

School District of Gibraltar Area
Fish Creek, Wisconsin
Regular Meeting of Gibraltar Board of Education
Minutes of *September 14, 2020*
Executive Session – 6:00 p.m. – Remote/Virtual
Regular Session – 7:00 p.m. – Remote/Virtual

Call to Order

President Stephen Seyfer called meeting to order at 6:04 p.m.

Roll Call

Present: Stephen Seyfer, Mark Weborg, Mike Peot, Lynnea Hickey

Virtually Present: Lauren Bremer, Angela Sherman, Don Helm

Excused: None

Also Present: Tina Van Meer, Superintendent; Brian Annen, Elementary Principal; Tim Mulrain, Director of Learning; Gereon Methner, Secondary Principal; Arba LeClair, Business Manager; Evelyn Eckhardt, Board Secretary; 42 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

Moved Seyfer/Hickey 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 at 6:05 p.m. Aye – Helm, Bremer, Hickey, Sherman, Weborg, Peot, Seyfer. Opposed – None. Motion carried.

Reconvene to Open Session

Moved Weborg/Peot to reconvene to open session at 6:31 p.m. Aye – Helm, Bremer, Hickey, Sherman, Weborg, Peot, Seyfer. Opposed – None. Motion carried.

Approve the Minutes of the Regular Board Meeting on August 24th & Special Board Meeting on August 31st

Moved Sherman/Weborg to approve the minutes of the regular Board meeting on August 24th with corrections. Aye – All. Opposed – None. Motion carried.

Moved Sherman/Bremer to approve the minutes of the special Board meeting on August 31st. Aye – All. Opposed – None. Motion carried.

Communication

Communication was acknowledged from Jamie Christianson and Becky Rericha.

Open Discussion

Angela Sherman- thank you to all of the school staff for all of their hard work and out of the box thinking for making the first week of school successful. Sherman hopes our community will remember the challenges we are facing at this time, that we are in the midst of a pandemic and we are doing everything we can to provide education, safety, and mental health services to our kids to make them well-rounded individuals. We need to work collaboratively within our District, County and State to get through this as best we can.

Mark Weborg- The political aspect and pandemic has put all of us in an uneasy situation. Weborg encourages everyone to remain calm and cordial to each other. Thanks to all staff and administration for doing an outstanding job and going above and beyond.

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Committee Reports

Financial Planning- Met on September 1st, the soul topic was discussion of potential salary increases for the teaching, support, administration and confidential staff. A recommendation will be made later in this meeting.

Hear Update on School Reopening

Mrs. Van Meer gave an update on the start of school, including the daily backpack program and the lunch program. Mr. Mulrain went over campus and facility updates. Mr. Annen and Dr. Methner presented preparations and professional development underway with both the elementary and secondary staff.

Discuss and Take Possible Action on Fall Extracurricular Clubs, Activities, Field Trips and Events

Moved Bremer/Hickey to approve the recommendation that as much as possible through virtual format, the fall extracurricular clubs, activities, field trips and events take place. Once students are back in person, all clubs and advisors follow and maintain all safety protocols. Aye – All. Opposed – None. Motion carried.

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

Moved Sherman/Peot to increase the salary of teachers, confidential employees and administrators for the 2020-2021 employment contracts by 3%. Aye – All. Opposed – None. Motion carried.

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

Moved Sherman/Peot to increase the hourly wage of support staff for 2020-2021 employment contracts by 3%. Aye – All. Opposed – None. Motion carried.

Approve Substitute Pay Rate

Moved Helm/Peot to table this agenda item until the September 28th Board meeting. Aye – Bremer, Helm, Hickey, Peot, Seyfer, Sherman, Weborg. Opposed – None. Motion carried.

Approve Amendments to the Extracurricular Pay Schedule

Moved Sherman/Helm to table this agenda item for review by the Extracurricular Committee by the first Board meeting in October. Aye – Bremer, Helm, Hickey, Peot, Seyfer, Sherman, Weborg. Opposed – None. Motion carried.

Approve Employment of a Special Education Teacher

Moved Hickey/Sherman to approve the employment of Lisa Wing as special education teacher, pending a successful background check. Aye – All. Opposed – None. Motion carried.

Approve Employment of Instructional Support Staff

Moved Sherman/Bremer to approve the employment of Alissa Ehmke as instructional support staff. Aye – All. Opposed – None. Motion carried.

Approve Proposed Amendments to Policy 2260.03 – Title IX Sexual Harassment

Moved Sherman/Bremer to approve Policy 2260.03 – Title IX Sexual Harassment. Aye – All. Opposed – None. Motion carried.

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

- 3362 – Employee Anti-Harassment
- 4122 – Nondiscrimination and Equal Employment Opportunity

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- 2260 – Nondiscrimination and Access to Equal Educational Opportunity
- 4123 – Section 504/ADA Prohibition Against Disability Discrimination in Employment
- 2260.01 – Section 504/ADA Prohibition Against Discrimination Based On Disability
- 3122 – Nondiscrimination and Equal Employment Opportunity
- 3123 – Section 504/ADA Prohibition Against Disability Discrimination in Employment
- 5517 – Student Anti-Harassment
- 4362 – Employee Anti-Harassment

Approve Payment of Bills

Moved Hickey/Weborg to approve payment of bills totaling \$137,911.91 as presented. Aye – All. Opposed – None. Motion carried.

Accept Donations

- Set of decodable chapter books with parent and teacher guides for Gibraltar students from author Pamela Brooks.
- Handmade masks for Gibraltar coaches and Kindergarten, 8th grade, 10th grade, and 12th grade students from Pamela Goode.
- Telescope for Gibraltar teachers to use with students from an anonymous donor.
- Dunham's Shoe gift cards and Nicolet Bank gift cards to students in need from Altrusa of Door County

Moved Weborg/Sherman to accept donations with thanks. Aye – All. Opposed – None. Motion carried.

Adjourn

Moved Peot/Weborg to adjourn at 8:57 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,

Evelyn Eckhardt
District Administrative Assistant/School Board Secretary