

GERMANTOWN SCHOOL DISTRICT

Notice of Personnel Committee Meeting

February 27, 2017

5:15 p.m.

Germantown School District Administration Building

N104 W13840 Donges Bay Rd.

Germantown, WI 53022

AGENDA

I. Meeting Called to Order

II. Roll Call

III. Agenda Revisions and Approval

IV. Approval of Minutes

A. December 12, 2016

V. New Business

A. Discussion and possible action on proposed salary increases for coaching and supervision.

B. Discussion and possible action on current support staff evaluation tool.

VI. Adjourn

Note: School Board members who are not members of the Personnel Committee may be present at this meeting.

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
PERSONNEL COMMITTEE MEETING**

December 12, 2016

1. The meeting of the Personnel Committee was called to order by Committee Chair Sarah Larson at 5:17 p.m. in the District Offices Board Room. Personnel Committee Members present: Sarah Larson, Lester Spies and Brian Medved (arrived 5:30 p.m.).
2. Motion by Spies, second by Larson to approve the agenda. Motion carried.
3. Motion by Spies, second by Larson to approve the June 7, 2016, Personnel Committee minutes. Motion carried.
4. Director of Human Resources Mike Nowak informed the committee that a 1.5% pay increase for Profession/Technical and support staff groups for the 2016-2017 fiscal year is being proposed and budgeted for and informed the committee that implementation of an alternate compensation plan is not ready for this fiscal year and will involve a great deal of discussion with a number of staff groups. When the groups have an understanding of how alternate compensation will work, a plan will be brought to the committee and then to the Board. Lester Spies confirmed that the administration already has the ability to address the Professional/Technical group separately. It is the desire of the committee to begin discussion of pay increases earlier so that they may be implemented on July 1 or the process changed to take effect whenever the committee addresses pay increases without back pay. Committee Chair Larson requested to see an example of a performance review form at the next committee meeting.
5. Motion by Spies, second by Medved to forward to the Board with a positive recommendation, approval of a 1.5% pay increase of current salaries for Professional/Technical and support staff groups for the 2016-2017 fiscal year. Motion carried.
6. Motion by Spies, second by Medved to adjourn. Motion carried.
7. Committee Chair Sarah Larson declared the meeting adjourned at 5:50 p.m.

Jayne Borst
Recording Secretary

Lester Spies
Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Personnel Committee **TOPIC:** Coaching Salaries
FROM: Jack Klebesadel and Mike Nowak **BOARD MEETING:** February 27, 2017
DATE: February 22, 2017 **AGENDA ITEM:** V.A.

The information that was tabled in April of 2015 can still be useful regarding co-curricular pay.

The options below can still be considered. After a couple of meetings with co-curricular staff, there is an option C that is being recommended for coaches and advisors. This information is also enclosed for your review. The additional cost for 2017-18 for all listed district co-curricular advisors and coaches would be about \$52,800 for option C; for event staff it would be \$18,000 for option A.

- I. Salary for coaches and advisors (choose one of three options):
 - A. Change back to percentage based on starting teacher salary as was prior practice - 2010; (\$34,815 in 2011-12 to \$40,000 for 2017-18.)
 - B. Use the schedule for 0-5 years, 6-10 years and 11+ years.
 - C. Change pay to amount listed for 2017-18 per attached (option A) and include \$300 for every 5 years of service for longevity pay beginning in 18-19.

- II. Hourly pay for advisors and event staff (choose one of two options):
 - A. Change both to \$17 per hour
 - B. For event staff use the schedule for 0-5 years \$13/hour, for 6-10 years \$17/hr, for 11+ \$20/hr; for advisors 0-10 years \$17/hr, for 11+ years \$20/hr.

With options B and C using experience, there can also be included education requirements receive longevity payment. The National Federation of High Schools offers many free and low cost online educational courses to benefit co-curricular staff. The NFHS Certification information is included. Coaches would have to become a Certified Interscholastic Coach or have received a coaching minor from an accredited college or university to obtain longevity pay.

In option II B, event staff would also need to take NFHS online courses.

Recommend approval option I. C. above, separate approval for option II. A. All school district policies and procedures would be followed, with the school district reserving the ability to place staff at each level of experience.

Option I. A and II A

I. OPTION A						
Activity	Season	Hour	Staffing Rate	2010-11 Staffing Cost	Projected 2017-18 Staffing Cost	
HIGH SCHOOL LEVEL ATHLETICS	Base			\$34,815.00	\$40,000.00	
Basketball - Boys' Head Coach	Nov - Mar		13%	\$ 4,525.95	\$ 5,200.00	GHS
Basketball - Girls' Head Coach	Nov - Mar		13%	\$ 4,525.95	\$ 5,200.00	GHS
Basketball - Boys' Assistant Co-Coach	Nov - Mar		9%	\$ 3,133.35	\$ 3,600.00	GHS
Basketball - Boys' Assistant Coach	Nov - Mar		9%	\$ 3,133.35	\$ 3,600.00	GHS
Basketball - Girls' Assistant Coach	Nov - Mar		9%	\$ 3,133.35	\$ 3,600.00	GHS
Basketball - Girls' Assistant Coach	Nov - Mar		9%	\$ 3,133.35	\$ 3,600.00	GHS
Baseball - Head Coach	May - July		12%	\$ 4,177.80	\$ 4,800.00	GHS
Baseball - Assistant Coach	May - July		8%	\$ 2,785.20	\$ 3,200.00	GHS
Baseball - Assistant Coach	May - July		8%	\$ 2,785.20	\$ 3,200.00	GHS
Cross Country - Boys' Head Coach	Aug - Oct		10%	\$ 3,481.50	\$ 4,000.00	GHS
Cross Country - Girls' Head Coach	Aug - Oct		10%	\$ 3,481.50	\$ 4,000.00	GHS
Cross Country - Boys' Assistant Coach	Aug - Oct		8%	\$ 2,785.20	\$ 3,200.00	GHS
Cross Country - Girls' Assistant Coach	Aug - Oct		8%	\$ 2,785.20	\$ 3,200.00	GHS
Football - Head Coach	Aug - Nov		12%	\$ 4,177.80	\$ 4,800.00	GHS
Football - Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Football - Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Football - Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Football - Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Football - Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Football - Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Football - Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Football - Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Golf - Girls' Head Coach	Aug - Oct		9%	\$ 3,133.35	\$ 3,600.00	GHS
Golf - Girls' Asst. JV/9th Team	Aug - Oct		7%	\$ 2,437.05	\$ 2,800.00	GHS
Golf - Boys' Head Coach	Mar - May		9%	\$ 3,133.35	\$ 3,600.00	GHS
Golf - Boys' Assistant Coach	Mar - May		7%	\$ 2,437.05	\$ 2,800.00	GHS
Golf - Boys' Assistant Coach	Mar - May		7%	\$ 2,437.05	\$ 2,800.00	GHS
Gymnastics Co-Coach	Nov - Mar		13%	\$ 4,525.95	\$ 5,200.00	GHS
Soccer - Boys' Head Coach	Aug - Oct		10%	\$ 3,481.50	\$ 4,000.00	GHS
Soccer - Girls' Head Coach	Mar - June		10%	\$ 3,481.50	\$ 4,000.00	GHS
Soccer - Boys' Assistant Coach	Aug - Oct		8%	\$ 2,785.20	\$ 3,200.00	GHS
Soccer - Boys' Assistant Coach	Aug - Oct		8%	\$ 2,785.20	\$ 3,200.00	GHS
Soccer - Girls' Assistant Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Soccer - Girls' Assistant Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Softball - Head Coach	Mar - June		10%	\$ 3,481.50	\$ 4,000.00	GHS
Softball - Assistant Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Softball - Assistant Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Swimming - Girls' Head Coach	Aug - Nov		12%	\$ 4,177.80	\$ 4,800.00	GHS
Swimming - Boys' Head Coach	Nov - Mar		12%	\$ 4,177.80	\$ 4,800.00	GHS
Swimming Girls' Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Tennis - Girls' Head Coach	Aug - Oct		9%	\$ 3,133.35	\$ 3,600.00	GHS
Tennis - Boys' Head Coach	Mar - June		9%	\$ 3,133.35	\$ 3,600.00	GHS
Tennis - Girls' Assistant Coach	Aug - Oct		7%	\$ 2,437.05	\$ 2,800.00	GHS
Tennis - Boys' Assistant Coach	Mar - June		7%	\$ 2,437.05	\$ 2,800.00	GHS
Boys' Track Head Coach	Mar - June		12%	\$ 4,177.80	\$ 4,800.00	GHS
Boys' Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Boys' Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Girls' Track Head Coach	Mar - June		12%	\$ 4,177.80	\$ 4,800.00	GHS
Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS

Option I. A and II A

Activity	Season	Hour	Staffing Rate	2010-11 Staffing Cost	Projected 2017-18 Staffing Cost	
Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,200.00	GHS
Volleyball - Boys' Head Coach	Aug - Nov		10%	\$ 3,481.50	\$ 4,000.00	GHS
Volleyball - Boys' Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Volleyball - Boys' Asst. 9th Gr Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Volleyball - Girls' Head Coach	Aug - Nov		10%	\$ 3,481.50	\$ 4,000.00	GHS
Volleyball - Girls' Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Volleyball - Girls' Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,200.00	GHS
Wrestling Head Coach	Nov - Feb		12%	\$ 4,177.80	\$ 4,800.00	GHS
Wrestling - Assistant Coach	Nov - Feb		8%	\$ 2,785.20	\$ 3,200.00	GHS
Wrestling - Assistant Coach	Nov - Feb		8%	\$ 2,785.20	\$ 3,200.00	GHS
High School Athletics Sub-Total				\$ 190,786.20	\$ 219,200.00	
				\$ 190,786.20	\$ 28,413.80	
HIGH SCHOOL LEVEL CO-CURRICULAR						
Band Advisor			10%	\$ 3,481.50	\$ 4,000.00	GHS
Band Assistant Advisor			9%	\$ 3,133.35	\$ 3,600.00	GHS
Cheerleading Head Coach			10%	\$ 3,481.50	\$ 4,000.00	GHS
Cheerleading - Assistant Coach			10%	\$ 3,481.50	\$ 4,000.00	GHS
Choir Advisor			8%	\$ 2,785.20	\$ 3,200.00	GHS
Drama Production 1-Head Advisor			6%	\$ 2,088.90	\$ 2,400.00	GHS
Drama 1 - Assistant Tech.			5%	\$ 1,740.75	\$ 2,000.00	GHS
Drama Production 2 -Head Advisor			6%	\$ 2,088.90	\$ 2,400.00	GHS
(Drama 2) Assistant Advisor			5%	\$ 1,740.75	\$ 2,000.00	GHS
Drama - Assistant			5%	\$ 1,740.75	\$ 2,000.00	GHS
Drama Assistant			5%	\$ 1,740.75	\$ 2,000.00	GHS
Variety Show Advisor			5%	\$ 1,740.75	\$ 2,000.00	GHS
Forensics Advisor			7%	\$ 2,437.05	\$ 2,800.00	GHS
Forensics Assistant Advisor			5%	\$ 1,740.75	\$ 2,000.00	GHS
Intramurals Co-Coach			8%	\$ 2,785.20	\$ 3,200.00	GHS
Pompons Coach			10%	\$ 3,481.50	\$ 4,000.00	GHS
Student Council Advisor			5%	\$ 1,740.75	\$ 2,000.00	GHS
Student Council Advisor			5%	\$ 1,740.75	\$ 2,000.00	GHS
DECA Advisor			7%	\$ 2,437.05	\$ 2,800.00	GHS
DECA Assistant Advisor			5%	\$ 1,740.75	\$ 2,000.00	GHS
FBLA Advisor			7%	\$ 2,437.05	\$ 2,800.00	GHS
FBLA Assistant Advisor			5%	\$ 1,740.75	\$ 2,000.00	GHS
Peer Listeners			6%	\$ 2,088.90	\$ 2,400.00	GHS
Weightlifting Co-Coach (Fall)	Fall		7%	\$ 2,437.05	\$ 2,800.00	GHS
Weightlifting Co-Coach (Winter)	Winter		split 3 ways			GHS
Weightlifting Co-Coach (Spring)	Spring					GHS
VICA			5%	\$ 1,740.75	\$ 2,000.00	GHS
Yearbook (Annual) Co-Advisor			12%	\$ 4,177.80	\$ 4,800.00	GHS
Yearbook (Annual) Co-Advisor			7%	\$ 2,437.05	\$ 2,800.00	GHS
Destination ImagiNation Coach			4%	\$ 1,392.60	\$ 1,600.00	GHS
Destination ImagiNation District Assistant			2%	\$ 696.30	\$ 800.00	GHS
Advisors-Gr 9 #1		40	\$15.07	\$ 602.80	\$ 680.00	GHS
Advisors-Gr 9 #2		40	\$15.07	\$ 602.80	\$ 680.00	GHS
Advisors-Gr 10 #1		50	\$15.07	\$ 753.50	\$ 850.00	GHS
Advisors-Gr 10 #2		50	\$15.07	\$ 753.50	\$ 850.00	GHS
Advisors-Gr 11 #1		70	\$15.07	\$ 1,054.90	\$ 1,190.00	GHS
Advisors-Gr 11 #2		70	\$15.07	\$ 1,054.90	\$ 1,190.00	GHS
Advisors-Gr 11 #3		20	\$15.07	\$ 301.40	\$ 340.00	GHS
Advisors-Gr 11 #4		20	\$15.07	\$ 301.40	\$ 340.00	GHS
Advisors-Gr 12 #1		70	\$15.07	\$ 1,054.90	\$ 1,190.00	GHS

Option I. A and II A

Activity	Season	Hour	Staffing Rate	2010-11 Staffing Cost	Projected 2017-18 Staffing Cost	
Advisors-Gr 12 #2		70	\$15.07	\$ 1,054.90	\$ 1,190.00	GHS
Spanish Honor Society		40	\$15.07	\$ 602.80	\$ 680.00	GHS
French Honor Society		40	\$15.07	\$ 602.80	\$ 680.00	GHS
German Club		40	\$15.07	\$ 602.80	\$ 680.00	GHS
NHS		40	\$15.07	\$ 602.80	\$ 680.00	GHS
NHS		40	\$15.07	\$ 602.80	\$ 680.00	GHS
Political Science		20	\$15.07	\$ 301.40	\$ 340.00	GHS
Strategists Co-Advisor		35	\$15.07	\$ 527.45	\$ 595.00	GHS
Strategists Co-Advisor		35	\$15.07	\$ 527.45	\$ 595.00	GHS
Key Club Co-Advisor		50	\$15.07	\$ 753.50	\$ 850.00	GHS
Key Club Co-Advisor		50	\$15.07	\$ 753.50	\$ 850.00	GHS
Band Tri M Advisor		40	\$15.07	\$ 602.80	\$ 680.00	GHS
Math Club Co-Advisor		20	\$15.07	\$ 301.40	\$ 340.00	GHS
Math Club Co-Advisor		20	\$15.07	\$ 301.40	\$ 340.00	GHS
Battle Bots IQ		60	\$15.07	\$ 904.20	\$ 1,020.00	GHS
Battle Bots IQ		60	\$15.07	\$ 904.20	\$ 1,020.00	GHS
Environmental Club		40	\$15.07	\$ 602.80	\$ 680.00	GHS
Emerging Women		40	\$15.07	\$ 602.80	\$ 680.00	GHS
Cup O Controversy		40	\$15.07	\$ 602.80	\$ 680.00	GHS
High School Co-Curricular Sub-Total				\$ 84,731.35	\$ 96,970.00	
HIGH SCHOOL GRAND TOTAL				\$ 275,517.55	\$ 316,170.00	
MIDDLE SCHOOL ATHLETICS						
Cross Country Coach	Sep - Oct		7%	\$ 2,437.05	\$ 2,800.00	KMS
Cross Country Coach	Sep - Oct		7%	\$ 2,437.05	\$ 2,800.00	KMS
Track Coach - Co-Ed	Apr - May		7%	\$ 2,437.05	\$ 2,800.00	KMS
Track Coach - Co-Ed	Apr - May		7%	\$ 2,437.05	\$ 2,800.00	KMS
Track Coach - Co-Ed	Apr - May		7%	\$ 2,437.05	\$ 2,800.00	KMS
Track Coach - Co-Ed	Apr - May		7%	\$ 2,437.05	\$ 2,800.00	KMS
Basketball - Girls' Coach	Sep - Nov		8%	\$ 2,785.20	\$ 3,200.00	KMS
Basketball - Girls' Coach	Sep - Nov		8%	\$ 2,785.20	\$ 3,200.00	KMS
Basketball - Boys' Coach	Nov - Jan		8%	\$ 2,785.20	\$ 3,200.00	KMS
Basketball - Boys' Coach	Nov - Jan		8%	\$ 2,785.20	\$ 3,200.00	KMS
Wrestling Coach	Nov - Jan		7%	\$ 2,437.05	\$ 2,800.00	KMS
Wrestling Coach	Nov - Jan		7%	\$ 2,437.05	\$ 2,800.00	KMS
Volleyball Coach	Jan - Mar		7%	\$ 2,437.05	\$ 2,800.00	KMS
Volleyball Coach	Jan - Mar		7%	\$ 2,437.05	\$ 2,800.00	KMS
Middle School Athletics Sub Total				\$ 35,511.30	\$ 40,800.00	
MIDDLE SCHOOL CO-CURRICULAR						
Yearbook (Annual) - Advisor (only 1)			11%	\$ 3,829.65	\$ 4,400.00	KMS
Band Advisor			7%	\$ 2,437.05	\$ 2,800.00	KMS
Band Advisor			7%	\$ 2,437.05	\$ 2,800.00	KMS
Chorus			7%	\$ 2,437.05	\$ 2,800.00	KMS
Cheerleading Coach			4%	\$ 1,392.60	\$ 1,600.00	KMS
Cheerleading Coach			4%	\$ 1,392.60	\$ 1,600.00	KMS
Dramatics - Advisor			7%	\$ 2,437.05	\$ 2,800.00	KMS
Dramatics - Assistant Advisor			5%	\$ 1,740.75	\$ 2,000.00	KMS
Forensics - Head Coach			7%	\$ 2,437.05	\$ 2,800.00	KMS
Forensics - Assistant Coach			5%	\$ 1,740.75	\$ 2,000.00	KMS
Forensics - Assistant Coach			5%	\$ 1,740.75	\$ 2,000.00	KMS
Newspaper - Co-Advisor			6%	\$ 2,088.90	\$ 2,400.00	KMS

Option I. A and II A

Activity	Season	Hour	Staffing Rate	2010-11 Staffing Cost	Projected 2017-18 Staffing Cost	
Newspaper - Co-Advisor			6%	\$ 2,088.90	\$ 2,400.00	KMS
Destination ImagiNation Coach			4%	\$ 1,392.60	\$ 1,600.00	KMS
Student Council Advisor			6%	\$ 2,088.90	\$ 2,400.00	KMS
Student Council Advisor			6%	\$ 2,088.90	\$ 2,400.00	KMS
Variety Show Co-Advisor			5%	\$ 1,740.75	\$ 2,000.00	KMS
Variety Show Co-Advisor			5%	\$ 1,740.75	\$ 2,000.00	KMS
Making Connections/Caring Crusaders		36	\$15.07	\$ 542.52	\$ 612.00	KMS
Making Connections/Caring Crusaders		36	\$15.07	\$ 542.52	\$ 612.00	KMS
Multi-Cultural Club		36	\$15.07	\$ 542.52	\$ 612.00	KMS
Multi-Cultural Club		36	\$15.07	\$ 542.52	\$ 612.00	KMS
Multi-Cultural Club		36	\$15.07	\$ 542.52	\$ 612.00	KMS
Ski Club		24	\$15.07	\$ 361.68	\$ 408.00	KMS
Ski Club		24	\$15.07	\$ 361.68	\$ 408.00	KMS
Ski Club		24	\$15.07	\$ 361.68	\$ 408.00	KMS
Middle School Co-Curricular Sub Total				\$ 41,049.69	\$ 47,084.00	
MIDDLE SCHOOL GRAND TOTAL				\$ 76,560.99	\$ 87,884.00	
ELEMENTARY						
Destination ImagiNation Site Manager			4%	\$ 1,392.60	\$ 1,600.00	Amy Belle
Destination ImagiNation Site Manager			4%	\$ 1,392.60	\$ 1,600.00	County Line
Destination ImagiNation Site Manager			4%	\$ 1,392.60	\$ 1,600.00	MacArthur
Destination ImagiNation Site Manager			4%	\$ 1,392.60	\$ 1,600.00	Rockfield
ELEMENTARY SCHOOL TOTAL				\$ 5,570.40	\$ 6,400.00	
GRAND TOTALS (ALL DISTRICT)				\$ 357,648.94	\$ 410,454.00	
TOTAL ADDITIONAL COST FOR 2017 - 2018					\$ 52,805.06	

Option I. B.

I. OPTION B		Season	Hour	Staffing Rate	Base Staffing Cost	0-5: L1	6-10: L2	11+, L3	Building
HIGH SCHOOL LEVEL ATHLETICS									
Basketball - Boys' Head Coach	Nov - Mar			13%	\$ 4,525.95	\$ 4,500.00	\$ 4,700.00	\$ 4,900.00	GHS
Basketball - Girls' Head Coach	Nov - Mar			13%	\$ 4,525.95	\$ 4,500.00	\$ 4,700.00	\$ 4,900.00	GHS
Basketball - Boys' Assistant Coach	Nov - Mar			9%	\$ 3,133.35	\$ 3,100.00	\$ 3,250.00	\$ 3,400.00	GHS
Basketball - Boys' Assistant Coach	Nov - Mar			9%	\$ 3,133.35	\$ 3,100.00	\$ 3,250.00	\$ 3,400.00	GHS
Basketball - Girls' Assistant Coach	Nov - Mar			9%	\$ 3,133.35	\$ 3,100.00	\$ 3,250.00	\$ 3,400.00	GHS
Basketball - Girls' Assistant Coach	Nov - Mar			9%	\$ 3,133.35	\$ 3,100.00	\$ 3,250.00	\$ 3,400.00	GHS
Baseball - Head Coach	May - July			12%	\$ 4,177.80	\$ 4,100.00	\$ 4,300.00	\$ 4,500.00	GHS
Baseball - Assistant Coach	May - July			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Baseball - Assistant Coach	May - July			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Cross Country - Boys' Head Coach	Aug - Oct			10%	\$ 3,481.50	\$ 3,400.00	\$ 3,600.00	\$ 3,800.00	GHS
Cross Country - Girls' Head Coach	Aug - Oct			10%	\$ 3,481.50	\$ 3,400.00	\$ 3,600.00	\$ 3,800.00	GHS
Cross Country - Boys' Assistant Coach	Aug - Oct			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Cross Country - Girls' Assistant Coach	Aug - Oct			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Football - Head Coach	Aug - Nov			12%	\$ 4,177.80	\$ 4,100.00	\$ 4,300.00	\$ 4,500.00	GHS
Football - Assistant Coach	Aug - Nov			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Football - Assistant Coach	Aug - Nov			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Football - Assistant Coach	Aug - Nov			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Football - Assistant Coach	Aug - Nov			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Football - Assistant Coach	Aug - Nov			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Football - Assistant Coach	Aug - Nov			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Football - Assistant Coach	Aug - Nov			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Football - Assistant Coach	Aug - Nov			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Golf - Girls' Head Coach	Aug - Oct			9%	\$ 3,133.35	\$ 3,100.00	\$ 3,300.00	\$ 3,500.00	GHS
Golf - Girls' Asst. JV/9th Team	Aug - Oct			7%	\$ 2,437.05	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
Golf - Boys' Head Coach	Mar - May			9%	\$ 3,133.35	\$ 3,100.00	\$ 3,300.00	\$ 3,500.00	GHS
Golf - Boys' Assistant Coach	Mar - May			7%	\$ 2,437.05	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
Golf - Boys' Assistant Coach	Mar - May			7%	\$ 2,437.05	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
Gymnastics Coach	Nov - Mar			13%	\$ 4,525.95	\$ 4,500.00	\$ 4,700.00	\$ 4,900.00	GHS
Soccer - Boys' Head Coach	Aug - Oct			10%	\$ 3,481.50	\$ 3,400.00	\$ 3,600.00	\$ 3,800.00	GHS
Soccer - Girls' Head Coach	Mar - June			10%	\$ 3,481.50	\$ 3,400.00	\$ 3,600.00	\$ 3,800.00	GHS
Soccer - Boys' Assistant Coach	Aug - Oct			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Soccer - Boys' Assistant Coach	Aug - Oct			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Soccer - Girls' Assistant Coach	Mar - June			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Soccer - Girls' Assistant Coach	Mar - June			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Softball - Head Coach	Mar - June			10%	\$ 3,481.50	\$ 3,400.00	\$ 3,600.00	\$ 3,800.00	GHS
Softball - Assistant Coach	Mar - June			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Softball - Assistant Coach	Mar - June			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS

Option I. B.

Activity	Season	Hour	Staffing Rate	Base Staffing Cost	Building
Swimming - Girls' Head Coach	Aug - Nov		12%	\$ 4,177.80	\$ 4,500.00 GHS
Swimming - Boys' Head Coach	Nov - Mar		12%	\$ 4,177.80	\$ 4,500.00 GHS
Swimming Girls' Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,000.00 GHS
Tennis - Girls' Head Coach	Aug - Oct		9%	\$ 3,133.35	\$ 3,500.00 GHS
Tennis - Boys' Head Coach	Mar - June		9%	\$ 3,133.35	\$ 3,500.00 GHS
Tennis - Girls' Assistant Coach	Aug - Oct		7%	\$ 2,437.05	\$ 2,700.00 GHS
Tennis - Boys' Assistant Coach	Mar - June		7%	\$ 2,437.05	\$ 2,700.00 GHS
Boys' Track Head Coach	Mar - June		12%	\$ 4,177.80	\$ 4,500.00 GHS
Boys' Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,000.00 GHS
Boys' Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,000.00 GHS
Girls' Track Head Coach	Mar - June		12%	\$ 4,177.80	\$ 4,500.00 GHS
Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,000.00 GHS
Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,000.00 GHS
Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,000.00 GHS
Assistant Track Coach	Mar - June		8%	\$ 2,785.20	\$ 3,000.00 GHS
Volleyball - Boys' Head Coach	Aug - Nov		10%	\$ 3,481.50	\$ 3,800.00 GHS
Volleyball - Boys' Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,000.00 GHS
Volleyball - Boys' Asst. 9th Gr Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,000.00 GHS
Volleyball - Girls' Head Coach	Aug - Nov		10%	\$ 3,481.50	\$ 3,800.00 GHS
Volleyball - Girls' Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,000.00 GHS
Volleyball - Girls' Assistant Coach	Aug - Nov		8%	\$ 2,785.20	\$ 3,000.00 GHS
Wrestling Head Coach	Nov - Feb		12%	\$ 4,177.80	\$ 4,500.00 GHS
Wrestling - Assistant Coach	Nov - Feb		8%	\$ 2,785.20	\$ 3,000.00 GHS
Wrestling - Assistant Coach	Nov - Feb		8%	\$ 2,785.20	\$ 3,000.00 GHS
High School Athletics Sub-Total				\$ 190,786.20	\$ 206,900.00
				\$ 190,786.20	
HIGH SCHOOL LEVEL CO-CURRICULAR					
Band Advisor			10%	\$ 3,481.50	\$ 3,800.00 GHS
Band Assistant Advisor			9%	\$ 3,133.35	\$ 3,400.00 GHS
Cheerleading Head Coach			10%	\$ 3,481.50	\$ 3,800.00 GHS
Cheerleading - Assistant Coach			10%	\$ 3,481.50	\$ 3,800.00 GHS
Choir Advisor			8%	\$ 2,785.20	\$ 3,100.00 GHS
Drama Production 1-Head Advisor			6%	\$ 2,088.90	\$ 2,300.00 GHS
Drama 1 - Assistant Tech.			5%	\$ 1,740.75	\$ 2,100.00 GHS
Drama Production 2 -Head Advisor			6%	\$ 2,088.90	\$ 2,300.00 GHS
(Drama 2) Assistant Advisor			5%	\$ 1,740.75	\$ 2,100.00 GHS
Drama - Assistant			5%	\$ 1,740.75	\$ 2,100.00 GHS
Drama Assistant			5%	\$ 1,740.75	\$ 2,100.00 GHS
Variety Show Advisor			5%	\$ 1,740.75	\$ 2,100.00 GHS
				\$ 186,500.00	\$ 206,900.00
				\$ 196,700.00	
				\$ 3,400.00	\$ 3,800.00 GHS
				\$ 3,250.00	\$ 3,400.00 GHS
				\$ 3,600.00	\$ 3,800.00 GHS
				\$ 3,600.00	\$ 3,800.00 GHS
				\$ 2,900.00	\$ 3,100.00 GHS
				\$ 2,150.00	\$ 2,300.00 GHS
				\$ 1,950.00	\$ 2,100.00 GHS
				\$ 2,150.00	\$ 2,300.00 GHS
				\$ 1,950.00	\$ 2,100.00 GHS
				\$ 1,950.00	\$ 2,100.00 GHS
				\$ 1,950.00	\$ 2,100.00 GHS
				\$ 1,950.00	\$ 2,100.00 GHS

Option I. B.

Activity	Season	Hour	Staffing		Base Staffing		Building	
			Rate	Cost				
Forensics Advisor			7%	\$ 2,437.05	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
Forensics Assistant Advisor			5%	\$ 1,740.75	\$ 1,700.00	\$ 1,950.00	\$ 2,100.00	GHS
Intramurals Coach			8%	\$ 2,785.20	\$ 2,700.00	\$ 2,850.00	\$ 3,000.00	GHS
Pompons Coach			10%	\$ 3,481.50	\$ 3,400.00	\$ 3,600.00	\$ 3,800.00	GHS
Student Council Advisor	Change		5%	\$ 1,740.75	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
Student Council Advisor	Change		5%	\$ 1,740.75	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
DECA Advisor			7%	\$ 2,437.05	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
DECA Assistant Advisor			5%	\$ 1,740.75	\$ 1,700.00	\$ 1,950.00	\$ 2,100.00	GHS
FBLA Advisor			7%	\$ 2,437.05	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
FBLA Assistant Advisor			5%	\$ 1,740.75	\$ 1,700.00	\$ 1,950.00	\$ 2,100.00	GHS
Peer Listeners			6%	\$ 2,088.90	\$ 2,000.00	\$ 2,150.00	\$ 2,300.00	GHS
Weightlifting Co-Coach (Fall)	Fall		7%	\$ 2,437.05	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
Weightlifting Co-Coach (Winter)	Winter							GHS
Weightlifting Co-Coach (Spring)	Spring							GHS
VICA								GHS
Yearbook (Annual) Co-Advisor			5%	\$ 1,740.75	\$ 1,700.00	\$ 1,950.00	\$ 2,100.00	GHS
Yearbook (Annual) Co-Advisor			12%	\$ 4,177.80	\$ 4,100.00	\$ 4,300.00	\$ 4,500.00	GHS
Destination ImagiNation Coach			7%	\$ 2,437.05	\$ 2,400.00	\$ 2,550.00	\$ 2,700.00	GHS
Destination ImagiNation District Assistant			4%	\$ 1,392.60	\$ 1,400.00	\$ 1,550.00	\$ 1,700.00	GHS
Advisors-Gr 9 #1		40	2%	\$ 696.30	\$ 700.00	\$ 850.00	\$ 1,000.00	GHS
Advisors-Gr 9 #2		40	\$15.07	\$ 602.80	\$ 680.00	\$ 680.00	\$ 800.00	GHS
Advisors-Gr 10 #1		50	\$15.07	\$ 753.50	\$ 850.00	\$ 850.00	\$ 1,000.00	GHS
Advisors-Gr 10 #2		50	\$15.07	\$ 753.50	\$ 850.00	\$ 850.00	\$ 1,000.00	GHS
Advisors-Gr 11 #1		70	\$15.07	\$ 1,054.90	\$ 1,190.00	\$ 1,190.00	\$ 1,400.00	GHS
Advisors-Gr 11 #2		70	\$15.07	\$ 1,054.90	\$ 1,190.00	\$ 1,190.00	\$ 1,400.00	GHS
Advisors-Gr 11 #3		20	\$15.07	\$ 301.40	\$ 340.00	\$ 340.00	\$ 400.00	GHS
Advisors-Gr 11 #4		20	\$15.07	\$ 301.40	\$ 340.00	\$ 340.00	\$ 400.00	GHS
Advisors-Gr 12 #1		70	\$15.07	\$ 1,054.90	\$ 1,190.00	\$ 1,190.00	\$ 1,400.00	GHS
Advisors-Gr 12 #2		70	\$15.07	\$ 1,054.90	\$ 1,190.00	\$ 1,190.00	\$ 1,400.00	GHS
Spanish Honor Society	change	40	\$15.07	\$ 602.80	\$ 700.00	\$ 750.00	\$ 800.00	GHS
French Honor Society	to salary	40	\$15.07	\$ 602.80	\$ 700.00	\$ 750.00	\$ 800.00	GHS
German Club	salary now	40	\$15.07	\$ 602.80	\$ 700.00	\$ 750.00	\$ 800.00	GHS
NHS	salary now	40	\$15.07	\$ 602.80	\$ 700.00	\$ 750.00	\$ 800.00	GHS
NHS	salary now	40	\$15.07	\$ 602.80	\$ 700.00	\$ 750.00	\$ 800.00	GHS
Political Science	salary now	20	\$15.07	\$ 301.40	\$ 350.00	\$ 375.00	\$ 400.00	GHS
Strategists Co-Advisor	salary now	35	\$15.07	\$ 527.45	\$ 525.00	\$ 560.00	\$ 600.00	GHS
Strategists Co-Advisor	salary now	35	\$15.07	\$ 527.45	\$ 525.00	\$ 560.00	\$ 600.00	GHS
Key Club Co-Advisor	salary now	50	\$15.07	\$ 753.50	\$ 750.00	\$ 800.00	\$ 900.00	GHS
Key Club Co-Advisor	salary now	50	\$15.07	\$ 753.50	\$ 750.00	\$ 800.00	\$ 900.00	GHS
Band Tri M Advisor	salary now	40	\$15.07	\$ 602.80	\$ 700.00	\$ 750.00	\$ 800.00	GHS

Option I. B.

Activity	Season	Hour	Staffing		Base Staffing		Building	
			Rate	Cost				
Math Club Co-Advisor	salary now	20	\$15.07	\$	350.00	\$	400.00	GHS
Math Club Co-Advisor	salary now	20	\$15.07	\$	350.00	\$	400.00	GHS
Battle Bots IQ	salary now	60	\$15.07	\$	1,050.00	\$	1,200.00	GHS
Battle Bots IQ	salary now	60	\$15.07	\$	1,050.00	\$	1,200.00	GHS
Environmental Club	salary now	40	\$15.07	\$	700.00	\$	800.00	GHS
Emerging Women	salary now	40	\$15.07	\$	700.00	\$	800.00	GHS
Cup O Controversy	salary now	40	\$15.07	\$	700.00	\$	800.00	GHS
High School Co-Curricular Sub-Total				\$	86,900.00	\$	100,400.00	
HIGH SCHOOL GRAND TOTAL				\$	273,400.00	\$	289,995.00	\$
				\$	84,731.35			
				\$	275,517.55			
				\$	84,731.35			
				\$	275,517.55			
MIDDLE SCHOOL ATHLETICS								
Cross Country Coach	Sep - Oct		7%	\$	2,400.00	\$	2,700.00	KMS
Cross Country Coach	Sep - Oct		7%	\$	2,400.00	\$	2,700.00	KMS
Track Coach - Co-Ed	Apr - May		7%	\$	2,400.00	\$	2,700.00	KMS
Track Coach - Co-Ed	Apr - May		7%	\$	2,400.00	\$	2,700.00	KMS
Track Coach - Co-Ed	Apr - May		7%	\$	2,400.00	\$	2,700.00	KMS
Track Coach - Co-Ed	Apr - May		7%	\$	2,400.00	\$	2,700.00	KMS
Basketball - Girls' Coach	Sep - Nov		8%	\$	2,700.00	\$	3,000.00	KMS
Basketball - Girls' Coach	Sep - Nov		8%	\$	2,700.00	\$	3,000.00	KMS
Basketball - Boys' Coach	Nov - Jan		8%	\$	2,700.00	\$	3,000.00	KMS
Basketball - Boys' Coach	Nov - Jan		8%	\$	2,700.00	\$	3,000.00	KMS
Wrestling Coach	Nov - Jan		7%	\$	2,400.00	\$	2,700.00	KMS
Wrestling Coach	Nov - Jan		7%	\$	2,400.00	\$	2,700.00	KMS
Volleyball Coach	Jan - Mar		7%	\$	2,400.00	\$	2,700.00	KMS
Volleyball Coach	Jan - Mar		7%	\$	2,400.00	\$	2,700.00	KMS
Middle School Athletics Sub Total				\$	34,800.00	\$	39,000.00	
				\$	35,511.30			
				\$	35,511.30			
MIDDLE SCHOOL CO-CURRICULAR								
Yearbook (Annual) - Advisor (only 1)			11%	\$	3,800.00	\$	4,200.00	KMS
Band Advisor			7%	\$	2,400.00	\$	2,700.00	KMS
Band Advisor			7%	\$	2,400.00	\$	2,700.00	KMS
Chorus			7%	\$	2,400.00	\$	2,700.00	KMS
Cheerleading Coach			4%	\$	1,392.60	\$	1,700.00	KMS
Cheerleading Coach			4%	\$	1,392.60	\$	1,700.00	KMS
Dramatics - Advisor			7%	\$	2,400.00	\$	2,700.00	KMS
Dramatics - Assistant Advisor			5%	\$	1,740.75	\$	2,100.00	KMS
Forensics - Head Coach			7%	\$	2,400.00	\$	2,700.00	KMS
Forensics - Assistant Coach			5%	\$	1,740.75	\$	2,100.00	KMS
Forensics - Assistant Coach			5%	\$	1,740.75	\$	2,100.00	KMS

Option I. B.

Activity	Season	Hour	Staffing Rate	Base Staffing Cost			Building
Newspaper - Co-Advisor			6%	\$ 2,088.90	\$ 2,000.00	\$ 2,150.00	KMS
Newspaper - Co-Advisor			6%	\$ 2,088.90	\$ 2,000.00	\$ 2,150.00	KMS
Destination ImagiNation Coach			4%	\$ 1,392.60	\$ 1,400.00	\$ 1,550.00	KMS
Student Council Advisor			6%	\$ 2,088.90	\$ 2,000.00	\$ 2,150.00	KMS
Student Council Advisor			6%	\$ 2,088.90	\$ 2,000.00	\$ 2,150.00	KMS
Variety Show Co-Advisor			5%	\$ 1,740.75	\$ 1,700.00	\$ 1,950.00	KMS
Variety Show Co-Advisor			5%	\$ 1,740.75	\$ 1,700.00	\$ 1,950.00	KMS
Making Connections/Caring Crusaders		36	\$15.07	\$ 542.52	\$ 612.00	\$ 612.00	KMS
Making Connections/Caring Crusaders		36	\$15.07	\$ 542.52	\$ 612.00	\$ 612.00	KMS
Multi-Cultural Club		36	\$15.07	\$ 542.52	\$ 612.00	\$ 612.00	KMS
Multi-Cultural Club		36	\$15.07	\$ 542.52	\$ 612.00	\$ 612.00	KMS
Multi-Cultural Club		36	\$15.07	\$ 542.52	\$ 612.00	\$ 612.00	KMS
Ski Club		24	\$15.07	\$ 361.68	\$ 408.00	\$ 408.00	KMS
Ski Club		24	\$15.07	\$ 361.68	\$ 408.00	\$ 408.00	KMS
Ski Club		24	\$15.07	\$ 361.68	\$ 408.00	\$ 408.00	KMS
Middle School Co-Curricular Sub Total				\$ 41,049.69	\$ 40,784.00	\$ 44,034.00	
MIDDLE SCHOOL GRAND TOTAL				\$ 76,560.99	\$ 75,584.00	\$ 80,934.00	
ELEMENTARY							
Destination ImagiNation Site Manager			4%	\$ 1,392.60	\$ 1,400.00	\$ 1,550.00	Amy Belle
Destination ImagiNation Site Manager			4%	\$ 1,392.60	\$ 1,400.00	\$ 1,550.00	County Line
Destination ImagiNation Site Manager			4%	\$ 1,392.60	\$ 1,400.00	\$ 1,550.00	MacArthur
Destination ImagiNation Site Manager			4%	\$ 1,392.60	\$ 1,400.00	\$ 1,550.00	Rockfield
ELEMENTARY SCHOOL TOTAL				\$ 5,570.40	\$ 5,600.00	\$ 6,200.00	Rockfield
GRAND TOTALS (ALL DISTRICT)				\$ 357,648.94	\$ 354,584.00	\$ 377,129.00	
					(\$12,919)	\$ 19,480.06	
				\$ 170,250.00	\$ 83,979.00	\$ 115,600.00	\$ 369,829.00
			Current Staffing				\$ 12,180.06

COACHING COMPARABLES - MILWAUKEE AREA

Boys	Grafton	Homestead	Milwaukee Lutheran	New Berlin Eisenhower	New Berlin West	Nicolet	Port Washington	Whitefish Bay
Baseball - Head Coach	4208	3567	2361	4000	4000	4250	3611	3600
Baseball - Assistant	2163	2523	1026	2800	2800	2944	2453	
Baseball - Assistant non-Staff								
Baseball - JV	2163	2523	1026	3000	3000	2944	2453	2250
Baseball - Freshmen	2163	2523	1026	2800	2800	2944	2453	2250
Basketball - Head Coach	4843	3567	4003	4400	4400	4250	3611	5100
Basketball - Assistant		2523	2771	3100	3100	2944	2453	
Basketball - Assistant non-Staff								
Basketball - JV	2733	2523	2771	3300	3300	2944	2453	3300
Basketball - Freshmen	2733	2523	2771	3100	3100	2944	2453	3300
Cross Country - Head Coach	3657	3567		4000	4000		2598	3300
Cross Country - Co-Ed Coach			1848			3888		
Cross Country - Assistant		2523	1232	2800	2800	2718		
Cross Country - Assistant non-Staff								
Football - Head Coach	4843	3567	3900	4400	4400	4250	3611	3900
Football - Assistant	2274	2523	2451	3100	3100	2944	2453	2871
Football - Assistant non-Staff								
Golf - Head Coach	3041	2762	1334	4000	4000	3888	2598	3300
Golf - Assistant	1954		1129	2800	2800	2718	2642	
Golf - Assistant non-Staff								
Golf - JV		2054		3000	3000			2400
Golf - Freshmen		2054		2800	2800			
Hockey - Head Coach	3548	3567						4200
Hockey - Assistant		2523						3000
Hockey - Assistant non-Staff								
Ski Coach								980
Ski (0.5 Coach)		670						
Soccer - Head Coach	4179	3567	2566	4000	4000	4250	3611	3600
Soccer - Assistant		2523		2800	2800	2944		
Soccer - Assistant non-Staff								
Soccer - JV	2884	2523	1950	3000	3000	2944	2381	2250

Soccer - Freshmen	2884	2523	1950	2800	2800	2944	2381	2250
Swimming - Head Coach	4179	3567	2053	4000	4000	4250	3611	4200
Swimming - Assistant	3757	2523	1540	2800	2800	2944	1696	1800
Swimming - Assistant non-Staff								
Swimming - Diving Coach								
Tennis - Head Coach	3603	2762	1642	4000	4000	3888	2598	3000
Tennis - Assistant	2083	2054	1334	2800	2800	2718	2164	2100
Tennis - Assistant non-Staff								
Tennis - JV				3000	3000			
Track - Head Coach	4208	3567	2977			4250	3611	3900
Track - Co-ed Coach				4400	4400		2918	
Track - Assistant	3121	2523	2053	3100	3100	2944		2250
Track - Assistant non-Staff								
Track - Pole Vault Coach								
Volleyball - Head Coach		2762				3888		3600
Volleyball - Assistant		2054				2718		2250
Volleyball - Assistant non-Staff								
Wrestling - Head Coach	4208	3567	2771	4000	4000	4250	3611	4200
Wrestling - Co-Head Coach				2800	2800			
Wrestling - Assistant	2080	2523				2944	2381	3000
Wrestling - Assistant non-Staff								
Wrestling - JV			1848					
Wrestling - Freshmen			1848					
Girls								
Basketball - Head Coach	4843	3567	4003	4400	4400	4250	3611	5100
Basketball - Assistant		2523	2771	3100	3100	2944	2453	
Basketball - JV	2503	2523	2771	3300	3300	2944	2453	3300
Basketball - Freshmen	2503	2523	2771	3100	3100	2944	2453	3300
Cross Country - Head Coach	3358	3567		4000	4000		2598	2893
Cross Country - Co-ed Coach			1848					
Cross Country - Assistant		2523	1232	2800	2800			
Cross Country - JV								
Golf - Head Coach		2762	1334	4000	4000	3888		3300

Golf - Assistant					2800	2800	2800	2718		2400
Golf - JV		2054								
Gymnastics - Head Coach	3258	3567					4250	2598	5100	
Gymnastics - Assistant	2266	2523					2944	2164	3600	
Ski Coach									980	
Ski (0.5 Coach)		670								
Soccer - Head Coach	4179	3567	2566		4000	4000	4250	3611	3600	
Soccer - Assistant		2523			2800	2800	2944			
Soccer - JV	2695	2523	1950		3000	3000	2944	2381	2250	
Soccer - Freshmen	2695	2523	1950		2800	2800	2944	2381	2250	
Softball - Head Coach	4208	3567	2361		4000	4000	3888	3611	3600	
Softball - Assistant		2523			2800	2800	2712	2453	2400	
Softball - JV	2106	2523	1540		3000	3000	2712	2453		
Softball - Freshmen	2106	2523	1540		2800	2800	2712	2453		
Swimming - Head Coach	4208	3567	2053		4000	4000	4250	3611	4200	
Swimming - Assistant	2066	2523	1540		2800	2800	2944	1696	1800	
Swimming - JV										
Swimming - Diving Coach										
Tennis - Head Coach	3606	2762	1642		4000	4000	3888	2598	3000	
Tennis - Assistant	2000	2054	1334		2800	2800	2718	2164	2100	
Tennis - JV										
Track - Head Coach	4208	3567	2977				4250	3611	3900	
Track - Co-ed Coach					4400	4400				
Track - Assistant	2096	2523	2053		3100	3100	2944	1795	2250	
Track - Part-time Assistant										
Volleyball - Head Coach	4179	2762	2669		4000	4000	3888	3611	3600	
Volleyball - Assistant		2054	1462		2800	2800	2034			
Volleyball - JV	2462	2054	1462		3000	3000	2034	2381	2250	
Volleyball - Freshmen	2462	2054	1462		2800	2800	2034	2381	2250	

COACHING COMPARABLES - GREATER METRO

	Brookfield Central	Brookfield East	DSHA	Germantown	Hamilton	Marquette	Meno. Falls	Wauwatosa East	Wauwatosa West	West Allis Central	West Allis Hale
Boys											
Baseball - Head Coach	3420	3420	4177		4100	4991	2800	3481	4200	3700	3700
Baseball - Assistant	2280	2280			3100	3614	1800	2410	3107	3100	3100
Baseball - Assistant non-Staff						3270					
Baseball - JV			2565						2844		
Baseball - Freshmen			2565						3650		
Basketball - Head Coach	5940	5940	4526		4100	4991	4400	4285	4600	4000	4000
Basketball - Assistant	3960	3960			3100	3614	2800	2678	2950	3300	3300
Basketball - Assist non-Staff						3270					
Basketball - JV			2889						2900		
Basketball - Freshmen			2889						3500		
Cross Country - Head Coach	3600	3600	3481		3600	4991	3600	3213	4285	3100	3100
Cross Country - Assistant	2400	2400	2502		2600	3614	2300	2410	1800	2500	2500
Cross Country - Assist non-Staff						3270					
Football - Head Coach	4680	4680	4177		4100	4991	3600	4552	4700	4000	4000
Football - Assistant	3120	3120	2635		3100	3614	2300	2678	2837	3300	3300
Football - Assist non-Staff						3270					
Golf - Head Coach	3060	3060	3133		3100	3614	2800	3213		3100	3100
Golf - Assistant	2040	2040			2100	2926	1800	2678		2300	2300
Golf - Assist non-Staff						2582					
Golf - JV			2256								
Golf - Freshmen			2256								
Hockey - Head Coach	4860	4860				4991	3600	3749	4017		
Hockey - Assistant	3240	3240				3614	2300	2544	2544		
Hockey - Assist non-Staff						3270					
Soccer - Head Coach	3960	3960	3481		600	4991			2544	3700	3700
Soccer - Assistant	2640	2640			2600	3614				3100	3100
Soccer - Assist non-Staff						3270	3600		3749		
Soccer - JV			2580				2300		3122		
Soccer - Freshmen			2580								
Swimming - Head Coach	4680	4680	4177(co-op)			4991			2300	4000	4000
Swimming - Assistant	3120	3120				3614	2800	4552	4285	3200	3200
Swimming - Assist non-Staff						3270	1800	2544	2544		
Swimming - Diving Coach										3500	3500

Softball - Freshmen			2605	2580										
Swimming - Head Coach	4680	4680	5498	4177			3600	5088	3749	4000	4000			
Swimming - Assistant	3120	3120	2978				2300	2678	2536	3200	3200			
Swimming - JV			2978	2471										
Swimming - Diving Coach			2978							3500	3500			
Tennis - Head Coach	3060	3060	4297	3133	3100		2800	4552	4285					
Tennis - Assistant	2040	2040	2977		2100		1800	2946	2544					
Tennis - JV			2854	2185										
Track - Head Coach	4140	4140	4702	4177			3600	4820	4552	4000	4000			
Track - Assistant	2760	2760	2854	2510			2300	2544	2740	3500	3500			
Track - Part-time Assistant			1424											
Volleyball - Head Coach	3600	3600	5983	3481	3600		3600	3481	3800	3400	3400			
Volleyball - Assistant	2400	2400	3091		2600		2300	2544	2372	2700	2700			
Volleyball - JV			2978	2913					2544					
Volleyball - Freshmen			2728	2913					2544					

COACHING COMPARABLES - GREATER METRO

	Brookfld Central	Brookfld East	DSHA	Germantown	Hamilton	Marquette	Meno. Falls	Wauwatosa East	Wauwatosa West	West Allis Central	West Allis Hale
Boys											
Baseball - Head Coach	3420	3420	4177		4100	4991	2800	3481	4200	3700	3700
Baseball - Assistant	2280	2280			3100	3614	1800	2410	3107	3100	3100
Baseball - Assistant non-Staff						3270					
Baseball - JV			2565						2844		
Baseball - Freshmen			2565						3650		
Basketball - Head Coach	5940	5940	4526		4100	4991	4400	4285	4600	4000	4000
Basketball - Assistant	3960	3960			3100	3614	2800	2678	2950	3300	3300
Basketball - Assist non-Staff						3270					
Basketball - JV			2889						2900		
Basketball - Freshmen			2889						3500		
Cross Country - Head Coach	3600	3600	3481		3600	4991	3600	3213	4285	3100	3100
Cross Country - Assistant	2400	2400	2502		2600	3614	2300	2410	1800	2500	2500
Cross Country - Assist non-Staff						3270					
Football - Head Coach	4680	4680	4177		4100	4991	3600	4552	4700	4000	4000
Football - Assistant	3120	3120	2635		3100	3614	2300	2678	2837	3300	3300
Football - Assist non-Staff						3270					
Golf - Head Coach	3060	3060	3133		3100	3614	2800	3213		3100	3100
Golf - Assistant	2040	2040			2100	2926	1800	2678		2300	2300
Golf - Assist non-Staff						2582					
Golf - JV			2256								
Golf - Freshmen			2256								
Hockey - Head Coach	4860	4860				4991	3600	3749	4017		
Hockey - Assistant	3240	3240				3614	2300	2544	2544		
Hockey - Assist non-Staff						3270					
Soccer - Head Coach	3960	3960	3481		600	4991			2544	3700	3700
Soccer - Assistant	2640	2640			2600	3614				3100	3100
Soccer - Assist non-Staff						3270	3600		3749		
Soccer - JV			2580				2300		3122		
Soccer - Freshmen			2580								
Swimming - Head Coach	4680	4680	4177(co-op)			4991			2300	4000	4000
Swimming - Assistant	3120	3120				3614	2800	4552	4285	3200	3200
Swimming - Assist non-Staff						3270	1800	2544	2544		
Swimming - Diving Coach										3500	3500

Softball - Freshmen			2605	2580															
Swimming - Head Coach	4680	4680	5498	4177						3600	5088	3749	4000	4000					
Swimming - Assistant	3120	3120	2978							2300	2678	2536	3200	3200					
Swimming - JV			2978	2471															
Swimming - Diving Coach			2978																
Tennis - Head Coach	3060	3060	4297	3133	3100					2800	4552	4285	4000	4000					
Tennis - Assistant	2040	2040	2977		2100					1800	2946	2544							
Tennis - JV			2854	2185															
Track - Head Coach	4140	4140	4702	4177						3600	4820	4552	4000	4000					
Track - Assistant	2760	2760	2854	2510						2300	2544	2740	3500	3500					
Track - Part-time Assistant			1424																
Volleyball - Head Coach	3600	3600	5983	3481	3600					3600	3481	3800	3400	3400					
Volleyball - Assistant	2400	2400	3091		2600					2300	2544	2372	2700	2700					
Volleyball - JV			2978	2913								2544							
Volleyball - Freshmen			2728	2913								2544							

II. EVENT COMPARABLES

Germantown School District

TO: Personnel Committee

FROM: Jack Klebesadel

DATE: February 27, 2017

RE: Event Staff Pay

For the purposes of discussion and this agenda item, the event coverage pay was reviewed. In doing a comparison to other districts in the area, it was determined that the current compensation of \$10.54/hour was low. Also considered is that this hourly rate has not been increased since 2002. Other district's event staff compensation rates include the following:

(All rates presented are hourly unless noted.)

*District	Rate/From	To	**District	Rate	**District	Rate
Greendale	\$10.00	\$15.00	Arrowhead	\$15.00	Port Washngtn	\$18.00
New Berlin	\$16.83		Cedarburg	\$15.00	Sussex Hamltn	\$16.00
Pewaukee	\$15.00	\$17.50	Grafton	\$15.00	Whitefish Bay	\$15.00
Muskego	\$18.42		Homestead	\$12.81	Germantown	\$10.54
Whitnall	\$14.05		Nicolet	\$32/event		

*Data from 2012 – 2013

**Data from 2015 – 2016 Germantown Rate has not changed since before 2002

OPTION A - Increase compensation to \$17.00 per hour

OPTION B - For event staff use the following schedule:

0 – 5 years - \$13.00/hr

6 – 10 years - \$17.00/hr

11+ years - \$20.00/hr

- Consider a minimum of 10 events per year as a year of experience
- Consider NFHS Online Course for 11+ years

GERMANTOWN SCHOOL DISTRICT

TO: Personnel Committee

TOPIC: Support Staff Evaluations

FROM: Mike Nowak

BOARD MEETING: February 27, 2017

DATE: February 22, 2017

AGENDA ITEM: V.B.

During our last Personnel Committee we were asked to bring the support staff evaluation tool back to the Personnel Committee. We are providing the support staff performance evaluation tool to the Personnel Committee for discussion and consideration of possible changes.

RECOMMENDATION: Develop an outline of possible adjustments to the evaluation tool which would be used as a guide in developing a new evaluation tool which would be proposed in the Personnel Committee at a future meeting.

- Personnel File
- Employee Copy
- Supervisor Copy

Germantown School District
Support Staff Performance Evaluation
School Secretaries and Aides

Print Form

Employee: Position:

Date: Supervisor:

Objective: The objective of performance evaluation is to facilitate communication between the employee and supervisor regarding work performance and provide guidance to the employee on the supervisor's expectations of the position.

Instructions: Please evaluate the employee's work performance in relation to the current job requirements.

1. Quality of work: Accuracy, neatness, thoroughness, meets job related deadlines, etc.

Meets expectations:

Current Indicators:

Goals for Future

2. Ability to perform job requirements: Willingness to do what is asked, demonstrates commitment to demands of job, prepares for change and exhibits willingness to be flexible, etc.

Meets expectations:

Current Indicators:

Goals for Future

3. Professionalism: Represents school district and self well with public, staff and students, communicates thoughtfully, responsively, tactfully to needs of individuals, etc.

Meets expectations:

Current Indicators:

Goals for Future

4. Dependability: Attendance, punctuality, trustworthiness, etc.

Meets expectations:

Current Indicators:

Goals for Future

5. Collaboration: Ability to work and collaborate as a member of a team, interpersonal skills, respectful, etc.

Meets expectations:

Current Indicators:

Goals for Future

6. Judgement: Maintains confidentiality, uses discretion in respect to public, staff and students, etc.

Meets expectations:

Current Indicators:

Goals for Future

7. Student Interaction: Appropriate, positive, effective interaction with students, student focused, etc.

Meets expectations:

Current Indicators:

Goals for Future

8. Initiative: Independently seeks and takes positive action, self motivated, resourceful, etc.

Meets expectations:

Current Indicators:

Goals for Future

9. Technical Skills: Utilizes electronic, mechanical office/instructional tools with confidence, etc.

Meets expectations: _____

Current Indicators:

Goals for Future

10. Problem Solving: Ability to define and address problems, finds innovative and improved ways of doing things and/or generates new ideas, etc.

Meets expectations: _____

Current Indicators:

Goals for Future

Employee Comments:

I always strive to be the best at whatever job or task I am working on. I am always "present" with the kids and the job at hand. I hope the repertoire I try to build, with even the most difficult students, conveys the principles I try to achieve. My background as a speech therapist helps me understand the disabilities my kids deal with. My students know they can ask me for help on any assignment at any time, but I also make them try on their own first. I enjoy my job here, even on the most frustrating of days!

I understand that my signature on this form indicates that I have received this report and not necessarily that I agree with the evaluation. I further understand that I may attach a written statement in response to this evaluation.

Employee Signature

Date

Supervisor's signature

Discussed with individual on:

(Date)