

School District of Gibraltar Area
Fish Creek, Wisconsin
Regular Meeting of Gibraltar Board of Education
Minutes of *Monday, June 10, 2013*
Community Room #266
7:00 p.m.

Call to Order

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

Roll Call

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

Excused: None

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; 11 visitors

Minutes

Moved Pfeifer/Weborg to approve minutes of May 13, 2013 regular meeting and May 20, 2013 and May 30, 2013 special meetings as written. Aye – All. Opposed – None. Motion carried.

Communication

Board received thank you notes from:

- Mark Honold
- Patty Mc Cain
- Judy Paulson
- Marilyn Van Den Bogart
- Penny and Ron Rex
- Brit Maltby and Mary Kate, Frances, and Molly Mc Cormack for financial support of Destination Imagination trip
- Booster Club for time and effort put forth in determining our permanent Viking logo

Open Discussion

- High school graduation was delightful; speeches and video were particularly awesome.
- WASB will hold a board workshop in August; our board's participation will be discussed at next meeting.
- Tom Harrer presented his analysis of financial figures showing what it costs district to use yellow bus on extracurricular trips.
- Extracurricular Committee will meet throughout summer and bring recommendation to board this summer on bussing for athletics and activities trips.
- Alan Kopischke thanked board on daughter's behalf for support of student-produced play. Anya Kopischke thanked board and is proud of what she accomplished in creating opportunities for students. Student-produced play raised \$667 in revenue before expenses with intent to put proceeds into fund for artistically driven student initiatives with clear directive that students follow through with their project and put money back into the fund.

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Administrative Reports were submitted electronically and were available in hard copy.

Knutson Teachers and staff are working hard to close up year. Twenty-four students will participate in secondary summer school which begins June 17 and runs for 14 days. Students were identified through credit deficiency and math needs.

Le Clair will present 2013-14 preliminary budget July 8 and has made requests for bids for propane and bus fuel. American Appraisals will inventory all school property June 13.

Van Meer Twenty-nine students will participate in elementary summer school. Teachers have student lists for next year. Professional development is scheduled this summer for faculty and administration, including new mentor/mentee program.

District Technology Plan

Roberta Champeau and Steve Minten presented Gibraltar's Combined Library Media and Technology Plan for July 1, 2013 – June 30, 2016. DPI now displays school technology plans as a live page hosted by Google.

Last plan focused on technology integration in the classroom. Vision is still the same, but major changes will be to band width and infrastructure. Next Generation Technology Assessment will be conducted with students and faculty. Plan includes estimated budget, data, policies, infrastructure, and curriculum. Mobile accessibility of our website is difficult in its present form and will be addressed.

Moved Luber Pelrine/Brennan to approve 2013-2016 District Technology Plan as presented. Aye – All. Opposed – None. Motion carried.

Payment of Bills

Moved Pfeifer/Hickey to approve payment of bills totaling \$118,184.92 as presented. No discussion. Aye – All. Opposed – None. Motion carried.

Elementary Reading & Math Coach

Moved Weborg/Luber Pelrine to approve employment of Leslie Mc Carty as Elementary Reading & Math Coach for 2013-14. No discussion. Aye – All. Opposed – None. Motion carried.

Elementary Spanish Teacher

Moved Luber Pelrine/Weborg to approve employment of Shane Harvey as Elementary Spanish Teacher for 2013-14. Discussion: Harvey has family in this area. Fiancé will teach in Green Bay. Aye – All. Opposed – None. Motion carried.

2014 WASB Delegate

President Anderson appointed Suzanne Brennan as delegate and Martha Luber Pelrine as alternate to 2014 WASB Convention.

2013-14 Leave of Absence

Board discussed request for leave of absence as it relates to Employee Handbook and what situations would be a management decision. Educator Effectiveness should be kept in mind.

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Family vacation can be very beneficial, if we have an adequate replacement. Employee Handbook has no limit on number of days that can be requested, other than management right to deny. Intent was to blend current leave policy with Employee Handbook. Handbook Committee of the Board will further review.

Moved Hickey/Luber Pelrine to table item XI. No discussion. Aye – All. Opposed – None. Motion carried.

2013-14 Extracurricular Salaries

Moved Weborg/Brennan to approve 2013-14 extracurricular salaries and bonuses with 2.07% increase. Discussion: Salaries had been frozen at 2008-09 rate until now. Extracurricular Committee has not discussed reviewing head coaching salaries, but will resume discussion. Aye – All. Opposed – None. Motion carried.

2012-13 School Budget

Le Clair presented preliminary summary of 2012-13 school budget. Income and expenses were fluctuating at different levels; next report will encumber all expenses. Transportation aid and state library aid were a little under what was expected. We could see new revenue in transportation aid. \$30,000 was spent on bus repairs.

First Reading Policy 6.01

Board heard first reading of board policy 6.01 – Employee Handbook originally approved 06/28/12. This Employee Handbook has been in effect for one year for all non-represented employees.

Board reviewed recommended changes and revisions from committee.

- Regular employee was further defined, not to include substitute employees.
- Typical work day will be defined by an employee's supervisor and/or administration.
- Language on page 13 related to any increase of the previous year's base salary was revised.
- Article VII, F regarding long-term care was revised.
- Article X, A regarding Paid Time Off was revised. Board's intention is to max out bankable days of sick leave/PTO at 50 days. Prior to Employee Handbook, employees could carry over maximum of 100 sick days from one year to the next. Prior to this revision, an employee with more than 50 days of accumulated sick leave would be credit with vested leave, but would not be provided with additional leave until accumulated leave reached 50. Board will research.

Meeting with support staff generated some changes which will be presented at next meeting. All employees will receive a hard copy of revised Employee Handbook, which will include a signature page acknowledging receipt. Second reading is July 8.

Accept Donations

Donation of \$10,000 from Raibrook Foundation for piano keyboard lab will be presented July 8 for acceptance.

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Hear Committee Reports

Extracurricular Activities & Community Relations Committee met tonight and discussed coach bussing, which will be a continuing discussion. Cost for batting and golfing nets in gym is minimal. Preliminary school sign design was discussed; wording for sign will be presented July 8 for board approval.

Student Learning & Instruction Committee met May 22 and heard Rtl presentation from secondary staff and technology update.

Adjourn to Executive Session

Moved Brennan/Pfeifer to adjourn to executive session at 8:46 p.m. per §19.85(1)(c), Wis. Stats., to discuss employee personnel matters – considering employment, promotion, compensation or performance evaluation and per §19.85(1)(e), Wis. Stats., for competitive or bargaining reasons – deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specific public business, whenever competitive or bargaining reasons require a closed session. Aye – Brennan, Pfeifer, Hickey, Luber Pelrine, Anderson, Peot, Weborg. Opposed – None. Motion carried.

Reconvene to Open Session

Moved Weborg/Peot to reconvene to open session at 9:55 p.m. Aye – Brennan, Pfeifer, Hickey, Luber Pelrine, Anderson, Peot, Weborg. Opposed – None. Motion carried.

Adjourn

Moved Peot/Weborg to adjourn at 9:55 p.m. Aye – All. Opposed – None. Motion carried.

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