

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, SEPTEMBER 9, 2013  
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.

Board Members present: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representatives Kelsey Ackerman and Leah Sutliff were also present.

**PUBLIC FORUM**

No one signed up to address the Board.

**BOARD/ADMINISTRATIVE REPORTS**

Superintendent's Report

Superintendent Hardebeck shared a list of events on the Board's calendar for the next month.

Dr. Hardebeck said that State Superintendent Tony Evers announced that Longfellow and Locust Lane qualified as "Beating the Odds Schools." These schools are in the top 25 percent of high-poverty schools in the state and have above-average student achievement in reading and mathematics when compared to schools from similarly sized districts, schools, grade configurations and poverty levels. This is a significant achievement and is the fifth consecutive year Longfellow has been recognized by the state and the third time for Locust Lane.

Superintendent Hardebeck introduced the two new Student Representatives to the Board: Kelsey Ackerman and Leah Sutliff. She shared information about the students and the activities and honors they have received and welcomed them to the Board.

Communication to Superintendent/Board President

President Craig invited Board members to attend the WASB Region 4 meeting on October 16 in Eau Claire. The state WASB conference is January 22-24, 2014 in Milwaukee. There is a Board Development opportunity on September 20 in Onalaska. The legislators' breakfast with members of the Altoona, Chippewa and Eau Claire school boards will be held on October 14 from 7:30 to 9 am.

Student Representative Report

Kelsey Ackerman and Leah Sutliff discussed events going on at the high schools to start the school year.

## Other Reports

### Policy and Governance Committee

The P & G Committee met and discussed policies 511/512, 310, 534 and 536. Another meeting is scheduled in two weeks.

### Budget Development Committee

The Budget Development Committee met and discussed OPEB and the 2013-2014 budget adoption.

Com. Hambuch-Boyle reported that a community conversation sponsored by the U.S. Department of Education will take place on September 23 from 2 to 4 p.m. at a location to be determined. It will focus on early childhood education.

President Craig announced that Coms. Cummins and Hambuch-Boyle will serve on the ad hoc group for charter schools, Coms. Xiong and Cummins will work with Jim Schmitt on the ad hoc group for electronic documentation of Board meetings, and Chris Hambuch-Boyle will serve as the ex-officio for the Montessori Charter School Board.

## **CONSENT RESOLUTION AGENDA**

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

- ◆ The minutes of closed session of August 12, 2013 as mailed.
- ◆ The minutes of Board meeting of August 19, 2013 as mailed.
- ◆ The minutes of closed session of August 19, 2013, as mailed.
- ◆ The minutes of work session of August 20, 2013, as mailed.
- ◆ The matters of employment of September 9, 2013, as presented.

Consent resolution agenda items approved by unanimous roll call vote.

## **INDIVIDUALLY CONSIDERED RESOLUTIONS**

### Resolution #6 – Employee Handbook Modifications

The Board reviewed each part of the Employee Handbook. The results of actions taken follows:

Com. Duax moved, seconded by Com. Spindler, to approve Part I, Section 1 of Employee Handbook modifications. Carried by unanimous roll call vote.

Com. Spindler moved, seconded by Com. Cummins, to approve Part I, Section 2 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Cummins, to strike Part I, Section 3.12 – donation of district-wide sick leave bank. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Johnson, to amend motion to strike Part I, Section 3.14 and replace with: “Consistent with Part 1, Section 3.03, employees use professional judgment as to if, and when, to report to work during emergency school closures.”

Com. Duax moved, seconded by Com. Cummins, to amend motion to send Part I, Section 3.14 back to the ERC. Motion withdrawn.

Amendment to strike Part I, Section 3.14 and replace with: “Consistent with Part 1, Section 3.03, employees use professional judgment as to if, and when, to report to work during emergency school closures” carried by the following roll call vote: Ayes: Craig, Hambuch-Boyle, Johnson and Spindler. Nays: Cummins, Duax and Xiong.

Original motion with amendment to strike Part I, Section 3.14 and replace with: “Consistent with Part 1, Section 3.03, employees use professional judgment as to if, and when, to report to work during emergency school closures” carried by the following roll call vote: Ayes: Craig, Hambuch-Boyle, Johnson, Spindler and Xiong. Nays: Cummins and Duax.

Com. Cummins moved to strike Part I, Section 6. Motion failed for lack of second.

Com. Duax moved, seconded by Com. Johnson, to approve Part I, Section 6 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Duax moved, seconded by Com. Spindler, to approve Part I, Section 8 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Duax moved, seconded by Com. Cummins, to approve Part I, Section 11 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Xiong moved, seconded by Com. Johnson, to approve Part I, Section 13 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Johnson moved, seconded by Com. Spindler, to approve Part I, Section 15 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Johnson, to approve Part I, Section 16 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Duax moved, seconded by Com. Xiong, to approve Part II, Section 1 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Johnson, Part II, Section 4 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Johnson, Part II, Sections 5, 6, 7 & 8 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Duax, to approve Part III, Section 1 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Xiong, to approve Part III, Section 2 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Xiong moved, seconded by Com. Hambuch-Boyle, to approve Part III, Section 3 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Duax, to approve Part III, Section 4 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Hambuch-Boyle moved, seconded by Com. Johnson, to approve Part III, Section 5 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Johnson moved, seconded by Com. Spindler, to approve Part III, Sections 6, 8, 9, 11 & 15 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Johnson moved, seconded by Com. Spindler, to approve Part IV, Sections 2, 6, 7 & 9 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Johnson moved, seconded by Com. Spindler, to approve Part V, Sections 1, 2, 3, 5, 6, 7 & 10 of Employee Handbook modifications. Carried by unanimous show of hands.

Com. Spindler moved, seconded by Com. Duax, to approve Part VII, Sections 1 & 2 of Employee Handbook modifications.

Com. Spindler moved, seconded by Com. Duax, to amend motion to substitute the word "may" with "shall" in Sections 1.03(E), 2.01, 2.02(B) and 3.01. Carried by the following show of hands: Ayes: Craig, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Nay: Cummins.

Original motion to approve Part VII, Sections 1 & 2 of Employee Handbook modifications with amendments carried by unanimous show of hands.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
SEPTEMBER 9, 2013**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representatives Kelsey Ackerman and Leah Sutliff were also present.

2. Committee Reports/Items for Discussion

A. Recommended 2013-2014 Budget

Dan Van De Water reviewed the 2013-2014 recommended budget and provided supporting materials for the Board's information. He discussed revenue limits, state general aid, expenditures, long-term debt, food & nutrition budget and the projected tax levy. It is anticipated that the tax levy will decrease by .9%; the equalized tax rate is projected to decrease 1.7% or 17 cents per \$1,000 of valuation.

In order to finalize the budget the District needs the 3rd Friday membership count, the 2012-13 annual report filed with the state, the certification of property values by October 1 and the certification of state aid by October 15. The Board was asked to submit questions about the budget to the Superintendent by September 17. The Board will discuss the budget on September 23 and take action to approve the budget. On October 21 a public hearing will be held and the Board will take action to adopt the 2013-2014 budget on that date.

B. Working Conditions/8-Hour Day Survey Results

Dr. Hardebeck provided information about the Working Conditions Survey. The study was conducted to accomplish three goals: Measure the level of engagement among all staff members, gather feedback regarding the implementation of the 8-hour work day for teachers, and identify areas where working conditions and engagement can be improved.

Mr. Jim Schmitt shared the results of the *K12 Insight* working conditions survey, which was completed by 865 staff members. Mr. Schmitt said that overall staff feel they are engaged or highly engaged. When teachers were asked how they are using the additional time with the eight hour day, the majority said for collaboration, lesson planning, team/department meetings and data review.

Administration will look at areas that scored high in engagement and those areas that were rated for lower levels of engagement.

This is the first phase of data analysis. Principals and Directors will discuss survey results with school staff. Employee focus group discussions will be conducted to determine what actions might be taken based on input from the focus groups.

3. Request for Future Agenda Items

Com. Johnson asked for a report from Buildings & Grounds about maintenance needs that can't be met with the budget/Five Year Capital Improvement Plan and to discuss long-range plans for facilities.

Com. Duax would like to involve the Student Representatives to study the 'green' use of vehicles in the high schools.

Coms. Duax and Cummins would like to discuss the process of bringing back items that have been approved in the past and how agenda items should be noticed if changes are made.

Com. Xiong would like to receive information on year-round schools.

4. Other Business

5. Motion to Adjourn

Com. Cummins moved, seconded by Com. Xiong, to adjourn committee meeting. Carried by unanimous voice of acclamation.

6. Meeting adjourned at 9:53 pm.