

**GERMANTOWN SCHOOL DISTRICT
NOTICE OF BOARD OF EDUCATION MEETING
District Administrative Offices - Board Room
N104 W13840 Donges Bay Road
Germantown, WI 53022**

**Monday, April 22, 2013
7:00 p.m.**

AGENDA

- I. Meeting Called to Order and Pledge of Allegiance
 - A. Official Meeting Notification
 - B. Roll Call

- II. Approval of Agenda

- III. 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.

- IV. Approval of Minutes
 - A. April 8, 2013 Board Meeting

- V. Consent Agenda
 - A. Donations

- VI. Correspondence, Reports, and Information Items
 - A. Mission Sightings
 - B. District Medical Advisor/Custodian of Health Records
 - C. District Goals Update
 - D. KMS Master Schedule Change

- VII. Superintendent Search Committee
 - A. Update from April 17, 2013 Superintendent Search Committee meeting.

- VIII. Policy Committee
 - A. Discussion with appropriate action regarding remainder of NEOLA Policy Updates #4 (8330 and 5722).
 - B. Update on remaining items discussed in committee.

- IX. Finance Committee
 - A. Update on items discussed in committee.

- X. New Business
 - A. Discussion with appropriate action to elect officers (President, Vice President, Treasurer, and Clerk).
 - B. Appointment of CESA #1 Delegate and remaining committee members and liaisons.
 - C. Discussion with appropriate action to approve 2013-2014 Board calendar.
 - D. Discussion with appropriate action to approve 2013-2014 teacher contracts.
 - E. Discussion with appropriate action regarding Youth Options requests.
 - F. Discussion with appropriate action regarding Facility Use Variance Request – Rec Department summer programs.
 - G. Discussion with appropriate action regarding Professional/Technical Letters of Employment.

- XI. Closed Session - The Board will take action to enter into closed session pursuant to 19.85(1)(c), 19.85(1)(e) and 19.85(1)(f).
 - A. Discussion regarding 2012-2013 GEA negotiations.
 - B. Discussion regarding 2013-2014 AFSCME negotiations.
 - C. Discussion regarding Preliminary Notices of Non-renewal.

- XII. Open Session
 - A. Discussion with appropriate action regarding Preliminary Notices of Non-renewal.

- XIII. Adjourn.

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
April 8, 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 District Office Board Room at 7:17 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.
2. Motion by Warnimont, second by Spies to approve the agenda. Motion carried.
3. Motion by Spies, second by Loth to approve the March 25, 2013 Board meeting minutes.
4. Motion by Loth, second by Spies to approve the March 25, 2013 first closed session minutes. Motion carried.
5. Motion by Warnimont, second Spies to approve the March 25, 2013 second closed session minutes. Motion carried.
6. Motion by Warnimont, second by Barney to approve Consent Agenda items as follows:

Accept the donation of ten horizontal shaft engines valued at a total of \$5,000 from Briggs and Stratton to be utilized by the Energy, Power and Transportation class at Germantown High School.

Motion carried.
7. Student Representative Sydney Langmann updated the Board on student events taking place in the district.
8. Rockfield Elementary School Principal Lynn Bub introduced school psychologist Lisa Bartolone who with fellow staff members Nicole Leffler, Candice Miller, and Sara Kendall, prepared a presentation on the Early Childhood program in the district.
9. Dr. Borden presented mission sightings noting special student achievements and events that reflect the District's Mission Statement.
10. Director of Human Resources Cynthia Coley provided an enrollment update.
11. Dr. Borden indicated that the Board had received a draft 2013-2014 Board meeting schedule and that the schedule will be brought back for approval on April 22, 2013 with the addition of a Board and Finance Committee meeting added to September 23, 2013.
12. Recommendation from Policy Committee to approve the revisions to policies 2260 – Nondiscrimination and Access to Equal Education Opportunity, 5724 – High School Voter Registration, 5730 – Equal Access for Nondistrict Sponsored Student Clubs and Activities, and 7530.02 – Staff Use of Personal Communication Devices using Option C from NEOLA Policy Update #4. Motion carried (Warnimont – no).

13. Policy Committee Chair Tom Barney informed the Board that discussion and action was tabled on policy updates 8330 – Student Records and 5772 – School Sponsored Publications and Productions.
14. Recommendation from Personnel Committee to approve lane changes per the gray section option of Attachment A – Lane Changes for 2013-2014 which will add \$1500 dollars per block of 15 post-graduate credits earned. Motion carried.
15. Recommendation from Personnel Committee to also approve increasing the salaries of teachers sharing a similar salary placement on the current schedule if the new placement salary is an increase to what they are currently earning, to equal that of those teachers that will increase with the new modifications recommended for 2013-2014 lane changes. Motion carried.
16. Personnel Committee Chair Sarah Larson informed the Board that the committee is progressing with the task force to help develop new compensation models for teaching staff and that a facilitator or consultant may be used with the committee ready to move forward at the next meeting.
17. The Board discussed the Human Growth and Development Committee. Approval of the timeline was not included in the motion to approve the committee in March 2013. Board members agreed that Director of Teaching and Learning Maria Kucharski should proceed with recruiting volunteers. Lester Spies will act as the clergy representative and Bruce Warnimont volunteered to be the Board of Education committee member.
18. Motion by Barney, second by Spies to approve the overnight travel request for three male students and advisor Peter Hammen to travel to Anaheim, CA on April 23-28, 2013 to compete at the national DECA competition. Motion carried.
19. Motion by Warnimont, second by Spies to table discussion and action on 2013-2014 teacher contract approvals until the April 22, 2013 meeting. Motion carried.
20. Motion by Spies, second by Warnimont to approve proceeding with the 2013 Summer School program with the filling of staff positions as needed based upon student enrollment and staff certification. Motion carried.
21. Motion by Warnimont, second by Spies to approve allocating current unassigned Fund Balance dollars to pay for the capital investments of roofing projects not to exceed \$265,000 and asphaltting projects not to exceed \$65,000. Motion carried.
22. Motion by Warnimont, second by Barney to adjourn. Motion carried.
23. Board President Soderberg declared the meeting adjourned at 8:44 p.m.

Jayne Borst
Recording Secretary

Diana Kline
School Board Clerk

ATTACHMENT A - LANE CHANGES

Teacher #	Lane	Current Division	Current Step	Possible Division Change	A. Current Salary	B. New Salary	Difference	Current Salary + \$1,680	Current Salary + \$2,400	New Salary	Add'l. Ind. Adj.	Difference per individual already at the same cell on the salary schedule	Cost	Current Salary + \$1,800	Current Salary + \$5,000	New Salary	Add'l. Ind. Adj.	Difference per individual already at the same cell on the salary schedule	Cost					
8	40	MA	5	11	\$ 58,976.00	\$ 65,259.00	\$ 6,283.00	\$ 60,656.00	\$ 67,400.00	\$ 60,656.00	1	\$ 68.00	\$ 204.00	\$ 62,456.00	\$ 69,728.00	\$ 60,656.00	3	\$ 188.00	\$ 564.00					
9	40	MA	4	11	\$ 57,314.00	\$ 58,976.00	\$ 1,662.00	\$ 58,994.00	\$ 58,994.00	\$ 58,994.00	3	\$ 68.00	\$ 204.00	\$ 59,114.00	\$ 59,114.00	\$ 59,114.00	3	\$ 188.00	\$ 564.00					
10	40	MA	5	10	\$ 57,036.00	\$ 63,020.00	\$ 5,984.00	\$ 54,716.00	\$ 58,536.00	\$ 58,536.00	3	\$ 68.00	\$ 204.00	\$ 62,313.00	\$ 62,313.00	\$ 62,313.00	3	\$ 188.00	\$ 564.00					
4	40&2	MA	5	12	\$ 60,813.00	\$ 67,501.00	\$ 6,688.00	\$ 62,493.00	\$ 62,493.00	\$ 62,493.00	1	\$ 263.00	\$ 263.00	\$ 62,493.00	\$ 62,493.00	\$ 62,493.00	1	\$ 263.00	\$ 263.00					
5	40	MA	5	12	\$ 60,813.00	\$ 67,501.00	\$ 6,688.00	\$ 62,493.00	\$ 62,493.00	\$ 62,493.00	1	\$ 263.00	\$ 263.00	\$ 62,493.00	\$ 62,493.00	\$ 62,493.00	1	\$ 263.00	\$ 263.00					
6	40	MA	5	8	\$ 53,265.00	\$ 58,543.00	\$ 5,278.00	\$ 54,945.00	\$ 54,945.00	\$ 54,945.00	1	\$ 83.00	\$ 83.00	\$ 54,945.00	\$ 54,945.00	\$ 54,945.00	1	\$ 83.00	\$ 83.00					
20	22	BA	1	4	\$ 39,506.00	\$ 40,923.00	\$ 1,417.00	\$ 41,006.00	\$ 41,006.00	\$ 41,006.00	1	\$ 83.00	\$ 83.00	\$ 41,006.00	\$ 41,006.00	\$ 41,006.00	1	\$ 83.00	\$ 83.00					
21	40	MA	4	8	\$ 51,685.00	\$ 53,365.00	\$ 1,680.00	\$ 53,365.00	\$ 53,365.00	\$ 53,365.00	1	\$ 100.00	\$ 100.00	\$ 53,365.00	\$ 53,365.00	\$ 53,365.00	1	\$ 100.00	\$ 100.00					
22	20	BA	1	3	\$ 38,302.00	\$ 39,715.00	\$ 1,413.00	\$ 39,982.00	\$ 39,982.00	\$ 39,982.00	1	\$ 267.00	\$ 267.00	\$ 39,982.00	\$ 39,982.00	\$ 39,982.00	1	\$ 267.00	\$ 267.00					
23	40	MA	5	8	\$ 53,265.00	\$ 58,543.00	\$ 5,278.00	\$ 54,945.00	\$ 54,945.00	\$ 54,945.00	1	\$ 86.00	\$ 86.00	\$ 54,945.00	\$ 54,945.00	\$ 54,945.00	1	\$ 86.00	\$ 86.00					
16	30	MA	4	9	\$ 53,558.00	\$ 55,152.00	\$ 1,594.00	\$ 55,238.00	\$ 55,238.00	\$ 55,238.00	3.7	\$ 86.20	\$ 318.20	\$ 55,238.00	\$ 55,238.00	\$ 55,238.00	3.7	\$ 86.20	\$ 318.20					
18	40	MA	4	9	\$ 53,558.00	\$ 55,152.00	\$ 1,594.00	\$ 55,238.00	\$ 55,238.00	\$ 55,238.00	3.7	\$ 86.20	\$ 318.20	\$ 55,238.00	\$ 55,238.00	\$ 55,238.00	3.7	\$ 86.20	\$ 318.20					
3	20	BA	1	1	\$ 35,534.00	\$ 38,612.00	\$ 3,078.00	\$ 38,894.00	\$ 38,894.00	\$ 38,894.00	1	\$ 282.00	\$ 282.00	\$ 38,894.00	\$ 38,894.00	\$ 38,894.00	1	\$ 282.00	\$ 282.00					
1	30	BA	3	5	\$ 43,458.00	\$ 46,769.00	\$ 3,311.00	\$ 45,856.00	\$ 45,856.00	\$ 45,856.00	1	\$ 282.00	\$ 282.00	\$ 45,856.00	\$ 45,856.00	\$ 45,856.00	1	\$ 282.00	\$ 282.00					
2	8	BA	3	8	\$ 47,096.00	\$ 51,685.00	\$ 4,589.00	\$ 49,965.00	\$ 49,965.00	\$ 49,965.00	1	\$ 86.00	\$ 86.00	\$ 49,965.00	\$ 49,965.00	\$ 49,965.00	1	\$ 86.00	\$ 86.00					
7	40	BA	3	13	\$ 50,731.00	\$ 59,699.00	\$ 8,968.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	1	\$ 23.00	\$ 69.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	1	\$ 23.00	\$ 69.00					
11	40	BA	3	14	\$ 50,731.00	\$ 59,699.00	\$ 8,968.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	3	\$ 23.00	\$ 69.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	3	\$ 23.00	\$ 69.00					
12	40	BA	3	14	\$ 50,731.00	\$ 59,699.00	\$ 8,968.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	3	\$ 23.00	\$ 69.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	3	\$ 23.00	\$ 69.00					
15	30	BA	3	4	\$ 42,246.00	\$ 45,223.00	\$ 2,977.00	\$ 44,646.00	\$ 44,646.00	\$ 44,646.00	1	\$ 708.00	\$ 708.00	\$ 44,646.00	\$ 44,646.00	\$ 44,646.00	1	\$ 708.00	\$ 708.00					
19	30	BA	3	6	\$ 44,673.00	\$ 48,315.00	\$ 3,642.00	\$ 47,073.00	\$ 47,073.00	\$ 47,073.00	1	\$ 708.00	\$ 708.00	\$ 47,073.00	\$ 47,073.00	\$ 47,073.00	1	\$ 708.00	\$ 708.00					
24	40	BA	3	14	\$ 50,731.00	\$ 59,699.00	\$ 8,968.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	1	\$ 708.00	\$ 708.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	1	\$ 708.00	\$ 708.00					
25	40	BA	3	12	\$ 50,731.00	\$ 59,699.00	\$ 8,968.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	1	\$ 708.00	\$ 708.00	\$ 53,131.00	\$ 53,131.00	\$ 53,131.00	1	\$ 708.00	\$ 708.00					
13	20	BA	1	1	\$ 35,534.00	\$ 40,586.00	\$ 5,052.00	\$ 41,294.00	\$ 41,294.00	\$ 41,294.00	1	\$ 948.00	\$ 948.00	\$ 41,294.00	\$ 41,294.00	\$ 41,294.00	1	\$ 948.00	\$ 948.00					
14	40	BA	2	9	\$ 46,985.00	\$ 53,558.00	\$ 6,573.00	\$ 51,065.00	\$ 51,065.00	\$ 51,065.00	1	\$ 538.00	\$ 538.00	\$ 51,065.00	\$ 51,065.00	\$ 51,065.00	1	\$ 538.00	\$ 538.00					
17	20&1	BA	2	3	\$ 39,715.00	\$ 43,677.00	\$ 3,962.00	\$ 43,795.00	\$ 43,795.00	\$ 43,795.00	1	\$ 118.00	\$ 118.00	\$ 43,795.00	\$ 43,795.00	\$ 43,795.00	1	\$ 118.00	\$ 118.00					
14	20&1	BA	2	3	\$ 1,226,937.00	\$ 1,350,420.00	\$ 123,483.00	\$ 1,289,937.00	\$ 1,289,937.00	\$ 1,289,937.00	1	\$ 2,142.20	\$ 6,673.73	\$ 1,289,937.00	\$ 1,289,937.00	\$ 1,289,937.00	1	\$ 2,142.20	\$ 6,673.73					
													\$ 1,319,337.00	\$ 1,319,337.00	\$ 1,319,337.00	1	\$ 1,725.00	\$ 5,175.00	\$ 1,319,337.00	\$ 1,319,337.00	\$ 1,319,337.00	1	\$ 1,725.00	\$ 5,175.00
													\$ 92,400.00	\$ 92,400.00	\$ 92,400.00	1	\$ 64,255.00	\$ 64,255.00	\$ 92,400.00	\$ 92,400.00	\$ 92,400.00	1	\$ 64,255.00	\$ 64,255.00
													\$ 44,696.60	\$ 44,696.60	\$ 44,696.60	1	\$ 3,317,996.60	\$ 3,317,996.60	\$ 44,696.60	\$ 44,696.60	\$ 44,696.60	1	\$ 3,317,996.60	\$ 3,317,996.60

Long-Range Technology Plan – The Technology Plan should be ready for a Board presentation in summer (July). It will articulate the technology related staff development, infrastructure readiness for the new statewide student information system transition, storage, BYOD, Smarter-Balanced Assessment, and RtI storage needs. **Please know that technology infrastructure has proven itself to be an upcoming challenge and may require a financial commitment.** With all the new devices, we are experiencing what Marc G. terms a “bottleneck.” This happens as our new devices are now “maxing out” the system.

Long-Range Facilities Plan – The Buildings Committee has this on the agenda for April 24.

Maintain Current Financial Stability – This month is the month where the state level budget discussions and final determination of the 2013-15 state budget happens. Our final choices for the preliminary budget and annual meeting budget that we present to you are dependent on this. Audit bids were approved and will happen as usual in summer with a November presentation of any findings. As advocacy, a zero increase in state funding is not zero. A zero increase means further examination of staffing and programs for potential decreases. We are lobbying for a minimum of a \$150/pupil and covering the cost of mandates.

Communication Regarding State Level Initiatives – We have continued to provide updates as each of the initiatives (data systems - SSIS, instructional, educator effectiveness, finances) continue to evolve.

Engage in Community Partnerships – Thank you to the members of the Leadership Team for all their tireless work including extending their talents into the community. Working for Big Brothers, Big Sisters, Youth Futures, Kiwanis, Leadership Germantown, the Chamber, and many others make a difference and shares who we are – one of the top performing districts!

Create Mechanisms for Garnering Feedback – Several mechanisms including the all-district survey, focus groups, DAAC, committees, listening sessions, learning sessions, lunch and learns, technology skills survey, exit forms and many others are being utilized. I think we can always get better at using the feedback even more than we do now.

Change the Tools Students use to Learn/Enhance Student Access to Technology– Please see the Innovation Brochure for a best, quick summary!

Enhance Teachers Ability to use Technology – Tech Tuesdays, Leadership Team training, quick videos on the website, Twitter and many others are new mechanisms for teaching teachers. This summer the district will be participating in a summer tech academy with area districts as an extension of this work.

RECOMMENDATION: No action needed. For information only.



Kennedy Middle School Bell Schedule



Hour	Time	Class Periods		
		6 th Grade	7 th Grade	8 th Grade
1 st Bell	7:35-7:40	Locker	Locker	Locker
Announcements will be made at the beginning of Fourth Hour Block				
Block One	7:40-9:03 (8:20-8:23 passing)	Academic Academic	Academic Academic	Coordinated Arts Coordinated Arts
Block Two	9:07-10:30 (9:47-9:50 passing)	Academic Academic	Coordinated Arts Coordinated Arts	Academic Academic
Block Three	10:34-11:57 (11:14-11:17 passing)	Academic Academic	Academic Academic	Academic Academic
Block Four	12:00-12:30	Lunch	Group	RTI/IDR
	12:33-1:03	Group	RTI/IDR	Lunch
Block Five	1:06-1:36	RTI/IDR	Lunch	Group
	1:40-3:03 (2:20-2:23 passing)	Coordinated Arts Coordinated Arts	Academic Academic	Academic Academic



Kennedy Middle School Bell Schedule



Hour	Time	Class Periods			
		6 th Grade	7 th Grade	8 th Grade	
1st Bell	7:35-7:40	Locker	Locker	Locker	
Announcements will be made at the beginning of Fourth Hour Block					
Block One	7:40-9:03 – Block 8:23-9:03 – Split Time (8:20-8:23 passing)	Math or ELA Block	Math or ELA Block	Sci/SS Sci/SS	Sci/SS Sci/SS
Block Two	9:07-10:30 – Block 9:50-10:30 - Split Time (9:47-9:50 passing)	Math or ELA Block	Math or ELA Block	Sci/SS Sci/SS	Math or ELA Block Coordinated Arts Sci/SS Sci/SS
Block Three	10:34-11:57 – Block 11:17-11:57 – Split Time (11:14-11:17 passing)	Math or ELA Block	Math or ELA Block	Sci/SS Sci/SS	Math or ELA Block Sci/SS Sci/SS (11:14-11:17 passing)
Block Four	12:00-12:30 12:33-1:03 1:06-1:36	Lunch	Group	Group	RTI/IDR Lunch Group
Block Five	1:40-3:03 – Block 2:23-3:03 – Split Time (2:20-2:23 passing)	Coordinated Arts	Math or ELA Block	Sci/SS Sci/SS	Math or ELA Block Sci/SS Sci/SS (2:20-2:23 passing)

GERMANTOWN BOARD OF EDUCATION

**COMMITTEE APPOINTMENTS
2012-2013**

FINANCE COMMITTEE	
Chairperson (Board Treasurer)	Michael Loth
Board Member	Tom Barney
Board Member	Sarah Larson

PERSONNEL COMMITTEE	
Chairperson (Board Vice President)	Sarah Larson
Board Member	Bruce Warnimont
Board Member	Diana Kline

POLICY COMMITTEE	
Chairperson (Board Clerk)	Diana Kline
Board Member	Tom Barney
Board Member	Michael Loth

BUILDING COMMITTEE	
Chairperson	Bruce Warnimont
Board Member	Michael Loth
Board Member	Lester Spies
Community Representative	To be determined

INSURANCE COMMITTEE	
Chairperson	Tom Barney
Board Member	Sarah Larson
Board Member	Diana Kline

TRANSPORTATION COMMITTEE	
Chairperson	Michael Loth
Board Member	Bruce Warnimont
Board Member	Tom Barney

NEGOTIATIONS COMMITTEE (GEA)	
Chairperson	Tom Barney
Board Member	Bruce Warnimont
Board Member	Diana Kline

NEGOTIATIONS COMMITTEE (AFSCME)	
Chairperson	Michael Loth
Board Member	Sarah Larson
Board Member	Tom Barney

OTHER POSITIONS	
Legislative Liaison	Tom Barney
Instructional Improvement Council	Diana Kline
MATC Representative	Diana Kline
WASB Delegate Assembly (Convention)	Bob Soderberg
CESA #1 Annual Convention Delegate	Lester Spies
Youth Futures	Michael Loth
Special Education/At Risk/Gifted & Talented	Bruce Warnimont
Ad Hoc Chapter 220	Sarah Larson
Technology Committee	Tom Barney
Marketing Committee	Tom Barney
Student Assistance Programs (SAP)	Bruce Warnimont
Park & Recreation Commission	Tom Barney

GERMANTOWN BOARD OF EDUCATION

COMMITTEE APPOINTMENTS

2013-2014

FINANCE COMMITTEE	
Chairperson (Board Treasurer)	Treasurer
Board Member	
Board Member	
PERSONNEL COMMITTEE	
Chairperson (Board Vice President)	Vice President
Board Member	
Board Member	
POLICY COMMITTEE	
Chairperson (Board Clerk)	Clerk
Board Member	
Board Member	
BUILDING COMMITTEE	
Chairperson	
Board Member	
Board Member	
Community Representative	Dave Brown
INSURANCE COMMITTEE	
Chairperson	
Board Member	
Board Member	
TRANSPORTATION COMMITTEE	
Chairperson	
Board Member	
Board Member	
NEGOTIATIONS COMMITTEE (GEA)	
Chairperson	
Board Member	
Board Member	

NEGOTIATIONS COMMITTEE (AFSCME)	
Chairperson	
Board Member	
Board Member	
HUMAN GROWTH & DEVELOPMENT COMMITTEE	
Chairperson	Maria Kucharski
Board Member	Bruce Warnimont
Clergy Member	Lester Spies
OTHER POSITIONS/LIAISONS	
Legislative Liaison	
Instructional Improvement Council	
MATC Representative	
WASB Delegate Assembly (Convention)	
CESA #1 Annual Convention Delegate	
Youth Futures	
Special Education/At Risk/Gifted & Talented	
Ad Hoc Chapter 220	
Technology Committee	
Marketing Committee	
Student Assistance Programs (SAP)	
Park & Recreation Commission	

Board of Education and Sub-Committee Meeting Schedule 2013 – 2014
 (note: meetings subject to change)

DRAFT

<p><u>July, 2013</u></p> <p>Monday, July 15 Personnel, Policy, Board of Education</p> <p>Monday, July 29 Building, Finance, Board of Education</p>	<p><u>January, 2014</u></p> <p>Monday, Jan. 13 Personnel, Policy, (at Rockfield) Board of Education</p> <p>Monday, Jan. 27 Building, Finance, (at MacArthur) Board of Education</p>
<p><u>August, 2013</u></p> <p>Monday, August 12 Personnel, Policy, Board of Education</p> <p>Monday, August 26 Building, Finance, Board of Education</p>	<p><u>February, 2014</u></p> <p>Monday, Feb. 10 Personnel, Policy, (at Kennedy) Board of Education</p> <p>Monday, Feb. 24 Building, Finance, (at Amy Belle) Board of Education</p>
<p><u>September, 2013</u></p> <p>Monday, Sept. 9 Personnel, Policy, Board of Education</p> <p>Monday, Sept. 23 Building, Finance, Annual Meeting, Board of Education</p>	<p><u>March, 2014</u></p> <p>Monday, Mar. 10 Personnel, Policy, (at County Line) Board of Education</p> <p>Monday, Mar. 24 Building, Finance, (at GHS) Board of Education</p>
<p><u>October, 2013</u></p> <p>Monday, Oct. 14 Personnel, Policy, Board of Education</p> <p>Monday, Oct. 28 Building, Finance, Board of Education</p>	<p><u>April, 2014</u></p> <p>Monday, April 14 Personnel, Policy and Board of Education</p> <p>Monday, April 28 Building, Finance, Board of Education</p>
<p><u>November, 2013</u></p> <p>Monday, Nov. 11 Personnel, Policy, Board of Education</p> <p>Monday, Nov. 25 Building, Finance, Board of Education</p>	<p><u>May, 2014</u> OR....MAY 12 & MAY 19??</p> <p>Monday, May 19 Personnel, Policy, Building, Finance, Board of Education</p> <p>No Additional Meetings Scheduled (Memorial Day)</p>
<p><u>December, 2013</u> OR....DEC 9 & DEC 16??</p> <p>Monday, Dec. 16 Personnel, Policy, Building, Finance, Board of Education</p> <p>No Additional Meetings Scheduled (Holiday break)</p>	<p><u>June, 2014</u></p> <p>Monday, June 9 Personnel, Policy, Board of Education</p> <p>Monday, June 23 Building, Finance, Board of Education</p>

Professional and Technical Employees

Borst	Jayne	Secretary to the Superintendent	Administration
Dieringer	Cynthia	School Nurse	Kennedy Middle
Erickson	Donald	Director of Maintenance & Plant Operations	Administration
Gabrysiak	Marc	Director of Technology	Administration
Goodman	Danielle	Secretary to the Director of Human Resources	Administration
Jackowick	Cameron	Assistant Facilities Manager	Administration
Kelnhofer	Nick	Network Technician	Germantown High
Meixner	James	Desktop Technician	Germantown High
Uselding	Susan	Director of Food & Nutrition	Germantown High
Baumgartner	Justin	Technology Support and Student Information System (SIS) Specialist	Administration

May 15, 2012

«First_Name» «Last_Name»
«Street_Address»
«CityStateZip»

Re: Letter of Employment

Dear «First_Name»:

I am happy to confirm that the Germantown School District will be continuing your employment for the 2013-14 school year as «Position_Department_Desc». It is understood and mutually agreed that in consideration of such services satisfactorily performed, Germantown School District, Germantown, Wisconsin, shall pay the said employee the sum not less than the amount listed less authorized deductions: «Position_Contract_Amt». Your position is 1.0 FTE and you will be employed «Days» Days per year, as determined by the School Calendar. You will receive the benefits set forth in the Employee Handbook and Board policy, as may be modified from time to time by the Board.

As an employee of the District, you are subject to the policies, rules, and regulations duly adopted by the Board, including those published in District policy and the Employee Handbook, as may be modified by the Board from time to time, as well as any directives or instructions by the Board and/or Administration, or other requirements or expectations of the District. You may be disciplined, suspended or discharged at any time for misconduct and/or failure to comply with terms or the Employee Handbook, District policies, rule or regulations. As an "at will" employee of the District, your employment may be terminated at any time, with or without cause.

Thank you for your effort over the past year and I look forward to working with you during the 2013-14 school year.

Sincerely,

Dr. Susan Borden
District Administrator