

**School District of  
Gibraltar Area  
Fish Creek, Wisconsin**

**Monday, July 11, 2022**

**Regular Meeting of the  
Gibraltar Board of Education**

**Secondary IMC – Room # 300D  
And Remote/Virtual**

**Executive Session 6:30 p.m.  
Regular Session 7:00 p.m.**

**Agenda**  
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, July 11<sup>th</sup>, 2022**

Gibraltar Area School District  
3924 State Highway 42  
Secondary IMC – Room #300D  
Fish Creek, Wisconsin  
*Executive Session – 6:30 PM*  
*Regular Board Meeting – 7:00 PM*

**Members of the public will be able to attend this meeting by joining the virtual/remote conference using the following link:**

Gibraltar Board of Education - Zoom Webinar

<https://zoom.us/j/95854028985>

Start Time: 7PM CST July 11, 2022

**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.**

**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.**
- III. **Approve the Minutes of the Regular Board Meeting on June 27<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.

**IV. 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.

**V. 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.

**VI. Hear Annual Seclusion & Restraint Report**

Lisa Wing will present the required annual report on the number of seclusions and restraints in the district.

**VII. Discuss Board-Staff Listening Session of May 10, 2022**

Share out of discussion from the May 10, 2022 listening session.

**VIII. Discuss School Security Protocols and Create a Standing School Security Review Committee**

Discussion around current safety protocols and possible needs in the future.

**IX. Discuss 4K section and staffing assignments**

Lauren Ward will share current number of sections and enrollment of the new 4K program.

**X. Discuss District Assessments for 2022-23 School Year**

Donna McMurray will share assessment recommendations on universal screeners for the 2022-23 school year.

**XI. 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.

**XII. Accept Donations**

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

**XIII. Announce Upcoming Committee Meetings**

**XIV. Adjourn**

**School District of Gibraltar Area  
Fish Creek, Wisconsin  
Regular Meeting of Gibraltar Board of Education  
Minutes of June 27, 2022  
Secondary IMC – Room #300D  
Executive Session – 6:00 p.m. Regular Session – 7:00 p.m.**

**Call to Order/Roll Call**

President Stephen Seyfer called meeting to order at 6:05 p.m.

Present: Luca Fagundes, Don Helm, Karen Nordahl, Erick Schrier, Jeremy Schwab, Jessica Sauter, Stephen Seyfer.

Excused: None

Also Present: Tina Van Meer, Superintendent; Jim De Broux, Secondary Principal; Lisa Wing, Elementary Principal; Arba LeClair, Business Manager; Evelyn Eckhardt, Board Secretary; 34 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 Helm/Schrier 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 6:06 p.m. Aye –Fagundes, Helm, Nordahl, Sauter, Schrier, Schwab, Seyfer. Opposed – None. Motion carried.

Moved Fagundes/Helm to reconvene to open session at 6:58 p.m. Aye –Fagundes, Helm, Nordahl, Sauter, Schrier, Schwab, Seyfer. Opposed – None. Motion carried.

**Approve the Minutes of the Regular Board Meeting on June 13<sup>th</sup>**

Moved Sauter/Schwab to approve the minutes of the regular Board meeting on June 13<sup>th</sup> as presented. Aye – All. Opposed – None. Motion carried.

**Communication**

The Board received communication from Laura Van Dreese.

**Open Discussion**

Stephen Seyfer- at the regularly scheduled July 11<sup>th</sup> Board meeting, there will be an agenda item regarding school safety.

Mark Weborg and Amy Isaacson also spoke.

**Committee Reports**

Student Learning – Met on June 20<sup>th</sup>, a report of student results on assessments was given by Donna McMurray. Next meeting is July 18<sup>th</sup>.

Policy- Met on June 20<sup>th</sup>, worked on the 2000 series that needed some attention. Next meeting is July 18<sup>th</sup>.

Employee Handbook- Met on June 14<sup>th</sup>. Edits made to the Employee Handbook will be presented at tonight's meeting.

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**Minutes of June 27, 2022**  
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Extracurricular- met on June 21<sup>st</sup>. Discussed proposals for a scoreboard, which is on tonight's agenda, high school art club, and paid advisors to the Door County costume consortium.

**Hear Update Arrival/Exit Procedures for the 2022-2023 School Year**

**Discuss Drivers Education Program**

**Approve Resignations from Employment**

Moved Fagundes/Schrier to approve the resignation of Jane Lewis from employment. Aye – All. Opposed – None. Motion carried.

**Approve Posting for Math Interventionist**

Moved Helm/Schwab to approve posting for math interventionist at the secondary level. Aye – All. Opposed – None. Motion carried.

**Approve Employment of a Technology Education Teacher**

Moved Schwab/Schrier to approve employment of Richard Haucke as technology education teacher, pending a successful background check, as a technology education teacher. Aye – All. Opposed – None. Motion carried.

**Approve the Creation of a High School Art Club Advisor as a Paid Position**

Moved Schwab/Helm to approve the creation of a high school art club advisor as a paid position. Aye – All. Opposed – None. Motion carried.

**Approve Extracurricular Programming for the 2022-2023 School Year**

Moved Sauter/Schwab to approve the extracurricular programming changes as presented for the 2022-2023 school year. Aye – All. Opposed – None. Motion carried.

**Approve Donation to Purchase and Install New Scoreboards in the High School Gym**

Moved Fagundes/Schwab to approve donation to purchase and install new scoreboards in the high school gym subject to approval by the School District and the Booster Club. Aye – All. Opposed – None. Motion carried.

\*Karen Nordahl was excused after this agenda item at 8:45 p.m.

**Approve Amendments to the Employee Handbook**

Moved Schwab/Sauter to approve amendments to the Employee Handbook including an edit on page 16, number 15, for the 2022-2023 school year. Aye – All. Opposed – None. Motion carried.

**Approve 2022-2023 Membership in the Fair Aid Coalition**

Moved Seyfer/Helm to approve 2022-2023 membership in the Fair Aid Coalition. Aye – All. Opposed – None. Motion carried.

**Set Date and Time for Summer Retreat**

The summer Board retreat will be held on August 24<sup>th</sup> from 9:00am to 3:00pm.

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**Approve Preliminary Budget**

Moved Schwab/Schrier to approve the preliminary budget in the amount of \$14,378,709.25 for the 2022-2023 school year. Aye – All. Opposed – None. Motion carried.

**Approve Payment of Bills**

Moved Schwab/Fagundes to approve payment of bills totaling \$41,098.78 as submitted in the Board packet. Aye – All. Opposed – None. Motion carried.

**Accept Donations**

- \$200 to the Music Boosters from James and Kathryn Surges

Moved Sauter/Schrier to accept donation with great thanks. Aye – All. Opposed – None. Motion carried.

**Board Appreciation of Mrs. Van Meer**

**Adjourn**

Moved Schwab/Sauter to adjourn at 9:23 p.m. Aye – All. Opposed – None. Motion carried.

# Gibraltar Area Schools

3924 Hwy. 42, Fish Creek, WI 54212-9755  
Phone: 920-868-3284 Fax: 920-868-2714 [www.gibraltar.k12.wi.us](http://www.gibraltar.k12.wi.us)

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To: Gibraltar School District Board of Education

From: Mrs. Lisa Wing

Re: 2021-2022 Seclusion Restraint Report

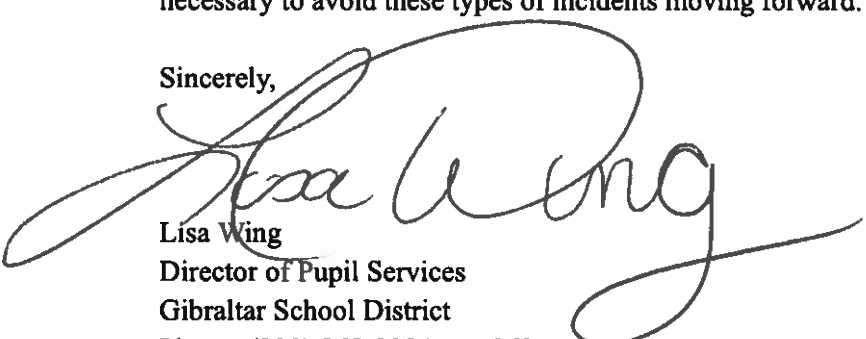
Date: July 11, 2022

Per Wis. Act 125, Wisconsin State Legislature 118.305 and Neola 5630.01, the district is obligated to provide an annual seclusion/restraint report to the school board. This report is to inform the Gibraltar Area School District Board of Education of any incidents which occurred during the previous school year, the type of incident, as well as the involvement of general education students or students with a disability in any incident. The table below identifies any seclusion/restraint event(s) that occurred during the 2021-2022 school year. The table is developed to act as a safeguard for the child involved as well as other children in the vicinity. Any seclusion/ restraint incident(s) are documented then followed up with analysis of the incident(s) and appropriate follow-up actions per state legislature and local policy.

Date	Seclusion Incident (Yes/No)	Restraint Incident (Yes/No)	Non-IDEA Identified Seclusion Incident(s) (Yes/No)	IDEA Identified Restraint Incident(s) (Yes/No)	Non-IDEA Identified Restraint Incident (Yes/No)	IDEA Identified Seclusion Incident (Yes/No)	District Building where incident occurred
<i>Incident total by type &amp; classification:</i>	No	No	No	No	No	No	NA

The Gibraltar Area School District Administrative staff is pleased to announce that there were zero incidents of seclusion/restraint for the 2021-2022 school year. If any incidents of seclusion/restraint were to happen, the Gibraltar Area School District uses a formalized reporting tool to document these incidents. The reporting tool is a thorough protocol that is used to analyze the incident to ensure appropriate measures were taken to avoid the use of seclusion /restraint and make any adjustments necessary to avoid these types of incidents moving forward. Thank you for your time and consideration.

Sincerely,



Lisa Wing  
Director of Pupil Services  
Gibraltar School District  
Phone: (920) 868-3284 ext: 363  
Email: [lwing@gibraltar.k12.wi.us](mailto:lwing@gibraltar.k12.wi.us)

## Assessment recommendations for 2022-2023 school year (universal screeners)

### K-8: STAR—given 3 times per year

- Assessments are aligned to CCS and are targeted for each testing period
- Renaissance has responded to the call from schools to make testing and reporting easier to access.
- I am impressed with the new reporting systems and the ability to track growth proficiency for each student. This will allow for better reporting.
- Excellent parent reports that can be sent three times per year

### 9-10: PreACT—given in October (9-10). 9 and 10<sup>th</sup> grades will take new PreACT Secure in spring.

- PreACT is a paper and pencil test that can be given any time in the fall.
- Scores and proficiency reports are available 2 weeks after testing.
- Learning paths, growth proficiencies and predicted ACT scores are available

### It is time to end the ACT Aspire Interim for the following reasons:

- Test and platform were not fully developed and caused many errors
- Reports were difficult to access and did not show student growth
- Difficulty with scheduling due to different lengths
- Teachers struggled with scheduling make up testing.
- Accommodations were difficult to adhere to
- Students who did not take the tests and then would not make then up
- District reports were not available, could not get an overall picture of student achievement



CHECK DATE	CHECK NUMBER	VENDOR	INVOICE DESCRIPTION	AMOUNT
6/15/2022	99732	Wi Sctf	Payroll accrual	50.27
6/30/2022	99733	Belson Co.	Maint / Supplies	72.82
6/30/2022	99734	Bissen Asphalt Llc	Maint / Asphalt Repair	837.00
6/30/2022	99735	Cesa 3	HS Counselor / C Roberts / Student Classes / German 1,3,4	1,800.00
6/30/2022	99736	Cesa 6	Workshop / Angie W-Hallett / Penny Kittle 7.20.22	200.00
6/30/2022	99737	Cesa 8	HS Counselor / C Roberts / Erving Spring Semester Billing	550.00
6/30/2022	99738	Cw Publications	Business Ed / D Bernier / CWPub Online Teacher Plan Renewal	119.00
6/30/2022	99739	DC Medical	Nursing Services / May 2022	7,160.00
6/30/2022	99740	Decker Equipment	Maint / E Warner / Desk Dolly, Supplies	585.50
6/30/2022	99741	Dick Pond Athletics Inc	HS Track / C Buske / Ladies' Jackets	511.00
6/30/2022	99742	Eckhardt, Evelyn	Reimb / Postage	18.73
6/30/2022	99743	Frontier	Telephone / 6.13.22 - 7.12.22	394.82
6/30/2022	99745	Gibraltar Food Service	Food Service / Catering Fees / J DeBroux / HS Picnic	1,541.20
6/30/2022	99745	Gibraltar Food Service	Food Service / Catering Fees / J DeBroux / MS Picnic	640.72
6/30/2022	99745	Gibraltar Food Service	Food Service / Catering Fees / Bahrke, DeBroux / Letter Club Breakfast	386.76
6/30/2022	99745	Gibraltar Food Service	Food Service / Catering Fees / T VanMeer/ Recognition Breakfast	533.14
6/30/2022	99746	Goode, Mariah	Reimb / District Admin / Superintendent Candidate Lunch / Cornerstone / 4.30.22	71.88
6/30/2022	99747	The Graphic Edge	Girls Basketball / D Thomas / Coach Gear	276.96
6/30/2022	99748	JW Pepper & Son Inc	Choir / M Bondeson / Supplies	18.49
6/30/2022	99749	Language Testing International	HS Spanish / AAPPL ILS Testing / 5.24.22 - 6.3.22	160.00
6/30/2022	99750	Lawn Doctor	Lawn Maint / Early Summer & Grub Control	764.75
6/30/2022	99751	Lindenberg, Tricia	Reimb / HS Health / Supplies / Teachers Pay Teachers, Amazon / 4.11.22-6.6.22	22.10
6/30/2022	99752	Maggie, Kristin	Reimb / Speech Lang Path / Travel / Mileage	118.29
6/30/2022	99753	Marco, Inc.	Copier Rental and Supply Freight / Bizhub C368 / July 2022	2,509.79
6/30/2022	99754	Meyer, Rebecca	Reimb / PBIS / Supplies	187.90
6/30/2022	99755	Mueller, Jacqueline	Reimb / Mileage / SpEd / Travel to Student Home to Accompany on Bus / 5.3.22-5.19.22	65.52
6/30/2022	99756	Nelson's Bus Service, Inc.	Transportation / Maint / Bus 12	372.32
6/30/2022	99756	Nelson's Bus Service, Inc.	Transportation / Maint / Bus 13	3,203.78
6/30/2022	99757	Nordahl, Karen	Reimb / District Admin / Food for Superintendent Interviews / Fish Creek Market / 4.29.22	219.49
6/30/2022	99758	North Central Utility	Storage Pod Rental / 6.21.22-7.20.22	140.00
6/30/2022	99758	North Central Utility	Storage Pod Rental / 6.21.22-7.20.23	140.00
6/30/2022	99759	Norton, Marissa	Reimb / Gr 1 / Supplies	101.07
6/30/2022	99760	Office Enterprises Incorporated	Central Svcs / Postage Machine Supplies	204.48
6/30/2022	99761	Presence Learning, Inc.	SpEd / OT Services / April 2022	6,478.36
6/30/2022	99762	Quality State Oil Inc	Transportation / Fuel	946.33
6/30/2022	99762	Quality State Oil Inc	Transportation / Fuel	884.02

DATE	NUMBER	VENDOR	DESCRIPTION	AMOUNT
6/30/2022	99763	Scholastic Inc	Gr 1 / J Hoyerman / Magazines	15.27
6/30/2022	99764	Scoville, Michael	Reimb / Travel / Mileage, Meals 6.13.22 - 6.14.22	273.14
6/30/2022	99765	Sevastopol School District	Co-Op Soccer Payment / Girl's Spring Soccer / 2021-2022	4,941.19
6/30/2022	99766	Standard Chair Of Gardner	District Admin / Retirement Gift	445.00
6/30/2022	99767	Team Sporting Goods	Baseball / Coach Gear	326.13
6/30/2022	99767	Team Sporting Goods	Baseball / Equipment, Supplies	2,069.75
6/30/2022	99767	Team Sporting Goods	Baseball / Coach Gear	486.34
6/30/2022	99767	Team Sporting Goods	Baseball / Hats	1,149.57
6/30/2022	99768	Thomas, Devin	Reimb / Girls Basketball / Parent's Night Flowers / Tadych's / 2.11.22	52.75
6/30/2022	99769	Trugreen	Lawn Maintenance	3,124.40
6/30/2022	99769	Trugreen	Lawn Maintenance	966.08
6/30/2022	99770	Van Meer, Tina	Reimb / Cell Phone / June-July 2022 6.23.22 - 7.22.22	83.84
6/30/2022	99771	Warecki, Jacquelyn	Reimb / Travel / Mileage, Meals 6.13.22 - 6.16.22	247.37
6/30/2022	99772	Young, Rebecca	Reimb / Travel / Mileage, Meals 6.12.22 - 6.15.22	171.70
			<b>Total:</b>	<b>\$46,639.02</b>