

School District of Gibraltar Area
Fish Creek, Wisconsin
Regular Meeting of Gibraltar Board of Education
Minutes of April 27, 2020
Executive Session – 5:30 p.m. – Remote/Virtual
Regular Session – 7:00 p.m. – Remote/Virtual

Call to Order

President Mark Weborg called meeting to order at 5:43 p.m.

Roll Call

Virtually Present: Mike Peot, Angela Sherman, Lauren Bremer, Stephen Seyfer, Don Helm, Lynnea Hickey, Mark Weborg

Excused: None

Also Present: Tina Van Meer, Superintendent; Brian Annen, Elementary Principal; Tim Mulrain, Assistant Principal; Gereon Methner, Secondary Principal; Shaun Young, Director of Learning; Arba LeClair, Business Manager; Evelyn Eckhardt, Board Secretary; 41 visitors.

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.

Moved Seyfer/Helm to 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 at 5:45 p.m. Aye – Peot, Sherman, Bremer, Seyfer, Helm, Hickey, Weborg. Opposed – None. Motion carried.

Reconvene to Open Session

Moved Seyfer/Peot to reconvene to open session at 7:06 p.m. Aye – Peot, Sherman, Bremer, Seyfer, Helm, Hickey, Weborg. Opposed – None. Motion carried.

Elect School Board Officials

Moved Weborg/Sherman to nominate Stephen Seyfer as President. Moved Peot/Sherman to close nominations for President. Aye – All. Opposed – None. Motion carried.

Moved Weborg/Sherman to nominate Mike Peot for Vice President. Moved Hickey/Bremer to close nominations for Vice President. Aye – All. Opposed – None. Motion carried.

Moved Sherman/Bremer to nominate Don Helm for Treasurer. Moved Peot/Sherman to close nominations for Treasurer. Aye – All. Opposed – None. Motion carried.

Moved Helm/Weborg to nominate Angela Sherman for Clerk. Moved Seyfer/Helm to close nominations for Clerk. Aye – All. Opposed – None. Motion carried.

Regular Meeting of Gibraltar Board of Education
Minutes of April 27, 2020
Page 2

Moved Sherman/Weborg to approve the appointment of Evelyn Eckhardt as Board Secretary. Peot/Bremer to close nominations for Board Secretary. Aye – All. Opposed – None. Motion carried.

Approve the Minutes of the Regular Board Meeting on April 13th, the Special Board Meeting on March 13th and the Special Board Meeting on March 16th.

Moved Weborg/Hickey to approve the minutes of the regular Board meeting on April 13th, the special Board meeting on March 13th and the special Board meeting on March 16th. Aye – All. Opposed – None. Motion carried.

Communication

Communication was acknowledged from Karen Ciesar and Marc Savard.

Open Discussion

Lynnea Hickey- Commended Gibraltar students who contributed articles to the Peninsula Pulse.

Lauren Bremer- The Viking Voice has been putting out full issues, check out the student's work online.

Stephen Seyfer- Thank you to the Peninsula Pulse for publishing our student's work.

Don Helm- heartfelt thank you to faculty, staff, food service, bus drivers and the whole community for stepping up during these circumstances.

Committee Reports

Policy Committee- met last Monday, finished seven policies which are on the agenda tonight, continuing working on NEOLA updates. Next meeting is May 4th at 4:00 p.m.

Financial Planning- met earlier today, talked about costs related to potential salary increases- this will be deferred to a later date until committee has a better handle on this situation/budget. Committee also discussed savings due to the campus closing, costs with the lunch program, discussed stipend for staff regarding remote learning, costs with alternative graduation, changes to financial state aid, costs for reopening the building, and costs of a remote summer school program. Helm encourages others to bring forth needed items to the Financial Planning Committee (rather than wants). Next meeting is May 11th at 4:00 p.m.

Approve Master Services Agreement With Door County Medical Center

Moved Sherman/Helm to approve master services agreement with Door County Medical Center. Aye – All. Opposed – None. Motion carried.

Approve New Elementary Math Curriculum

Moved Bremer/Hickey to adopt the Bridges math curriculum as the new elementary math curriculum. Aye – All. Opposed – None. Motion carried.

Hear Monthly Financial Report

Arba LeClair updated the Board on the District's financials with a March year-to-date comparison with last year at this point in the school year.

Hear Building Access Plan

Priorities for a building access plan are student learning, food delivery and keeping the building healthy, safe and clean. Mr. Mulrain presented a three-tiered plan for access to the building beginning with instructors of remote learning, continuing with staff/coaches, and finally with parents/students. Building access would be a one-time event.

Regular Meeting of Gibraltar Board of Education
Minutes of April 27, 2020
Page 3

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

- **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**

Any Board members can direct questions regarding these policies to Angela Sherman before the second reading at the next Board meeting.

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

Moved Sherman/Bremer in the 2019-2020 school year, for the graduating class of 2020, to waive Policy 5460 requirement of service learning hours and to instruct the administration to approve waiver requirements where applicable so students will not be negatively affected during the COVID-19 crisis. Aye – All. Opposed – None. Motion carried.

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

Motion Seyfer/Hickey to waive Policy 5200- Attendance and accept remote education in lieu of in-classroom attendance for the 2019-2020 school year due to COVID-19. Aye – All. Opposed – None. Motion carried.

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

Motion Sherman/Helm for the 2019-2020 school year, to waive Policy 5421.03 - Grades K-12 Grading Scale, Policy 5421.04 - Elementary Student Grading, and Policy 5410 - Promotion, Placement, and Retention and in lieu of grading policies we will use Pass/Incomplete grading scale for all K-12 students due to COVID-19. Aye – Peot, Weborg. Opposed – Helm, Bremer, Seyfer, Hickey, Sherman. Motion defeated.

This item will be taken up by the Student Learning Committee.

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

Moved Sherman/Weborg to approve submitting a waiver of instructional minutes to the Department of Public Instruction for the 2019-2020 school year due to COVID-19. Aye – All. Opposed – None. Motion carried.

Discuss and Take Possible Action on 2020 Summer School Programming

Motion Sherman/Hickey that there will be no summer school for 2020, except for individual students requiring credit recovery in the Secondary School. Aye – All. Opposed – None. Motion carried.

Discuss and Take Possible Action on 2020 Graduation Ceremony

Dr. Methner reviewed the survey results from Seniors regarding Graduation.

Dr. Methner was asked to coordinate having recordings put together for Graduation speeches, the Senior video, music, etc.; digital media that could be used regardless of the context. Email concerns to Mrs. Van Meer and Dr. Methner.

Regular Meeting of Gibraltar Board of Education
Minutes of April 27, 2020
Page 4

Approve Employment of a 7-12 Reading Specialist

Moved Weborg/Bremer to approve the employment of Erin Peterson as 7-12 Reading specialist. Aye – All. Opposed – None. Motion carried.

Approve Employment of a 7-12 Reading Interventionist

Motion Bremer/Sherman to approve the employment of Carrie Mulrain as 7-12 Reading interventionist. Aye – All. Opposed – None. Motion carried.

Approve Employment of a District Speech and Language Pathologist

Motion Seyfer/Hickey to approve the employment of Cheyenne Osgood as district speech and language pathologist. Aye – All. Opposed – None. Motion carried.

Approve the Salary of Teachers, Confidential Employees and Administrators for the 2020-2021 School Year.

Motion Helm/Bremer to defer approving the salary of teachers, confidential employees, and administrators for the 2020-2021 school year to a later date. Aye – All. Opposed – None. Motion carried.

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

Motion Helm/Bremer to defer approving the hourly wage of support staff for the 2020-2021 employment contracts to a later date. Aye – All. Opposed – None. Motion carried.

Approve Payment of Bills

Moved Hickey/Sherman to approve payment of bills totaling \$43,733.42 as presented. Aye – All. Opposed – None. Motion carried.

Accept Donations

- \$625 for the Angel Fund from St. Luke's Episcopal Church
- 110 brown paper bags for transporting student iPads home from Main Street Market.

Moved Sherman/Peot to approve donations with thanks. Aye – All. Opposed – None. Motion carried.

Adjourn

Moved Peot/Weborg to adjourn at 11:26 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,

Evelyn Eckhardt
District Administrative Assistant
School Board Secretary