

**GERMANTOWN SCHOOL DISTRICT  
NOTICE OF BOARD OF EDUCATION MEETING**

**Amy Belle Elementary School Library**

**3294 Willow Creek Road  
Colgate, WI 53017**

**Monday, February 25, 2013  
7:00 p.m.**

**AGENDA**

- 7:00 I. Meeting Called to Order and Pledge of Allegiance  
A. Official Meeting Notification  
B. Roll Call
- 7:00 II. Closed Session - The Board will take action to enter into closed session pursuant to Section 19.85(1)(c) and 19.85(1)(e).

Section 19.85(1)(c) reads: Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Section 19.85(1)(e) reads: Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

- A. Approval of February 11, 2013 Closed Session Minutes.  
B. Discussion regarding GEA negotiations.  
C. Discussion regarding Amy Belle assistant principal/principal contract recommendation.  
D. Discussion regarding administrator resignation.
- 7:30 III. Open Session  
A. Discussion with appropriate action regarding Amy Belle assistant principal/principal contract.  
B. Discussion with appropriate action regarding administrator resignation.
- 7:35 IV. Citizen Comments (15 Minutes):  
Community Members are invited to share their questions, comments, or concerns with the School Board. When speaking, citizens should state their name for the record. The presentation time frame shall be determined by the Board President once an indication of the number of people wishing to speak is made. Wisconsin law authorizes the school board to receive information from members of the public. Where possible, the Board will answer factual questions immediately or may provide a written response if information is not available. If a response would involve discussion of Board Policy or decisions which might be of interest to citizens not present at the meeting, the Board may place the item on a future meeting agenda. Comments which may be injurious to school district personnel or other individuals will not be allowed.

- 7:40 V. Approval of Agenda
- 7:45 VI. Approval of Minutes  
A. February 11, 2013 Board Meeting
- 7:50 VII. Correspondence, Reports, and Information Items  
A. Amy Belle Presentation  
B. District Goals Update  
C. Summer School 2013 Update  
D. Mission Sightings
- 8:15 VIII. Building Committee  
A. Discussion with appropriate action regarding capital projects planning.  
B. Discussion with appropriate action regarding facilities study.  
C. Update on additional items discussed at Feb. 20, 2013 meeting.
- 8:30 IX. Finance Committee  
A. Discussion with appropriate action regarding purchases exceeding \$15,000.  
B. Update on additional items discussed at Feb. 25, 2013 meeting.
- 8:45 X. New Business  
A. Discussion with appropriate action regarding Board of Education Goals.  
B. Discussion with appropriate action regarding approval of coaching contracts.
- 9:00 XI. Adjourn

**GERMANTOWN SCHOOL DISTRICT**  
**GERMANTOWN, WISCONSIN 53022**  
**MINUTES OF THE BOARD OF EDUCATION**  
**February 11, 2013**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg with the Pledge of Allegiance and a moment of silence in the Kennedy Middle School Gold Activity Center at 7:00 p.m. District Administrator Dr. Susan Borden read the official meeting notification. Roll call: Soderberg – yes, Loth – yes, Warnimont – yes, Barney – yes, Larson – yes, Spies – yes. Board member Kline absent (excused).
2. Germantown resident and former district teacher Karen Kitzinger and husband Joseph Kitzinger addressed the Board regarding teacher pay, benefits, and lane changes and urged the Board to compensate teachers fairly to attract and retain quality staff and preserve the quality of education in Germantown.
3. Motion by Spies, second by Warnimont to approve the agenda with the Student Representative Report moved to the first of the reports and Item X.C. retirements and resignation removed from the agenda as there are none to act on. Motion carried.
4. Motion by Larson, second by Loth to approve the January 28, 2013 Board of Education meeting minutes. Motion carried.
5. Motion by Larson, second by Barney to approve the February 2, 2013 Board of Education Learning Session meeting minutes. Motion carried (Warnimont – abstain, Spies – abstain).
6. Motion by Spies, second by Warnimont to approve Consent Agenda items as follows:  
  
Accept the donation of \$2300 from SPE Education Foundation to the Kennedy Middle School Plastics Technology Education program.  
  
Accept the donation of \$7,950 from the Germantown Booster Club and the high school girls and boys tennis teams to be used for the purchase of wind slats around the tennis courts at Germantown High School provided sufficient review of the project has taken place by the Director of Maintenance and district administration.  
  
Motion carried.
7. Student Representative Sydney Langmann updated the Board on student events taking place in the district.
8. Principal Susan Climer and Assistant Principal Mark Kaminski provided a presentation regarding Kennedy Middle School's second semester program piloting of Response to Intervention (RtI) and Individualized Daily Reading (IDR).
9. Board President Bob Soderberg presented a WASB Level II Achievement award to Board Member Lester Spies and thanked him for his participation with the WASB and representation of the Germantown School District.

10. Dr. Borden reviewed mission sightings and Board President Soderberg added the Germantown Community Scholarship Fund dinner auction and fundraiser was extremely successful and will greatly benefit students in the community.
11. Director of Human Resources Cynthia Coley provided an enrollment update.
12. Recommendation from Calendar Committee to approve the 2013-2014 school calendar. Motion carried.
13. Calendar Committee Chair Lester Spies informed the Board that with the approval of the 2013-2014 calendar, the Calendar Committee will now disband until next year and that minutes from both meetings in January were included for review. Board President Soderberg thanked the Calendar Committee and the administration and staff for all of their hard work to develop the 2013-2014 calendar.
14. Recommendation from Policy Committee to approve the draft Exit Interview policy and forward to NEOLA for implementation. Motion carried (Warnimont – abstain).
15. Recommendation from Policy Committee to approve NEOLA Policy Updates for 131.1 – Bylaws and Policies and the technical corrections to 6320 – Purchasing and 6350 – Prevailing Wage Coordinator. Motion carried (Warnimont – no).
16. Recommendation from Policy Committee to approve NEOLA Policy updates to 167.6 and 167.7 – Email and Public Records. Motion carried (Warnimont – no).
17. Recommendation from Policy Committee to approve NEOLA Policy updates to 1422, 3122, and 4122 Nondiscrimination and Equal Employment Opportunity. Motion carried (Warnimont – no).
18. Recommendation from Personnel Committee to approve the request of the administration to use their discretion when determining initial salary of newly hired speech and language, reading, alternative education, special education, and English as a Second Language (ESL) teachers for the 2013-2014 school year. Compensation shall be determined based upon certification, needs of the district, and previous experience of candidates within the ranges of \$38,302 to \$48,523 for teachers with 1-3 years of experience; \$41,926 to \$54,233 for teachers with 4-6 years of experience; \$44,550 to \$60,782 for teachers with 7-9 years of experience; and \$48,196 to \$74,743 for those teachers with ten or more years of experience. Motion carried.
19. Recommendation from Personnel Committee to adjust teacher salaries for the 2013-2014 school year in consideration of education advancement with benchmarks to be determined on or before April 15. Motion carried.
20. Recommendation from Personnel Committee to approve a teacher contract change to include: *It is further agreed by the parties hereto that in the event said Teacher with a signed contract for the ensuing school year seeks release to accept other employment after July 1, he/she shall forfeit \$500, after August 1, he/she shall forfeit \$750, and after August 15, he/she shall forfeit \$1,000 as liquidated damages for securing a replacement. The teacher's signature below specifically authorizes the deduction of such liquidated damages from the employee's remaining paycheck(s) or the employee shall submit a check for the liquidated damages amount at the time of resignation.* Motion carried (Spies – no).

21. Personnel Committee Chair Sarah Larson updated the Board on discussion that took place in Personnel Committee regarding data provided by Director of Human Resources Cynthia Coley on sick and personal leave days and waiver requests for teachers. Mrs. Coley will provide information to the Board on the number of actual days involved.
22. Motion by Warnimont, second by Larson to approve rental of 19.4 tillable acres for the 21.6 acres of district-owned property on Holy Hill Road for farming purposes only for a flat rate of \$2000 for the 2013 farm year. Motion carried (Spies – no).
23. Motion by Spies, second by Warnimont to approve the 2012-2013 Letter of Employment for Mary Lindberg .80 FTE at \$13,752.75. Motion carried.
24. Motion by Warnimont, second by Spies to approve the overnight travel request for twelve high school DECA students and two advisors to attend the State DECA Competition in Lake Geneva on March 19-21, 2013 and wish them luck. Motion carried.
25. Motion by Spies, second by Loth to enter into closed session pursuant to Section 19.85(1)(c) and Section 19.85(1)(e) for approval of closed session meeting minutes, discussion regarding one teacher resignation, GEA negotiations for 2012-2013, administrator contract non-renewals, 2011-2012 administrator compensation, 2011-2012 district administrator compensation and contract, and the Amy Belle principal position. Roll call vote: Soderberg – yes, Loth – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson - yes. Motion carried.
26. The Board of Education left the room at 8:05 p.m. and entered into closed session in the gold conference room at 8:11 p.m.
27. The Board of Education returned to open session in the middle school Gold Activity Center at 9:58 p.m.
28. Motion by Larson, second by Barney to non-renew the contract of Middle School Dean of Students Amy Vesperman and note that the non-renewal is not performance related but that the position was created as a one-year position for the 2012-2013 school year only and will not be continued due to district downsizing. Motion carried.
29. Motion by Larson, second by Loth to approve an increase in compensation not to exceed \$38,125 total for fifteen administrative positions for 2011-2012. Motion carried (Warnimont – no).
30. Motion by Warnimont, second by Larson to approve increasing the salary of District Administrator Susan Borden to \$138,000 for the 2011-2012 school year. Motion carried (Warnimont – no, Barney – no).
31. Motion by Warnimont, second by Larson to adjourn. Motion carried.
32. Board President Soderberg declared the meeting adjourned at 10:00 p.m.

Jayne Borst  
Recording Secretary

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Diana Kline  
School Board Clerk

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board Members **TOPIC:** District Goals 2012-2014  
Update

**FROM:** Dr. Susan Borden **BOARD MEETING:** February 25, 2013

**DATE:** February 18, 2013 **AGENDA ITEM:** VII.B.

As we've done in the past, I try to update the Board on progress related to the District Goals each quarter. Attached is a copy of the goals. All of the areas highlighted in yellow continue to develop and will throughout 2013. There are a few areas that remain red as they have not yet been started. A good example of this is on page one related to math programming. Although there is some preliminary work in math, we are not moving forward until the 2013-14 school year.

Additionally, I'll highlight for this memo the two initiatives that have begun to develop since the last goals update:

(Page 1) We are registering and will be attending the pilot for Principal Effectiveness. As you may remember, the administrative leadership team has been training through online modules in order to be better evaluators of teachers and ensure calibration. Now, part of the team will be going to learn about how their evaluations will be changing. So, the color designation changed from red to yellow.

(Page 3) We are currently working with area districts to develop an academic scorecard that reflects some solid benchmarking in both statistical and perceptive data.

As always, if there are questions, please feel free to connect before the meeting.

**RECOMMENDATION:** No action needed. For information only.



## GERMANTOWN SCHOOL DISTRICT

**TO:** All Board Members                      **TOPIC:** 2013 Summer School Update  
**FROM:** Maria Kucharski                      **BOARD MEETING:** February 25, 2013  
**DATE:** February 18, 2013                      **AGENDA ITEM:** VII.C.

The elementary and intermediate Summer School Programs continue to include a strong focus on student academic and developmental progress. Teachers communicate with parents of children who are not experiencing success with their grade level content standards and benchmark assessments and encourage parents to send the children to summer school for more intensive work on the necessary skills and concepts. This provides additional opportunities for children to learn during the five-week program. Students are placed into small learning groups of students with similar instructional needs. The students also have opportunities to strengthen their skills using computer software and problem solving activities aligned with specific grade level and student performance expectations.

This year's PK-8 program would run for five weeks. We are anticipating the dates to be June 18 through July 18 for PK-8 students and would total 18 days of instruction. Also a component of the remedial summer school offerings are make-up courses for freshman and sophomore high school content areas. Students are required to successfully complete 36 hours of instruction to gain credit for a course that was failed during the school year. For the past two years we also utilized our Odyssey program for credit deficient students as well during the summer sessions and plan to do the same this year. Lastly, each year summer school course proposals are submitted by district staff. As a result, summer band, band camp and enrichment programming including peer mediation for intermediate students has typically been offered. In addition to the previous course offerings, new courses have been proposed for Summer 2013 including Individualized Reading Intervention for grades K-1, and Gearing Up for Second Grade for incoming second graders.

**RECOMMENDATION:** No action needs to be taken at this time. This is currently for information purposes only.







**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board Members

**TOPIC:** Co-Curricular/Coaching  
Contracts

**FROM:** Jack Klebesadel  
Director of Athletics

**BOARD MEETING:** February 25, 2013

**DATE:** February 20, 2013

**AGENDA ITEM:** X.B.

The Director of Student Activities is requesting approval to issue the attached co-curricular contracts for Germantown High School and Kennedy Middle School.

The positions have already been approved by the school board.

(Contracts for new employees will not be issued until appropriate forms have been received and background checks have been completed.)

**RECOMMENDATION:** Administration recommends board approval of the contracts.