

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

**Call to Order**

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

**Roll Call**

Present: Lynn Herman, Wendy Minten, Suzanne Brennan, Mike Peot, Mark Weborg, Fred Anderson, Lynnea Hickey

Excused: None

Also Present: Tina Van Meer, Superintendent; Tim Mulrain, Dean of Students; Gereon Methner, Secondary Principal; Shaun Young, Director of Learning; Brian Annen, Elementary Principal; Arba LeClair, Business Manager; Evelyn Eckhardt, Board Secretary; 26 visitors

**Adjourn to Executive Session per §19.85(1)(c), Wis. Stats., to Discuss Employee Personnel Matters – Considering Employment, Promotion, Compensation or Performance Evaluation and §19.85(1)(e), Wis. Stats., to Deliberate or negotiate the purchase of public properties, the investing of public funds or conducting other specific public business whenever competitive or bargaining reasons require a closed session.**

Moved Anderson/Minten to adjourn to Executive Session per §19.85(1)(c), Wis. Stats., to Discuss Employee Personnel Matters – Considering Employment, Promotion, Compensation or Performance Evaluation and §19.85(1)(e), Wis. Stats., to Deliberate or negotiate the purchase of public properties, the investing of public funds or conducting other specific public business whenever competitive or bargaining reasons require a closed session. Aye – Herman, Minten, Brennan, Peot, Weborg, Anderson, Hickey Opposed – None. Motion carried.

**Reconvene to Open Session**

Moved Peot/Herman to temporarily reconvene to open session at 7:03 p.m., with the intention of returning to closed session after open session. Aye- All. Opposed – None. Motion carried.

**Approve the Minutes of the Regular Board Meeting on February 22<sup>nd</sup>**

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

**Communication**

None.

**Open Discussion**

Weborg reviewed open discussion procedures.

Minten- Destination Imagination competition was last weekend, Gibraltar received two 4ths, one 3<sup>rd</sup>, and one 1<sup>st</sup>, which will be moving on to state.

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Hickey- attended CESA board meeting, CESA directors will be providing professional development for districts, though we are already doing it. Joel Kitchens will be presenting a bill regarding career and technical education programming support to school districts facilitated through CESAs. Thanks to administrative team on the timely and efficient response to the community issue last week.

Weborg- appreciates all the extra effort given and believes that you can never be over-reactive in these types of situations, commended all staff

Van Meer –Thanked administration and staff for last week, our kids were learning and safe

Rick Kjell- Thank you to the board, teachers and staff for get well cards. Reminded board of Dick Burress speaking at the Annual meeting concerning Sunday building usage and Sundays being reserved for family time. He asked board where they stood on this issue.

Weborg asked to move item 17 next in the agenda.

### **Multi-Age Program Update**

Michele Daubner and Emily Spone came to present information on the multi-age program. Second year of the K-1 multi-age program. Individual student needs, best practice Instruction, Multi-age opportunities Structures and Functions, first PLTW unit. Cons-schedule alignment, pros individual growth and academic needs, peer mentoring, community based ownership (sharing of all materials), non-traditional classroom setting. Would like K-1 to be all day, to include science, math and social studies, cross-categorical staff collaboration.

Mr. Annen went over a parent survey regarding the K-1 Multi-age program. Anna Knapp has a 2<sup>nd</sup> grader and the idea of having this multi-age program as an older student would be beneficial.

Hickey asked if there was a survey done about interest in multi-age setting for other grade levels.

Kathleen Harris- wonders if there could be a teacher who could speak on single grade level classes as a balance

Van Meer shared plans for the Multi-age expanding to a K-3 grade program. Will take a year of planning to get the details worked out. Asking to build a leadership team to explore multi-age program happening in grades 6-8.

Herman-asked if this list were the only teachers that volunteered.

Britt Maltby- excited for this, sounds stimulating and beneficial

### **Approve Payment of Bills**

Moved Minten/Hickey to approve the payment of bills totaling \$263, 889.69 as presented in the board packet. Aye – All. Opposed – None. Motion carried.

### **Approve Lease Agreement With Dell for the One Laptop Per Student Program (OLPS)**

Steve Minten explained this is about the 10<sup>th</sup> year of OLPS program and the REAP grant has been helping us out with the funding this program. Our budget starts July 1<sup>st</sup> and we could benefit by getting them earlier to have them set up and ready for the school year. This lease would allow us to get the laptops now and pay for them after July 1<sup>st</sup> with a \$1 buyout. 50 laptops needed for the incoming freshman class, plus another 25 to use for current year testing. Laptops are less money than last year's models and also includes a 3 year maintenance program. REAP grant from last year was around \$44,228.

Moved Anderson/Brennan to approve lease agreement with Dell for the One Laptop Per Student Program. Aye – All. Opposed – None. Motion carried.

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**Approve Line of Credit Renewal With Baylake Bank**

This is something we do on an annual basis to help us with the payroll. Line of credit is for up to 2.4 million dollars for one year at 1.6% for cash flow purposes until tax revenues are recieved. We have only had to use this once in an emergency situation to buy a bus.

Moved Hickey/Herman to approve line of credit renewal at 1.6 percent with Baylake Bank. Aye – All. Opposed – None. Motion carried.

**Approve Employee Contracts**

Asking to confirm contractual status of all district employees, this will assure each employee of employment with the district. Salaries and benefits will be included in the approval, asking for a salary increase of 2% across the board. Cannot say what the actual benefit cost will be because we are currently in negotiation status as a consortium; for now Arise came back at 12%.

Moved Brennan/Hickey to approve employee contracts for the 2016-2017 school year as per §118.21, §118.22 and §118.24 Wis. Stats. Aye – All. Opposed – None. Minten abstained from vote. Motion carried.

**Accept Resignation from Employment**

Letter of resignation of Will Henrickson, assistant JV baseball coach, and Erin Andre, secondary math teacher.

Moved Hickey/Peot to approve resignationsof Will Henrickson and Erin Andre. Aye – All. Opposed – None. Motion carried.

**Approve Employment of Head Golf Coach**

After conducting interviews, Peg Tanck recommended Taylor Mueller as head golf coach.

Moved Anderson/Minten to approve the employment of Taylor Mueller as head golf coach. Aye – All. Opposed – None. Motion carried.

**Approve 2016 Summer School Program**

Mr. Mulrain went over a proposal for the 2016 summer school program. Elementary and Secondary summer school will begin on June 20<sup>th</sup> and conclude on July 14<sup>th</sup> from 8:00-12:00, Monday through Thursday, with the 4<sup>th</sup> of July as a holiday. Secondary will offer credit recovery options and 7-8 core support. Elementary will offer core instruction and enrichment, students enrolled based on choice and need. Elementary courses will be 50 minutes in length and meet once per day and students will make 6 initial course choices, but will be enrolled in 4. Enrollment will be capped at 80 students. A total of 13-19 teachers will be hired for the K-12 program.

Emily Spone and Kayla Anschutz shared a pamphlet for “Ike University” as the summer school name to be mailed home to all parents. Pamphlet includes information on summer programing facts and how to enroll. Kayla shared a few courses that were developed and created to tie in core subjects to engage students.

Moved Herman/Minten to approve the 2016 Summer School Program. Aye – All. Opposed – None. Motion carried.

### **Approve Preliminary Planning Proposal for the Secondary IMC and Classroom Remodel**

Have been talking about remodeling Secondary IMC and classrooms for years, there are areas in need of repair including walls that you can hear/see through and ripped up carpeting. Somerville sent a proposal for a schematic design including some pictures of some of the work that they have done. Methner explained how we have one per student laptops, but our IMC does not have any charging stations. Walls so thin that you can hear through the classrooms and rooms not maximized are addition problems with the current structure. The direction media centers are moving towards are spaces that allow collaboration. Wants a space that students will want to be in and that will last for 40 years.

Weborg explained that this is a \$6500 preliminary drawing by Somerville, where they will use their expertise to come back and show what would/would not work with the space. They then would give us a ballpark figure of what the total cost would be and from there the voters could decide whether or not to move forward.

Last year, as Phase 1, teachers were able to purchase furniture or technology that could be used in an updated space.

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Helene Anderson- cost was pretty high last year when this was originally presented. Daughter said everything the kids need technology wise they carry with them, and they don't really need big screens available to them, wondering if Cafeteria could be part of usable space for kids to congregate.

Kathleen Harris- asked board to consider sustainability. Use safety/security as goals when making decisions. Asked as a tax payer that Gibraltar get finances in order, concerned about referendum.

Moved Anderson/Hickey to approve preliminary planning proposal from Somerville for the secondary IMC and classroom remodel. Aye – All. Opposed – None. Motion carried.

### **Approve Board of Canvassers for the April 5<sup>th</sup>, 2016 Spring Election**

Weborg appointed Suzanne Brennan, Evelyn Eckhardt, and Tina Van Meer as board of three persons to canvass and verify the results of the school board election that is on the April 5<sup>th</sup> ballot.

### **Discuss and Take Possible Action on the Recording of School Board Meetings**

Steve Minten spoke about a user report shared that showed number of hits to the school board meeting audio files on the website. The report showed usage drop from 50 hits in December 2015 to one hit in February 2016. Cost is not an issue. Herman asked what the process is to put the audio on the website. Minten explained the process of getting the audio after minutes are taken; he listens to it to make sure there isn't any chirps, and posts it to the website. Minten also archives the audio for historical purposes, they are well maintained.

Kathleen Harris- feels having audio on the website is important, would like to keep for another 6 months/year and revisit it.

Helene Anderson- asked what Sevastopol does, feels transparency is important

Lars Johnson- mentioned Sevastopol/Sturgeon Bay do visual recordings.

Rick Kjell- appreciates audio to listen to if he cannot make it to a board meeting.

After discussion, the board decided not to take any action on this item at this time.

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**Accept Donations**

Donation of an electric kiln from Aaron Mackey for the middle school art room.

Motion by Herman/Minten to accept donation of kiln as presented. Aye – All. Opposed – None.  
Motion carried.

**Hear Committee Reports**

**A. Campus Maintenance & Improvement Committee**

Gyms refinishing project will be brought to the board in April.

Donation for new backboards in the mural gym.

Concerns about hot water in the bathrooms. Steve Higginbotham brought information from CDC that says cold water is fine to wash hands in, it is more of the routine of washing their hands. Recommending hand sanitizer stations placed in all bathrooms/hallways. The downstairs bathroom sinks will be looked at because the water sprays up, lime needs to be removed from faucets.

Moved Peot/Hickey to reconvene to closed session at 9:19 p.m. Aye – All. Opposed – None.

Moved Herman/Hickey to reconvene to open session at 10:34 p.m. Aye- Herman, Minten, Brennan, Peot, Weborg, Anderson, Hickey Opposed – None.

**Adjourn**

Moved Peot/Weborg to adjourn at 10:35 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,

Evelyn Eckhardt  
District Administrative Assistant  
School Board Secretary