

School District of Gibraltar Area
Regular Meeting of the
Gibraltar Board of Education
Fish Creek, Wisconsin

Mission Statement

*Gibraltar Schools, in partnership with the family and community,
will strive for excellence in educating each of our children
to live responsible, creative and fulfilling lives
in a global society.*

Monday, April 13th, 2015

Gibraltar Area School District
3924 State Highway 42
Community Room #266
Fish Creek, Wisconsin
7:00 p.m.

I. Call to Order/Roll Call

II. Approve the Minutes of the Regular Board Meeting on March 23rd, 2015

At each meeting, the Board reviews and has the opportunity to amend the minutes of the previous meetings prior to their approval. The minutes of a Board meeting are not official until they have been approved at the subsequent Board meeting.

III. Hear Information From DECA Students on GBAY Gold Certification

Gibraltar students Hannah Copiskey and Ben Bruns will attend the meeting to provide the Board with information on the GBAY gold certification and the human resource management standards.

IV. Hear Highlights From the Athletic Director on the Winter Extracurricular Season

Peggy Tanck will be attending the meeting to provide highlights of an exciting winter athletic season.

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

Mr. Bob Werley will attend the meeting to provide the Board with information on services provided by NEOLA. The presentation will include pricing information and the policy development process utilized by school districts throughout the state of Wisconsin.

VI. **Communication**

Correspondence that has been addressed to the Board and mailed or delivered to the school district will be acknowledged for the record. Some correspondence will be assigned to committee, some receives an administrative response, and some is intended only for acknowledgement.

VII. **Open Discussion**

Audience members will have the opportunity to address the Board at this time of meeting on any topic that is not an agenda item or is not a personnel issue. In addition, audience members will be provided time to comment on any agenda item when the Board discusses the item. The District shall audio record School Board meetings and will post the recording on the District's website in a timely manner after the meeting. The audio recordings shall be maintained in accordance with provisions of the Public Records Law and shall be accessible to the public in accordance with state law requirements and District procedures. In the event any individual makes statements during the meeting which serve to violate the District policies related to discrimination, harassment, bullying or violate state or federal law or otherwise are subject of closed session items, such portions of the original audio tape will not be posted to the District website but can be requested through the Public Records Law process. The District reserves the right to remove vulgar language, personal attacks of any kind, or offensive comments that target or disparage any ethnic, racial, or religious group.

VIII. **Hear Administrative Reports on Current School Events**

The Superintendent, Principal, Director of Learning, Dean of Students and Business Manager will use this opportunity to provide the Board with current school and district information.

IX. **Hear Report of School Board Election Canvassing Board**

As required by Wisconsin Statute, a Board-approved canvassing board reviewed the results of the April 7th school board election returns as they were returned from each of the district's precincts. The board will report on their canvassing.

X. **Hear Update on Secondary School Principal Hiring Process**

The administration will provide an update on the hiring process for the secondary school principal. Due to an extension of the application window, the timeline for completing the process has been slightly altered.

XI. **Hear First Reading of Amendment to Policy 3.07 – Principal**

This will be a first reading of the amended job description for the building principal. The administration will ask the Board to review and provide feedback regarding the proposed amendments to the job description. Job descriptions are approved as policy and Board policy requires two readings.

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

This will be a first reading of the amended policy for elementary student grading. The administration will ask the Board to review and provide feedback regarding the proposed amendments to the policy. Board policy requires two readings.

XIII. Approve Payment of Bills

The school district's financial bills are submitted for Board consideration at each regularly scheduled meeting. Each bill and its expense are listed. Board approval authorizes the Business Manager to pay the bills.

XIV. Approve Line of Credit Renewal With Baylake Bank

The Board will be asked to authorize the renewal of the school district's line of credit with Baylake Bank. Authorization will allow the district to renew a line of credit to borrow up to 2.4 million dollars with Baylake Bank for one year at 1.4% if needed for cash flow purposes until tax revenues are received in January and July.

XV. Approve Hourly Rate for Summer School Bus Drivers

The administration will recommend that a pay rate of \$25.00 per hour be established for employees serving as bus drivers during summer school.

XVI. Accept Letter of Resignation for the Purpose of Retirement

Employee resignations for the purpose of retirement are accepted by the Board as the Board is the employer of all district employees. Board acceptance puts the various processes for employee separation in motion.

XVII. Approve Posting for District Speech & Language Teacher

A retirement requires the district to seek a new speech and language pathologist. Posting at this time allows the district to seek the greatest number of highly qualified candidates.

XVIII. Approve Posting for Elementary Library Aide

A retirement requires the district to seek a new library aide at the elementary level. Posting at this time allows the district to seek the greatest number of highly qualified candidates.

XIX. Approve Posting for Spanish Teacher With Bilingual Certification

This will be the third posting for a bilingual teacher. The Board approved the original posting of this position at the July 14th, 2014 meeting. The district has been unable to secure a pool of qualified candidates for this position. In order to increase the number of applicants for the position, the administration will now bring forth a recommendation to hire a Spanish teacher at the elementary level with bilingual certification or the willingness to obtain the certification upon employment with the district. The recommendation is being made to support the growing number of students participating

in the English Language Learner (ELL) program. If the number of limited-English proficient pupils served in a Wisconsin district reaches the required numbers, the school board is required to establish a bilingual-bicultural education program that is taught by a bilingual teacher.

XX. Approve Employment of a Fourth Grade Teacher

The administration will recommend the approval of a fourth grade teacher. The administration advertised the position, screened and interviewed candidates and will recommend a very well qualified candidate for employment.

XXI. Approve Employment of a Fifth Grade Teacher

The administration will recommend the approval of a fifth grade teacher for the 2015-2016 school year. The administration advertised the position, screened and interviewed candidates and will recommend a very well qualified candidate for employment.

XXII. Appoint Board Members to the Innovation Grant Committee

Mrs. Lubber-Pelrine will be asked to appoint members of the Board to the Innovation Grant Committee.

XXIII. Accept Donations

Donations to the school district must be accepted by the School Board.

XXIV. Hear Committee Reports

At each meeting, members of the Board will have an opportunity to summarize topics being covered on district committees and the work that is being accomplished by each group.

- A. Student Learning & Instruction Committee**
- B. Campus Maintenance & Improvement Committee**

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

XXVI. Reconvene to Open Session

XXVII. Adjourn