

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

**Vision Statement**

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

**Mission Statement**

*It is our mission to foster a learning environment that promotes student growth and achievement, instructional excellence, and academic rigor.*

**Monday, April 27<sup>th</sup>, 2020**

Gibraltar Area School District  
3924 State Highway 42  
Remote/Virtual Meeting  
Fish Creek, Wisconsin  
*Executive Session- 5:30 PM*  
*Regular Board Meeting – 7:00 PM*

**Due to the COVID-19 virus and current Public Health Emergency, emergency and necessary precautions have been put in place to ensure safety of Board of Education/Committee members and the public. Board of Education/Committee members may participate through virtual/remote conferencing for this meeting. Members of the public will also be able to access and monitor this meeting by joining the virtual/remote conference using the following link:**

**Tina VanMeer is inviting you to a scheduled Zoom meeting.**

**Topic: 04-27-20 Board Meeting**

**Time: Apr 27, 2020 07:00 PM Central Time (US and Canada)**

**Join Zoom Meeting**

**<https://zoom.us/j/95833729796?pwd=MnkzTjVqWGF2bXFwQlVWSDVuTW12QT09>**

**Meeting ID: 958 3372 9796**

**Password: 0rJzPr**

**Upon reasonable notice, appropriate accommodations will be provided for people with disabilities or any person who is unable to access the virtual/remote meeting. For additional information or to request accommodations, please contact Tina Van Meer, District Administrator, at (920) 868-3284 ext. 215 or [tvanmeer@gibraltar.k12.wi.us](mailto:tvanmeer@gibraltar.k12.wi.us).**

**This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There are times for public participation during the meeting as indicated in the agenda.**

I. **Call to Order/Roll Call**

- II. **Convene in Closed Session pursuant to Wisconsin Statute Sec. §19.85(1)(c), to Discuss Employee Personnel Matters – Considering employment, promotion, compensation or performance evaluation and Wisconsin Statute Sec. §19.85(1)(f) – Considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where Wisconsin Statute Sec. §19.85(1)(b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.**

III. **Elect School Board Officials**

The Board will elect officers for the 2020-2021 term.

- IV. **Approve the Minutes of the Regular Board Meeting on April 13<sup>th</sup>, the Special Board Meeting on March 13<sup>th</sup> and the Special Board Meeting on March 16<sup>th</sup>.**

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.

V. **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.

VI. **Open Discussion**

Audience members will have the opportunity to address the Board at this time of meeting. In addition, audience members will be provided time to comment on any agenda item when the Board discusses the item. Comments will be limited to three minutes for each audience member. The District shall audio record School Board meetings and will post the recording on the District's website. 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. 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.

VII. **Committee Reports**

- A. **Policy Committee**
- B. **Financial Planning**

VIII. **Approve Master Services Agreement With Door County Medical Center**

Representatives from Door County Medical Center will attend the meeting to present information on their partnership with Gibraltar Area School District. The presentation will include information on current purchased services, donated services, community education programs and other in-kind services. The Board will be asked to approve the master services agreement with Door County Medical Center for the 2020-2021 school year.

**IX. Approve New Elementary Math Curriculum**

Mr. Annen and members of the Elementary Math Ad Hoc will attend the meeting to present information on the results of their recent curriculum inquiry cycle in math. The committee will bring forth a recommendation for a new math curriculum beginning with the 2020-2021 school year.

**X. Hear Monthly Financial Report**

Arba LeClair will provide the Board with a year-to-date financial report.

**XI. Hear Building Access Plan**

Mr. Mulrain will attend the meeting to present a tiered plan for accessing the building. The plan will include prioritized access for teachers and support staff providing remote learning to students. Mr. Mulrain will also discuss future access to employees, parents and students based on the status of the COVID-19 health crisis.

**XII. Hear First Reading of Proposed Amendments to the Following Board Policies:**

The Board will be asked to review and discuss proposed changes to the Board policies listed below. This will be a first reading of propose policy amendments. Policy requires at least two readings before final Board approval. Each of these policies may be viewed in the Board packet that is available on the District website.

- **7510 – Use of District Facilities**
- **7510.01 – Internal Application for Use of District Facilities**
- **7510.02 – Community Application for Use of District Facilities**
- **1130, 3230 & 4230 – Conflict of Interest**
- **2260.02 – English Language Proficiency**

**XIII. Discuss and Take Possible Action on Request to Waive Policy 5460 - Graduation Requirements Due to the COVID-19 Health Crisis**

The administration will bring forth a recommendation to waive policy 5460 – Graduation Requirements for the 2019-2020 school year due to the COVID-19 health crisis. Dr. Methner will provide the Board with alternative options for consideration.

**XIV. Discuss and Take Possible Action on Request to Waive Policy 5200 - Attendance Due to the COVID-19 Health Crisis**

The administration will bring forth a recommendation to waive policy 5200 – Attendance for the 2019-2020 school year due to the COVID-19 health crisis. The Board will be asked to consider student participation in remote learning as satisfying school attendance expectations for the remainder of the 2019-2020 school year.

**XV. Discuss and Take Possible Action on Request to Waive Policy 5421.03 – Grades K-12 Grading Scale, Policy 5421.04 Elementary Student Grading and Policy 5410 Promotion, Placement, and Retention for the Remainder of the 2019-2020 School Year Due to the COVID-19 Health Crisis**

The administration will bring forth a recommendation to waive policy 5421.03 – Grades K-12 Grading Scale, policy 5421.04 Elementary Student Grading and policy 5410 Promotion, Placement, and Retention for the remainder of the 2019-2020 school year due to the COVID-19 health crisis. Mr. Annen and Dr. Methner will provide the Board with options for alternative grading for consideration. The recommendation will also include an assessment and reporting

plan of essential K-12 standards to ensure that the District is closing caps and moving learning forward for all Gibraltar students.

**XVI. Discuss and Take Possible Action on Request to Submit a Waiver of Instructional Minutes to the Department of Public Instruction**

The administration will bring forth a recommendation to submit a waiver of instructional minutes to the Department of Public Instruction for the 2019-2020 school year due to the COVID-19 health crisis. Wisconsin Statute Sec. §118.38(1)(b) requires school boards to hold a public hearing as part of the waiver process.

**XVII. Discuss and Take Possible Action on 2020 Summer School Programming**

Mr. Mulrain will provide the Board with summer school programming options for their consideration. Due to Secretary Palm's extension of the Safer at Home Order on April 16<sup>th</sup>, all schools were ordered closed for pupil instruction and extracurricular activities for the remainder of the 2019-2020 school year. The Governor's General Counsel has defined the end of the 2019-2020 school year as June 30, 2020. As such, summer school programming conducted during the month of June will need to be provided in a manner other than face-to-face in a school building.

**XVIII. Discuss and Take Possible Action on 2020 Graduation Ceremony**

The Board will continue discussing the 2020 graduation ceremony that was scheduled for June 7<sup>th</sup>. The discussion will include potential options for celebrating seniors.

**XIX. Approve Employment of 7-12 Reading Specialist**

The administration will bring forth a recommendation to hire a 7-12 reading specialist.

**XX. Approve Employment of 7-12 Reading Interventionist**

The administration will bring forth a recommendation to hire a 7-12 reading interventionist.

**XXI. Approve Employment of District Speech and Language Pathologist**

The administration will bring forth a recommendation to hire a speech and language pathologist.

**XXII. Approve the Salary of Teachers, Confidential Employees and Administrators for the 2020-2021 Employment Contracts**

The Board previously approved the contractual status of district employees at their regular meeting on February 24<sup>th</sup>. The Board will now consider approving the salary of teachers, confidential employees and administrators as part of their employment contract.

**XXIII. Approve the Hourly Wage of Support Staff for the 2020-2021 Employment Contracts**

The Board previously approved the contractual status of district employees at their regular meeting on February 24<sup>th</sup>. The Board will now consider approving the hourly wage of support staff as part of their employment contract.

**XXIV. 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.

**XXV. Accept Donations**

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

**XXVI. Adjourn**

**Upcoming Board Topics for May:**

- Set Date and Time for Summer Retreat
- Appoint Board Standing Committee Membership
- Approve Membership in WIAA