

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

**District Administrative Offices - Board Room
N104 W13840 Donges Bay Road
Germantown, WI 53022**

**June 12, 2017
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:

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. May 22, 2017 Board Meeting

- V. Correspondence, Reports, and Information Items
 - A. District Initiative Update - Powerful Learning Experiences
 - B. Academic and Career Planning Update
 - C. Board Meeting Schedule 2017-2018

- VI. Finance Committee
 - A. Discussion and action to approve purchases over \$15,000.
 - B. Discussion and action to approve 2017-2018 school lunch prices.
 - C. Update on remaining items discussed at June 5, 2017 Finance Committee meeting.

- VII. Building Committee
 - A. Update on items discussed at June 12, 2017 committee meeting.

- VIII. New Business
 - A. Discussion and action to approve donations.
 - B. Discussion and action to approve resignations.
 - C. Discussion and action to approve AP Human Geography.
 - D. Discussion and action to approve summer school contracts.
 - E. Discussion and action to approve District Initiative Action Plan.
 - F. Discussion and action to approve teacher contracts.
 - G. Discussion and action to approve 2016-2017 Germantown Education Association (GEA) Agreement.

- IX. Closed Session: The Board will enter into closed session pursuant to Section 19.85(1)(e)(f)(g).
 - A. Discussion and action to revoke student open-enrollment due to habitual truancy.
 - B. Discussion and possible action regarding potential property purchases and sale negotiations.
 - C. Discussion regarding long-term care litigation.
 - D. Discussion regarding employee issue(s).

- X. Adjourn

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
May 22, 2017

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 5:45 p.m. District Administrator Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Borden – yes, Spies – yes, Larson – yes. Board members Barney and Loth were absent (excused).
2. Motion by Larson, second by Borden to approve the agenda. Motion carried.
3. Motion by Spies, second by Larson to approve the May 8, 2017 meeting minutes. Motion carried.
4. Director of Human Resources Mike Nowak presented an updated enrollment report.
5. Jeff Holmes informed the Board that offers to purchase the district-owned property on Donges Bay Road adjacent to Kinderberg Park will be brought forward to the Board in June.
6. Director of Teaching and Learning Brenda O'Brien presented a short video on AP Human Geography which will be brought to the Board for approval in June as an added course for freshman and sophomore level students.
7. Motion by Larson, second by Spies to approve directing the administration to proceed with negotiating with two property owners adjacent to MacArthur Elementary School to develop a final purchase offer from the district in the near future. Motion carried.
8. Motion by Borden, second by Medved to accept donations of \$1000 from Kohl's Cares to the Kennedy 8th grade Jr. Achievement field trip and \$1,000 to the Kennedy 7th grade science field trip, and accept additional donations of a \$1,000 grant from the Kennedy PTA for the Kennedy 8th grade Civil War reenactment, and \$150 from the Wells Fargo Community Support Campaign on behalf of a County Line parent for the student activity fund. Motion carried.
9. Motion by Spies, second by Medved to accept the resignations of Stacey Bast and Khristian Kay, thank them for their service, and approve posting and filling the vacancies. Motion carried.
10. Motion by Larson, second by Spies to approve summer school 2017 teacher contracts. Motion carried.
11. Motion by Larson, second by Spies to approve the 2017-2018 staffing plan. Motion carried.
12. Motion by Spies, second by Larson to approve the issuance of 276 1.0 FTE teacher contracts and 20 part-time Letters of Intent for the 2017-2018 school year. Motion carried.
13. Motion by Larson, second by Spies to approve the 2017-2018 CESA #1 services contract. Motion carried.
14. Motion by Medved, second by Spies to adjourn. Motion carried.
15. Board President Soderberg declared the meeting adjourned at 6:16 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: District Initiative Update -
Powerful Learning Experiences

FROM: Rick Grothaus

BOARD MEETING: June 12, 2017

DATE: June 8, 2017

AGENDA ITEM: V.A.

Teachers have engaged in exciting work designing “Powerful Learning Experiences” on behalf of their students in response to the District Initiative. A few teachers have agreed to share with you some of the ‘good news’ about what they did with their students. These are a few of many examples of instruction that has occurred this past year that demonstrate and serve as indicators of progress, or metrics, regarding the work of the District Initiative.

RECOMMENDATION: Information only

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Academic and Career Planning (ACP) Update
FROM:	Rick Grothaus	BOARD MEETING:	June 12, 2017
DATE:	June 8, 2017	AGENDA ITEM:	V.B.

PI 26.03 of the Wisconsin Administrative Code states: “Beginning in the 2017-18 school year, an education for employment program shall provide pupils in grades 6 to 12 with academic and career planning services...” The Wisconsin DPI just announced that all school districts must comply with this regulation by September 1, 2017 by means of a school-board approved plan including communication about the plan on our local district website.

ACP is a next evolutionary step from the state Education for Employment requirements with the goal to graduate every student ready for further education and the workplace. ACP activities have been occurring at both the middle and high school levels for a couple of years already. A core team of middle and high school teachers, counselors, and administrators has been formed to guide the development and implementation of the plan. Parents and business/community members will be added to the team this coming fall.

Our Germantown School District ACP plan will be brought to the school board for review and requested approval at the July 24, 2017 school board meeting. The plan will include direct linkages to the District Initiative.

RECOMMENDATION: Information only

Board of Education and Sub-Committee Meeting Schedule 2017-2018

(note: meeting dates subject to change with Policy and Personnel Committee meetings added as needed)

<p><u>July, 2017</u></p> <p>Monday, July 10 NO MEETINGS</p> <p>Monday, July 24 Building Com, Finance, Board of Education</p>	<p><u>January, 2018</u></p> <p>Monday, Jan. 8 Building Committee Board of Education</p> <p>Monday, Jan. 22 Finance, Board of Education</p>
<p><u>August, 2017</u></p> <p>Monday, August 14 Building Committee Board of Education</p> <p>Monday, August 28 Finance, Board of Education</p>	<p><u>February, 2018</u></p> <p>Monday, Feb. 12 Building Committee Board of Education</p> <p>Monday, Feb. 26 Finance, Board of Education</p>
<p><u>September, 2017</u></p> <p>Monday, Sept. 11 Building Committee Board of Education</p> <p>Monday, Sept. 25 (at Kennedy) Finance, Annual Meeting, Board of Education</p>	<p><u>March, 2018</u></p> <p>Monday, Mar. 12 Building Committee Board of Education</p> <p>Monday, Mar. 26 Finance, Board of Education</p>
<p><u>October, 2017</u></p> <p>Monday, Oct. 9 (at Rockfield) Building Committee Board of Education</p> <p>Monday, Oct. 23 (at GHS) Finance, Board of Education</p>	<p><u>April, 2018</u></p> <p>Monday, April 9 Building Committee Board of Education</p> <p>Monday, April 23 Finance, Board of Education</p>
<p><u>November, 2017</u></p> <p>Monday, Nov. 13 (at Amy Belle) Building Committee Board of Education</p> <p>Monday, Nov. 27 (at County Line) Finance, Board of Education</p>	<p><u>May, 2018</u></p> <p>Monday, May 14 NO MEETINGS</p> <p>Monday, May 21 Building Com, Finance, Board of Education</p>
<p><u>December, 2017</u></p> <p>Monday, Dec. 11 NO MEETINGS</p> <p>Monday, Dec. 18 (at MacArthur) Building Com, Finance, Board of Education</p>	<p><u>June, 2018</u></p> <p>Monday, June 11 Building Committee Board of Education</p> <p>Monday, June 25 Finance, Board of Education</p>

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Purchases Over \$15,000
FROM:	Ric Ericksen	BOARD MEETING:	June 12, 2017
DATE:	May 17, 2017	AGENDA ITEM:	V.I.A.

FC Date: June 5, 2017
FC Agenda Item(s): VII. A.

-- The intent is to review due diligence with respect to seeking competitive bids/quotes when possible.
Vetting for the purpose of the purchases may have occurred at other committees. --

\$22,656.48 (Yearly Amount) Waste Management Contract

Recommendation to the Board of Education and Finance Committee:

Bring forward to the Board of Education with a positive recommendation to renew the Waste Management contract as presented in an amount not to exceed \$22,656.48 to be funded out of the appropriate buildings and grounds budget(s).

Background/Attachment(s):

This is a 3-year agreement, which ends June 2020. It does not contain any price escalator clauses. Veolia and Advanced provide similar services. Each was contacted but neither provided a quote.

Please see attached for scheduled services.

eRate Internet/Fiber Bids 2017	Monthly Cost-Internet	Monthly Costs-WAN	1 Time Costs	Total Monthly W/O 1 Time Costs
Vendor				
AT & T	2,749.00	3,510.00	750.00	6,259.00
CenturyLink	4,925.00	16,635.00	-	21,560.00
Ethoplex	2,500.00	4,500.00	-	7,000.00
Spectrum	2,774.00	2,936.00	-	5,710.00
TSR	2,500.00	5,717.01	5,250.00	8,217.01

Multi Customer Addendum Germantown School District

Sales Name: Jason Dondlinger

Billie Jo Mohn

Service Addendum A (Fall Schedule)

EFFECTIVE DATE: 5/1/17

Accl #	Property Address	QTY/Container/Type	Freq/Days	Service	Fall Base Rate	Est. Invoice Total
477-6732	GERMANTOWN SCH AMY BELLE	6YD Trash	2 x week	M, Th	\$91.22	\$120.41
	3294 Willow Creek Rd	2YD RECY	1 x week	M	\$31.83	\$42.02
	Germantown, WI 53022					
477-6731	GERMANTOWN SCH COUNTY LINE	6YD Trash	3 x week	M, W, F	\$134.40	\$177.41
	9939 Butternut Rd N	2YD RECY	1 x week	Th	\$31.83	\$42.02
	Germantown, WI 53022					
477-6733	GERMANTOWN SCH MACARTHUR	6YD Trash	2 x week	T, F	\$91.22	\$120.41
	11492 Fond du Lac Ave N	2YD RECY	1 x week	T	\$31.83	\$42.02
	Germantown, WI 53022					
477-6734	GERMANTOWN SCH ROCKFIELD	4YD Trash	2 x week	T, Th	\$72.78	\$96.07
	18473 Rockfield Rd W	2YD RECY	2 x week	T, Th	\$42.44	\$55.02
	Germantown, WI 53022					
477-6735	GERMANTOWN SCH KENNEDY MIDDLE	8YD Trash	5 x week	M-F	\$264.36	\$348.96
	11836 Crusader Ct N					
	Germantown, WI 53022					
477-7590	GERMANTOWN SCH KENNEDY RECY	6YD RECY	2 x week	T, TH	\$51.50	\$67.98
	11836 Crusader Ct N					
	Germantown, WI 53022					
477-6736	GERMANTOWN HIGH SCHOOL	6YD Trash	5 x week	M-F	\$202.23	\$266.94
	11501 River Ln N	8YD Trash	5 x week	M-F	\$245.74	\$324.38
	Germantown, WI 53022					
477-7589	GERMANTOWN HIGH RECYCLE	8YD RECY	2 x week	T, F	\$68.96	\$91.03
	11501 River Ln N	2YD RECY	1 x week	T	\$31.83	\$42.02
	Germantown, WI 53022					
477-6730	GERMANTOWN SCH ADMIN BLDG	6YD Trash	2 x week	M, Th	\$91.22	\$120.41
	N104W13840 Donges Bay Rd W	2YD RECY	1 x week	M	\$31.83	\$42.02
	Germantown, WI 53022					
						\$2,000.12

Total

*Locations may be added or removed from the addendum as needed and agreed upon by both parties

*This is a 36 month initial term. No PI 12 months, maximum 3% year 2 and 3.

*Fuel Locked at 20%, Environmental Locked at 10%

*Extra pickups RECY: 2YD - \$30, 6YD - \$50, 8YD - \$68

*Extra pickups Trash: 4YD - \$83.86, 6YD - \$107.82, 8YD - \$171.31

Multi Customer Addendum Germantown School District

Service Addendum B (Schedule)

Sales Name: Jason Dondlinger

Service Addendum B (Summer Schedule)

EFFECTIVE DATE: 6/2017

Acct. #	Property Address	QTY/Container/Type	Freq/Days	Service	Summer Base Rate	Est. Invoice Total
477-6732	GERMANTOWN SCH AMY BELLE	6YD Trash	1 x week	M	\$48.04	\$63.41
	3294 Willow Creek Rd Germantown, WI 53022	2YD RECY	1 x week	M	\$31.83	\$42.02
477-6731	GERMANTOWN SCH COUNTY LINE	6YD Trash	1 x week	M	\$48.04	\$63.41
	9939 Butternut Rd N Germantown, WI 53022	2YD RECY	1 x week	Th	\$31.83	\$42.02
477-6733	GERMANTOWN SCH MACARTHUR	6YD Trash	1 x week	T	\$48.04	\$63.41
	11492 Fond du Lac Ave N Germantown, WI 53022	2YD RECY	1 x week	T	\$31.83	\$42.02
477-6734	GERMANTOWN SCH ROCKFIELD	4YD Trash	1 x week	T	\$38.14	\$50.34
	18473 Rockfield Rd W Germantown, WI 53022	2YD RECY	1 x week	T	\$31.83	\$42.02
477-6735	GERMANTOWN SCH KENNEDY MIDDLE	8YD Trash	3 x week	M, W, F	\$160.84	\$212.31
	11836 Crusader Ct N Germantown, WI 53022					
477-7590	GERMANTOWN SCH KENNEDY RECY	6YD RECY	1 x week	T	\$31.83	\$42.02
	11836 Crusader Ct N Germantown, WI 53022					
477-6736	GERMANTOWN HIGH SCHOOL	6YD Trash	3 x week	M, W, F	\$127.10	\$167.77
	11501 River Ln N Germantown, WI 53022	8YD Trash	3 x week	M, W, F	\$152.58	\$201.41
477-7589	GERMANTOWN HIGH RECYCLE	8YD RECY	2 x week	T, F	\$68.96	\$91.03
	11501 River Ln N Germantown, WI 53022	2YD RECY	1 x week	T	\$31.83	\$42.02
477-6730	GERMANTOWN SCH ADMIN BLDG	6YD Trash	2 x week	M, Th	\$91.22	\$120.41
	N104W13840 Donges Bay Rd W Germantown, WI 53022	2YD RECY	1 x week	M	\$31.83	\$42.02
						\$1,327.64

Total

*Locations may be added or removed from the addendum as needed and agreed upon by both parties

*This is a 36 month initial term. No PI 12 months, maximum 3% year 2 and 3.

*Fuel Locked at 20%, Environmental Locked at 10%

*Extra pickups RECY: 2YD - \$30, 6YD - \$50, 8YD - \$68

*Extra pickups Trash: 4YD - \$83.86, 6YD - \$107.82, 8YD - \$171.31

**\$64,512 (\$38,707 net of E-Rate): Spectrum Internet & Wide-Area
Network Contract**

Recommendation to the Board of Education and Finance Committee:

Bring forward to the Board of Education with a positive recommendation to approve the Spectrum contract as presented in an amount not to exceed \$64,512 (net of E-Rate \$38,707) to be funded out of the appropriate Information Technology budget(s) pending administrative review of the service level agreement.

Background/Attachment(s):

Mr. Gabrysiak will be present to explain this renewal. Please see accompanying pages.

GSD eRate Internet/WAN Contract 2017

As result of utilizing the eRate program to solicit bids on the internet and WAN (Wide Area Network) services for the district, I am happy to report a significant cost savings via going out to bid for the services. Currently the district pays \$10,700 per month for all of the internet and WAN services provided by Spectrum, formerly Time Warner Cable. The contract with Spectrum stemming from the eRate bid process will provide the same services for \$5376 per month on a 5-year contract. We had the option for shorter terms, but at a higher rate. A three-year term would be \$584 per month higher. Given the substantial price break of a 5-year contract vs. a 3-year contract, I opted to choose the longer term. The district gets 40% reimbursement on our internet and WAN expenditures via the eRate program. All products and services requested via the eRate program are subject to competitive bid process and is a district policy requirement for expenditures exceeding \$15,000.

Typically, the district brings contracts to the Finance Committee for approval prior to signing, but the eRate program requires a signed contract to file for funding. With the RFP due date falling close to the filing deadline, I was forced to sign the contract on behalf of the district to get the funding requested and could not bring it forward for approval prior to now. That puts me in the rather unusual position of having to ask the FC and School Board to approve a signed contract. *We do have the ability to go back to Spectrum and request any changes deemed necessary, however.*

There were five bidders for these services, and Spectrum was the low bidder. There is an attached spreadsheet for the actual bids. Please note the figures on the spreadsheet are for three-year terms, which was the length specified in the RFP.

My recommendation to the Finance Committee is to accept and approve a 5-year contract with Spectrum for the internet and WAN services as detailed in the contract. The district has now worked with Time Warner Cable/Spectrum since prior to my tenure in the district, so we have over 10 years of relationship with them as a vendor, and have had good service during those years.

I will attend at the Finance Committee and School Board meetings, and will be happy to answer any questions. Thank you for your consideration.

Marc Gabrysiak-GSD Director of Technology

ERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: 2017/2018 School Lunch Prices

FROM: Ric Ericksen

BOARD MEETING: June 12, 2017

DATE: May 17, 2017

AGENDA ITEM: VI.B.

FC Date: June 5, 2017

FC Agenda Item(s): VI. B.

Recommendation to the Board of Education and Finance Committee:

Bring forward to the Board of Education with a positive recommendation to increase the 2017/2018 school lunch prices as presented below.

GHS: currently \$2.80, raise to \$3.00

KMS: currently \$2.60, raise to \$2.75

E/S: currently \$2.45, raise to \$2.55

Background/Attachment(s) -- From Director of Food & Nutrition Shelley Juedes:

The Food and Nutrition Department recommends raising lunch prices by 20 cents for grades 9-12, 15 cents for grades 6-8, and 10 cents for grades K-5. The reasons why are as follows:

- We have not raised lunch prices since 2015/2016.
- The Healthy Hunger-Free Kids Act of 2010 requires schools to complete the Paid Lunch Equity form. The results of completing this form show that we are required to raise our lunch prices.
- We are paying a lot more for fresh, canned and frozen fruits and vegetables. USDA mandates that all students have either ½ cup of fruit or vegetable daily.
- We increased the size of some of our entrees at GHS and KMS, still within the nutritional guidelines, to appeal to more students. Thus the cost of our entrees has increased.

Attachment(s): Survey and pricing history.

Germantown School District Breakfast/Lunch Pricing History

School Year	LUNCH				Milk	BREAKFAST			
	Elementary	KMS	GHS	Adult Elem/Sec		Elementary	KMS	GHS	Adult
2007-2008	\$1.75	\$2.00	\$2.00	\$2.50/\$2.75	\$0.25	Not Offered	\$1.25	\$1.25	\$1.75
2008-2009	\$2.00	\$2.25	\$2.25	\$2.75/\$3.00	\$0.25	Not Offered	\$1.25	\$1.25	\$1.75
2009-2010	\$2.00	\$2.25	\$2.25	\$2.75/\$3.00	\$0.25	\$1.00	\$1.25	\$1.25	\$1.75
2010-2011	\$2.00	\$2.25	\$2.25	\$2.75/\$3.00	\$0.25	\$1.00	\$1.25	\$1.25	\$1.75
2011-2012	\$2.00	\$2.25	\$2.25	\$3.00/\$3.00	\$0.25	\$1.00	\$1.25	\$1.25	\$1.75
2012-2013	\$2.25	\$2.50	\$2.50	\$3.25/\$3.25	\$0.25	\$1.25	\$1.50	\$1.50	\$2.00
2013-2014	\$2.25	\$2.50	\$2.60	\$3.25/\$3.25	\$0.35	\$1.25	\$1.50	\$1.50	\$2.00
2014-2015	\$2.35	\$2.50	\$2.70	\$3.25/\$3.25	\$0.35	\$1.25	\$1.50	\$1.50	\$2.00
2015-2016	\$2.45	\$2.60	\$2.80	\$3.45/\$3.45	\$0.35	\$1.50	\$1.50	\$1.50	\$2.00
2016-2017	\$2.45	\$2.60	\$2.80	\$3.45/\$3.45	\$0.35	\$1.50	\$1.50	\$1.50	\$2.00

**Survey: School Lunch Price Summary
School Year 2016-2017**

District	Elementary	Middle	High
Menomonee Falls			
Breakfast	\$1.45 (Cold)	1.50 (Cold)	1.70 (Hot)
Lunch (Includes Milk)	\$2.20	\$2.55	\$2.85
Milk	\$0.35	\$0.35	\$0.35
Mequon-Thiensville			
Breakfast	\$1.40	\$1.40	\$1.40
Lunch (Includes Milk)	\$2.20	\$2.45	\$2.45
Milk	\$0.30	\$0.30	\$0.30
Grafton			
Breakfast		\$1.50	
Lunch (Includes Milk)	\$2.30	\$2.50	\$2.65
Milk	\$0.35	\$0.35	\$0.35
Slinger			
Breakfast	\$1.40	\$1.40	\$1.40
Lunch (Includes Milk)	\$2.20	\$2.65	\$2.95
Milk	\$0.35	\$0.35	\$0.35
Elmbrook - Brookfield			
Breakfast		\$1.50	\$1.50
Lunch (Includes Milk)	\$2.45	\$2.75	\$2.95
Milk	\$0.35	\$0.35	\$0.35
Sussex Hamilton			
Breakfast			
Lunch (Includes Milk)	\$2.60	\$2.95	\$2.95
Milk	\$0.35	\$0.35	\$0.35
West Bend			
Breakfast	\$1.30/\$1.45 \$2.45 (1st - 4th)	\$1.55	\$1.55
Lunch (Includes Milk)	\$2.65 (5th - 6th)	\$2.90 (7th - 8th)	\$2.90
Milk	\$0.35	\$0.35	\$0.35
Germantown			
Breakfast	\$1.50	\$1.50	\$1.50
Lunch (Includes Milk)	\$2.45	\$2.60	\$2.80
Milk	\$0.35	\$0.35	\$0.35

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Donation

FROM: Jeff Holmes

BOARD MEETING: June 12, 2017

DATE: June 6, 2017

AGENDA ITEM: VIII.A.

Please act on the donation requests described below. The Board of Education should consider acceptance of the donations in accordance with Board Policy 7230 – Gifts, Grants, and Bequests.

1. Accept the donation of a \$1000 from Randy and Sue Hollister in recognition of Karen Borden's advocacy for special needs students to be used to benefit them at her direction.

RECOMMENDATION: Thank the donor for their generosity and approve the donation as listed.

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Resignations
FROM:	Michael Nowak	BOARD MEETING:	June 12, 2017
DATE:	June 6, 2017	AGENDA ITEM:	VIII. B.

Jennifer Collings recently submitted her letter of resignation effective June 9, 2017. Jennifer was hired in August of 2005 in the Germantown School District as a Spanish Teacher at Germantown High School.

RECOMMENDATION: Approve the resignation of Jennifer Collings, thank her for her service to students, families and the Germantown School District, and approve posting and filling the vacancy.

**Teacher contract: "In the event said Teacher with a signed contract for the ensuing year seeks release to accept other employment after July 1, he/she shall forfeit five hundred dollars (\$500), after August 1, he/she shall forfeit seven hundred fifty dollars (\$750), and after August 15, he/she shall forfeit one thousand dollars (\$1,000) as liquidated damages."

GERMANTOWN SCHOOL DISTRICT

TO:	Board Members	TOPIC:	AP Human Geography
FROM:	Brenda O'Brien	BOARD MEETING:	June 12, 2017
DATE:	June 5, 2017	AGENDA ITEM:	VIII.C.

At the May 22 Board meeting, information was presented on the proposal to add AP Human Geography for the 2018-19 school year.

At that meeting, there was a request to see the textbook for this course. The textbook will be brought to the Board meeting on June 12.

RECOMMENDATION: Approve the AP Human Geography course for the 2018-19 school year.

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Summer School Contracts

FROM: Brenda O'Brien

BOARD MEETING: June 12, 2017

DATE: June 5, 2017

AGENDA ITEM: VIII.D.

The current summer school enrollment is 764 as of May 5, 2017. This number includes a limited number of band students. Last year, our enrollment for summer school was 680 (316 students not including band).

The following contracts are being recommended for approval based on courses that have reached maximum enrollment to date or courses that have sufficient enrollment to run at this time. Additional contracts will be forthcoming in early June when more final enrollment numbers are known.

First and Last Name	Assignment	Hours Not to Exceed
Mike Pfeiffer	High School	90
James Cannestra	High School	90
Maureen Wamimont	Aide	80
Jennifer Klebesadel	Aide	80
Theresa Midlikowski	Aide	80
Kimberly Foti	Aide	80
Joni Fletcher	Aide	80
Joanna Masarik	Aide	80
Barb Richmond	Aide	80
Cynthia Goodnetter	Aide	80
Traci Wangerin	Aide	80
Pam Koskovich	Aide	80
Connie Meyer	Aide	80

RECOMMENDATION: Approve the above listed contracts.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** District Initiative Action Plan
FROM: O'Brien/Grothaus/Holmes **BOARD MEETING:** June 12, 2017
DATE: June 8, 2017 **AGENDA ITEM:** VIII.E.

Attached is a proposed draft of the revised District Initiative action plan based on feedback from the District Initiative ad hoc committee (formerly the Ad hoc Standards Committee).

RECOMMENDATION: Adopt as presented

**The Germantown School District “Way”
Vision into Action**

What will benefit our students the most in their future:

MISSION
Empower and Inspire Every Student to Success!
INITIATIVE: Building a foundation for SUCCESS within every child.
<ul style="list-style-type: none"> • Cultivate the “WHOLE” child - discover passions, develop strengths, grow potential • Develop the Essential Success Factors (ESF) <ul style="list-style-type: none"> ○ HOW to learn ○ How to COLLABORATE ○ Know THEMSELVES • Foster a Growth Mindset
GOAL: All teachers advancing their instructional practice to better prepare all students for their future.
<p>Teaching & Learning:</p> <ul style="list-style-type: none"> • Universal Instruction - Every student engaged and learning successfully • Content Expertise - Learning and implementing Professional Research; Best-Practice; Innovation • Whole Child Development for Success - Teaching Essential Success Factors, Growth Mindset • Powerful Learning – Experiences that evoke greater passion, motivation, collaboration, perseverance, and strength of mind and character within all learners
ROLE: School Community Stakeholder Purpose/Responsibilities
<ul style="list-style-type: none"> • Teachers - advance their instructional practice in alignment with the District Initiative • Support Staff - perform assigned tasks in a manner that supports teaching and learning • Principals - ensure an environment that supports learning; provide Instructional Leadership • District Office/District Leadership Team - align systems that support teaching and learning • School Board - align and adopt policy and procedures to advance the District Initiative • Parents - partner with school staff in learning and fostering a Growth Mindset in their children • Community - enhance partnerships with schools to support student learning
HOW: Continuous Improvement Process
<ul style="list-style-type: none"> • Teachers - engage in Professional Growth Model • Support Staff - connect their work to support and advance teaching and learning • Principals - ongoing staff engagement in District Initiative; Professional Growth Model facilitation • District Office - monthly system analysis/alignment, monitoring, coaching, and reporting • District Leadership Team - bi-monthly processing, sharing, next-step planning • School Board - monthly monitoring of and sharing in progress • Parents - monthly newsletter articles; Mindset book study groups; presentations at gatherings
EVIDENCE: Indicators/Metrics of Progress
<p>External, mandated, quantitative metrics:</p> <ul style="list-style-type: none"> • State Report Card, ACT, Aspire, Advanced Placement, Forward, MAP <p>Internal, qualitative and quantitative measures that support and validate progress with the District Initiative:</p> <ul style="list-style-type: none"> • Increasing number and quality of authentic performances/demonstrations of Powerful Learning • Increasing student engagement in and personal development results related to the District Initiative as analyzed, revealed, and documented through the above Continuous Improvement Process • Increasing knowledge, satisfaction, and supportive action by School community stakeholders

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Contracts

FROM: Mike Nowak

BOARD MEETING: June 12, 2017

DATE: June 6, 2017

AGENDA ITEM: VIII.F.

The administration is recommending the approval of the following regular contract for the 2017-18 school year.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Carrie Berg Social Studies / Language Arts Teacher Kennedy Middle School	Carrie is being recommended for this recently approved position.	1.0	Regular	\$42,000.00
Carly Rubnitz Special Education Teacher Kennedy Middle School	Carly is filling the vacancy created by the retirement of Joy Pilz	1.0	Regular	\$41,300.00

RECOMMENDATION: Approve the 1.0 FTE regular contract for Carrie Berg at \$42,000.00 and the 1.0 FTE regular contract for Carly Rubnitz at \$41,300.00.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** GEA Agreement
FROM: Michael Nowak **BOARD MEETING:** June 12, 2017
DATE: June 7, 2017 **AGENDA ITEM:** VIII. G.

As the result of meetings on May 1, 2017 and May 15, 2017, a tentative agreement between the Board of Education for the Germantown School District and the Germantown Education Association has been reached. A summary document of the tentative agreement is provided for the consideration of approval and ratification.

RECOMMENDATION: Approve and ratify the agreement between the Germantown School District and the Germantown Education Association as presented for the 2016-2017 school year.

**SUMMARY OF TENTATIVE AGREEMENT
AND
NOTICE OF SALARY INCREASES
FOR THE
GERMANTOWN SCHOOL DISTRICT BOARD OF EDUCATION
AND THE
GERMANTOWN EDUCATION ASSOCIATION**

The following memorandum summarizes the parties' tentative agreement reached in collective bargaining between the Board of Education for the Germantown School District ("Board" or "District," as appropriate) and the Germantown Education Association ("GEA" or "Association") for the 2016-2017 school year. This memorandum also summarizes the salary increases to be adopted by the Board and both parties' understanding of the order in which the parties will take relevant steps to finalize salary increases for the 2016-2017 school year.

- A. Collective Bargaining Agreement. For purposes of collective bargaining, the parties agree as follows:
1. The parties agree to a 0.12% increase in total base wages and an increase of 1.38% in supplemental wages for the 2016-2017 school year.
 2. A schedule of salaries, including base wages for all employees, shall be generated and is attached to this memorandum. This schedule is solely for purposes of identifying the base wages that are being paid to bargaining unit employees for this year and to establish the base wages for the 2016-2017 school year that constitute base wages for costing purposes in future negotiations, provided that the GEA continues to represent District professional employees in 2017-2018 for purposes of collective bargaining.
 3. The parties agree that this increase in base wages satisfies any and all obligations that the parties have to bargain collectively under Wis. Stat. §111.70 for the 2016-2017 school and contract year.
 4. The parties agree that the parties' negotiations committees will recommend ratification of this tentative agreement to the full Board of Education and GEA membership.
- B. Notice of Salary Increases. The Board of Education also hereby provides notice to the GEA that the Board will continue to implement and administer the compensation plan that was adopted by the Board in 2016. These provisions are not subject to collective bargaining, but are summarized here to ensure that all concerned parties have a common understanding of the process that will be followed to implement the compensation plan for professional employees.

This notice and related understandings of the parties are as follows:

1. The Board and GEA understand that the salary increases provided under the proposed compensation plan incorporate the .12% increase in base wages and, accordingly, any and all salary increases provided for incorporate and include this increase in base wage amounts and are not amounts that will be paid in addition to said amounts. (e.g., a 1.5% increase under the compensation plan can reflect a 0.12% increase in base wages and a 1.38% increase in supplemental pay and other non-base wages).
2. The Board and GEA agree that the GEA is on notice of the District's compensation plan and of how the District will implement that plan for the 2016-2017 year.
3. The Board will proceed to consider ratification of the tentative agreement reached on base wages and, in addition, the Board will consider approving the compensation plan for District professional employees at its meeting of June 13, 2016.
4. The Board understands and the GEA represents that the GEA will consider ratification of the parties' tentative agreement on base wages once the Board has ratified the tentative agreement on base wages and approved the supplemental pay under the compensation plan.
5. After both parties have ratified the tentative agreement on base wages and the Board has approved the supplemental pay under the overall compensation plan for District professional employees, salary increases generated by the tentative agreement and compensation plan will be implemented as soon as practicable and any retroactive pay will be computed and paid.

FOR THE DISTRICT:

By: _____

Title: _____

Date: _____

FOR THE GEA:

By: _____

Title: _____

Date: _____