

**Eau Claire School Board**  
**Monday, March 4, 2019**  
*Generated by Patti Iverson*

**Members present**

Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Eric D Torres, Charles Vue

**Member absent**

Laurie Klinkhammer

**1. REGULAR MEETING - CALL TO ORDER**

Following the Pledge of Allegiance, President Luginbill 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**

Wendy Sue Johnson discussed the Board's policies relating to naming rights, equity, and accepting gifts and how they may affect the high school athletic field proposal the Board will be considering. She said she looked at the Board's most recent five-year capital plan and the District's identified needs, and there were no requests for improvements at Memorial for the fields, track, or restrooms. She urged the Board not to replace the already-identified needs with this project. She noted that while it is hard to turn down money, philanthropy should be encouraged for projects the District has identified as needs and that are equitable for all.

MacKenzie Gabler said Policy 185 identifies the Board's Standing Committees and notes that minutes will be taken in accordance with the open meeting law. She asked that those minutes be available to the public.

Kristin Nelson spoke about the importance of having children vaccinated. Her son has asthma and even a common cold can send him to the emergency room. She said she was very concerned with the number of students who haven't been vaccinated and the potential health risks for children like her son. Wisconsin is one of only a few states that allows non-medical vaccine waivers for public school attendance. Montessori Charter has a 66% vaccination rate with 28% having a personal conviction waiver. She said vaccines are universally supported and shown to be safe and effective for protecting the most vulnerable.

Bobbi Green expressed concerns with the Memorial athletic facility proposal. She asked about maintenance costs for the turf that would be installed and how often turf would need to be replaced. She felt that Carson Park is historically important to the city and if this proposed facility is built and it would eliminate the need for Memorial to use Carson Park for games, the city may be coming to the public in five years trying to figure out how to save Carson Park. She also worried about creating a bigger divide between North and Memorial. She asked about the impact on

property taxes and on students in the District. She felt the District's budget would not allow for this large expenditure.

Mark Goings encouraged the Board to take a broader look at budget issues rather than focusing on OPEB. He felt that forming an ad hoc committee to get feedback from staff will help the District look at the big picture.

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

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

Superintendent Hardebeck reviewed the School Board's calendar of events.

Dr. Hardebeck honored four teachers who have achieved their National Board Cohort of Teacher Certifications and two additional teacher who have had their certifications renewed. Newly certified are Amanda Dohms, Prairie Ridge; Mariah Halling, Prairie Ridge; Lindsay Rudebusch, Meadowview, and Erin Peters, Meadowview. Nicholas Sirek from DeLong and Cathy Anderson, retired teacher, have renewed their certifications. Dr. Hardebeck said survey data shows that teachers who complete the rigorous certification process are more confident in their classroom instruction and share a growth in classroom student achievement.

Dr. Hardebeck announced that the District's Safety Coordinator, Carrie Hallquist, has received the 2019 School Safety Coordinator of the Year award from the Wisconsin School Safety Coordinators Association (WSSCA). The award recognizes Hallquist's work in maintaining and constantly improving security, safety, and health throughout the District. Dr. Hardebeck said that Carrie has done a tremendous job of ensuring our schools remain safe and secure while providing a positive learning environment for our students and staff.

Dr. Hardebeck congratulated Memorial Science Teacher, Rachel Brettingen, who received the 2018-19 UWEC Wisconsin Association of Colleges for Teacher Education Early Career Educator Award (WACTE). This professional award is given annually to an outstanding educator within his/her first three years of teaching.

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

President Luginbill reminded everyone about the upcoming listening sessions regarding elementary school boundaries. He said if people can't attend in person, they can go to the website to view videos of each session and send in questions or comments. There is a frequently asked questions sheet on the website, which staff will continue updating as more comments or questions come in.

There will be a Budget Action Workshop and Training on March 9, 2019 at UW-Eau Claire. Commissioners Luginbill, Torres, and Hambuch-Boyle will be facilitators. Registration can be done online.

The Chamber's School Board Candidate Forum will take place on March 14, 2019 at 6:30 p.m. at the CVTC Business Education Center.

Board members were reminded to complete the School Board Self-Assessment Survey with the hope of holding a Work Session regarding the Board's Self-Evaluation on March 18, 2019.

#### **4. STUDENT REPRESENTATIVE REPORT**

Molly Green noted that Gwen Heywood would be late. She gave the update for Memorial saying that students, teachers, and families continue to feel the impact of inclement weather days. It has been difficult to get back into a routine.

Molly said that students at North have also been affected. She said the student body appreciates the tough decisions that have been made on snow days to ensure safety.

#### **5. OTHER REPORTS**

##### **5.1 School Board Committee Reports**

The Policy & Governance Committee will bring forward new Policy 886 - Relations with Tribal Authorities.

The Budget Development Committee discussed development of a rubric to assess special programming costs. It is hoped this will assist the Board in making decisions in a consistent way.

##### **5.2 Legislative Update**

Legislative Liaison Eric Torres had no legislative update.

#### **6. CONSENT RESOLUTION AGENDA**

Motion by Charles Vue, second by Lori Bica, to approve the following Consent Resolution Agenda Items:

- Minutes of Closed Session - February 8, 2019
- Minutes of February 18, 2019
- Minutes of Closed Session - February 18, 2019
- Human Resources - Employment Report
- Summer 2019 Referendum Bid Awards
- School Board Handbook Modifications

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Eric D Torres, Charles Vue

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

### **7.1 Inclement Weather Make-up Days**

Superintendent Hardebeck said the District has closed school nine days and has had three two-hour delays due to inclement weather. The Board made changes to the school calendar for several of those days on February 18; however, there were additional cancellations and delays since that time.

Dr. Hardebeck said the following additional days would need to be made up: 1) elementary schools – 1 day; 2) middle schools – 3 days; 3) Memorial High – 3 days; and 4) North High – 4 days.

The following options were drafted by administration and shared with the Board:

Option 1 - Repurpose non-student day for elementary and middle school students within the current calendar to become a school day on May 17 and add minutes to recover additional minutes needed for middle and high school students.

Option 2 - Repurpose non-student day for elementary and middle school students within the current calendar to become a school day on May 17 and repurpose spring break to become school days and/or professional development.

Option 3 - Repurpose non-student day for elementary and middle school students within the current calendar to become a school day on May 17 and extend the school year to recover instructional minutes for students and professional development for staff.

Dr. Hardebeck shared the benefits, challenges, and costs for each option. The Board discussed each option.

Motion by Lori Bica to approve Option 3 for modifying the 2018-19 school calendar to recover instructional time lost due to inclement weather. Motion failed for lack of second.

Motion by Eric D Torres, second by Charles Vue, to approve Option 1 for modifying the 2018-19 school calendar and to recover instructional time lost due to inclement weather.

Aaron Harder suggested an amendment to combine Option 1 but start 16 minutes earlier at high schools and 8 minutes earlier at middle schools and use June 10 and 11 for instructional time from Option 3 for the secondary schools. In addition, North would shorten lunch by 5 minutes from March 11 - June 11. If any days are needed due to additional school closures going forward, the year would be extended past June 11th.

Motion with amendment carried

Yes: Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Eric D Torres, Charles Vue

No: Lori Bica

## **7.2 Revenue Committee Proposal # 1**

Abby Johnson, Executive Director of Business Services, said the Revenue Committee is bringing its first proposal to the Board for consideration. They recommend that the District institute an ECASD Reward Card. This affinity card would be similar to co-branded cards in that two organizations, a financial institution and the District, would come together to issue a card that benefits both of them.

The District would get a one-time flat-rate donation each time a new card is opened and would earn a percentage of the purchases made. The District may also benefit from increased visibility and awareness for its mission.

This would be an easy way to donate to the District and would be open to anyone who wants to show support for the District. It would mirror Target's former 'Take Charge of Education' program and would take less time and effort than collecting milk caps and box tops. The District would choose a trusted entity to partner with.

A Request for Proposals would be sent out and would include such things as introductory rates, interest rates, donation percentage to District, incentives for card holders, type of card offered, marketing materials/distribution, commitment to promoting reward card, a transition from current cards, length of contract and card design.

Motion by Chris Hambuch-Boyle, second by Lori Bica, to move forward with RFP for a District-sponsored reward card.

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Eric D Torres, Charles Vue

## **8. ADJOURN TO COMMITTEE**

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

### **9.1 Timeline for Employee Engagement Plan and Further OPEB/Budgetary Study**

Abby Johnson, Executive Director of Business Services, shared an updated presentation on the extended timeline for the employee engagement plan and further Other Post-Employment Benefits (OPEB)/budgetary study.

Ms. Johnson reviewed a timeline of previous Board discussions about OPEB as well as a historical perspective of when these benefits were negotiated. She said the budget for OPEB for 2018-19 is projected at \$6.7 million. This could be influenced by health/dental rates and the number of staff members who retire. She also compared OPEB costs for ECASD to other local county schools.

Ms. Johnson looked at the current defined contribution retirement benefit costs for each employee group. She then looked at the current retirement benefits for employees with the single health and dental plan, the employee + plan, and the family plan. There are approximately 650 employees who qualify for OPEB. She said the question has been raised whether the District should provide a health and dental OPEB benefit for staff members or if their family should be included. In other words, should a married person receive a greater benefit than a single person?

Initially there were three options presented to the School Board. An additional option was presented in May 2018 and listening sessions were scheduled to get feedback from staff. After receiving feedback from those sessions, three options were presented to the Board in December 2018. Option 1 (previously Scenario B1) would include a five-year grandfather for today's OPEB, an earned service benefit calculated based on age and years of service with factor ranging from 1.0 and 2.0, and moving to defined contribution in Tier 3; Option 2 would cap health and dental rates at the 2018-19 rate with a 0% increase; and Option 3 would be for no changes to OPEB for July 1, 2019. At that time the Board agreed to a multi-month employee engagement plan to review OPEB.

Some Board members felt these benefits were only one part of the budget problem and the District should expand the scope. Others were concerned about adding too much to the charge given the short turn-around time.

Ms. Johnson asked for Board direction on target dates for the committee appointments, determining the committee's charge, and scheduling committee meetings. She also wondered when the Board would like its first report from the committee, whether they wanted listening sessions, when they would like final report, and when the Board would like to make a decision.

Some Board members felt these issues should be discussed in a Work Session. Board members agreed to solicit staff members to serve on an ad hoc OPEB Committee and to accept the recommendation for the makeup of the committee. The committee would consist of one employee from each work site (22) and have a representative sample of administrators, certified staff, and hourly employees. The administrative team liaisons would be Abby Johnson and Kay Marks. The committee would act in an advisory capacity to the School Board. It was decided that Joe Luginbill and Aaron Harder would meet with administration to develop an application to serve, which will be due on March 15, 2019. A roster will be developed and brought to the March 18, 2019 Board meeting. A Work Session will be held to discuss the charge and structure of the committee and the Board will vote to formally appoint members. It was also pointed out that any new Board members elected in April would have to be brought up to speed quickly.

Ms. Johnson pointed out that while the School Board can ask for staff participation and staff voice, the Board must make the final decision. The School Board and ECAE union can only negotiate on base wage, not on salary, benefits, hours, and working conditions.

Ms. Johnson noted that based on the Board's discussions, there won't be any budget impact for five to seven years. Board members stated that the Board may have to look at other items to bring the needed relief to the budget before then.

It was suggested that the Budget Development Committee think about going to referendum so that becomes part of the conversation as well.

## **9.2 High School Athletic Field Proposal**

Memorial Principal Trevor Kohlhepp reviewed information that was shared with the Board previously about the high school athletic field proposal and potential \$1.2 million donation if the District matches that donation.

Although the Board was very excited and extremely grateful for this opportunity, there were concerns expressed about matching the donation given an already tight budget. There were also issues expressed about equity with a project of this magnitude. Board members said they have worked hard on involving the community on matters of equity and building the culture of looking at ECASD as one District.

Board members asked to get information on the donations that were received for the North High dugout project and what percentage of funding came from private sources or through the District's budget. They also wanted to know if there were any improvements recommended by Buildings & Grounds through capital improvement planning and what those costs would be. There was also an interest in knowing what kinds of discussions took place with the City of Eau Claire for Carson Park, Parks and Recreation programs, or UW-Eau Claire regarding athletic facility plans and areas for collaboration. If the project doesn't include seating, how could it replace the use of Carson Park. Since the Board was told this project has been discussed for two years, the Board wondered why they had no involvement in the planning.

There was also discussion about possibly reprioritizing the five-year capital plan to include some portions of the project to be completed over several years.

The Board talked about meeting with the donors to discuss their motivations for the project and any ideas they have. The donors could share their perspective on accepting the donation with no conditions attached. Some preferred that the whole Board meet with the group; others felt a representative should meet with them. It was pointed out that if the whole Board met, it would be a public meeting and because the donors have been anonymous, they may not agree with that. President Luginbill will contact the donors and schedule a meeting with them based on their preferences.

Molly Green has heard from students that there is already a divide between North and Memorial and this could create a bigger divide. She said when the District prohibited open enrollment placement at Memorial because people preferred going there over North, it was very hard on North students because they love their school. She asked that there be as much community involvement as possible on this project.

#### Public Comment

Lynette Hesse said that Memorial is the only school in the athletic conference that doesn't have restrooms accessible for its outdoor facilities. She felt the current facilities could become a safety issue in the future. She said that North redid their track and added an outdoor concession stand and restroom. She said the gift is unprecedented and noted that the match would not have to be taken out of the ECASD budget but could be from future donations. Other districts have gotten contractors to donate services or given naming rights to donors.

### **9.3 Discussion and Possible First Reading of New Policy 453.12 - Concussion and Brain Injury Management**

A first reading of new Policy 453.12 – Concussion and Brain Injury Management was shared:

*The Eau Claire Area School District recognizes the severity of concussions and shall work with families and their medical providers to support students with concussions transition back to school. Information regarding concussions shall be shared with families on the District website and as needed for specific school supported activities.*

*A concussion is a type of traumatic brain injury. Concussions occur when there is a forceful blow to the head or body that results in rapid movement of the head and causes any change in behavior, thinking, or physical functioning. Concussions are not limited to situations involving loss of consciousness. Some symptoms of a concussion include headache, nausea, confusion, memory difficulties, dizziness, blurred vision, anxiety, difficulty concentrating, and difficulty sleeping.*

*Support services for students with concussions shall be coordinated by a team that may include the student, family, school staff, and the student's medical provider. Parents who inform coaches and teachers that their child is being treated by a healthcare professional for a concussion must provide written clearance from the healthcare professional for full or limited participation in class, practice, activity, or competition. Prior to receiving written clearance from a healthcare professional, students who have sustained a concussion may have limited participation in school-related physical activities.*

*School athletic programs and student athletes shall follow the WIAA Return to Play recommendations, or a licensed medical provider's accommodations for the*



*student athlete who has a sustained or suspected concussion.*

The Board agreed to bring this policy forward for approval at the March 18, 2019 meeting.

Public Comment:

Karen Workman, a local speech and language therapist, was concerned with the terminology "health care professional." She suggested that the policy be more specific about who is considered a health care professional as she felt there is a very subjective range of what constitutes a concussion.

Kaying Xiong, Director of Student Services, said when the policy was being drafted with the school nurses, they took into consideration the health care abilities of families. Not all families have access to the level of coverage that could be required of specialists. By defining who a health care professional is, it may define the ability for families to get the health care they need, so the policy was left as general as possible. The rationale was that it would be better for families to get some type of support versus none.

#### **9.4 Discussion and Possible First Reading of Policy 164 - School Board Member Accommodations, Compensation, Expenses and Equipment**

A first reading of Policy 164 - School Board Member Accommodations, Compensation, Expenses and Equipment was shared:

*Members of the School Board shall be paid a salary of \$2,000 per year with the President paid \$2,500.*

*Any change in salary goes into effect upon reelection of incumbents or election of new School Board members.*

*An in-district car allowance of \$30 per month is authorized for Board members. Upon request, a monthly childcare stipend of \$20 per month may be provided towards the cost of Board member childcare arrangements during regular Board meetings.*

*Out-of-district expenses, as authorized by the School Board, shall be paid using a District purchasing card or be reimbursed as follows:*

- |                 |  |
|-----------------|--|
| • Travel        | <i>actual cost or mileage rate paid school employees</i> |
| • Housing       | <i>actual cost</i>                                       |
| • Food          | <i>actual cost</i>                                       |
| • Miscellaneous | <i>actual cost</i>                                       |

*Board members shall keep a record of their expenditures and submit receipts to the Board Secretary for the costs of their travel.*

*Expenses for National Conferences shall not be reimbursed for School Board members who have filed a Declaration of Non-Candidacy.*

*Board members may be issued a laptop computer and/or mobile device for District use if they so choose or do not have a device of their own.*

It was suggested that the ECASD's retirement packet for employees include a statement that becoming a School Board member would fall into the category of rehiring an annuitant.

The Board agreed to bring this policy forward for approval at the March 18, 2019 meeting.

## **9.5 Discussion & Possible First Reading of Policy 823 – Access to Public Records**

A first reading of the sections that were modified in Policy 823 – Access to Public Records was shared:

### *Designation of Public Records*

*Drafts, notes, preliminary computations, and like materials prepared for the originator's personal use or prepared by the originator in the name of a person for whom the originator is working.*

*In accordance with §19.36(4), Wis. Stat., computer programs are not subject to inspection or copying; however, materials used for input or produced as a product of a computer program are to be made available.*

### *Procedure for the Release, Inspection, and Reproduction of Records and Property of the District*

*Because of the requirement by law that many of the records of the District, or portions thereof, are deemed to be exempt from disclosure, the legal custodian may, in his/her discretion, request that an oral request for access to records be reduced to writing to facilitate a prompt and appropriate response in either granting or denying access, or granting partial access to the records in question.*

*It is not necessary that any person requesting access to the records of the District identify himself or herself in order to inspect or obtain a copy of a record, nor does any person requesting access to the records of the District need to state any reason for his or her request. In the event, however, that a requester seeks access to records as to which state or federal law or regulations require identification, acceptable identification shall be produced before such access is permitted.*

### *Record Preservation*

*The records of the District shall be retained and preserved by the legal custodian as required by all applicable laws and District policy. No record of the District which is the subject of a record request shall be destroyed before either: 1) the requests for access and/or reproduction has been fulfilled; or 2) at least sixty (60) days have been passed since the request was denied in writing or ninety (90) days if the requested is committed or incarcerated in prison. In addition, no record which is the subject of a § 19.37 or § 19.356, Wis. Stat., court proceeding shall be destroyed until such time as when all appeal rights have been exhausted or the record produced, whichever occurs first.*

#### *Limitation on Access*

*Access to records, including records made of closed sessions, shall be denied as required by state and federal law.*

*Pursuant to § 118.125 and 20 U.S.C. § 1232, pupil records shall be confidential and disclosed only as authorized by law. (See 347-Rule - Guidelines for Maintenance and Confidentiality of Student Records.)*

#### *Non-Employee Access to Personnel Records*

*The following positions constitute "local public offices" in the District: Superintendent of Schools, Executive Director of Administration, Executive Director of Business Services, Executive Director of Human Resources, Executive Director of Teaching and Learning, Building Principals, Director of Academic Services, Director of Assessment, Director of Early Learning, Director of Student Services, Director of Special Education, Director of Technology, Director of Buildings and Grounds, Director of Food and Nutrition, and members of the School Board.*

#### *Local Public Official Personnel Records*

*The following "local public official" personnel records shall not be subject to release unless the local public official authorizes providing access to such information:*

- 1. Home address, home electronic mail address, home telephone number, or social security number.*
- 2. This does not apply to information that can be requested through a State of Wisconsin Campaign Finance Registration Statement.*

*School Board members may be reached through their official ECASD.us email account, the "Email the Board" form on the ECASD website, or by mailing Board members at 500 Main Street, Eau Claire, WI. School Board members may also be reached by phone by contacting the School Board Secretary at 715-852-3002 who will relay the request for the phone call to the School Board member.*

#### *Procedures for Responding to Requests for Other Personnel Records*

*Saturdays, Sundays, and District holidays are excluded from the time periods.*

The Board agreed to bring this policy forward for approval at the March 18, 2019 meeting.

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

There were no requests for future agenda items.

#### **11. ADJOURN**

Motion by Charles Vue, second by Chris Hambuch-Boyle, to adjourn meeting.

Motion carried

Yes: Lori Bica, Chris Hambuch-Boyle, Aaron Harder, Joe Luginbill, Eric D Torres, Charles Vue

Meeting adjourned at 10:42 p.m.