

School District of Gibraltar Area
Fish Creek, Wisconsin
Regular Meeting of Gibraltar Board of Education
Minutes of *November 14, 2016*
Community Room #266
6:00 p.m.

Call to Order

Vice-President Mike Peot called meeting to order at 6:00 p.m.

Roll Call

Present: Lynn Herman, Wendy Minten, Britt Maltby, Mike Peot, Lynnea Hickey

Excused: Mark Weborg, Fred Anderson

Also Present: Tina Van Meer, Superintendent; Brian Annen, Elementary Principal; Shaun Young, Director of Learning; Arba Le Clair, Business Manager; Evelyn Eckhardt, Board Secretary; 12 visitors

Adjourn to Executive Session per §19.85(1)(c), Wis. Stats., to Discuss Employee Personnel Matters – Considering employment, promotion, compensation or performance evaluation

Moved Maltby/Herman to adjourn to Executive Session per §19.85(1)(c), Wis. Stats., to Discuss Employee Personnel Matters – Considering employment, promotion, compensation or performance evaluation at p.m. Aye – Herman, Minten, Maltby, Peot, Hickey. Opposed – None. Motion carried.

Reconvene to Open Session

Moved Peot/Minten to reconvene to Open Session at 6:39 p.m. Aye – Herman, Minten, Maltby, Peot, Hickey. Opposed – None. Motion carried.

Approve the Minutes of the Regular Board Meeting on October 24th

Moved Hickey/Minten to approve the regular board meeting minutes of October 24th as presented. Aye – All. Opposed – None. Motion carried.

Communication

- Thank you note from Jennifer and Collin Dahl for the gifts to WCATY and the pilot scholarship program in memory of Olivia

Open Discussion

Hickey- attended CESA 7 meeting- has been recertified for being an office for the student loan forgiveness program for teachers, usually qualifications depend on income. December- Hickey will be reading Kohl Scholarships on December 1st for the state. Veteran's Day program was wonderful, thank you to those who put it together. Added that Pat Flood and Brian Flood were not in slide show, they also are Gibraltar students actively serving. Cindy Phillips was recognized as server of the week in the Peninsula Pulse. Hickey will be attending a meeting in January at The Clearing on elected officials. On February 14 Gibraltar was asked to host

Regular Meeting of Gibraltar Board of Education
Minutes of November 14, 2016
Page 2

Leadership Door County. The National School Board Convention was mentioned, about 3 years since any board member has attended this.

Herman- went with DECA/Mrs. Witteborg to the Emerging Leaders conference, the students did a great job. Would like the whole school to be a part of the Macy's Make-A-Wish Project, every letter to santa written by students Macy's will give a dollar to the Make-A-Wish Project up to a million dollars.

Minten- Veteran's Day luncheon was great, band, choir, and elementary kids did awesome.

Peot- personal thanks for staff, administration, and support staff for support during family crisis.

Helene Anderson- has been going to the Parent Advisory Meetings, feels like passing time is not enough for secondary students to get from class to class.

Jamie McCarthy- introduced Secondary parent advisory group, the group has been focusing on use of technology, student health, and school website improvements.

Mike Scoville- believes Elementary students should be able to attend the Veteran's Day assembly. Elementary students were asked to give up playground, make placements, and provide entertainment for the celebrations. Scoville hopes that things will change when we host the program again in four years.

Hear Presentation on Long-Term Care Insurance & Benefit Options

Mandy Elliot from M3 Insurance and Ross Hampton from WEA Trust came to present information on Gibraltar's Long-Term Care (LTC). Earlier this year, WEA Trust announced that they were offering a one-time termination option for LTC. This opportunity expires December 31, 2016. The Board has two options-continue LTC as is and pay any premium increases that happen or they can terminate the group policy and offer individuals enrolled to take one of three options upon termination: Non-forfeiture Benefit Reduced Paid-up (for employees with 10+ years paid in), Accelerated Paid-up or Conversion. The first option will not be available in the future if District votes to keep LTC.

Ross shared and went over a document that gave details for all of the group LTC options. WEA Trust started the LTC plan over 25 years ago. At one time there were 100 school districts in the plan, today there are only 5.

Peot- what were some of the questions staff asked at the presentation? Does this mean that WEA is going out of LTC business? No. If the Board decides not to terminate, will the non-forfeiture reduced paid-up benefit be available again? No.

Anne Kifer- was at the presentation this afternoon, supports the Board discontinuing LTC. Staff negotiated and took less pay to get LTC years ago. Keep less than 10 year employees in mind, with the \$141 dollars spent toward each employee's LTC benefit, maybe this money saved can be used to give them something.

Van Meer- Mandy and Ross presented to the staff and retirees after school today. 55 people voted on whether or not to discontinue LTC. 48 voted to discontinue LTC and 7 voted to not discontinue LTC. The District's letter of intent needs to be in by December 1st. Employees would have till March 1st, 2017 to choose personal options if District decides to terminate LTC.

Regular Meeting of Gibraltar Board of Education

Minutes of November 14, 2016

Page 3

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

Due to lack of a quorum, the Board must table this action.

Moved Maltby/Peot to table action on Long-Term Care Insurance Benefits for District Employees and Retirees. Aye – Maltby, Peot. Herman, Minten, Hickey abstained from voting. Motion carried.

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

Van Meer proposes adding “C” to existing policy- “Student learning and growth in the multi-age pilot program will be assessed using an alternate method that takes into consideration each student’s progression through a continuum of the educational standards approved by the Gibraltar Board of Education.” This language is not so specific as to limit the multi-age pilot program.

Shane Harvey, Emily Spone, and Laura Lessman, multi-age team members, presented progressions they created for all students for each type of state standard. Pre-tests are given and children are put into groups based on test scores. Post-tests are given after units have been taught and then it is determined if they met the standard. Since it is a Google document, teachers can access and edit student forms at the same time. Parents received this document at parent-teacher conferences and they saw exactly where their kids were-what they have learned, as well as what they can help their child work on.

Rick Kjell- asked if students can enter the multi-age program at any time and is concerned about students being labeled. Van Meer explained that this is a pilot program, if you constantly move in and out it is hard to get good research to see what is working. This program has been designed to get rid of labeling students. Students naturally progress at their own pace without sticking out.

Herman- suggested having an evaluation/assessment of the program at the end of the year.

Approve Payment of Bills

Moved Hickey/Herman to approve the payment of bills totaling \$124,888.79 as presented. Aye – All. Opposed – None. Motion carried.

Approve Posting for Assistant Maintenance Supervisor

Due to the hire of Joe Korn as Head Maintenance Supervisor, there is an opening for Assistant Maintenance Supervisor. Van Meer would like to add “advanced degree OR relevant experience” to the posting.

Moved Minten/Herman to approve posting for Assistant Maintenance Supervisor with the inclusion of advanced degree or relevant experience to the posting. Aye – All. Opposed – None. Motion carried.

Cancel Regularly Scheduled November 28th and December 26th Board Meetings

The Board needs to make a decision on long-term care by December 1st; therefore, November 28th meeting needs to take place. December 26th falls over Gibraltar’s Winter Break.

Moved Hickey/Minten to cancel the December 26th Board meeting and keep the November 28th meeting as scheduled. Aye – All. Opposed – None. Motion carried.

Regular Meeting of Gibraltar Board of Education

Minutes of November 14, 2016

Page 4

Accept Donations

- Donation of 4 cases of organic eggs from Waseda Farms

Moved by Herman/Minten to accept donations as presented. Aye – All. Opposed – None.
Motion carried.

Adjourn

Moved Minten/Herman to adjourn at 8:37 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,

Evelyn Eckhardt
District Administrative Assistant
School Board Secretary