

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, MARCH 5, 2012
PRESIDENT CRAIG PRESIDING**

Following the Pledge of Allegiance, President Craig called the meeting to order at 7:00 pm. Recording Secretary Sandy LaValley confirmed that the meeting was properly noticed and was in compliance with the open meeting law.

Roll call was taken and the following commissioners were present: Craig, Cummins, Duax, Faanes, Janke, Johnson, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Amal Javaid were absent.

NOTICE OF CLOSED SESSION

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(c)(f)(g) to discuss personnel matters concerning one or more administrative employees.

President Craig said there will be a School Board election on Tuesday, April 3, 2012. School Board candidates are Wallace Brucker, Kathryn Duax, Wendy Sue Johnson and Dave Westrate.

PUBLIC FORUM

Kate Spranger has children who attend the CV Montessori Charter School. She thanked the school district for this charter school and encouraged Board members to visit a classroom there.

Teacher Jim Kasmarek spoke on behalf of co-curriculars, specifically longevity. He said longevity was created to keep qualified coaches and advisors with children. He felt this was best practice and recognized that the district values this. He felt the district should embrace the longevity and increment that the district at the forefront of education.

Lisa Sylvester has a son at CV Montessori Charter School. Her biggest concern is the planned growth that is happening; it was promised that there would be space for growth but now there isn't. The crowding problem is in the upper grades E1 and E2.

Brenda Schultz spoke regarding the girls' hockey and gymnastics co-op programs. She said she supported the co-op with area school districts and said it would add more numbers to the program and reduce costs for the school district.

Terry Hayden represented plumbers in Eau Claire and surrounding communities. He said that potential bids may be awarded to businesses outside of the community for DeLong renovations. He said it took community support to pass the referendum and he would like to see dollars stay in the community.

BOARD/ADMINISTRATIVE REPORTS

Superintendent's Report

Superintendent Heilmann reviewed the North boys' hockey program and the various options looked at. Administration did not recommend proceeding with a co-op at this time.

Pictures from the elementary construction projects at Robbins, Putnam Heights and Sherman were shared. Dr. Heilmann also discussed the Take One program that many district teachers took part in.

Legislative highlights were shared regarding: 1) voucher expansion; 2) one-year extension for required dissolution of WiscNet; 3) creating statewide special education vouchers; and 4) seclusion/physical restraint of students.

Communication to Superintendent/Board President

President Craig stated that the next Board meeting will be held on March 26, 2012.

Student Representative Report

Students were not present.

Other Reports

Policy and Governance Committee

Com. Craig talked about the policies that need to be generated relating to the employee handbook. The committee has been talking with various employees and staff regarding district decisions and input from Board members would be welcomed. The committee is also looking at intra-district transfers of students who live in one attendance area and want to attend a school in another school attendance area.

Budget Development Committee

No report given.

NSBA: Students on Board Initiative

Com. Cummins shared this initiative by the NSBA to get Board members to have conversations with students. She shared a PowerPoint presentation that gave more detail about the initiative. She would like to see another Board member willing to work with her with the goal to have the Board move forward with this. She said some of the issues line up with the district's new vision statement. She and Com. Craig will be attending a conference on this. She would like to contact the secondary principals including McKinley. Com. Craig encouraged interested Board members to contact Com. Cummins.

Dr. Heilmann introduced Kay Marks, the newly hired Executive Director of Human Resources.

CONSENT RESOLUTION AGENDA

Board members asked to pull Resolutions 2, 7, 9, and 10 from the consent agenda.

Com. Cummins moved, seconded by Com. Wogahn, to approve the consent resolution agenda consisting of the following items:

- ◆ The minutes of Board Forward meeting of January 31, 2012 as mailed.
- ◆ The minutes of closed session of February 20, 2012, as mailed.
- ◆ The financial report as presented.
- ◆ The budget adjustments as presented.
- ◆ The employment report for March 5, 2012
- ◆ Nonrenewal of teachers with emergency contracts
- ◆ 2012-2013 CESA 10 contract

Consent resolution agenda items approved by unanimous roll call vote.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Resolution #2—Minutes of February 20, 2012 Board Meeting

Com. Wogahn moved, seconded by Com. Duax, to approve minutes from February 20, 2012, Board meeting.

Com. Faanes asked that the minutes regarding the discussion of the North project be rephrased to accurately reflect the status of that project noting that it was never decided to eliminate the project from the plan.

Com. Cummins moved, seconded by Com. Faanes, to table minutes of February 20, 2012. Carried by unanimous roll call vote.

Resolution #6 – Reemployment of Teachers for the 2012-13 School Year

Com. Cummins moved, seconded by Com. Wogahn, to approve the reemployment of certified staff for the 2012-13 school year. Motion carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Janke, Johnson and Wogahn. Abstained: Faanes.

Resolution # 9 – Approval of Bid for Actuarial Service

Com. Faanes had questions about qualifications and Mr. Van De Water verified that both firms were qualified.

Com. Faanes moved, seconded by Com. Duax, to approve bid for actuarial services for the district as presented. Carried by unanimous roll call vote.

Resolution #10 – Resolution Authorizing the Issuance and Sale of \$20,850,000 in General Obligation Promissory Notes

Mike Clark from Baird summarized the bid results for the sale of \$20,850,000 general obligation promissory notes. Bids were received and it was recommended to award Hutchinson, Shockey, Erley & Co. the notes with a true interest cost of 1.4868%.

Com. Wogahn moved, seconded by Com. Faanes, to authorize issuance and sale of \$20,850,000 general obligation promissory notes to Hutchinson, Shockey, Erley & Co. with a true interest cost of 1.4868%. Carried by unanimous roll call vote.

Resolution #12 – Girls' Hockey & Girls' Gymnastic Athletic Co-Ops

The Board discussed the potential number of athletes for these sports as well as the rotation of the contact school for co-ops in the future.

Com. Duax moved, seconded by Com. Cummins, to approve girls' hockey and girls' gymnastic athletic co-ops as presented. Carried by unanimous roll call vote.

Resolution #13

Com. Wogahn moved, seconded by Com. Cummins, to approve the payment of all bills in the amount of \$6,227,395.13 and net payroll in the amount of \$2,950,379.23 for the period January 1, 2012, through January 31, 2012, as presented. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Janke, Johnson, and Wogahn. Abstained: Faanes.

Regular meeting adjourned.

Submitted by Sandy LaValley

**COMMITTEE MEETING
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN
MARCH 5, 2012**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Faanes, Janke, Johnson, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Amal Javaid were not present.

2. Committee Reports/Items for Discussion

A. Discussion of BOE Questions on Parts 5 & 6 of the Employee Handbook
(Minutes for this Committee Report are intentionally elaborate to capture the specific issues that need further clarification.)

Supt. Heilmann said the Handbook Advisory Committee identified issue areas and those were shared with the Board to receive feedback. What follows is a more detailed summary of those discussions.

Longevity for Incremented Activities

In the past longevity pay was added to the increment for staff who coached long-term. The committee did not add language to the handbook regarding longevity for incremented activities. The committee felt that longevity pay should be kept to ensure quality coaches stay in positions and improve the program. They felt it was implemented to try to assure consistency in coaching. It was noted that not all incremented activities are eligible for longevity. Dr. Heilmann advocated a range for different activities rather than one set amount to recognize merit. The district has utilized the “Fargo Plan” which assesses increments based on various criteria.

Board members wondered what the district pays on average for longevity for increments. There were concerns about the subjective nature of evaluations as well as how pay for increments was determined. Concerns were also expressed with the “Fargo Plan.” They asked to see a copy of that plan. Com. Cummins felt the new Executive Director of Human Resources, Kay Marks, should pull together a history of longevity and make a recommendation. The current contract allows staff to earn longevity even if they have different activities. Com. Faanes wasn’t sure that brought value to the longevity process.

The Board asked to get information on savings that could be realized by reducing percentages of increments as well as the effect on recruitment. In addition they asked if there should be performance criteria looked at.

Members of the audience also spoke. Dave Westrate asked where the results of the process fit into the vision and mission and how the district deals with employees. Teacher and coach Joyce Plummer said teachers don't coach for the pay but because they love the kids. She believes coaches get better with experience. Michelle Peplinski noted that middle school co/extra-curriculars are funded through Fund 80 so any savings would have a different impact and the community should understand the difference. Jim Truzinski, former middle school coach and athletic director, said that history shows that middle school coaches have taken cuts. DeLong principal Tim O'Reilly said these opportunities are an extension of the classroom and that skills in the social/emotional areas are in line with the district's vision statement. He asked that the Board keep in mind that coaches are committed to the programs and to recognize the value of longevity in keeping good people involved.

Pay Information for Athletic Event Workers

A document was shared with the Board that included pay information for athletic event workers. The committee did not recommend modifications to this list but felt it should be contained in Part V. Mr. Van De Water said that the athletic councils have spent a great deal of time determining these pay increments and he was very comfortable with the recommendations. Com. Duax didn't feel this pay information should be included in the handbook but rather there should be policies to deal with it.

At-Will Co-Curricular Employment & Priority Hiring Given to Eau Claire Area School District Staff Members

Dr. Heilmann said that based on feedback received, several modifications to this language was made. He said the issue of removing the reference that employees who serve in extra-curricular positions serve "at will" was not included in the draft. The committee discussed when offering co-curricular employment, teachers from within the building who are qualified have the first opportunity at the positions, then teachers from other buildings, classified staff, then classified staff from other buildings and then qualified community members. Some Board members felt there was an advantage to having certified individuals in the athletic environment and that with a good evaluation process in place, it would help. There was a concern with the drafted language that said 'A school district employee may be the preferred candidate for such assignment.' It may need to be elaborated on to reflect the order noted above. Com. Cummins said we need to make sure the coaches are protected from the politics of the community and that the district should be linking athletics to its vision statement.

Dr. Heilmann said the modified language also said that employees shall not be dismissed from their assignment for an arbitrary or unfair reason. Decisions shall be fair and based on documentation. Com. Johnson was concerned that supervisors could do whatever they wanted. She wanted

language to reassure the coaches that their work is recognized and respected.

Evaluation of Extra-Curricular Assignments

Dr. Heilmann stated there were modifications made in this language so that individuals shall be evaluated in an equitable manner and/or within a reasonable time after the season and/or assignment's completion. The Board discussed this noting that this would be an area where administrative rules would be helpful to define 'equitable manner and reasonable time.'

There were varying opinions on the frequency of evaluations. Some felt the number of evaluations could differ based on years in the assignment; other felt it shouldn't be arbitrary but done on a regular basis.

Ron Martin said that the WIAA requires that anyone who is not a certified teacher must go through training about how to work with kids after their second year. He added that evaluations should be completed in a timely manner. He noted that there is a rotation of every three years for evaluations. He also said that longevity works for continuity to create successful program.

Volunteers

Superintendent Heilmann said no modifications were made and noted that the language came from the WASB model handbook.

Extra-Curricular Pay Schedule

Superintendent Heilmann talked about reducing the middle school increment from 5.75% to 5.0%. The high school athletic increment was deleted and the title of high school pom pon was changed to dance.

The Board discussed this issue. It was noted that it makes sense to compare what people are paid based on the time they put in at various levels. It was also suggested to get people involved who have the history and understanding of why things have been included in past contracts for their feedback. Com. Cummins felt these discussions shouldn't take place until the Executive Director of Human Resources can look at the history and bring back information to the Board. Com. Craig said the Board should move forward noting that work will continue on the handbook and modifications can be made after the June 30th deadline. Dan Mallin from WASB said that it won't be unusual for districts to tweak their handbooks after the June 30th deadline. Com. Johnson said she would like to see a policy drafted on that review process.

Dr. Heilmann said that Part VI will be brought back once all groups have had a chance to address that.

B. Post-Secondary Success & SAGE/Elementary Student Outcomes and the 2012-13 Budget Impact

Mr. Van De Water stated that the district currently has five SAGE schools: Flynn, Lakeshore, Locust Lane, Longfellow, and Roosevelt. He spoke about the budget impact of SAGE. He said there are three options to be looked at:

- 1) Continue SAGE as is
- 2) Discontinue SAGE and adhere strictly to the class size policy
- 3) Discontinue SAGE and deviate from class size policy by 1 student

Mr. Van De Water reviewed the net costs for these three options for all five schools. He said that discontinuing SAGE at Lakeshore and Longfellow would result in higher net costs. If you look at three remaining schools, Options 2 & 3 result in a net cost reduction of \$153,466 and \$283,898 respectively.

Kris Dimock discussed achievement information. It was noted that some schools won't be able to deliver SAGE programming the way the new law is written because there are not enough classrooms available in their buildings. Mr. Leibham shared projections for incoming kindergarten classes which showed an unexpected increase at particular schools. He also looked at the percentages of schools that have students who receive free/reduced meals.

Kris Dimock shared comparative data between SAGE and Non-SAGE buildings using AIMSweb benchmark assessments. She went on to show the data of students that fall within the 3 tier triangle (RTI). She said at this time the data is inconclusive as to whether achievement is increased at SAGE schools but noted that research shows that the teacher, ultimately, makes the difference in student achievement.

Com. Johnson would like to see information compared by schools with similar demographics to see if SAGE is working. There were also discussions about the possibility of transferring contracts from one school to another. Ms. Dimock suggested that the district explore what can be done with grades two and three. Staffing will begin now so it would be helpful to make decisions on SAGE. This issue will be discussed again in April.

C. Discussion of New Eau Claire Area School District Policy 441.2 – Student Representation at School Board Meetings

The Board received a draft of Policy 441.2 – Student Representation at School Board Meetings. This item will be brought back for a first reading at the next meeting.

3. Request for Future Agenda Items

Com. Duax said in light of what has happened in other states with recent tornadoes the district should look at emergency procedures. Supt. Heilmann said the district follows the tornado emergency procedures and he will share those guidelines with the Board.

4. Other Business

Com. Cummins suggested having a link to the Bob Edwards Show posted on the district's Facebook page. John Marrow shared information that she felt would be very helpful in informing the community about what the district is going after with its new vision statement.

5. Motion to go into Closed Session

Com. Faanes moved, seconded by Com. Duax, to go into closed session under (1)(c)(f)(g) to discuss personnel matters concerning one or more administrative employees. Carried by the following roll call vote: Ayes: Craig, Cummins, Duax, Faanes, Johnson and Wogahn. Nay: Janke.

6. Meeting adjourned at 10:20 p.m.