

# **Eau Claire Board of Education Minutes**

## **Monday, June 20, 2016**

*Generated by Patrice Iverson*

### **Members present**

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

### **Member absent**

Jennifer Fager

## **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**

Darby Murphy was concerned about an incident that happened at one of the schools in which she and her husband felt uncomfortable about a conversation that took place with a staff member that they felt should have been conducted in private and not in a public area. Her family is from a minority group, and they are sensitive to how people interact with them. She believed they deserved respect in that these conversations take place in a private place. She asked that the District's cultural awareness training be reinstated.

James Karker spoke about resource cuts made to the vocal music program at Memorial. He asked that the Board restore staff cuts to the program.

Bernie Anderson was present to compliment the staff at Putnam Heights Elementary, where his grandson started school in January 2015. They had a very positive experience with the transition and shared his gratitude that Putnam Heights provided an inviting, academically challenging school for his grandson to attend.

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

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

Dr. Hardebeck reviewed the upcoming Board of Education events.

Dr. Hardebeck said that at the last Board meeting she informed the Board that Lakeshore Elementary had been selected as a School of Distinction from

the Wisconsin RtI Center for their work accomplished through implementing Positive Behavioral Interventions and Supports (PBIS). They were also selected as a School of Merit in Mathematics. She said the District also received notification that three other schools were recognized by the Wisconsin RtI Center as a School of Merit for their PBIS work: Locust Lane, Meadowview and Robbins. These three schools were part of the 222 schools statewide to be recognized as a School of Merit. She thanked the staff at these buildings for their dedicated efforts.

Dr. Hardebeck said that staff will receive District Updates during the summer after each Board Meeting so they can stay abreast of what is happening with compensation and the referendum.

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

President Hambuch-Boyle recognized Rich Spindler, who has resigned from the Board and will be moving out of state. She thanked him for this leadership as Board president for two years and for his time and energy serving on the Board. She wished him well in his upcoming transition.

## **4. OTHER REPORTS**

### **4.1 Board Committee Reports**

The Demographic Trends & Facilities Committee met and discussed the facility needs at McKinley. They also reviewed the applications that were received to serve on the committee and will bring a list of finalists to the Board for approval at a future Board meeting.

Policy & Governance met and reviewed Policies 171.2, 225 and 133, which will be brought to the full Board on July 18<sup>th</sup> for discussion and a possible first reading. There will also be policies brought forth regarding human trafficking and suspension/expulsion. The committee looked at the WASB Policy Quick Check list and prioritized the policies that will be brought forward to the Board through September.

### **4.2 Legislative Update**

Joe Luginbill shared a handout with the final report from the Assembly Speaker's Task Force on Urban Education. He said that the Democrats who served on the Task Force will be releasing their own separate report soon to address some issues that weren't included in the report.

WASB recently put out an alert about the use of general fund money (including education funding) that is used for state transportation. This money is being used to fix roads at the cost of public education.

## **5. CONSENT RESOLUTION AGENDA**

Motion by Richard Spindler, second by Charles Vue, to approve the following Consent Resolution Agenda Items:

- Minutes of June 6, 2016
- Financial Report - May 2016
- Budget Adjustments - May 2016
- Gifts in the amount of \$24,896.33 for the period May 1, 2016 through May 31, 2016
- Payment of all bills in the amount of \$5,359,186.06 and net payroll in the amount of \$3,178,381.24 for the period of May 1, 2016 through May 31, 2016.
- Human Resources - Employment Report

Motion carried.

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

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

### **Approve Head Start Duration Grant**

Motion by Kathryn P Duax, second by Charles Vue, to approve the Head Start Duration Grant as presented.

Motion carried

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

### **School Board Member Applications, Interviews & Appointment**

Aaron Harder and Anton Smets, two candidates for the open School Board seat that will be vacated by Richard Spindler, were present and gave a three-minute presentation about why they feel they would make a good School Board member. They answered questions posed by the Board.

A ballot vote was taken by the Board. The following tally was read by the Board Clerk:

Anton Smets received votes from Charles Vue and Kathryn Duax. Aaron Harder received votes from Rich Spindler, Chris Hambuch-Boyle, Carolyn Barstad and Joe Luginbill.

President Hambuch-Boyle reported that with four votes for Aaron Harder, he will replace Rich Spindler on the School Board. She thanked Dr. Smets for participating in the process and said she would like him to stay engaged in the School District relative to his strengths.

### **Revisions to Policy 185 - Board Committees**

It was previously suggested that agenda setting be added to this policy. However, the P & G Committee recommended that Policy 171.2 – Agenda Preparation include information on agenda setting. That policy will come to the Board at a future meeting for revisions.

It was suggested that Policy 171.2 also include something about requests for future agenda items and the role it plays in agenda setting. That will be brought to the committee for discussion.

Motion by Joe Luginbill, second by Carolyn Barstad, to approve revisions to Policy 185 - Board Committees.

Motion carried.

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

### **Approval of Salary Schedule Transition**

Motion by Joe Luginbill, second by Kathryn P Duax, to approve Salary Schedule Transition Option B with cost of \$3 million to calculate the employee's annual wage as of June 30, 2016.

Motion failed by the following roll call vote:

Yes: Carolyn Barstad, Joe Luginbill

No: Kathryn P Duax, Chris Hambuch-Boyle, Richard Spindler

Abstain: Charles Vue

Motion by Richard Spindler, second by Kathryn P Duax, to approve Salary Schedule Transition Option A with a cost of \$1.7 million to calculate the employee's annual wage as of June 30, 2016.

Motion carried by the following roll call vote:

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

Motion by Richard Spindler, second by Joe Luginbill, to approve granting Separation Option A with one level to employees hired prior to July 1, 2012, with a cost of \$950,000.

Motion carried by the following roll call vote:

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

Motion by Carolyn Barstad, second by Richard Spindler, to approve granting Longevity Option C with both longevity options with a cost of \$288,000.

Motion carried by the following roll call vote:

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

Motion by Charles Vue, second by Richard Spindler, to allow last call for allowing credits completed by June 30, 2016 to be included in the transition formula.

Motion carried

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

Motion by Kathryn P Duax, second by Joe Luginbill, to approve extending the following administrative contracts with an implementation date of either July 1, 2016 or July 1, 2017, determined by the individual employee:

- Elementary Principal from 207 days to 260 days
- Middle School Assistant Principal from 199 days to 209 days
- High School Assistant Principal from 199 days to 209 days
- High School Assistant Principal from 199 days to 237 days
- High School Assistant Principal/Athletic Director from 199 days to 260 days
- McKinley Principal from 199 days to 260 days

Motion carried

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

Motion by Joe Luginbill, second by Richard Spindler, to approve Option C for Nationally Board Certified Teachers and Doctoral Degree Stipends at cost of \$42,000.

Motion carried by the following roll call vote:

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

## **7. ADJOURN TO COMMITTEE/WORK SESSION**

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

### **8.1 Referendum Survey Results**

Dr. Don Lifto from Springsted was in attendance to review the referendum survey results of 401 registered voters. Interviews included demographic targets intended to provide a representative sample of voters in the District. He said that the approximate margin of error was plus or minus 4.9%.

Dr. Lifto said they started the survey interview with a general question that didn't have a lot of details or costs to get a general reaction from the respondents. This provided an uninformed benchmark. The initial support showed that 60% of those interviewed were in favor of supporting a proposal to exceed the state's revenue cap for 15 years. They then started giving more information and asked respondents to say how likely or unlikely they would be to support specific improvements. The greatest support was for maintenance of specific buildings with 70% being more likely to support that. The least likely to support area was for student tablets and laptops with just over 50% saying they would support that.

The respondents were then told that ECASD has been limited by a state-imposed revenue cap, which has resulted in the District receiving \$357 less per student for teaching and learning as compared to the state average. Two-thirds of the respondents said they would be more likely to vote for such a proposal given that information.

The interviewers then asked again if the new information they shared would make them favor or oppose the District's proposal to increase property taxes to raise an additional \$5.8 million above the revenue cap for 15 years. There was a very small increase from the original level of support (.3%).

Participants were asked about three potential property tax increases: \$75, \$100 or \$125 per year on a home valued at \$100,000. Support at \$75 was 67.8%, at \$100 was 53.6% and at \$125 was 47.1%.

Dr. Lifto shared the impact of cost information by voter groups—those who were most frequent voters and those who were infrequent voters. He also shared slides about the differences in support by various demographic

groups.

When asked to give a letter grade to the school district, 17% gave an A, 44% a B, 14% a C, 4% a D, 1% a F, and 20% responded that they did not know. Respondents gave the basis for the reasons why they gave the grades they did. They were also asked about their perceptions of financial management of the District, and 65% felt it was either excellent (7%), above average (22%) or average (36%).

Respondents source of information comes from the local paper (24%), radio and television (21%), teachers and staff (20%), friends and neighbors (21%), District website (4%), District newsletter (7%) or other (3%). When asked this same question in the 2008 survey, far fewer now rely on the newspaper for information. In 2016, far more participants rely on friends and neighbors for news about the District.

Dr. Lifo said that findings showed:

- Healthy support for the future bond referendum
- Support was above 50% within the three ranges of potential tax impacts tested (\$75, \$100, and \$125)
- When given 10 statements about potential improvements to the District, 5 statements caused 65% or more of respondents to express increased support for the proposal; 1 statement had positive impact higher than 70% and that was in support of specific maintenance projects
- When given 4 statements about potential negative impacts if a referendum did not pass, all 4 statements made 55% to 65% of respondents more supportive

Given these results, Dr. Lifo recommended that if the District seeks to approve a levy increase, that it be no more than a \$90 impact on a \$100,000 home.

Dr. Lifo said there is a more detailed report available should the Board want to dig deeper into the findings. This would include demographic data that could be important to the Board in planning.

The support for the compensation areas was encouraging to many Board members.

The Board talked about the importance of framing the question. In addition, they should get the word out to voters so that everyone has information before they vote so they don't have to wade through all of the language

included in the question once they get in the voting booth.

It was determined that the Executive Team, Board and Budget Development Committee would go into the survey in more depth.

## **8.2 Student Engagement Survey Results**

Michelle Radtke, Director of Assessment, reported on the findings from the 2015-2016 Student Engagement Survey, which was given to all students in grades 5-12 with a 97% participation rate.

The areas of strengths and concerns with regard to cognitive engagement showed that the weakest scores came in grade 5 for class experience and in grades 6-12 for relevance and the strongest area of engagement was in grades 5-12 for academic support. The areas of strength with regard to social and emotional engagement showed that the strongest engagement was in grades 5-12 for self-management. The weakest scores came in grades 5-8 for relationship management, in grades 9-10 for acceptance and relationship management, and in grades 11-12 for acceptance.

Ms. Radtke reviewed the overall engagement scores on a four-point scale. She said the goal for the District is to achieve at the 3.00 level. All grade levels were above that 3.00 level with the exception of students in grades 11-12, who were at 2.95. Ms. Radtke shared similar data broken down by social and emotional engagement and cognitive engagement.

The next steps will be to share and review the survey results with building and District leadership teams. They will continue to refine their School Improvement Plans in the area of student engagement at each site. Work in this area may include identifying and implementing strategies to increase cognitive engagement and identifying and implementing strategies to increase social and emotional engagement and social awareness.

Board members said that in future reports they would like to see information broken down by race.

There was a question about whether this student perception data is accurate because from a student's perspective, they may feel they are persistent when an adult may feel they actually are not. Jim Schmitt, Executive Director of Teaching & Learning, said that the District also looks at measures evaluated by staff members. Dr. Hardebeck added that at the elementary level there are evaluations on the report cards where teachers weigh in on social/emotional aspects and the whole child.



Dr. Hardebeck said that the feedback received is encouraging towards work on the Strategic Plan, which talks about the emphasis on the whole child. When looking at social and emotional scores, that is a strength for the District. She noted that there is work to do yet in cognitive engagement and the District will continue to seek development and improvements in social/emotional aspects.

## **9. WORK SESSION**

### **9.1 Referendum Planning/Roles & Responsibilities of Board Members**

President Hambuch-Boyle reminded Board members to check their District email daily. She also urged them not to use their personal email to respond to Board business.

There is a GoogleDoc available for presentations being made for the referendum. Board members were encouraged to put a link to the document on their desk top so that they can add to it, update it or sign up for presentations. Board members asked if the GoogleDoc could be adjusted so that the most recent events are shown at the top of the document.

The group talked about making connections with various community groups of color. Dr. Hardebeck met with a representative from the Latino community. Charles Vue is working to get presentations scheduled for the Hmong community and will add them to the GoogleDoc. Kathryn Duax will contact Selika Ducksworth-Lawton at UWEC to make contact with African American groups and Shannon Mason Young will be asked to get in touch with Native American families. Board members and/or administrators could do a short presentation to these groups.

The Board talked about getting endorsements for the referendum from organizations like the Chamber of Commerce, City Council, and County Board. It was noted that staff can't seek endorsements but the Board can. A sample letter has been drafted that can be sent out to groups asking them to endorse the referendum. This information will be added to GoogleDoc. A list has already been created for potential groups and Board members can add to that list.

Tim Leibham said there are nearly 300 email addresses for organizations and agencies that have shared flyers with the District. He felt the Board could send that list a copy of referendum information and have them forward it to their employees or contacts.

A Board Orientation was scheduled on July 27<sup>th</sup> from 4 to 7 p.m. Dr. Hardebeck asked Board members what they would like to cover at the orientation. She said they will talk about the Strategic Plan and where the District is at with that and how it is being monitored. The Board's goals will also be covered. Chris Hambuch-Boyle also felt there should be a future Work Session to discuss aspects of the whole child.

It was determined that neither Aaron Harder nor Carolyn Barstad could attend the July 27<sup>th</sup> orientation so Patti Iverson will send out a Doodle poll to find a new date. Mr. Harder will be out of the country from July 16<sup>th</sup> through August 20<sup>th</sup>.

Dr. Hardebeck asked if Board members were interested in having the District provide an electronic device for Board members to use that would be supported by the District. It would be used by that Board member during their term and would be turned back to the District after that time. Several Board members were interested in getting a laptop and Jim Schmitt will follow up with Carolyn Barstad, Joe Luginbill, Chris Hambuch-Boyle and Kathryn Duax.

The Board self-evaluation will be added to the Board's Year at a Glance. The plan is to do it in December or January. This will be discussed more at the orientation session.

Carolyn Barstad, Joe Luginbill, Kathryn Duax and Chris Hambuch-Boyle will be attend the WASB Leadership Conference on July 16 in Green Bay.

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

## **11. ADJOURN**

Motion by Carolyn Barstad, second by Joe Luginbill, to adjourn the meeting.

Motion carried.

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

Meeting adjourned at 10:30 p.m.