

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, FEBRUARY 1, 2010  
PRESIDENT CRAIG PRESIDING**

Following the Pledge of Allegiance, President Craig called the meeting to order at 7:00 pm. Secretary Patti Iverson 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: Bollinger, Craig, Johnson, Shiel, and Wogahn. Absent: Duax and Faanes. Student Representatives Marcus Liddell and Brittany Landorf were also present.

**NOTICE OF CLOSED SESSION**

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to discuss Executive Administrative Assistant Compensation; 19.85 (1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and 19.85 (1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

**PUBLIC FORUM**

Sandra Tainter Benedict, 1347 Elderberry Lane, said she has worked for the district for 26 years. She has been signing a contract since 1997 and not working. She asked the Board to hold a meeting with her to answer questions and resolve issues she has. President Craig noted that this matter has been discussed and the district's attorney is involved with the situation.

**BOARD/ADMINISTRATIVE REPORTS**

Superintendent's Report

Superintendent Heilmann shared a chart from Education Week which showed the percentage of total taxable resources spent on education throughout the country. Wisconsin tied in ranking 14th in total taxable resources spent on education.

Dr. Heilmann said the district hosted a seminar entitled, "School Finance Elections: A Comprehensive Planning Model for Success" conducted by Drs.

Don Lifo & Brad Senden of Springsted, Inc. They incorporated eight learning modules that stressed the importance of comprehensive planning, use of voter files and post-election analysis, importance of demographic mapping, issues related to survey design, determining feasibility/ballot structure and targets, engagement/communications and new technologies, and the "Get Out The Vote" component. Representatives from 13 area school districts were in attendance.

Tim Petermann from the UW-Eau Claire Athletic Department sent his thanks to the Northstar Middle School Pep Band for their performance at the men's basketball game on January 16th. He congratulated Laurie Francis, Northstar Band Director, and her group of outstanding musicians!

#### Communication to Superintendent/Board President

Board members were invited to two special events on March 8<sup>th</sup>. The ECAE will hold a legislative banquet at Florian Gardens and Memorial High School will conduct its State of the School address. The Chamber of Commerce will host the district's State of the School report on May 21<sup>st</sup>.

Coms. Faanes, Duax and Craig recently attended the WASB convention in Milwaukee and heard many interesting and helpful presentations.

#### Student Representative Report

The Student Representatives did not have a report.

#### Other Reports

#### **State of the Schools Report – Flynn Elementary School**

Flynn Principal Kim Hill Phelps said that Flynn opened in September 2002. She shared data comparing enrollment, special education population, and free and reduced meals from Boyd's final year and the 2008-09 school year at Flynn. Enrollment has increased, the special education population has decreased, and the percentage of students receiving free/reduced meals increased from 27% at Boyd to 52% at Flynn. There were 29 staff members from Boyd who moved on to Flynn when Boyd School closed.

The staff developed its mission statement: "All who enter John Flynn Elementary School will find unlimited learning opportunities and a peaceful community of acceptance where self-reliance and curiosity lead the quest for excellence. Flynn is a Responsive Classroom (RC) School. RC is a way of doing business based on developmentally appropriate practices. Flynn is also an International Peace Site as well as a LEED certified school, being recognized for meeting criteria for energy efficiency. Flynn also received recognition as a Wisconsin School of Promise.

Ms. Hill Phelps reviewed their goal to implement the principles of Responsive Classroom to help maintain a safe and appropriate school climate. They have collected data on office referrals and will use that information to analyze student behaviors.

Flynn also has goals to increase achievement in reading and math. Good strides were made in reading test scores. Although Flynn students score below the state and district average in math, some improvements have been made and staff will continue working on that goal.

### **Policy and Governance Committee**

The committee is ready to formalize a final draft of the homework policy after receiving feedback from the Teaching & Learning Department, and the Board will see a final draft of the facilities policy later in the meeting.

### **Budget Development Committee**

Com. Bollinger said that administration met preliminarily to develop ideas to bring budget reduction suggestions to the Board and he and Com. Shiel will be involved in vetting those ideas before they come to Board.

### **Written Report – The Role of Technology Refresh Cycle as Part of the Budgeting Process**

Mr. Scidmore will send the report and attachments to the Board electronically tomorrow.

## **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolutions 4 & 5 from the consent agenda.

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

- ◆ The minutes of closed session of January 13, 2010, as mailed.
- ◆ The minutes of Board meeting of January 18, 2010, as mailed.
- ◆ The minutes of closed session of January 25, 2010, as mailed.
- ◆ Purchase of Locust Lane Shelter House from the City of Eau Claire

Consent resolution agenda items approved by unanimous roll call vote.

## **INDIVIDUALLY CONSIDERED RESOLUTIONS**

### Resolution #4 – Employment Report

Com. Johnson pointed out that there were non-staff coaches included on the employment report again who have already been working. She asked that this issue be discussed so employment is approved before staff starts working. Dr. Heilmann said HR is working with staff to rectify these issues.

Com. Bollinger moved, seconded by Com. Shiel, to approve the employment report of February 1, 2010, as mailed. Carried by unanimous roll call vote.

### Resolution #5 – Preliminary Notice of Nonrenewal

Com. Bollinger wanted to emphasize that the action to nonrenew staff does not reflect upon the employee's performance in any way. These employees were employed full or part time during the 2009-10 school year on an emergency contract.

Com. Wogahn moved, seconded by Com. Shiel, to authorize administration to issue a preliminary notice of nonrenewal to the certified staff members listed as on emergency contracts as of February 1, 2010. Carried by unanimous roll call vote.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
FEBRUARY 2, 2010**

1. Call to Order – Regular Committee Meeting

Members present: Bollinger, Craig, Johnson, Shiel, and Wogahn. Absent: Duax and Faanes. Student Representatives Brittany Landorf and Marcus Liddell were also present.

2. Committee Reports/Items for Discussion

A. Linking High School Reform Efforts and Intervention Strategies at All Levels to the Transformational Readiness Standards Framework

Ann Franke, Director of Secondary Education, said that the current No Child Left Behind law calls for every state to set standards in reading and math and for every student to be proficient at those subjects by 2014. A new goal, which would replace the 2014 universal proficiency deadline, would be for all students to leave high school 'college or career ready.' Ms. Franke said the ECASD's work on Transformational Readiness Standards (TRS) is in line with state and national initiatives.

Members of the Teaching & Learning Department were present to focus on intervention strategies for the TRS framework. When students are not proficient or can't achieve at grade level, they receive an intervention. An intervention is an acceleration of learning and is not remediation. It is research/evidence-based and provides additional instruction to the core program. An intervention focuses instruction over a limited period of time. It is implemented with fidelity (as intended) by a highly trained teacher. Fidelity is when the research has determined that an intervention will be effective if administered three times a week for maybe 6-8 weeks.

Melissa Olsen, K-12 Literacy Coordinator, reviewed the Leveled Literacy Intervention (LLI). LLI is a small group supplemental intervention designed for young children struggling with reading and writing. It is available in all elementary schools and there are 30 district teachers who are trained or are in the process of being trained. Students are selected for LLI by using an informal assessment tool. LLI lessons happen with fidelity five times a week for 30 minutes. There is a teacher/pupil ratio of 1 to 3. Regular communication happens between the classroom teacher, LLI teacher

and parents. Ms. Olson said that teachers are feeling the program is well-balanced and they are seeing great results with students.

Ms. Olson also shared information about the READ 180 intervention, which is a comprehensive reading intervention program proven to meet the needs of struggling readers at the secondary level. There are 400 students enrolled in READ 180 with a teacher/pupil ratio of 1 to 15. There are 24 trained teachers who receive ongoing professional development. Students are chosen through a selection process using state and local assessment data.

READ 180 consists of a 90-minute block of small group rotations: 20 minutes of whole group direct instruction; three small group rotations of 20 minutes each including instructional software, small group direct instruction, and modeled and independent reading; and then the whole-group meets again for 10 minutes. The Scholastic Achievement Manager (SAM) is used to provide initial placement for students in the program and to monitor student progress.

Kent Smith, district social worker and PBIS coordinator, and Robyn Criego, Director of Special Education/Student Services, discussed Positive Behavior Interventions & Supports (PBIS). PBIS is a decision-making framework that guides selection, integration, and implementation of the best evidence-based academic and behavioral practices for improving important academic and behavior outcomes for all students. Adults in the school define what appropriate behaviors are, teach those behaviors and model them, recognize successes when goals are met, and focus on proactive problem solving. PBIS uses measureable data to guide decisions and provide specific interventions for students. It is a pro-active systems approach to establishing the behavioral supports for all kids to achieve social, emotional and academic success. The framework allows for Responsive Classroom (RC) and Restitution models. The structure focuses on data collection and data analysis, building teams, identifying outcomes expected, using data collection for fidelity checks, and creating a system for staff within the building. PBIS disaggregates data so that it is useful for analysis.

Other interventions in place in the district include math resources at the secondary level, guided resource development rooms, interventions by reading specialists, Title I, SAGE, summer school and special education. There are also interventions for students who are already achieving at high levels. Those include the gifted and talented program; summer school; differentiations; and upper level, enriched and AP classes.

Ms. Franke explained that the district's universal curriculum is research based. Any interventions used must match what is done in the regular classroom curriculum. The interventions will be aligned with the TSR benchmarks. The district is working towards universal interventions across the district.

The student representatives felt the presentation was very informative and they were impressed with the interventions in place.

B. Preliminary Discussion of a Referendum: Capital Needs, Operational Needs, Timelines and Planning

Superintendent Heilmann said the district is facing two types of needs for which a referendum is a likely consideration: capital and operational needs. The capital needs are for bricks and mortar. Short-term capital needs are financed through the annual school district operating budget. Approximately \$1.6 million are budgeted annually for these needs. The long-term capital needs like building replacements or additions are best financed by issuing long-term debt. The district currently has identified about \$45 million in projects that need to be addressed. School districts are prohibited from issuing debt beyond 20 years. Long-term notes may be used where the repayment schedule is 10 years or less.

Dr. Heilmann shared the district's current long-term debt repayment schedule. Many of the district's longer-term notes are being paid off and the principal and interest payments will decrease significantly beginning with the 2012-13 school year. This will create an opportunity to issue new debt without increasing the annual tax levy for debt repayment.

Operational needs are controlled by revenue limits. Mr. Van De Water stated that the district will likely see total revenue increases between 1.6% and 2.1% in the next five years. The costs of operating the district are projected to increase between 3.3% and 3.9% during that same time frame. Given the revenue and expenditure projections, the district can expect annual deficits of \$3 million to \$9.3 million in the next five years. The impact of negotiations will also be a factor in those figures. The Board can deal with those deficits by cutting the budget, seeking additional revenue streams, or using working capital to fill the gap. Working capital doesn't provide an endless revenue stream. A non-recurring referendum wouldn't provide an ongoing revenue stream; a recurring referendum would. However, those are much more difficult to articulate to the voting public.

Superintendent Heilmann shared information about possible upcoming election dates. The district's financial advisor, R.W. Baird, showed referenda timelines for each of the election dates. Dr. Heilmann also provided data on referenda held throughout the state from 2007 to the present as well as a listing of comparable school district referenda results.

Director of Buildings and Grounds Charlie Kramer provided a five-year capital projects list. President Craig said that the Board has deferred any long-term capital investments in facilities for several years. At some point these issues have to be addressed.

There were several suggestions Board members made: 1) Have a community-friendly list of possible ways naming rights could be utilized. 2) Create a prioritized list of capital improvements that would save the district long-term money. 3) Have the Transformational Readiness Standards framework in place to assist with the decision-making scheme for budget cuts. 4) Have a prescriptive, concrete set of building outcomes for a facilities referendum. 5) Develop community outreach with groups such as PAC, Chamber, and senior citizens involved.

Mr. Van De Water said that if long-term debt is to be issued, it should be issued prior to November 1, 2012.

Mr. Van De Water asked the Board if it would prefer a process that borrows more money with many years between borrowings or smaller amounts on a more routine basis. That will be added to the list of items that need to be discussed.

There seemed to be consensus to proceed to referendum at some point in the future but the majority favored holding off until at least April 2011.

Marcus Liddell said the Board needs to be vigilant to keep the public informed. He hoped that additional revenue streams could be found. Brittany Landorf said the Board should strive to have a good relationship with the public and agreed that the Board should be as transparent as possible. She felt it was important to continue with excellence in the schools and not let the quality of education suffer.

Community member, Bob Carr, said that community trust is paramount. He felt a plan was needed to engage the community in the process. President Craig said the Board has made great strides in planning including the work of the Demographic Trends Committee and Transformational Readiness Standards. She said it is hard for a



district to be visionary when the budget is constantly being reduced but added that she felt the district knows where it is going. Mr. Carr felt there was a public relations issue and the Board needs to figure out where the information stream to the public has broken down because this data is not well known to the community.

Com. Johnson added that there is a lot of data available. She said the “Board with Your Coffee” sessions have been very informative and many community members have been attending. Com. Bollinger added that it is sometimes difficult to convey complex messages to the average person. He noted that the Board recognizes that it must continue to work on public relations.

C. First Reading of Revisions to *ECASD Policy 830—Use of School Facilities*

The Board reviewed a draft of *Policy 830 – Use of School Facilities*. Com. Shiel suggested removing the last part of the sentence in the fifth paragraph that says, “All use of district facilities ..... shall be consistent with the district’s mission, values and goals.” Dr. Heilmann said that it doesn’t mean those using facilities have to check their First Amendment rights at the door but that discretion could be used.

Com. Bollinger had several concerns. He felt that a sliding fee scale would burden administration with an unworkable mechanism and that creating multiple fees was a good approach. He believes in a priority based system and felt that if facilities are used during operating hours, there should be no fee. If used after hours, the fee would cover direct costs. He thought there should be a uniform fee for signing up for facilities on a district-wide reservation system and groups shouldn’t be charged twice. He also asked about a residency requirement and restrictions for use by for profit organizations.

President Craig said the committee discussed many of these issues. The group thought that administration could use discretion for developing a fee schedule under the parameters given. They would also have the prerogative not to charge for use by school-age children. In terms of a uniform fee for reservations, she felt paragraph #2 addressed this issue. The committee thought it would be very difficult to monitor residency requirements. With regards to use by “for profit” organizations, the committee felt that some profit groups can be as worthy as non-profit groups.

Com. Bollinger moved to adopt a philosophy of charging no additional fees during regular operating hours. Motion failed for lack of a second.

Mr. Van De Water said he was confident that administration could come up with rules that would be in alignment with the suggestions made by the Board.

President Craig shared the first reading of *Policy 830*:

*The Board of Education recognizes that school district facilities belong to the citizens of the Eau Claire Area School District. The Board accepts its responsibility for making designated facilities available to groups and individuals of the community when facilities are not in use for school purposes. School purposes include all district sanctioned student activities, PTO/PTA activities, and Booster Club activities.*

*Uniform rates shall be assessed to recover reasonable usage fees from all groups using facilities that are not directly related to “school purposes” as defined above. Such fees shall be differentiated based on whether the usage is during regular school operating hours/calendar or usage is during hours not within the regular school operating hours/calendar. Additionally, uniform rates shall be differentiated based on whether the activity is designed primarily for school-age children or for adult activities. Any fees that are assessed shall not exceed direct costs to the district. Specific priority designations shall be approved annually by the Board and shall be found in the regulations associated with Policy 830.*

*A district-wide reservation system shall be used to provide fair and equitable procedures to reserve designated district facilities for groups that are not directly related to a school purpose. The reservation system shall provide a reservation priority hierarchy to reflect the district’s mission, values and goals. Highest priority shall be assigned for ECASD “school purposes,” followed by groups that are not under the definition of “school purposes” but provide activities for school-age children. Information as to how to make reservations and related priority hierarchies shall be made available through the district’s website.*

*All groups and individuals who reserve a facility shall provide proof of indemnification before being allowed to use any district facility.*

*All use of district facilities shall be governed by federal and state law, Board policies and district administrative rules and shall be consistent with the district’s mission, values and goals.*

*Authorization of use shall not be considered a district endorsement of any individual, goal or organization, the activity or its content.*

3. Request for Future Agenda Items
4. Other Business

5. Motion to Adjourn Committee Meeting

Com. Bollinger moved, seconded by Com. Wogahn, to adjourn committee meeting. Carried by unanimous voice of acclamation.

6. Motion to go into Closed Session

Com. Bollinger moved, seconded by Com. Shiel, to go into closed session under 19.85 (1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to discuss Executive Administrative Assistant Compensation; 19.85 (1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and 19.85 (1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Carried by unanimous roll call vote.

7. Meeting adjourned at 10:36 pm.