

Eau Claire School Board Agenda

Monday, August 19, 2019

Generated by Meta Miske

Members present

Lori Bica, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue, Tim Nordin

Members absent

Aaron Harder

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

Following the Pledge of Allegiance, 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

Gina Caldwell is a Roosevelt parent. She asked the Board to consider adding a secure entrance to Roosevelt in 2019. Ms. Caldwell expressed concern at recent mass shootings which marked over 250 mass shootings in the United States in 2019 alone. She asked the Board to renovate Roosevelt's entrance quickly so the students at Roosevelt can feel as safe at school as all other students in the District.

3. BOARD/ADMINISTRATIVE REPORTS

3.1 Superintendent's Report

Dr. Hardebeck reviewed the upcoming School Board events calendar with one correction – the Family Advisory Council meeting scheduled for September will not occur. FAC will begin meeting in October.

Dr. Hardebeck recognized Spectrum Industries for their support and donations to the ECASD. Steve Tannler, Liquidation Manager, was present on behalf of Spectrum. In 2017, Ms. Randi Stanley, Technology Integration Teacher at South Middle School, reached out to Spectrum to ask for lockable carts to store robots in her classroom. In addition to meeting Ms. Stanley's request, multiple charging carts, collaboration tables, the presentation cabinet in the Board Room, and several other items were donated by Spectrum. Mr. Tannler spoke and said Spectrum works with schools all over the country, but he's especially appreciated Ms. Stanley's collaboration because she's passionate about her job and she teaches the Spectrum staff. Spectrum is available to help and wants to make sure all schools and students have access to the latest technology. Ms. Stanley said she's

grateful to partner with Spectrum and she presented wild and wacky socks to Mr. Tannler which is a special reward she gives to students for exceptional work.

Dr. Hardebeck said several schools have received recognition from the Wisconsin RTI center in the content areas of reading, math, and behavior. The recognition comes at the levels of bronze, silver, and platinum based on years in the program and fidelity. Dr. Hardebeck recognized the following schools who received Bronze level recognition:

- Chippewa Valley Montessori for behavior
- Flynn Elementary for behavior, math, and reading
- Lakeshore Elementary for math
- Meadowview Elementary for behavior
- Northwoods Elementary for math
- Putnam Heights Elementary for math and reading
- Roosevelt Elementary for reading and math
- Sherman Elementary for reading
- Northstar Middle School for behavior
- Memorial High School for behavior
- North High School for behavior

Today the District welcomed 72 new teachers at North High School for a four-day workshop called New Staff Orientation. Dr. Hardebeck thanked Mr. Mark Goings and the Eau Claire Association of Educators for providing lunch for the new staff, their mentors, and administrators. Dr. Hardebeck also recognized the Human Resources Department for their hard work in coordinating New Staff Orientation.

3.2 Board President's Report

President Torres said he had the privilege of welcoming the new teachers that morning at North High School alongside Dr. Hardebeck. He said there was a great deal of excitement among the new teachers.

President Torres has been communicating with other school board representatives across the state over the last few weeks coordinating an effort to have a resolution in support of banning the use of indigenous symbols and imagery as mascots in school. A draft has been shared with the Board and they will be asked to read and approve the resolution later in the meeting.

4. OTHER REPORTS

4.1 School Board Committee Reports

No committees have met recently.

4.2 Legislative Update

No update to share.

5. CONSENT RESOLUTION AGENDA

Motion by Joe Luginbill, second by Lori Bica, to approve the following consent resolution items:

- Minutes of August 5, 2019
- Minutes of Closed Session - August 5, 2019
- 2018-2019 Budget Adjustments
- Gifts in the amount of \$82,815.25 for the period of July 1, 2019 through July 31, 2019.
- Payment of all bills in the amount of \$10,842,460.66 and net payroll in the amount of \$3,298,966.71 for the period of July 1, 2019 through July 31, 2019.
- Human Resources - Employment Report

Motion carried

Yes: Lori Bica, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue, Tim Nordin

Dr. Hardebeck acknowledged two administrative changes on the Employment Report.

Mr. Dave Oldenberg has accepted the position of Interim Principal at Memorial High School. Mr. Oldenberg first joined the ECASD in 2005 as a Dean of Students. He left briefly and came back in 2009 as the Principal of Memorial High School. In 2016 he became the Director of Academic Services. Mr. Oldenberg holds a master's degree from Winona State University and is licensed as a teacher, principal, and superintendent. Dr. Hardebeck welcomed Dave back to Memorial for the 19-20 school year.

Mr. Michael Pernsteiner is returning to ECASD as the new Assistant Principal/Athletic Director at North High School. Mr. Pernsteiner began his career as a Social Studies teacher and later became a Special Education teacher. He joined the ECASD in 2006 where he taught Special Education at North High School until 2017 when he went to Wausau East High School to serve as their Activities Director. Mr. Pernsteiner holds his master's degree from UW-Stevens Point. He's licensed in social studies, special education, and as a principal. Dr. Hardebeck welcomed Mr. Pernsteiner back to North High School.

6. INDIVIDUALLY CONSIDERED RESOLUTION(S)

6.1 1:1 Technology Refresh and Budget Update

Ms. Abby Johnson provided a review of the budget including the breakdown of how a dollar is utilized in the District. Ms. Johnson reminded the Board of decisions they've already made related to the 2019-2020 budget including CPI increases, health insurance, and salary step increases. The District is currently projecting a \$5.2M deficit.

There are several items the Board has deferred over the last several budgets including band uniforms, musical instruments, Buildings & Grounds equipment, athletic fee reduction, and the technology refresh. Ms. Johnson said the budget process is very transparent; the District presents to the Board several times between August and October to determine the Board's priorities. The District always utilizes a zero-based approach to planning the Budget. When starting at zero, a lot of employee input and consideration of District needs goes in to planning the budget. All budget item requests are evaluated in the big picture of the District, the building's budget, as well as ESSA which is meant to ensure equity among all students.

Ms. Johnson reviewed the budgeting timeline which begins in January each year for the upcoming fiscal year. The timeline includes gathering input from building leadership and staff, review of budgeted versus actual from the previous year, evaluating staffing needs, and much more. On October 15 the District receives the final revenue limit from the state and on October 28, 2019 the Board will be asked to adopt the 19-20 budget. The District's fiscal year starts in July resulting in nearly four months of operations before the budget is even approved.

Ms. Johnson reviewed the operating expenses and revenue as of August 19, 2019 the budget has approximately \$113M in projected expenses. The District is projecting less revenue in grants and "other revenue", but more from state sources. There is no significant change projected for the local source which is good news for the taxpayers in the area.

Dr. Hardebeck asked Ms. Johnson to please indicate the cost of the deferred items. Ms. Johnson shared the following:

- Band uniforms - \$150,000
- Instruments - \$100,000
- Buildings & Grounds Equipment - \$375,000 from last year with new needs this year
- Technology - \$1.8M
- Athletic Fee Reduction - \$250,000

Dr. Hardebeck said it's important to emphasize that budget projections are not finalized. Last year the District was in a deficit situation but with the increase in state aid this year the District hopes to reduce some of that deficit. Therefore, the deficit for this year remains to be seen.

Mr. Jim Schmitt said the purchase of iPads last year for grades 3 and 4, as well as 6th grade at Delong began the cycle for refreshing devices. That creates a four-year refresh process to cycle which ensures all devices don't expire at the same time. Mr. Schmitt showed a slide of the current needs, but with a new option made available since the presentation at the August 5 meeting. The options for refreshing iPads for 5th grade, and 6th grade at Northstar and South plus 1/4 of the Chromebooks are to purchase the devices outright for \$645,000 or lease the devices for four years with District ownership at the end of the lease.

Leasing would require a commitment each year to continue to pay. The cost is \$189,331 for the first year which includes the cost of protective cases for the devices. The remaining three years cost 161,531 per year. Next year additional devices will also be due for refresh so the Technology Department will ask for additional devices in future budgets. There has been discussion by the State regarding supporting technology in schools, but it is very uncertain if anything will come to fruition. The two options presented will provide the District the same devices. Therefore, Mr. Schmitt and Ms. Johnson recommend Option B to allow the Board more flexibility with the savings to spend on other items that have been deferred.

Motion by Joe Luginbill, second by Tim Nordin, to approve Option B of the recommended technology refresh to lease one-to-one devices as needed for instruction and state assessment/testing.

Commissioner Vue asked if this model will provide all of the devices necessary for required testing. Mr. Schmitt indicated that testing at the high schools will be administered on different dates and the devices will be shuttled between buildings to ensure each school has access to all the necessary devices.

Motion carried

Yes: Lori Bica, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue, Tim Nordin

6.2 Resolution and Review of Act 31

Mr. Jim Schmitt said Act 31 requires all public-school districts to provide instruction in the history, sovereignty, and culture of the 11 federally recognized tribes and bands in Wisconsin. This must be included in the

curriculum at least twice during elementary school and once in high school.

Mr. Dave Oldenberg reviewed the learning targets by grade level which includes students learning about regions, tribes, local Native American cultures, ancient civilizations in North America, the impact of colonization and westward expansion on indigenous peoples, treaty rights, voting rights, social change related to Native Americans, and more. These lessons occur in grades 1-5, 8, 9, and even 10-12 depending on the courses a student is enrolled in and all the lessons are the curricular pieces that support Act 31.

Ms. Maggie Jensen is the ECASD's American Indian Coordinator who works with the Title VI program. The purpose of Title VI is to meet the special educational and culturally related academic and social/emotional needs of eligible American Indian students. Ms. Jensen's role is to work with students, parents, teachers, counselors, and principal to increase academic achievement, attendance, graduation rates, and cultural identity for Native American students. She works with the Johnson-O'Malley program particularly with the Ho-Chunk Nation to bring parents together and make them aware of resources offered by the ECASD; this is a collaborative effort assisted by a liaison through the Ho-Chunk Nation. Ms. Jensen also interacts with other tribes and collaborates with the DPI. She can help provide resources for teachers and principals in the schools.

Board Policy 886 was implemented to engage neighboring tribal nations and to ensure collaboration. The state is putting a larger emphasis on school districts working collaboratively with tribes for the benefit of students and Policy 886 guides the work the ECASD does.

The Board received copies of the proposed resolution and took turns reading the resolution out loud.

Motion by Tim Nordin, second by Laurie Klinkhammer, to adopt the Resolution in Support of State Legislation Requiring School Districts to Stop the Institutional Use of Native American Symbols, Images, Logos and Nicknames as Mascots.

Motion carried

Yes: Lori Bica, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue, Tim Nordin

7. ADJOURN TO COMMITTEE

8. COMMITTEE REPORTS/ITEMS FOR DISCUSSION

8.1 Staff Survey Results

Mr. Jim Schmitt and Mr. Mark Goings were present to provide a report on the results of the staff survey.

Mr. Schmitt reviewed the domains used when collecting data: achievement, demographics, programmatic, and perception. By utilizing the domains, the District can set goals, focus decisions, and plan.

Mr. Goings said everything the District does should be about enhancing student growth, both academic and social/emotional. One area of need identified in the staff survey is the "loop" meaning how do we hear from and respond to each other. As a staff we need to connect and relate to each other rather than act independently.

Eau Claire Association of Educators (ECAE) reviewed the current state of professional development (PD) in the District. The District has a state-of-the-art calendar to allow time specifically for PD. District PD could benefit if it can be flexible like a teacher's lesson plan. After each PD session it may be beneficial to evaluate where things "landed" at the end of the session and ask what is left to be covered so staff feel comfortable moving on and implementing what they learned.

ECAE had heard some "grumblings" about PD Wednesday so they surveyed staff and found when asking "PD Wednesdays have been more useful/beneficial this year compared to last year" there was an improvement from 2018 to 2019. They believe planning, goal setting, and flexibility to try to meet the needs of buildings has helped with this improvement, but more can be done to ensure PD Wednesday's are an effective use of staff time.

In another survey it was found that that staff value instructional planning (IP) because it allows them time to learn first through PD followed by time for IP to bring new ideas back to the classroom for implementation. PD will be an ongoing puzzle and the District must continually adapt and keep staff engaged as education changes.

Mr. Schmitt talked about the strategic priorities and how the staff survey guides the work done to meet the strategic plan.

Strategic priority area #1 is academic achievement. Teacher program teams related to this priority include English Language Arts, math, science, social studies, district assessment system, Kindergarten, middle school program, and academic and career planning. Teacher feedback helps identify needs. For example, the K-8 teacher survey helped identify the need to review current assessment screeners.

Strategic priority area #2 is student social and emotional growth. Teacher program teams include social and emotional learning committee, early learning, Kindergarten, middle school program review, academic and career planning. One example of teacher feedback in this strategic priority area relates to kindergarten. The Teaching & Learning Department met with each building's kindergarten team and principal. Feedback from those meetings is helping to drive the changes the District is making with play-based learning.

Strategic priority area #4 is high quality staff. The District is addressing this through the Mentor program, special education staff, conversion from Google classroom to Canvas, hourly staff, leadership teams, and administration building staff. The District is working to provide innovative support for Special Education Assistants; for example, a Wellness Day was held for SEA's at the Lismore in June. Surveys also show that overall the Leadership Team and Administration Building Staff feel very high commitment to their work but would like more recognition and feedback about how they contribute to the District.

Commissioner Vue thanked Mr. Schmitt and Mr. Goings for the presentation. Commissioner Vue asked why there was such a difference in the number of responses between 2018 and 2019 on Slide 7. Mr. Goings said 126 staff members responded to the question in 2018 and 223 staff members responded in 2019 but that was not necessarily the number of staff of staff responding to the survey, just the number of responses for that question. Overall, 2019 had fewer respondents due to snow days and other factors.

President Torres asked if they've identified a correlation between staff survey responses and student outcomes. Mr. Goings said there is data on student achievement being impacted by having a high-quality instructor. The staff survey helps the District grow and improve with the hope of increasing staff retention. Dr. Hardebeck said through Meet & Confer they learned that teachers were frustrated with ELA and the lack of results they were seeing from students. It became obvious through conversations with teachers that there was a need for change and for additional PD. Dr. Hardebeck believes the District is working hard to see results in student data by listening to the teachers, asking what is needed and meeting those needs through PD.

Dr. Torres thanked Mr. Schmitt and Mr. Goings for the report.

9. REQUEST FOR FUTURE AGENDA ITEMS

9.1 Requests for Future Agenda Items

Dr. Torres asked that the Board have a conversation about a secure entrance at Roosevelt being included in the Budget. Dr. Hardebeck said she will make sure the Board is provided with information about how a secure entrance may fit in to the budget.

10. ADJOURN

Motion by Laurie Klinkhammer, second by Charles Vue, to adjourn the meeting.

Motion carried

Yes: Lori Bica, Laurie Klinkhammer, Joe Luginbill, Eric D Torres, Charles Vue, Tim Nordin

Meeting adjourned at 8:37pm.