

*School District of Gibraltar Area*  
*Fish Creek, Wisconsin*  
**Regular Meeting of Gibraltar Board of Education**  
**Minutes of *November 28, 2016***  
**Community Room #266**  
**4:00 p.m.**

**Call to Order**

President Mark Weborg called meeting to order at 4:00 p.m.

**Roll Call**

Present: Britt Maltby, Mike Peot, Mark Weborg, Fred Anderson

Excused: Lynn Herman, Wendy Minten, Lynnea Hickey

Also Present: Tina Van Meer, Superintendent; Brian Annen, Elementary Principal; Gereon Methner, Secondary Principal; Shaun Young, Director of Learning; Tim Mulrain, Dean of Students; Arba Le Clair, Business Manager; Evelyn Eckhardt, Board Secretary; 11 visitors

**Approve the Minutes of the Regular Board Meeting on November 14<sup>th</sup>**

Moved Maltby/Peot to approve the regular board meeting minutes of November 14<sup>th</sup> as presented. Aye – All. Opposed – None. Motion carried.

**Communication**

Weborg- Email from Rick Kjell regarding the long-term care part of the Board agenda, wishes the Board meeting was at 7:00 p.m. instead of 4:00 p.m.

Anderson- Email from Becky Rericha in reference to the school report cards.

**Open Discussion**

None.

**Hear Second Reading of Proposed Amendment to Policy 5421.04 – Elementary Student Grading**

This change is to help the Multi-Age pilot move forward with their grading practices.

Tina Van Meer read a letter from Anna Knapp, who celebrated the hard work the teachers put in to Parent-Teacher Conferences and the detailed reports given for each of her elementary students.

Moved Anderson/Peot to approve the amendment to Policy 5421.04 – Elementary Student Grading. Aye – All. Opposed – None. Motion carried.

**Accept Resignation From Employment**

Van Meer and the Board received a letter of resignation from Pat Keehan, Head Football Coach.

Moved Peot/Maltby to approve the resignation of Pat Keehan as Head Football Coach. Aye – All. Opposed – None. Motion carried.

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**Approve Posting for Head Football Coach**

Moved Anderson/Peot to approve posting for Head Football Coach. Aye – All. Opposed – None. Motion carried.

**Discuss and Take Action on Long-Term Care Insurance Benefits for District Employees and Retirees**

WEA offered a one-time buy-out option on Long-Term Care, a presentation from WEA and M3 was given at the last Board meeting.

Fred Anderson- asked if calculations will be based on each individual- yes they will be.

Donna McMurray- feels if we don't take the buyout, we can't assume there will be another one down the line.

Lauren Mittermann- grateful for this benefit, this option is good for the retirees. Feels it is the job of the retirees to be advocates for the current employees and would like the Board to investigate plans to be offered to current employees so they have the same benefits former employees did.

Mike Mittermann- asked how the retiree plans for those in the 3 year window are going to be handled if you were to drop LTC. Van Meer said this will be discussed by the Board in closed session in the future.

Mary Kate McCormack- wants and believes our staff should have the best.

Moved Maltby/Anderson to eliminate Long-Term Care Insurance Benefits for District Employees and Retirees as presented by WEA. Aye – All. Opposed – None. Motion carried.

**Accept Donations**

None.

**Adjourn**

Moved Peot/Anderson to adjourn at 4:22 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,

Evelyn Eckhardt  
District Administrative Assistant  
School Board Secretary