

School District of Gibraltar Area
Fish Creek, Wisconsin
Regular Meeting of Gibraltar Board of Education
Minutes of *April 13, 2015*
Community Room #266
7:00 p.m.

Call to Order

Vice President Luber Pelrine called meeting to order at 7:03 p.m.

Roll Call

Present: Wendy Minten, Suzanne Brennan, Lynnea Hickey, Martha Luber Pelrine, Mike Peot, Mark Weborg

Excused: Fred Anderson

Also Present: Tina Van Meer, Superintendent; Brian Annen, K-12 Principal; Shaun Young, Director of Learning; Tim Mulrain, Dean of Students; Arba LeClair, Business Manager; Laura Anschutz, Financial Asst./ Acting School Board Secretary; 27 visitors

Approve Minutes

Moved Weborg / Hickey to approve the minutes of the March 23, 2015 meeting with spelling correction of "provided" under presentation of k - 1 program and under Athletic Field maintenance should be "2016 – 2017 sewer project". Aye – All. Opposed – None. Motion Carried.

Hear Information From DECA Students on GBAY Gold Certification

Hannah Copiskey, Ben Bruns and Mrs. Witteborg attended the meeting to provide the Board with an update on what DECA has been working on this year. Recently went to State competition and Copiskey and Bruns both qualified to move on to Nationals and will be headed to Orlando in a few weeks. Thanked the Board for their continued support of DECA and allowing them to purchase the new Point of Sale system for their GBAY store. Van Meer and Board members commended them and the rest of the DECA members on a great job.

Hear Highlights From the Athletic Director on the Winter Extracurricular Season

Peggy Tanck, Athletic Director, attended the meeting to provide highlights of an exciting winter athletic season. Both boys and girls Basketball made it past the first round of regionals this year. Several athletes made All Conference teams, Boy team - Jack Brennen and Chris Anderson. For the Girls - Makenna Ash, Helen Hecht, Lauren Kita. There were also several new school records set by girls this year, Makenna Ash all-time leading scorer and rebounder, Helen Hecht all-time leader in assists and steals, Lauren Kita all-time leader in 3 point shots, and Aleah Bauldry single season blocks.

Hear Presentation From Bob Werley, Educational Consultant for NEOLA of Wisconsin

Mr. Bob Werley attended the meeting to provide the Board with information on services provided by NEOLA. He is a former Superintendent familiar with school polices and NEOLA works with attorneys from Davis and Kuelthau. Handed out some information to the Board including a list of clients, works with Sevastopol, Sturgeon Bay, Luxemburg Casco, and CESA 7

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in our area. They use policy templates that include state requirements and modify for individual districts as needed, also can assist with administrative rules and would coordinate these with the employee handbook. Benefits of having them assist with these items is that they pay to defend policies if anything is challenged, ability to electronically publish and once policies are updated they come in twice a year to review policies for any that need to be updated. Cost of Policy service for the first year is \$8550.00 and includes updates. Annual update service is \$2300.00 per year. Electronic publishing on our website is an additional \$4900.00, half the first year half the second and \$500.00 per year after that.

Communication

Received the following:

- Thank you cards for flowers and kindness from Mrs. Van Meer
- Kayla Lhost regarding next year second grade class to consider 3 sections
- Sarah Martin also asking for 3 sections of second grade next year.
- Thank you card from Varsity letter club regarding the new water bottle filling station.

Open Discussion

Luber Pelrine reminded the audience that meetings are now recorded and read the statement regarding the meeting process and rules.

Hickey huge thank you to Martha for serving on the Board and all of her efforts assisting with “Kids Matter” to help pass multiple referendums. Our school would look very different today if not for her leadership in this area. Also for her involvement with the Great Books program and Music Boosters, making sure all kids have a chance to attend. Other Board members also expressed their thanks.

Minten have 3 teams going to Steven’s Point for State Destination Imagination on Saturday. Good luck to them!

Becky Rericha, regarding second grade for next year, also asked for reinstatement of class size guidelines going forward. Thank you for adding a third section of 5 grades for the coming year.

Britt Maltby requested a school assembly for incoming freshmen and parents to learn about school policies on drinking, smoking, etc. so that parents are better informed and can support the rules.

Lynn Krause Weddig had a question on classroom section policy, would also like small class sizes.

Sarah Martin also asked for 3 sections of second grade for next year, take unique needs of the class into consideration.

Tori Daubner also requested 3 sections of second grade for next year; teachers have expressed concern.

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Brit Unkefer also 3 sections of second grade, concerns about student issues in that particular class.

Hear Administrative Reports - were submitted electronically and hard copies were available for audience.

Young – nothing further to add to report

Mulrain – Saturday attended Daughters of the American Revolution scholarship awards ceremony in Green Bay, Makenna Ash won for our Region and will be moving on to State.

Annen – nothing more to add

LeClair – Handed out a current revenue / expense comparison to this time last year. Expenses are up due to energy efficiency project, hiring of additional staff and purchase of a bus. Will be getting bids for fuel and propane soon. Budget information for next year is coming in.

Van Meer – talked about the new document she has been working on with Mr. Annen, includes numbers from families touring our district to help project future enrollment. Mentioned a conversation with an art student who was concerned about the posting of the Art position only listing the STEM information. posting was updated and extended, Annen has asked this student to be on the interview team.

Hear Report of School Board Election Canvassing Board

Results of April 7, 2015 school board election were reported:

Lynn E Herman received 985 total votes; Lynnea Hickey received 964 votes; Mark Weborg received 952 votes; Mike Ashley received 810 votes; Martha Luber Pelrine received 741 votes. Ten write-ins received a scattering of votes.

Van Meer congratulated newly elected Board members. Thank you to Martha for over 12 years of service with hopes she remains active in the school.

Hear Update on Secondary School Principal Hiring Process

Van Meer had included this information in her meeting notes. 5 Candidates will be interviewed; the screening committee and Van Meer chose them. Committee interviews will be on Wednesday this week. The Board will conduct their interviews some time during the week of the 20th.

Hear First Reading of Amendment to Policy 3.07 – Principal

Van Meer presented the draft of the updated policy the only change is to make it a Building Principal in place of the specific “Elementary”. Dawn Volpe had question on evaluation piece elimination; Van Meer explained that this has to do with evaluations being done every three years under the new guidelines.

Hear First Reading of Amendment to Policy 9.24(4) – Elementary Student Grading

Van Meer stated that the Student Learning Committee has recommended that this come forward to the School Board for consideration. The Elementary Student Grading Ad Hoc Committee provided background information on the current grading process, why they would like to see a change to trimester grading periods at the elementary level with the exception of Grade 6, and how this would work with the calendar approved for next year. They have shared

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this with other elementary staff members and have gotten their support. Van Meer will bring this back for a second reading at the next meeting.

Approve Payment of Bills

Moved Hickey / Weborg to approve the payment of bills totaling \$174,184.01 as presented in the board packet. Aye – All. Opposed – None. Motion carried.

Approve Line of Credit Renewal With Baylake Bank

Van Meer stated that this is a routine item to assist with cash flow if needed. LeClair shared that we have only used it once in the last 4 years to purchase a bus and paid it back within a few weeks. Moved Weborg / Peot to approve the renewal of the school district's line of credit for up to 2.4 million dollars with Baylake Bank. Aye – All. Opposed – None. Motion Carried.

Approve Hourly Rate for Summer School Bus Drivers

Van Meer provided the Board with information on current salary information and pointed out that with the changes in our summer school schedules we will need more time from our drivers and that it would be difficult for them to give up their summer jobs. Asking for a pay rate of \$25.00 per hour be established for employees serving as bus drivers during summer school only. Moved Brennan / Minten to approve the hourly rate for summer bus drivers at \$25.00. Aye – Minten, Brennan, Hickey, Luber Pelrine, Peot. Opposed – None. Weborg abstained. Motion Carried.

Accept Letter of Resignation for the Purpose of Retirement

Van Meer received a retirement letter from Dawn Parent, and shared that she has been with the District for 25 years. Motion Weborg / Hickey to approve the letter of resignation for the purposes of retirement at the end of the current school year as presented. Board members thanked Mrs. Parent for her years of services to our students. Aye – All. Opposed – None. Motion Carried.

Approve Posting for District Speech & Language Teacher

With the retirement of Mrs. Parent need to post for this position. This may be a more difficult position to fill and Mr. Young has already contacted a couple of colleges for possible recruitment. Moved Hickey / Brennan to approve posting for a District Speech & Language Teacher. Aye – All. Opposed – None. Motion Carried.

Approve Posting for Elementary Library Aide

Due to the retirement of Mrs. Schultz we need to post this position. Moved Minten / Peot to approve posting for an Elementary Library Aide. Aye – All. Opposed – None. Motion Carried.

Approve Posting for Spanish Teacher With Bilingual Certification

Van Meer reminded the Board that this has been a difficult position to fill and brought in Shane Harvey and Kristina Hubing to explain their idea on how to address this need. They highlighted the history of English as a Second Language program to date and outlined how the program would look under their proposal of adding a second Spanish teacher working with the bilingual component. Sue Olson also pointed out that many of these students have parents that don't

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speak English at all and are unable to help with homework. Moved Weborg / Brennan to approve posting for an Elementary Spanish Teacher with Bilingual Certification or willingness to obtain certification. Aye – All. Opposed – None. Motion Carried.

Approve Employment of a Fourth Grade Teacher

Annen discussed the interview process and the team is recommending Jacquelyn Bichler as the new Fourth Grade Teacher. She comes highly recommended and has a wide variety of experience to bring to the position. Moved Hickey / Minten to approve the employment of Jacquelyn Bichler as a fourth grade teacher beginning with the 2015 – 2016 school year. Aye – All. Opposed – None. Motion Carried.

Approve Employment of a Fifth Grade Teacher

Annen same process was followed and the committee recommends that Courtney Renard be hired as a fifth grade teacher. Moved Weborg / Peot to approve the employment of Courtney Renard as a fifth grade teacher for the 2015 – 2016 school year. Aye –All. Opposed – None. Motion Carried.

Appoint Board Members to the Innovation Grant Committee

Van Meer the committee will have 6 or 7 grants to review this year. Luber-Pelrine appointed Hickey, Minten and Brennan to the Innovation Grant Committee. They will determine a date to hear proposals.

Accept Donations

None.

Hear Committee Reports

Student Learning & Instruction Committee

Hickey the committee met and heard the same presentation from the Grading Ad Hoc committee that was shared tonight.

Campus Maintenance & Improvement Committee

Nothing new to report

Extracurricular Committee

Peot has been working on getting further bids for crowning and reseeding the athletic field. Also has been working on obtaining funding for the project. Track season will impact the timing of the project because of needing to bridge the track to haul in dirt, so is working on how to address this problem.

Adjourn to Executive Session per §19.85(1)(c), Wis. Stats., to Discuss

Employee Personnel Matters – Considering employment, promotion, compensation or performance evaluation

Moved Weborg / Brennan to adjourn to closed session at 9.06pm. Aye – Minten, Brennan, Hickey, Luber Pelrine, Peot, Weborg. Opposed – None. Motion Carried.

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Reconvene to Open Session

Moved Weborg / Peot to reconvene to Open Session at 10:47 pm. Aye – Minten, Brennan, Hickey, Luber Pelrine, Peot, Weborg. Opposed – None. Motion carried.

Adjourn

Moved Weborg / Peot to adjourn at 10:48 p.m. Aye – All. Opposed – None. Motion Carried.

Respectfully submitted,

Laura Anschutz
Financial Assistant / Acting School Board Secretary