

***School District of Gibraltar Area***  
***Fish Creek, Wisconsin***  
**Regular Meeting of Gibraltar Board of Education**  
**Minutes of *January 12, 2015***  
**Community Room #266**  
**7:00 p.m.**

**Call to Order**

Vice President Luber Pelrine called meeting to order at 7:00 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, Elementary Principal; Shaun Young, Director of Learning; Tim Mulrain, Dean of Students; Arba Le Clair, Business Manager; Nancy Keehan, District Admin. Asst./School Board Secretary; 20 visitors

**Approve Minutes**

Moved Weborg/Minten to approve minutes of the December 8, 2014 meeting as written and the December 22, 2014 regular meeting as corrected. Typos December 22 communications district, page 4 secondary transition discussion Chris Ash academic, transitioning, anonymous, interested, Moved Hickey/Luber Pelrine. Aye – All. Opposed – None. Motion Carried.

**Communication**

Board received:

- e-mail from Carol Ash regarding student lunch program and secondary school support program
- student letter regarding lunch plan
- e-mail from Sally Pfeifer in support of board and administration
- e-mail from Britt Maltby regarding link to article on general state of teaching

**Open Discussion**

- Last week Van Meer and Hickey participated in interviews at CESA 7 for Curriculum and Support Director to replace for Dr. Sargent. Decision will be made next Wednesday.
- Boys basketball all-you-can-eat spaghetti dinner fundraiser is January 15 at Al Johnson's.
- Brennan commented on a private school in Philadelphia that uses a district cyber day or e-school day on snow days. Teachers assign work to students and if 90% of students turn in work by 7:00 p.m. on snow day, it doesn't count as a snow day.
- Dawn Volpe request board's e-packet be given to interested parties and placed on school website.
- Kathleen Harris acknowledged public service that board members give. Harris talked to Van Meer about importance of parent involvement and found excellent surveys on power of partnership between school and community which may be relevant to our situation. Harris requested another meeting with Van Meer to discuss short-term parent action plan.

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**Open Discussion *continued***

- Van Meer welcomes all faculty and staff to attend and participate in school board meetings.
- There is a procedural issue on how questions are answered in open discussion. Open discussion is an opportunity for audience to address items not on agenda. It is not intended for dialogue. Board president is responsible for any follow-through. Kathleen Harris will e-mail questions to board president and copy vice president.
- Kathleen Harris inquired on how to get an item on a board agenda. Van Meer will research and discuss.
- Kathleen Harris has immediate concerns relating to Employee Handbook which she recommends a committee addresses. Brennan, Luber Pelrine, and Anderson are on Employee Handbook committee. Harris would like a teacher and community member representative on committee. John Cox recommends 1-2 non-board members on committee for credibility.
- Kathleen Harris welcomes a discussion of history of class size guidelines and would like previous policy reinstated.

**Secondary School Support Plan**

Last Friday Luber Pelrine, Anderson, and Van Meer met and opened sealed surveys from secondary staff. There were 13 responses and 1 letter. Vast majority said no to an interim principal and were complimentary to Annen, Mulrain, and S. Young for taking on added responsibility at secondary school level. Van Meer looked for core ideas:

1. Faculty continues to seek input and feedback. *There is a building leadership team at elementary level. Van Meer would like to have one at secondary level.*
2. Testing meetings take away from classroom time and teachers need more time to work. *State testing (WKCE, PALS, and ACT Aspire) can't change, but local test (STAR) is only test we can control. Van Meer is in favor of streamlining assessments.*
3. Pulling teachers for meetings and professional development takes them away from classroom. *Van Meer agrees on importance of being in classroom and is looking at ways to change calendar to avoid pulling teachers from classrooms for professional development.*
4. Hiring secondary school principal dedicated to their needs is still under discussion with board. *Hiring process is lengthy and will be on January 26 agenda. Survey process for this administrative position will start in February.*
5. Learning environment in secondary school IMC and surrounding classrooms needs to be improved. *Board decided not to move forward with \$3 million building project would have addressed this, but just replaced roof. We still need to address this learning environment and information center. Luber Pelrine assigned this to Campus Maintenance and Improvement Committee.*

Annen has designated certain support times for faculty and staff, updates staff at beginning of week with information, and has received good feedback. Mulrain builds support opposite of Annen's day, but it can vary widely as events unfold. All staff have Mulrain's e-mail and phone. He has received no negative feedback.

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**Secondary School Support Plan *continued***

S. Young commented that things are going reasonably well and are student-focused, hasn't heard of significant need, and staff are always welcome to talk.

Minten commented that surveys are very good effort for positive constructive criticism, but same concern still exists regarding trust of board and ongoing issue to focus efforts. Some people appear to be stretched in terms of their job assignments. Britt Maltby dropped off four additional surveys from teachers. Brennan was disappointed with number of surveys that weren't returned and is concerned if there is a fear to express opinions. Outside neutral mediator may be an option.

Kathleen Harris suggested engaging secondary staff on how they would like to develop a survey.

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

*Annen* received two applications for 4<sup>th</sup> grade teaching position and would like larger pool. Application deadline is extended to January 15 with interviews next week. *Annen* continues work on mid-year Educator Effectiveness observations, SLO and PPO talks, and Healthy Kids Campaign with YMCA. Ministry Door County Health, Gibraltar, FOG, and a parent member are working on Viking 5K. Lauren Schar inquired about advertising for a long-term sub in 4<sup>th</sup> grade if a qualified candidate is not found. Becky Rericha suggested including 6<sup>th</sup> grade in elementary class size guidelines. Minten spoke with seniors and letters of recommendation are working out. There is a Mock Trial Advisor and spot is reserved in competition, but students are still deciding. Seniors expressed interest in teacher handing out diplomas along with a board member at graduation.

*Mulrain* will have a representative from Big Brothers/Big Sisters here January 13 and 14 to start recruiting freshmen and sophomores and discuss moving forward on elementary side. There was a recent enrollment in 7<sup>th</sup> grade. *Annen* is reviewing FlexiSched data and how students and teachers are using it.

*S. Young* is doing lots of work with accommodations for state testing. Explore test for grades 3-6 will be February 21. There is a CESA training on Danielson model tonight.

*Le Clair* will have W-2's out this week. Cash flow is doing well and we will not need to do short-term borrowing. We started receiving tax receipts from December payments. 2015-16 budget materials will be distributed in February.

**Update on Dining Room Program**

*Mulrain* presented update on dining room program. Changes were made because parents and support staff cited a negative atmosphere, pressure to find seats, students rushed through line to be first to select place to sit, certain students were isolated, saving seats and moving away from some students took place, dining room was excessively loud, students wandered around, and movement was chaotic and disruptive. Isolating behavior continues this year in 7<sup>th</sup> grade which *Mulrain* has addressed.

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**Update on Dining Room Program *continued***

Short-term goals of dining room program are to reduce passive bullying, promote positive social interaction, and promote sense of belonging and order. Long-term goal is to change culture of dining room to improve relationships between staff and students. None of the changes are meant to be rewards or punishments. Table chart changes each month with a mix of males and females. Students are allowed to socialize with each other and staff actively monitor. Recess time for grades K-6 was extended this year to allow for socializing due to new dining room program. Survey data responses have been positive. Negative responses were reported early. Parents and students weren't included in survey, and these two groups should be heard.

Some parents asked for a middle ground with positive things that can still be incorporated along with some flexibility, possibly allowing students to choose their own seats 1-2 days a week.

- New program has made a tremendous difference for Kinga Jacobson's daughter.
- Lauren Schar believes in this program and has seen its success in place. Rollout was hindered by bad communication. People should observe dining room program to observe beneficial tools, leadership roles, and conversation starters students are learning.
- Chelsea Roberts hopes that skills learned in elementary are carried over to secondary school.
- Becky Rericha commented that dining room is a much quieter, calmer place and is in favor of program. Kids are eating and not over-socializing.
- Annen stated this program especially makes a difference for new students.
- Lynn Herman suggested that Monday may be a good day for free-choice seating.
- Sueann Moroney feels program is positive and is working.
- Britt Maltby's sixth grade daughter wrote letter to board stating program is punishing. It's working in a good way for anti-bullying, but Maltby would like to see it changed a few days a week.
- Michael Mercier sees benefits and likes sons' interactions with other kids, but suggested tweaking as we move forward.

**Discuss 2015-16 School Calendar**

Van Meer presented first draft of 2015-16 proposed school calendar including 177 student contact days, 2 parent/teacher days, and 187 teacher days. Proposed days include: first day of school September 7, 2015; last day of school June 7, 2016; winter break December 24, 2015-January 1, 2016; spring break March 21-25, 2016; and graduation June 5, 2016. Staff input will be gathered for January 26 meeting.

**Review WASB Delegate Assembly Resolutions**

Luber Pelrine reviewed WASB Delegate Assembly Resolutions with board members and agreed to vote in favor of: 15-01: Creation of School Districts, 15-02: School Start Date & Pupil Transportation - AP & IB Programming, 15-03: School Start Date Waivers & Pupil Transportation - Alignment of Public & Private School Calendars; 15-04: Technical Education Teacher Shortage, 15-05: State Funding and Flexibility for Course Options Program, 15-06: Increase Coordination between Youth Options and Course Options Programs, 15-07: Open

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**Review WASB Delegate Assembly Resolutions *continued***

Enrollment–Revise Open Enrollment Application Window Period, 15-08: Open Enrollment – Decision-Making under the Alternative Application Process, 15-09: Modify Out-of-State Tuition Payment Statute, 15-10: Boundary Appeal Board Decisions, 15-11: Rehiring Wisconsin Retirement System (WRS) Retirees, 15-12: Repeal of “Populous Counties Teacher Tenure” Statute, 15-13: Rural School Staff Recruitment and Retention, 15-14: Rehiring Retired Teachers - Affordable Care Act Issues, 15-15: Student Achievement Guarantee in Education Program (SAGE), 15-16: Allow School Board Members to Serve as Volunteer Coaches or Student Advisors, 15-17: Teacher Shortages & Alternative Licensure Pathways

**Payment of Bills**

Moved Weborg/Peot to approve payment of bills totaling \$252,573.71 as presented in board packet. No discussion. Aye – All. Opposed – None. Motion carried.

**Verify Declarations of Candidacy**

Moved Minten/Brennan to verify declarations of candidacy for April 2016 School Board Election for Mike Ashley, Lynn E. Herman, Lynnea Hickey, Martha Luber Pelrine, and Mark Weborg. Aye – All. Opposed – None. Motion carried.

**Certify Names of Candidates**

Moved Brennan/Peot to certify names of candidates for ballot for April 2016 School Board Election for Mike Ashley, Lynn E. Herman, Lynnea Hickey, Martha Luber Pelrine, and Mark Weborg. Aye – All. Opposed – None. Motion carried.

**Determine Need for Primary/Draw Lots for Ballot Order**

There is no need for Gibraltar School District to hold a primary election for school board members. School Board Clerk, Mike Peot, drew lots for ballot order for April 2016 School Board Election:

- #1 Lynnea Hickey
- #2 Lynn E. Herman
- #3 Mike Ashley
- #4 Martha Luber Pelrine
- #5 Mark Weborg

**Reschedule Winter Retreat**

Board's winter retreat has been rescheduled from January 21, 2015 to February 18 at 9:00 a.m. in district conference room 226.

**Post Board Packets on District Website**

Moved Hickey/Brennan to approve posting school board packets electronically on school website when they become available to board members. Aye – All. Opposed – None. Motion carried.

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**Donations**

Moved Weborg/Minten to accept donation of \$160.00 from Egg Harbor Business Association to Gibraltar Elementary School. Aye – All. Opposed – None. Motion carried.

**Adjourn**

Moved Weborg/Peot to adjourn at 9:15 p.m.

Respectfully submitted,  
Nancy Keehan  
District Administrative Assistant  
School Board Secretary