

School District of Gibraltar Area
Fish Creek, Wisconsin
Regular Meeting of Gibraltar Board of Education
Minutes of *Monday, February 25, 2013*
Community Room #266
7:00 p.m.

Call to Order

President called meeting to order at 7:00 p.m.

Roll Call

Present: Mark Weborg, Mike Peot, Sally Pfeifer, Fred Anderson, Lynnea Hickey, Suzanne Brennan

Excused: Martha Luber Pelrine

Also Present: Tina Van Meer, PK-5 Principal/Superintendent; Kirk Knutson, Secondary Principal/Athletic Director; N. Keehan, Administrative Asst./Board Secretary; Arba Le Clair, Business Manager; 7 visitors

Minutes

Moved Brennan/Weborg to approve minutes of February 11, 2013 regular meeting as written. Aye – All. Opposed – None. Motion carried.

Communication

Board received:

- E-mail from Wendy Minten complimenting Mr. Young and his efforts to implement G/T Advanced Learning Program
- Letter from Richard Burress commending Tom Harrer for training him as school bus driver
- Letter from Renee Schwaller from Off the Wheel Pottery praising FOG's Exposure to Creativity program and behavior of our students.
- Letter from Bob Lauder of Door County Sherriff's Department thanking school district for allowing their officers to come in and train and learn our building layout
- Letter from Dan Schuller of DNR commending Dave Tupa, Any Stimers, and Ecology Club for constructing bat condos in Peninsula Park

Open Discussion

- Hickey attended CESA 7 board of control meeting and distributed annual report, which included 2013-14 proposed services. CESA 7 approved hiring Steve Seyfer to do strategic planning with CESA administrators.
- Brennan commented on success of solo/ensemble at Gibraltar February 23. Polka band's video tape will be submitted to WASB.
- Boys basketball spaghetti dinner fundraiser at Al Johnson's tonight was well attended.
- Jazz band spaghetti dinner is March 3 at St. Rosalia's.
- We are one day over limit on snow days and will need to make one day up. Knutson stated there are more hours banked in secondary school than in elementary; minutes of instruction for high school courses are laid out differently than elementary.

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- Donald Freix sent e-mail February 19 to school board with copy to Knutson and Van Meer asking board to take position against State Assembly Bill 9 which would allow exemption to prohibition on carrying concealed weapon on school grounds for more people. Bill is co-authored by Garey Bies. Freix urged board to consider resolution to be publicly vocal and place on future agenda with open discussion.
- Pfeifer received Freix's e-mail and e-mailed Bies, but has not received reply.
- Don Freix stated that money is being allotted in Walker's state budget to charter schools. Board should take position opposing state money to charter schools as they are not held to same standards as public schools.
- Don Freix again inquired about procedure for getting on a strategic planning committee.
- Don Freix questioned structure of strategic planning committees with changing political atmosphere in the state and suggested combining Finance, Student Learning, and Extracurricular or Finance, Student Learning, and Campus Maintenance to eliminate a committee.
- Pfeifer stated that board reviewed committee structure in August 2012, which is done annually. Board President and Superintendent discussed if there was a need for more committee members. New members are appointed by Board President.
- Gibraltar School Board supported WASB Resolution 13-06 opposing use of federal and state monies to subsidize nonpublic schools through a voucher system, scholarship tax credit, tuition tax credit or deduction plan, or other similar arrangements.

Hear Update on District Transition Process to Infinite Campus

Steve Minten provided update on our transition from Skyward to Infinite Campus student records software following their award of state Student Information System (SIS) contract. Infinite Campus is based on Oracle design with clustered structures and can handle a large amount of data at one time. Skyward is based on Progress system and has a different structure meant for smaller servers. Minten feels Infinite Campus is a stronger application because of its design. Student records transition will take place over 5 years. Infinite Campus has interchangeable modules and we can choose to switch piece by piece. Minten will check on cost to switch to Infinite Campus and inform board.

Hear Presentation on Educator Effectiveness

Judy Sargent from CESA 7 presented information on new Educator Effectiveness model that will be fully implemented in 2014-15. Gibraltar may pilot this model in 2013-14 if DPI approves.

Five major shifts are happening:

1. Common Core State Standards
2. Educator Effectiveness
3. Smarter Balanced Assessment for grades 3-8 and 11 or ACT Suite for grades 9-11
4. Accountability Reform System (Report Cards)
5. New SIS Data System

Educator Effectiveness System is required through 2012 ESEA Federal Waiver for Accountability and Wisconsin Act 166. Districts are to fully implement in 2014-15 with teachers and principals. This has been in development since 2010 in partnership with Wisconsin Center

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for Educational Research (WCER) and American Institutes for Research (AIR) and stakeholder advisory groups.

Educator Effectiveness System Goals:

- Guides effective educational practice that is aligned with student learning and development
- Documents evidence of effective educator practice and student learning
- Informs appropriate professional development
- Informs educator preparation programs
- Supports a full range of human resource decisions
- Is credible, valid, reliable, comparable, and uniform across districts

Educator Effectiveness is based on 2011 InTASC Teaching Standard's and Charlotte Danielson's "Framework for Teaching" domains (state model) and is evaluated by principals. Principal practices are based on 2008 ISLLC Standards, evaluated by superintendents. Teachscape technology is used to enter all evaluation and outcome data. Teachers and principals will be required to establish measurable smart goals for students as part of Student Outcome data for evaluation.

Educator evaluations will take principals about 35-40 hours per employee. Most teachers will be on a three-year evaluation process. There is nothing in state budget to cover cost of time. \$80/teacher is in proposed state budget to cover software. Public charter schools will have this same accountability; private independent schools will not.

Study sessions will be available through CESA 7. Gibraltar is bringing team to Appleton in April for training.

Administrative Reports were submitted electronically.

Le Clair provided a 2012-13 tax payment worksheet showing amount of tax receipts through February and a 2012-13 Revenue Budget Report showing what has been spent in 2012-13. Unanticipated costs hadn't been budgeted including increased FTE for Pupil Services Director and Technology Assistant. Expenditures vs. revenue percentages are comparable to previous years.

Van Meer presented handout from Access Engineering regarding fiber optic connectivity. Earliest date to bring backbone up to Gibraltar is 2015. We do have fiber to our building already. This fiber would make it easier to network and improve testing. Summer workshops with other county schools on ELA and Common Core will take place this summer.

Don Freix asked why administrative reports do not appear in minutes and how does public see reports. Board will review procedure.

Bills

Moved Weborg/Hickey to approve payment of bills totaling \$38,212.18 as presented. No discussion. Aye – All. Opposed – None. Motion carried.

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Approve Deductibles and Employer/Employee Contributions to Health Insurance

Board reviewed options for health insurance deductibles. Current plan deductibles are:

Administrators and Administrative Support Staff

- \$250 single/\$500 family deductible
- Employee pays 12% of premium
- Employee pays 6.5% of salary for WRS retirement
- No Health Reimbursement Account (HRA)

Teachers

- \$1,000 single/\$2,000 family deductible
- Employee pays 2% of premium for single and 7% of premium for family
- District pays 100% of employer *and* employee contributions for WRS retirement
- HRA \$625 single/\$1,250 family

Support Staff

- \$250 single/\$500 family deductible
- Employee pays 12% of premium
- Employee pays 6.5% of salary for WRS retirement
- No Health Reimbursement Account (HRA)

Under Act 10, unions are no longer able to negotiate these issues. We currently have different plans with different deductibles for different employee groups. It is important to be fair and equitable and give all employees same benefits moving forward beginning July 1, 2013.

Actual premium cost figures for 2013-14 were not available at this meaning. Anticipated figures include a 19.24% decrease with teacher model, but no HRA figures, and a 13.87% decrease for administrators and admin. support.

Increased deductibles for teachers of \$1,000/\$2,000 was designed to encourage change in behavior, and HRA was a give back. If unused, HRA rolls over to retirement. EBC currently administers HRA account, but this may need to change to UHC.

Moved Anderson/Brennan that we set health insurance deductibles for all employees beginning July 1, 2013 at \$1,000 for single coverage with \$625 district contribution to HRA and \$2,000 for family coverage with \$1,250 district contribution to HRA. Discussion: Savings in premium will be offset some at employee level. Van Meer will contact Cindy Van Asten of M3 Insurance to come to March 25 board meeting to present Navigate plan and employee option to buy up to Choice Plus plan. Deductibles are the same for Navigate and Choice Plus plans. Aye – All. Opposed – None. Motion carried.

Accept Letters of Resignation

Moved Weborg/Peot to accept letters of resignation with thanks from Chris Zvara and Shelley Cox effective at the end of 2012-13 school year. Discussion: Both are earning three years of post-employment benefits as of now. Modifications would need to be approved. Aye – All. Opposed – None. Motion carried.

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Review Certified Positions for 2013-14 School Year

Van Meer presented proposed 2013-14 roster of certified positions for elementary school. Based on projected enrollment figures, there would be an additional kindergarten position, a reduction of a 2nd grade position, and an additional 3rd grade position.

Sue Holwald will present special education staffing recommendations March 25.

Knutson stated that based on identified programming and tentative class rosters for 2013-14, there are no changes recommended to secondary staffing levels for 2013-14.

Approve 2013-14 Job Postings for Elementary Teacher Employment

Moved Weborg/Pfeifer to approve posting of four positions for elementary teachers with appropriate licensure equivalent to grades K-6 certifications. Aye – All. Opposed – None. Motion carried.

Approve 2013-14 Job Posting for High School Spanish Teacher

Moved Hickey/Weborg to approve job posting for Spanish teacher for 2013-14 school year. Aye – All. Opposed – None. Motion carried.

Approve 2013-14 Job Posting for Elementary Physical Education Teacher

Moved Anderson/Peot to approve job posting for physical education teacher for 2013-14 school year. Discussion: As we go to voters for referenda, we will reduce by attrition whenever possible. Administration will need to provide information to board regarding how staff are utilized for RtI and study halls. There have been no drastic drops in our enrollment. Aye – All. Opposed – None. Motion carried.

Approve 2013-14 Secondary School Principal/Athletic Director Contract

Moved Hickey/Brennan to approve issuing Secondary School Principal/Athletic Director contract to Kirk Knutson for 2013-14 school year. Discussion: Act 10 statute has changed teacher contracts. This is an administrator's contract. Aye – All. Opposed – None. Motion carried.

Approve 2013-14 Pupil Services Director Contract

Moved Weborg/Peot to approve issuing Pupil Services Director contract to Susan Holwald for 2013-14. Discussion: She moved from .5 to .8 FTE in 2012-13. Aye – All. Opposed – None. Motion carried.

Approve Hiring 2013-14 Elementary School Principal

Board discussed returning to administrative model of superintendent, secondary principal, and elementary principal. Addition of an elementary principal is necessary for successful implementation of new Educator Effectiveness System and mandated teacher evaluation process. Board heard comments from audience members Mike Scoville and Becky Rericha regarding need to return to this administrative model.

Moved Weborg/Hickey to approve hiring of elementary school principal for 2013-14 school year. Aye – All. Opposed – None. Motion carried.

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Cancel March 11 School Board Meeting

Moved Pfeifer/Hickey to cancel March 11, 2013 regular school board meeting as it is over our spring break. Discussion: If we need another meeting in March, we are free to post it as a special meeting. Aye – All. Opposed – None. Motion carried.

Donations

None

Committee Reports

Campus Maintenance and Improvement Committee met February 18 and discussed long-range planning from facilities/maintenance schedule. Board may have brief discussion on second phase of renovation to determine if that is something to pursue. Board may soon be asked to make some decisions on HVAC system and roof in 1972 addition. Phase 2 renovation plans would include these two components. Money should not be thrown away on duplicated efforts.

Extracurricular Activities and Community Relations Committee met tonight and discussed recommendation for new Viking logo and criteria for taking a coach bus to events in lieu of school bus.

Bid to Upgrade District Phone System

Campus Maintenance and Improvement Committee reviewed bids from Convergent Solutions, Insight Communications, and Hale Communications to upgrade our current phone system. Committee recommended upgrade from Hale Communications totaling \$11,966.80.

Moved Anderson/Weborg to accept bid from Hale Communications as presented for district phone system upgrade. Discussion: Hale and Insight were bidding same criteria. Convergent's bid was more than we need. Existing classroom phones will remain. Hale's bid includes 22 smaller display phones for offices. Recommended timing for upgrade is during summer months. Aye – All. Opposed – None. Motion carried.

Adjourn

Moved Peot/Brennan to adjourn at 9:45 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,
Nancy Keehan
Admin. Asst./Board Secretary