

## **Eau Claire School Board Minutes**

**Monday, December 1, 2025, 7:00 p.m.**

**Blended Model – ECASD Administration Building and Livestream**

*Generated by Terri Grzyb*

### **Members present**

Lori Bica, Jasmine Case, Jarrett Dement, Stephanie Farrar, Tim Nordin, Pa Thao, Erica Zerr

### **CONVENE (GC-1)**

President Nordin called the meeting to order at 7:00 p.m. Board Secretary Terri Grzyb confirmed the meeting had been properly noticed and was in compliance with the Open Meeting Law. A roll call was conducted to verify quorum. The Pledge of Allegiance was offered.

### **ADOPTION OF AGENDA (GC-2)**

Motion by Stephanie Farrar, second by Erica Zerr to adopt the Board agenda for December 1, 2025.

### **Motion carried**

Yes: Lori Bica, Jasmine Case, Jarrett Dement, Stephanie Farrar, Tim Nordin, Pa Thao, Erica Zerr

### **ITEM RESERVED FOR BOARD ACTION**

#### *Insurance Renewal*

Dr. Elworthy presented the annual health insurance renewal, detailing increased costs, options for stop loss coverage, specialty drug access, and the timing of employee premium increases. Specifically, the renewal cost increase was driven by higher claims, leading to a projected \$3.1 million overspend for the year. Discussion and questions followed.

Motion by Jarrett Dement, second by Stephanie Farrar to approve the insurance renewal as presented: Increase stop loss to \$250,000/specific event; Require staff to use Rx Valet (Advanced Pharmacy) to solely access specialty drugs; and Increase employee contributions based on the increase in medical insurance plan cost, with start date of July 1, 2026.

### **Motion carried**

Yes: Lori Bica, Jasmine Case, Jarrett Dement, Stephanie Farrar, Tim Nordin, Pa Thao, Erica Zerr

### **BOARD DEVELOPMENT**

#### *Governance Policy Work Session*

Motion by Stephanie Farrar, second by Jarrett Dement to adjourn to work session at 7:24 p.m.

### **Motion carried**

Yes: Lori Bica, Jasmine Case, Jarrett Dement, Stephanie Farrar, Tim Nordin, Pa Thao, Erica Zerr

President Nordin reconvened the meeting at 7:34 p.m.

Board members discussed potential revision of board policies, focusing on GC-2 (Governing Commitment) and GC-7 (Board Members' Code of Conduct), considering both short-term adjustments and a possible comprehensive overhaul, with input from survey results and reflections on past policy development. Vice President Lori Bica presented the results of a survey completed by Board members regarding the policies, noting that while there were few overarching themes, a recurring suggestion was to reframe negatively worded items into positive statements, aligning with previous efforts to write policies in a positive frame. Board members emphasized the importance of embedding mission-driven, values-based, and equity-focused language into Board policies, advocating for clearer articulation of advocacy, relationships, and community values. Additional items discussed included the following:

- Clarity of Board member roles, the onboarding process, and the need for mentoring and accessible guidance to help navigate policies and procedures
- Mechanisms for raising and addressing policy concerns

Board members agreed to continue the conversation in future work sessions, with some members volunteering to work on drafting revisions and others suggesting the need to find additional meeting time to ensure thorough discussion.

**ADJOURN**

Motion by Erica Zerr, second by Jarrett Dement to adjourn meeting.

**Motion carried**

Yes: Lori Bica, Jasmine Case, Jarrett Dement, Stephanie Farrar, Tim Nordin, Pa Thao, Erica Zerr

Meeting adjourned at 9:05 p.m.