

Eau Claire School Board Minutes

Monday, October 21, 2019

Generated by Meta Miske

Members present

Lori Bica, Aaron Harder, Laurie Klinkhammer, Eric D Torres, Charles Vue, Tim Nordin

Members absent

Joe Luginbill

Meeting called to order at 7:35 PM

1. REGULAR MEETING - 7:00 p.m.

Following the Pledge of Allegiance led by Longfellow Elementary students Andy W and Parker M, President Eric Torres called the meeting to order at 7:06pm. Board Secretary Meta Miske confirmed that the meeting had been properly noticed and was in compliance with the Open Meeting Law.

2. PUBLIC FORUM

Emily Fletcher is junior at Memorial. She believes the Board's aim to commit to 100% renewable energy by 2050 is a step in the right direction. She spoke about climate change concerns and the dangers to habitats. She discussed the cost savings of renewable energy and asked the Board to adopt the proposed resolution.

Connor Bentley and Ashlyn Yates are seniors at Memorial and members of MHS Eco Warriors. They said Xcel Energy sells energy from renewable sources making it easy to switch and purchase from renewable sources and asked the Board to commit to renewable energy to secure their future.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

Dr. Hardebeck reviewed the upcoming school board events.

October is a month of many recognitions. Last week was National School Lunch week. Dr. Hardebeck thanked the Food & Nutrition Department for helping students succeed by allowing them to focus on their studies and not on hunger. This week is National School Bus Safety Week. She thanked Student Transit who transport ECASD students safely to and from school each day.

October is also National Principals month. Each principal is unique in strategy and leadership style, but all great principals share four qualities: they take

responsibility for student success, lead teachers, hire and retain the best teachers, and always make decisions in the best interest of their students. Dr. Hardebeck thanked all the principals of the ECASD.

This year there are four nominees from the ECASD for the Presidential Scholarship Program: Memorial High School seniors Robert Roach and Zachary Caterer, and North High School seniors Taylor Wolter and Austin Sande. Dr. Hardebeck congratulated the four students on this prestigious honor.

3.2 Board President's Report

On Wednesday, October 23 is the WASB Regional Annual meeting and workshop. The topic is recruitment and retention of highly qualified staff. Several Board members plan to attend and make it an evening of learning.

Dr. Torres said the Superintendent Search Committee has continued to receive input from School Buildings and staff. They have announced three community forums held at each middle school starting this Thursday at South Middle School at 5pm. They hope the varied locations and times will allow for great participation. Details were sent to families, local media outlets, and are available on the District's website.

4. STUDENT REPRESENTATIVE REPORT

Morgan Priem said at Memorial they are wrapping up Fall Sports with some teams on their way to regional and state competitions. The Memorial and North volleyball teams recently held their cross-town game and fundraiser which raised over \$3,000 for breast cancer causes. Memorial's marching band held their annual indoor concert which raises money for band instruments, and the jazz band held the Monster Bash.

Johnny Xiong from North High School was not present.

5. OTHER REPORTS

5.1 School Board Committee Reports

Budget Development Committee met October 8 and discussed their backlog of work. They will continue that discussion tomorrow.

Demographic Trends & Facility Planning Committee met last week. Ms. Koller updated the committee on capacity issues, focusing on the south side which are becoming more urgent. He will ask for an agenda item for Demo & Trends to report to the Board and request direction.

Policy & Governance Committee met this morning and are working on some initiatives.

LEAP Committee met last Tuesday and discussed the makeup of the committee/membership. They lost some members and put out a call to the schools and families for applicants. They discussed their meeting schedule and talked about Arctic Zone and a revision of the zone's performance agreement. Commissioner Klinkhammer shared that she toured Acres for Joy which connects South Middle School students with a farm setting. She would like to invite Mr. Jackson from Acres for Joy to present to the Board and explain the work done there.

5.2 Legislative Update

Last Tuesday the DPI released the certified general aid numbers. Commissioner Nordin highlighted the impact of the school voucher programs which requires each district to give a portion of its general aid to comply with the Voucher Program. DPI estimates the cost of the program this year to be \$349.6M and ECASD's portion is just over \$992,000 for students to attend private schools, all of which comes from tax dollars. Commissioner Nordin encouraged everyone to tell their state representatives to keep tax dollars within public schools. Representative Jodi Emerson's name is on a bill to help address the transparency concerns around the voucher program and she represents many ECASD families.

6. CONSENT RESOLUTION AGENDA

Motion by Aaron Harder, second by Laurie Klinkhammer to approve the following consent resolution items:

- Minutes of October 7, 2019
- Minutes of Closed Session - October 7, 2019
- Gifts in the amount of \$18,179.43 for the period of September 1, 2019 through September 30, 2019
- Payment of all bills in the amount of \$6,511,456.31 and net payroll in the amount of \$3,765,819.03 for the period of September 1, 2019 through September 30, 2019.
- Human Resources - Employment Report
- RFP for Architectural Design Services for Memorial Track Project
- Policy 453.12 - Concussion and Brain Injury Management

Motion carried

Yes: Lori Bica, Aaron Harder, Laurie Klinkhammer, Eric D Torres, Charles Vue, Tim Nordin

7. INDIVIDUALLY CONSIDERED RESOLUTION(S)

7.1 Resolution to Establish Goals on Sustainability, Renewable Energy, and Carbon Neutrality for the Eau Claire Area School District

The Board members took turns reading the resolution.

Motion by Tim Nordin, second by Charles Vue, to adopt the resolution.

Motion carried

Yes: Lori Bica, Aaron Harder, Laurie Klinkhammer, Eric D Torres, Charles Vue, Tim Nordin

8. ADJOURN TO COMMITTEE

9. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

9.1 Opening of Schools & Equity Report

Ms. Kim Koller, Executive Director of Administration, Mr. Jim Schmitt, Executive Director of Teaching and Learning, and Ms. Kay Marks, Executive Director of Human Resources gave the report.

Ms. Koller reviewed enrollment including open-enrollment, the impacts of enrollment on revenue, and family and community partnerships including ways family and community members have a voice in the ECASD and several new partnerships from within the last year. Ms. Koller also reviewed the usage of the School Safety Grant which will focus this year on supporting students and training staff.

Mr. Schmitt presented on Academic Programming which fits into the strategic plan in the areas of Academic Achievement and Student Social/Emotional Growth. He reviewed the multi-level system of supports and how safe and supportive learning environments support the whole child.

Mr. Schmitt also reviewed academic achievement, where ECASD is at compared to the state average, and the challenges facing students who do not meet benchmarks. Mr. Schmitt said this year Instructional and Literacy Coaches are no longer providing interventions and will spend all their time coaching in an effort to better serve all students rather than just a few students.

Mr. Schmitt reviewed ACT and WorkKey scores, as well as rates of students graduating from ECASD having already earned post-secondary credits. The District continues to work hard to prepare each student for post-secondary success.

Ms. Marks shared information about the quality of staff, staff retention rates, diversity of staff, and class size. She reviewed the efforts of the ECASD to recruit and retain high quality staff as well as increasing diversity among staff. She discussed benefits that are valuable to current staff, including ECASD's above average usage of the EAP REALiving. She also indicated

benefits are used as recruitment tools when recruiting new staff. Ms. Marks shared some initiatives taken to help with hard-to-fill positions including utilizing industry-specific job boards and national job boards.

Board members asked for more detailed staff diversity information in the future and asked about the exit survey/exit interview process.

The Board asked about creating District benchmarks to help achieve the 80% proficiency level goal to close achievement gaps established as part of the strategic plan.

9.2 Professional Development Update & Culturally Responsive Practices

Mr. Schmitt and Ms. Koller presented on Professional Development and Culturally Responsive Practices. There is a renewed focus on Professional Learning Communities (PLC's) because it has been found that the most successful schools have a culture of inquiry through a PLC structure.

Mr. Schmitt reviewed some of the structures in place to support Professional Development and said the Assessment Department is working to measure academic achievement and how that is connected to PLC's and PD. Mr. Schmitt reviewed culturally responsive practices, our focus on the whole child, and creating equity for all students which is supported by the Multi-Level Systems of Support.

Mr. Schmitt then reviewed the current work being conducted by District teams including literacy, PBIS, NVCI, suicide prevention, ELA aligned with Common Core State Standards, Math alignment with college preparatory mathematics training, kindergarten play-based learning, S.M.A.R.T, K-12 Music, PE, and Art, and Secondary Science and Social Studies. There is also a focus on hourly staff and providing PD on safety and security, technology, and behavior.

Ms. Koller spoke about PLC's which are the tool to advance the District's work. PLC's ask themselves "is this going to raise student achievement" and they measure themselves against results not intentions. Becoming a true PLC is a journey that likely never reaches a destination but they celebrate little victories along the way through scorecards they develop.

ECASD principals Mr. Joe Eisenhuth, Mr. Cale Bushman, Ms. Sarah Fisher, Mr. Paul Uhren, and Mr. Kurt Madsen shared an update on their individual buildings PLC journeys.

A Board member asked if staff has been surveyed on their perception of the

effectiveness of the process. Mr. Schmitt said there is an exit ticket at each District-run PLC to gather feedback and teachers appreciate that it's a commitment model, not a compliance model.

A Board member commended South's systematic and multi-directional PLC.

9.3 Budget Update

Ms. Abby Johnson said this year projects the first balanced budget since the 2010-11 school year.

Ms. Johnson shared information impacting the District's budget including the 3rd Friday enrollment count and proposed tax rates. She also reviewed increased expenses for the year including additional FTE, level movement and CPI increase for staff, and increased Special Education costs.

Ms. Johnson reviewed the operating revenue as of 10/18/19 and the revenue limit. She then reviewed operating expenses budgeted for 2019-20. She said last year the District implemented some strategies to help with the projected 18-19 budget deficit and as a result the District ended with a \$2.3M surplus which will help the fund balance for 19-20.

As of today there is a projected \$500,000 to be determined by the School Board for the 2019-2020 budget, but there are still decisions to be made. Ms. Johnson said the budget must be adopted by November 1 so decisions must be made prior to November 1. Next Monday is the Budget Meeting where the Board will adopt the final budget. Ms. Johnson welcomed questions and discussion.

Board members discussed several budget related items including:

- Applying the surplus to the fund balance instead of spending
- Administrations recommendations for the surplus
- Status of MOU with the Eau Claire Public Schools Foundation (ECPSF)
- \$50,000 contribution to ECPSF
- Computer equipment and creative options for additional leases
- Specialized iPad's for art instruction
- North High School Band uniforms and equity concerns
- Asking ECPSF to fundraise for special initiatives such as band uniforms or instruments
- ECPSF administrative fees for donations
- Alliance for Substance Abuse Prevention's funding request

Budget Development Committee will continue the discussion tomorrow and Ms. Johnson will move forward with the work of preparing a final budget for the Budget Hearing.

10. REQUEST FOR FUTURE AGENDA ITEMS

Specific numbers regarding diverse composition of staffing by building.

Presentation by Ms. Koller on capacity issues and a timeline to give Demo & Trends direction on their work.

Acres for Joy presentation from Mr. Jackson and Mr. Uhren.

11. ADJOURN

Motion by Aaron Harder, second by Tim Nordin to adjourn the meeting.

Motion carried

Yes: Lori Bica, Aaron Harder, Laurie Klinkhammer, Eric D Torres, Charles Vue, Tim Nordin

Meeting adjourned at 10:01pm.