

School District of Gibraltar Area
Fish Creek, Wisconsin
Regular Meeting of Gibraltar Board of Education
Minutes of *May 9, 2016*
Community Room #266
6:00pm

Call to Order

President Mark Weborg called meeting to order at 6:00 p.m.

Roll Call

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

Excused: Lynn Herman

Also Present: Tina Van Meer, Superintendent; Shaun Young, Director of Learning; Gereon Methner, Secondary Principal; Tim Mulrain, Dean of Students; Arba LeClair, Business Manager; Evelyn Eckhardt, Board Secretary; 8 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 Anderson/Hickey to adjourn to Executive Session at 6:01 p.m. Aye - Anderson, Hickey, Weborg, Peot, Maltby, Minten. Opposed – None. Motion Carried.

Reconvene to Open Session

Moved Anderson/Peot to reconvene to Open Session at 7:13 p.m. Aye –Minten, Maltby, Peot, Weborg, Hickey, Anderson. Opposed – None. Motion Carried.

Approve the Minutes of the Regular Board Meeting on April 25th

Moved Minten/Hickey to approve the minutes of the regular board meeting on April 25th as presented. Aye – All. Opposed – None. Motion carried.

Communication

- Communication from Mark Honold expressing concern about Long Term Care benefit for employees/retirees

Open Discussion

- Wendy Minten- caught the tail end of the 5th to 6th grade Transition night, seemed to be a very positive reception from parents
- Karen Krause- sixth grade teachers seemed to like the Transition night, would like to see a 6th grade to 7th grade Transition night
- Anne Kifer- would like to see a 6th grade to 7th grade Transition night
- Kathleen Harris- continues to be concerned about financials
- Tom Zwicky- shared with the board a certified letter he received from the IRS

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Hear Presentation on the F.I.T.T. Center

Evan Guell attended to give a presentation on the F.I.T.T. Center. Evan was one of the recipients of an Innovation Grant last year. (F)requency, (I)ntensity, (T)ime, and (T)ype are the four principles behind the center. Board and audience were invited to a tour of the F.I.T.T. center where Evan showed the functionality of the equipment and improvements to the facility.

Superintendent Report

Van Meer focused her report on Gibraltar's Governance Structure, its purpose being to provide a structured approach to decision making. The Governance Structure includes ad hoc committees, building leadership teams leading towards the District Leadership team. SAW (school as a whole) is planned for the future.

Methner- the Secondary B.L.T. has started the inquiry process concerning the Middle School concept, they are in the research phase at this time. Methner also recognized Mrs. Witteborg for hosting Gibraltar's first job fair during pep/lunch time. A total of 30 employers came to meet with prospective student employees.

Young- highlighted Powerful Learning Cohort, looking towards connecting with F.O.G. next year
Mulrain- PBIS program very successful in the elementary school, the secondary school is looking at meeting with a student advisory group to get ideas for next year.

96 Elementary students currently signed up for Ike University this summer. Currently in the process of selecting which courses have enough interest to run.

Approve Payment of Bills

Moved Hickey/Anderson to approve the payment of bills totaling \$197,850.54 as presented in the board packet. Aye – All. Opposed – None. Motion carried.

Approve 2016-17 Health Insurance Plan for Employees

Van Meer gave the board an overview of the health insurance information. The Door-Kewaunee Insurance Purchasing Cooperative voted unanimously to stay with Arise and there will be a 12% increase in health insurance premiums for 2016-17. Numbers were shared for base plans and buy up plans for employees. Van Meer received a letter from WEA saying they will no longer be carrying Long Term Disability; district currently working with M3, looking for a 3 year flat rate L.T.D. policy. Cooperative as a whole moved to self-funded dental insurance, there is no change in plan/cost for employees for this. There are 32 districts in Wisconsin who currently have Long Term Care; Gibraltar is one of them. Another letter from WEA offered a one-time, 2016 calendar year option for employees as a district, which would benefit employees who have 10 or more years of service a reduced cost benefit based on what has been paid in on premiums. Employees who have less than 10 years of service would receive no benefit. The board does not have to make a decision on long term care until October.

Van Meer also noted patterns from a staff survey showing that employees did not want to increase deductibles and did not want to get rid of long term care.

Anderson discussed that it will be very difficult to continue to keep up with the high increases in insurance every year. He asked if a rep from WEA could come to present on the long term care piece. The potential savings between the 12% and 9% health care is minimal and Anderson recommended absorbing the entire 12% increase.

Hickey suggested promoting health and wellness to improve the loss ratio.

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The board discussed picking up the cost of the health insurance increase, looking into YMCA memberships, and researching more on the long term care plan.

- Anne Kifer- some staff members took long term care benefits instead of pay raises in years past, thanked board for taking time to think out the long term care piece.
- Rosa Nelson- thanked superintendent for having the second insurance meeting and clarifying numbers, feels long term care survey was rushed and would like to have more time to discuss it.
- Rick Kjell- appreciates Board's comments, asked what happens to funds if LTC was dropped or if we started with a new carrier... Can WEA drop us anytime they want to?- Van Meer responded that WEA can drop us at any time.

Moved Anderson/Hickey to approve 2016-17 health insurance plan for employees with no changes to the present plan. Aye – All. Opposed – None. Motion carried. Minten abstained from vote.

Approve Planning and Fundraising for 7th and 8th Grade Trip to Washington, D.C.

Moved Hickey/Peot to approve planning and fundraising for 7th and 8th grade trip to Washington, D.C. Aye – All. Opposed – None. Motion carried.

Accept Donations

\$100 from Door County Art League for the HS Art Department.

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

Adjourn

Moved Peot/Minten to adjourn at 8:39 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,

Evelyn Eckhardt
District Administrative Assistant
School Board Secretary