

School District of Gibraltar Area
Fish Creek, Wisconsin
Regular Meeting of Gibraltar Board of Education
Minutes of September 12, 2016
Community Room #266
7:00 p.m.

Call to Order

President Mark Weborg called meeting to order at 7:00 p.m.

Roll Call

Present: Lynn Herman, Wendy Minten, Britt Maltby, Mike Peot, Mark Weborg, Fred Anderson, Lynnea Hickey

Excused: None

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

Approve the Minutes of the Regular Board Meeting on August 22nd

Moved Hickey/Minten to approve the regular board meeting minutes of August 22nd as presented. Aye – All. Opposed – None. Motion carried.

Communication

- Samantha Ruedy, new Secondary Physical Education teacher, sent note of thanks and gratitude to the Board for their thoughtfulness and work during her first week at Gibraltar
- Herman- received communication on community involvement, will share during that agenda item
- Maltby- Whitefish fry benefit for Sten Kordon will be September 28th at Alexander's. There also has been some communication asking if there is anything we can do about not having games on long weekends (i.e. October 10).

Open Discussion

Minten- Requested meeting packet sent out to Board members earlier. Weborg- agendas are not usually approved until Wednesday or Thursday. Van Meer- there are a lot of players involved in the packets, we can give it a good try.

Van Meer- as a member of the fair aid coalition, excited to announce that the Republican agenda came out and the minimum fair aid concept is on there, specifically talking about small rural schools with high property values.

Rick Kjell- inquired about keeping Wednesdays open for church and family. Kjell noted that the second week of this school year Open House was scheduled on Wednesday. Weborg- Wednesdays (after late bus) are only supposed to be used for scheduling when there are no other options.

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Approve Non-Curricular Secondary School Organization

Mary Bondeson and Emily Salm came to present information and ask the Board to approve the creation of a Diversity Acceptance Alliance Club. This group originated as an LGTB support group on Wednesdays during Pep period and grew from 2 students to 18. Rachel Follingstad and Gracie Richards, Gibraltar Secondary Students, spoke about the personal importance of the Diversity Acceptance Alliance Club in their lives. Cindy Schneider shared a letter from her son, a 2011 Gibraltar graduate, in support of the program. Mike Schneider gave a parent's perspective in support of the club. Bondeson shared educational resources from the DPI website on LGTB data and Salm handed out a letter to the board that included resources that support the presence of LGBT advocacy groups in public schools.

Moved Anderson/Peot to approve the Secondary School sponsored Diversity Club. Aye—Herman, Minten, Maltby, Peot, Anderson, Hickey. Opposed – Weborg. Motion carried.

Approve Resignations from Employment

- Resignation from Debra Kordon, 7th grade girls basketball coach and Middle School assistant track coach
- Resignation from Steve Higginbotham, maintenance supervisor, after 27 ½ years with the Gibraltar School District. Steve is looking to retire on November 30, 2016.
- Resignation of Kinga Jacobson, IT services director, requests termination date be September 30th, 2016.

Moved Hickey/Minten to approve resignations as presented. Aye – All. Opposed – None. Motion carried.

Approve Posting for 7th grade Girls Basketball Coach

Based on the resignation of Debra Kordon, Van Meer recommends posting for a 7th Grade Girls Basketball Coach.

Moved Hickey/Herman to approve posting for 7th Grade Girls Basketball Coach. Aye – All. Opposed – None. Motion carried.

Approve Posting for 8th Grade Boys Basketball Coach

Based on the resignation of Evan Guell, Van Meer recommends posting for 8th Grade Boys Basketball Coach.

Moved Herman/Anderson to approve posting for 8th Grade Boys Basketball Coach. Aye – All. Opposed – None. Motion carried.

Approve Posting for Middle School Head Track Coach

Based on the resignation of Erin Andre, Van Meer recommends posting for Middle School Head Track Coach.

Moved Minten/Herman to approve posting for Middle School Head Track Coach. Aye – All. Opposed – None. Motion carried.

Approve Posting for Middle School Assistant Track Coach

Based on the resignation of Debra Kordon, Van Meer recommends posting for Middle School Assistant Track Coach.

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Moved Hickey/Herman to approve posting for Middle School Assistant Track Coach. Aye – All. Opposed – None. Motion carried.

Approve Posting for District Maintenance Supervisor

Due to the retirement of Steve Higginbotham, Van Meer recommends posting for District Maintenance Supervisor.

Moved Hickey/Maltby to approve posting for District Maintenance Supervisor. Aye – All. Opposed – None. Motion carried.

Approve Substitute Pay Rate

The board recently approved substitute pay of \$115 for days one through twenty. After board discussion, the board agreed to \$5 above the base rate for substitutes working over 20 days in the district.

Moved Anderson/Peot to approve the substitute pay rate for 20 plus days of employment as a substitute to equal the base rate per day plus five dollars. Aye – All. Opposed – None. Motion carried.

Approve Amendment to Policy 3120.04 – Employment of Substitutes

Van Meer proposed two changes of Policy 3120.04 that include: *A substitute employed for ten (10) consecutive days in the same assignment shall be paid the per diem rate not less than the minimum salary on the current salary schedule, as well as After twenty accumulated days of substitute teaching the pay rate shall be adjusted to board approved rate.* This is the second reading of this amendment.

Moved Hickey/Herman to approve amendment to Policy 3120.04 – Employment of Substitutes. Aye – All. Opposed – None. Motion carried.

Approve Resolution Authorizing the School District of Gibraltar Area to Exceed the Revenue Limit on a Non-Recurring Basis for Debt Service Payments to Finance Energy Efficiency Measures and Products

Arba Le Clair presented information on the resolution.

Moved Minten/Herman to approve resolution number 2016-17 1 as presented. Aye – All. Opposed – None. Motion carried.

Approve Payment of Bills

Le Clair explained that a new packet of bills was handed out to the Board because the published packet included checks that were approved at the last meeting.

Moved Hickey/Peot to approve the payment of bills totaling \$302,424.24 as presented. Aye – All. Opposed – None. Motion carried.

Confirm Board Representative on the Door Community Auditorium Board

Fred Anderson, Lynnea Hickey, and Mike Peot will continue as Gibraltar School Board Representatives on the Door Community Auditorium Board.

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Confirm Board Representation on The Door County Advisory Committee

Lynn Herman will continue as the Gibraltar School Board Representative on the The Door County Advisory Committee.

Confirm Membership on Board Standing Committees

- Campus Maintenance and Improvement Committee- membership will stay the same
- Extracurricular Activities and Community Relations Committee- membership will stay the same
- Financial Planning and Community Relations Committee- addition of Wendy Minten
- Student Learning and Instruction Committee- addition of Britt Maltby

Accept Donations

None.

Board Discussion on Community Engagement

The Board discussed several ideas on how to get the community and all stakeholders to feel like they are a part of the Gibraltar School District.

Herman- shared websites that help give ideas to engage with the community such as soliciting help of community leaders to recruit participants, study groups, and mandate to listen. If you want community involvement, you have to be willing to put time into it. It is very important to start with a plan.

Maltby- would be interested in alternate times for Board meetings rather than alternative locations, possible after school meetings.

Minten- the Board is not doing anything intentional to foster community engagement, does the Board want to invest in this?

Hickey- there needs to be an agenda, critical questions, and purpose.

Peot- a Community Leadership Team format could be used like our Building Leadership Teams that are already in place.

Anderson- has always believed the definition of a Board member is to take the values and perceptions of the community and create long term policy.

Helene Anderson- believes surveys for community members, teachers, and parents may be helpful.

Methner- working on getting a Secondary Parent Advisory Committee going, Brian Annen already has an Elementary Parent Advisory Committee in place.

Weborg-information will be shared and brainstorming can occur again in a future meeting.

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

Moved Hickey/Minten to adjourn to Executive Session at 8:40 p.m. Aye – Hickey, Anderson, Weborg, Peot, Maltby, Minten, Herman. Opposed – None. Motion carried.

Reconvene to Open Session

Moved Minten/Peot to reconvene to Open Session at 9:41 p.m. Aye – Herman, Minten, Maltby, Peot, Weborg, Hickey, Anderson. Opposed – None. Motion carried.

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Adjourn

Moved Herman/Peot to adjourn at 9:42 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,

Evelyn Eckhardt
District Administrative Assistant
School Board Secretary