.

Motion by Kathryn P Duax, second by Jennifer Fager, to accept nomination of Abigail Johnson as Clerk Designee.

Motion carried by unanimous vote of acclamation.

2.5 Election of Treasurer

Joe Luginbill nominated Charles Vue as Treasurer.

Motion by Kathryn P Duax, second by Richard Spindler to accept nomination of Charles Vue as Treasurer.

Motion carried by unanimous vote of acclamation.

2.6 Election of Secretary

Rich Spindler nominated Patti Iverson as Board Secretary.

Motion by Kathryn P Duax, second by Jennifer Fager to accept nomination of Patti Iverson as Secretary to the Board.

Motion carried by unanimous vote of acclamation.

3. SEATING ARRANGEMENT

Numbers were drawn for future seating at Board meetings.

4. ADJOURNMENT OF ORGANIZATIONAL MEETING

5. PUBLIC FORUM

Tracy Bush is a member of the Charter Choice Programming Committee and she shared an update on what the committee has accomplished. They developed a new Policy 332, discussed the benefits of joining the Innovative School Network, and developed the four-step Innovation Zone Process. Several proposals are at the beginning stages and one is at the final stage and will be brought to the Board in the near future. The committee is also discussing community partnerships.

Teri Larson, a member of the classified group, shared concerns about the placement of Special Education Assistants (SEA) on the proposed salary schedule. She was concerned that permanent SEA's employed by the District make less than a long-term SEA sub. She suggested that SEA's be moved up a step on the schedule. In addition, Ms. Larson was saddened by the unprecedented number of teachers leaving ECASD to go to other districts or the private sector to work. She felt the District continues to put compensation on hold, and she encouraged the Board to move staff who have been frozen for years up one level.

Classified group president, Lynn Christianson, spoke about a proposed modification

to the Employee Handbook to include an increment for SEA's who handle bodily fluid. She urged the Board to move forward with that change. Ms. Christianson also thanked the Board for serving hourly employees and gave a special recognition to Kay Marks and Abby Johnson for leading the Compensation Committees.

ECAE President, Mark Goings, thanked those involved with the review of the compensation system. He said that one of the goals of conducting the study was to allow the District to attract and retain quality people. He said that as the Board looks at the compensation system, it should keep that goal in mind as well as how the Board will transition from one system to another. He was concerned about the number of teaching staff leaving the District.

6. BOARD/ADMINISTRATIVE REPORTS

6.1 Superintendent's Report

Superintendent Hardebeck congratulated the newly elected officers.

Dr. Hardebeck shared the upcoming Board of Education events as well as a video about Longfellow's Puddle Jump. She thanked the staff from Longfellow who were present for their hard work with this event.

6.2 Board President's Report

President Hambuch-Boyle read a proclamation from State Superintendent Tony Evers in recognition of Teacher Appreciation Week. She thanked teachers for their dedication to students.

On May 20th at 7:30 a.m. the ECASD will talk about District Finances for the Chamber's Eggs & Issues program. She also announced several WASB events that will be taking place this summer and encouraged Board members to attend.

7. STUDENT REPRESENTATIVE REPORT

Jason Lin and Emily Surges shared updates on events happening in their respective high schools.

Joe Luginbill and Kathryn Duax introduced the new student representatives who will serve during the 2016-2017 school year. They shared biographies for Ryan Cramer from North and Angela Arnholt from Memorial and welcomed them.

8. OTHER REPORTS

8.1 Board Committee Reports

Policy & Governance talked about revisions to the District's expulsion policy, and they will use WASB sample language to revise the existing policy. The group also reviewed building rental fees and conditions of use agreements and will bring this

to the Board for review. In addition, Policy 185 – Board Committees will be brought to the Board on May 16th for review and a possible first reading.

The Budget Development Committee reviewed the latest rounds of compensation models and discussed the transition to a new schedule.

9. CONSENT RESOLUTION AGENDA

Motion by Jennifer Fager, second by Kathryn P Duax, to accept the following consent agenda items:

- Minutes of April 18, 2016
- Approve HSR Architects to complete an evaluation of Roosevelt Elementary School and bring their recommendation to the School Board.
- Approval of 2016-2017 Health and Dental Rates
- Revisions to Policy 382 - Animals in District Buildings
- Final Notice of Nonrenewal for Teachers on Limited Term Contracts
- Final Notice of Non-Renewal of Teachers Due to Reduction in Force
- Re-employment of Certified Staff for the 2016-17 School Year

Motion carried

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

10. INDIVIDUALLY CONSIDERED RESOLUTION(S)

Human Resources - Employment Report

Motion by Richard Spindler, second by Joe Luginbill, to approve the Human Resources – Employment Report for May 2, 2016.

Motion carried

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

Dr. Hardebeck shared Laura Nicolet’s biography and welcomed her as the new Assistant Principal at South Middle School.

Five Year Capital Improvement Plan

Larry Sommerfeld, Director of Buildings and Grounds, explained that the District budgets \$1.6 million for maintenance needs. He said the District has 2.4 million square feet of facilities and should spend about \$2/square foot. The District spends about .67 cents per square foot. This is a concern.

Motion by Joe Luginbill, second by Richard Spindler, to approve the bids for the capital projects to take place in the 2016-2017 fiscal year.

Motion carried

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

Roosevelt Architect Study

Abby Johnson, Acting Director of Business Services, explained that last year the District put out an RFP for architectural bids. HSR Architects was awarded the architectural services bid. There were five qualifying items in the bid and one was to study elementary school remodeling/expansion. She recommended that this line item in the bid be used to move forward with the study for Roosevelt to determine the best use of space for the District.

Motion by Jennifer Fager, second by Kathryn P Duax, that the Board approve HSR Architects to complete an evaluation of Roosevelt Elementary School and bring their recommendation to the School Board.

Motion carried

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

11. ADJOURN TO COMMITTEE

12. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

12.1 Building Rental Fees & Conditions of Use

Abby Johnson, Acting Director of Business Services, reviewed the recommended changes to the Conditions of Use Agreement brought forward by the Policy & Governance Committee as well as the Building Rental Fees Schedule discussed by the Budget Development Committee. She noted that use of facilities is an area that the District has consistently received low ratings in the family survey, and the District has heard from community members that the policy and fee structure needed to be reviewed.

Ms. Johnson said that the policy change recommendations included defining the response timeline for peak rental request periods, adult supervision requirements, no-show fees, and updating language to reflect tournaments and competitions.

Ms. Johnson reviewed the recommended fee changes. She said the District needed to align some of the costs for gyms and cafeteria use. She discussed those fee changes as well as changes to the fees for items used in the classrooms. In addition, it was proposed that a flat fee be added for groups that want to run a tournament or competition instead of using an a la carte fee structure. A half-day or full-day rate could also be considered. The use of elementary schools for community use on the weekends was also discussed. The Budget Development Committee talked about allocating Fund 80 money for those non-standard operating hours so the District didn't have to charge more.

The Policy & Governance Committee was asked to review the language of adding a flat fee, the fund raisers versus student activity charges, and whether the District could legally denying requests of groups deemed inappropriate. This will be brought back for Board action.

12.2 Report on Salary Schedule Options from Compensation Committee

Bob Butler from the Wisconsin Association of School Boards has been the facilitator assisting the Compensation Committees with their work. There were three sub-committees including the certified, hourly and non-affiliated groups.

Mr. Butler said one goal for all groups was to have, wherever possible, equity amongst staff. The groups felt that the compensation system should provide a career path for staff. With the evaluation piece, in order to move on the career path, an employee would need satisfactory evaluations and must successfully complete the District's Wellness Program requirements. The length of service requirements would now have a uniform calculation throughout the system.

Kay Marks, Executive Director of Human Resources, said that the wellness program requirements for people on the District's health plan would remain the same with a two-step process requiring an annual physical and a health risk assessment. Changes were proposed for those staff who are not on the District's health insurance plan to make sure they are getting some type of wellness component. Ms. Marks said that unhealthy employees cost the District a lot of money and those not on the health plan would participate in a similar process as those who do have insurance with the District. The second part of the process that is different would be when an employee doesn't meet wellness requirements or has an unsatisfactory evaluation, they will be frozen for a year and cannot move ahead on the salary schedule.

Mr. Butler said the District previously had longevity provisions for some groups. The committee agreed to use the word "retention" rather than longevity. The committee looked at establishing points throughout the schedule where an increase was added for retention. This would be consistent for all three groups.

It was proposed that there be new language about initial salary schedule placement for new hires. Placement on the schedule would be at the sole discretion of the Board and/or designee. Consideration of placement on the salary schedule would include previous licensed experienced in PreK-12 educational institution, level of education, and type of position. Some felt this would give too much latitude to administration to hire anyone at any level, which could lead to problems. New hires could come in at a higher level than someone already in the organization.

Mr. Butler said the reality of some positions is that when compared to the private sector, employees can make much more in the private sector. In order to get qualified and quality candidates, this provision may be necessary. The Board could also discuss what to do with incumbents that may be affected when someone new comes in with a higher salary. The Board talked about setting parameters and

determining guidelines for this. Some felt it was important to recognize that the District needs to become more competitive salary wise so as not to lose new hires, especial with a reduction in the work force. In addition, there was concern about parity with existing employees and new hires.

The way the District handles Nationally Board Certified Teachers is still being reviewed. There is great variance in the labor market on this topic. The committee talked about resource allocations and deciding where to invest the funds the District has. Further discussion will need to take place regarding this topic.

Abby Johnson, Acting Director of Business Services, shared two salary schedule options for certified staff. As staff move through the salary schedule, each level is 2% over the previous level. In Option 1 there would be retention payments of \$1,500 at Levels F, K and P. In Option 2 the retention payments of \$1,500 would come at Levels I, M and Q. This group would start at CBIZ's minimum level and the schedule would be designed to get certified staff through their career to reach the maximum. The certified group supported Option 1 because data shows that the District loses teachers within the first five years. Having the retention bump at year six may help with that.

Option 1 for the hourly group would have a seven steps schedule and would start at CBIZ's middle range for Level A. The CBIZ data was averaged out to determine the increases per level to end up at the maximum range. There would be retention bumps of 75 cents at Level F, AA and BB. At Level G the employee would remain on that level for four years and at Level AA the employee would remain on that level for five years. It would take 15 years for hourly employees to get to the maximum range. Option 2 would have a 2% increment between levels. This group gets a defined contribution and are vested after five years of service. After year six, there would be a retention increase of .75 cents and additional bumps similar to Option 1.

Option 1 for the nonaffiliated group would have Level A at the median market and would then have 2% increments through levels B, C, D and E. Level F would have a retention bump of \$2,250, and then they would remain at Level G for two years and then go to Level AA for the final retention payment of \$2,250. Option 2 would have 2% increments through levels B, C, D and E. Level F would have a retention payment of \$1,500; they would stay on Level H for two years and then have another retention payment of \$1,500 at Level AA. They would remain on that level for five years and then get the final retention payment of \$1,500 on Level BB.

The nonaffiliated group proposal included changes in contract days to more accurately reflect what assistant principals and elementary principals are required to do. Currently many of these staff members turn in time cards for their additional days of work in the summer. The change in contract days would begin with the 2017-18 school year. This would also solve the problem that some assistant principals and elementary principals were making more per day than even Executive Directors.

Ms. Johnson explained the impact of the new salary schedule. Using Option 1 for

all groups, the cost of the new salary schedule would be \$2,035,060. To honor one year of service the cost would be \$1,908,245 and honoring up to four years would have a total cost of \$8.2 million.

It was clarified that for the transition, staff would be moved according to years of service not the number of years in that position. The Board felt the issue of transitioning to the new schedule should be discussed with Budget Development and then brought to the entire Board.

Public Comment:

Dan Wilson clarified that for hourly and nonaffiliated staff, the schedule starts at mid-market. For certified staff, they begin at 25% and it takes 8 to 9 years to hit mid-market. The schedule was stretched out to make it more sustainable. He also fears that if the Board waits on a decision about possible movement on the salary schedule, the District may lose many teachers.

Andy Reiter asked that the Board be comfortable with labor market comparisons, especially in the custodial group. He encouraged the Board to ask questions about how the positions were compared.

Mark Goings said that if the new schedule doesn't go into place for 2016-17, there would be a fifth step at that point.

Katie Steffes felt the Board was supportive of the new schedule. She is also NBCT and is one of the staff in the "gap." She felt the transition to the new schedule would be critical to retaining staff. There are many staff members in their 30s thinking about leaving.

Kay Marks thanked the staff who put in countless hours on the Compensation Committees. Chris Hambuch-Boyle also thanked the Board members for participating in the process and gave special recognition to Kay Marks and Abby Johnson who attended every meeting.

The Board agreed to vote on compensation options at the next Board meeting. The transition decisions and whether to include compensation on the referendum could be decided at the June 6, 2016 meeting.

12.3 Employee Handbook Recommended Modifications for 2016-17

Kay Marks, Executive Director of Human Resources, reviewed the recommended modifications for the 2016-17 Employee Handbook. She noted that several of the items were already acted on by the Board.

Rich Spindler said that the Board must approve modifications to the Employee Handbook each year because it is essentially a Board policy. This will come forward at the next meeting on the consent agenda.

13. REQUEST FOR FUTURE AGENDA ITEMS

President Hambuch-Boyle reminded the Board of the Celebration of Service Banquet on May 25th. She encouraged Board members to attend.

The Board thanked Rich Spindler for his service as Board President for the past two years.

Rich Spindler asked for a review of the agreement with ECAE and how the Board supports this group.

14. ADJOURN

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

Motion carried

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

Meeting adjourned at 10:42 p.m.