

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

**Monday, July 14, 2014
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. June 23, 2014 Board Meeting

- V. Correspondence, Reports, and Information Items

- A. Pilot of Summer Child Care
 - B. Enrollment Update

- VI. Building Committee

- A. Discussion and possible action regarding Early Childhood site location for 2014-2015.
 - B. Discussion and possible action regarding Village of Germantown Park and Recreation Department space needs for 2014-2015.
 - C. Update on remaining items discussed in Building Committee.

- VII. Personnel Committee

- A. Discussion and possible action regarding Employee Handbook updates.
 - B. Update on remaining items discussed in Personnel Committee.

- VIII. New Business
- A. Discussion and action to approve donations.
 - B. Discussion and action to approve new employment contracts.
 - C. Discussion and action to approve fall 2014 co-curricular coaching contracts.
 - D. Discussion and action to approve 66.0301 cooperative agreement and fiscal agent for mentor grant.

- IX. Closed Session - The Board will take action to enter into closed session pursuant to Section 19.85(1)(c), Section 19.85(1)(e), and Section 19.85(1)(g).

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

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

Section 19.85 (1)(g) reads: Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which is or is likely to become involved.

- A. Approval of June 23, 2014 closed session meeting minutes.
- B. Discussion and update regarding GEA negotiations and Act 10.
- C. Discussion and update regarding long term care insurance litigation.
- D. Discussion regarding proposed new administrator contract and related negotiations, if any.
- E. Discussion regarding Gifted and Talented Coordinator position.

- X. Open Session

- A. Discussion and action to approve new administrator contract.

- XI. Adjourn

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
June 23, 2014

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:17 p.m. District Administrator Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson – yes, Loth – absent (excused).
2. Motion by Warnimont, second by Larson to approve the agenda. Motion carried.
3. Destination Imagination co-assistant Mary Bykowski along with students Megan Stewart and Abby Liker thanked the Board for the financial support for Destination Imagination Global Finals. Michael Alburg and students Emma Alburg and Shannon Siebers addressed the Board regarding adding First Robotics to co-curricular programs at the high school.
4. Motion by Larson, second by Spies to approve the June 9, 2014 minutes. Motion carried.
5. The Board received the 2014-2015 school board and committee meeting schedule as a working document subject to change. All meetings and meeting changes will continue to be posted on the district website.
6. Director of Pupil Services Jan Chapman provided an updated IDEA seclusion and restraint report.
7. Jeff Holmes informed the Board that the new teacher luncheon is scheduled for August 19, 2014 at Kennedy Middle School beginning at 11:45 a.m. if Board members are able to attend.
8. Director of Teaching and Learning Brenda O'Brien updated the Board on the success of Germantown Destination Imagination teams that attended the Global Finals in Knoxville, TN in May.
9. Recommendation from Finance Committee to budget \$70,000 from the 2014-2015 General Fund for band uniform replacement. Motion carried.
10. Recommendation from Finance Committee to approve awarding the telephone contract to Windstream-Corporate for a monthly fee of \$721 plus long distance charges with future budgets adjusted in accordance with the contract amounts and a corresponding E-Rate budget included. Motion carried.
11. Recommendation from Finance Committee to approve allocating funds in the 2014-2015 budget for the purchase of computer equipment from Technology Resource Advisors in an amount not to exceed \$259,458.60 and award a four-year lease to Medical & Municipal Funding (MMF) to finance the purchase of the computer equipment for an annual payment amount not to exceed \$64,196. Motion carried (Warnimont – no).

12. Recommendation from Finance Committee to approve the purchase of Chromebooks from Technology Resource Advisors in an amount not to exceed \$15,720 and the purchase of the accompanying cart to CDW-G in an amount not to exceed \$2,790 with funding provided from 2013-2014 Amy Belle site funds and Teaching and Learning budget. Motion carried (Warnimont – Abstain).
13. Motion by Barney, second by Spies to award the upper auxiliary gym painting bid to Harv’s Painting in an amount not to exceed \$16,090. Motion carried.
14. Motion by Barney, second by Warnimont to award the high school main gym painting and upgrade bid to J.H. Hassinger in an amount not to exceed \$111,805. Motion carried.
15. Motion by Barney, second by Warnimont to award the district-wide camera and surveillance system bid to Stanley Convergent in an amount not to exceed \$147,672. Motion carried.
16. Director of Business Ric Ericksen updated the Board on remaining items discussed in Finance Committee including 2014-2015 budget adoption and the status of the district’s financial audit.
17. Recommendation from Personnel Committee to adopt the model identified as *2014-2015 with 25 & 30 Years of Experience with Catch-Up Included* (Exhibit A). Motion carried.
18. Recommendation from Personnel Committee to set a district-wide goal of 75% staff participation in two community service activities of their choosing within the Germantown School District community for the 2014-2015 fiscal year commencing on July 1, 2014. Motion carried.
19. Director of Human Resources Cynthia Coley reviewed with the Board several years of staffing data.
20. Motion by Barney, second by Medved to accept a donation of \$2,401.25 from the Germantown Warhawk Band Boosters to be used for the purchase of iPads in the AP Music Theory Class at Germantown High School and accept a donation of \$200 from the Wells Fargo Community Support Campaign on behalf of County Line parent Tracy Parker for the County Line Student Activity Account and thank the appropriate parties for their generous donations. Motion carried.
21. Motion by Warnimont, second by Spies to accept the resignations of Carrie Timm, Sandra Karolus, and Jan Chapman, assessing all liquidation damages and thank them for their service in the district. Motion carried.
22. Motion by Warnimont, second by Barney to approve contracts and Letters of Intent for Catherine Treacy at \$61,088, Gayle Groth at \$22,759.80, Amanda Goetz at \$23,695.80, Carrie Monosso at \$69,900 and Kathy Schneider at \$37,258.80. Motion carried.
23. Motion by Warnimont, second by Spies to approve high school Pom and Dance team overnight travel requests to attend the Badgerette Pom Pon Camp in DePere, WI July 14 – July 17, 2014 and the Badgerette Midwest Competition in Schaumburg, IL August 14-16, 2014 with all costs paid through club funds and transportation provided by parents of team members. Motion carried.

24. Motion by Warnimont, second by Spies to approve the AP Physics Course proposal and Project Lead the Way course change presented to the Board at the June 9, 2014 meeting. Motion carried.
25. Motion by Spies, second by Barney to enter into closed session pursuant to 19.85(1)(c), and 19.85(1)(g). Roll call vote: Medved – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson – yes, Soderberg – yes. Motion carried at 8:08 p.m.
26. The Board entered into closed session at 8:11 p.m. and did not return to open session. Board President Soderberg declared the meeting adjourned at 10:25 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

**Exhibit A: BOE APPROVED 6-0 JUNE 23, 2014
(Model Concept Approved)**

PC Mtg June 23, 2004 Model to BOE with a positive recommendation 3-0

2014/2015 Service Acknow. Option 1 at 5, 10, 15, 20, 25 & 30 Years (Catch-Up Included)

1.46% CPI Applied		Total Cost	Count
Current Salary Budget		\$16,277,798	290
Below Min Bring Ups		\$70,167	40
Individual Goal Achievement Total		\$154,180	280
District Goal Achievement		\$66,077	280
Education Increases		\$45,300	24
Service Acknowledgement Option 1		\$175,500	123
Total Salary Budget		\$511,224	\$237,656
Above Max Stipend		\$7,401	9
New Compensation Budget Option 1		\$16,796,423	Total Increase
			3.19%
			<==CPI Difference= =>
			\$273,568

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Pilot of Child Care

FROM: Brenda O'Brien

BOARD MEETING: July 14, 2014

DATE: July 7, 2014

AGENDA ITEM: V. A.

We will be piloting child care for employees' children for staff members who are participating in the elementary summer math curriculum work happening July 30 - August 6. This provides a community service opportunity to our high school Key Club students as they will be supervising the children and planning activities.

We will have one paid adult supervisor overseeing the high school students and children. This is viewed as a value-added service that is nominal in cost as compared to adjusting the hourly rate of employees to make it viable for those employees with children to attend curriculum development during the summer.

Currently, we have seven children who will be participating in this opportunity.

RECOMMENDATION: For informational purposes.

GERMANTOWN SCHOOL DISTRICT

TO: All Board Members

TOPIC: Teacher Letters of Employment
Contracts 2014-2015

FROM: Cynthia Coley

BOARD MEETING: July 14, 2014

DATE: July 9, 2014

AGENDA ITEM: VIII.B.

New Employee Assignment/Location	Rationale	FTE	Contract Type	Old Div./Step	Salary
<i>Shelley Adair</i> 4 th Grade Rockfield	Shelley is filling a vacancy due to the retirement of P. Kohlenberg	1.0	Regular	Div.1 Step 1 12-13	\$36,923.00
<i>Susan Byshenk</i> Kgtm Amy Belle	Susan is filling a vacancy due to the retirement of E. Diedrich	1.0	Regular	Div. 2 Step 5 12-13	\$43,527.00
<i>Tiffany Hansen</i> 2 nd Grade Rockfield	Tiffany is filling a vacancy due to the resignation of D. Burger	1.0	Regular	Div.1 Step 1 12-13	\$36,923.00
<i>Ashley Svitak</i> 6 th Grade - KMS	Ashley is filling a vacancy due to the resignation of Sarah Moersfelder	1.0	Regular	Div.1 Step 1 12-13	\$36,923.00
<i>Jodie Carroll</i> 7 th Grade - KMS	Jodie is filling a vacancy due to the resignation of Dana Geurts	1.0	Regular	Div. 4 Step 4 12-13	\$47,000.00
<i>Melissa Scott</i> Early Childhood	Melissa is filling a vacancy due to the unfilled Board approved EC/Pre-School Options position of 13-14	1.0	Regular	Div. 1 Step 4 13-14	\$41,905.00
<i>Benjamin Schuh</i> 7 th Grade - KMS	Benjamin is filling a vacancy due to the resignation of Todd Cantwell	1.0	Regular	Div. 2 Step 5 12-13	\$43,527.00
<i>Tiffany Redner</i> FCS - GHS	Tiffany is filling a vacancy due to the resignation of M. Leadley	1.0	Regular	Div. 3 Step 10 12-13	\$50,908.00
<i>Tracy Miller</i> Art MacArthur/Rockfield	Letter of Intent to Part-Time contract.	.80	Regular	Div. 2 Step 5 13-14	\$35,629.60
<i>Nancy Kurten</i> Reading Specialist Rockfield	Letter of Intent to Part-Time contract.	.50	Regular	Div. 5 Step 12 12-13	\$31,101.00
<i>Lisa Cross</i> Reading Specialist Rockfield	Letter of Intent to Part-Time contract.	.50	Regular	Div. 4 Step 11 13-14	\$29,856.50
<i>Abdelaziz Ait El Hassouni</i> Fench GHS	Letter of Intent to Part-Time contract. Decreased from .40 to .20	.20	Regular	Div. 1 Step 4 12-13	\$8,179.00

RECOMMENDATION: Approve the 2014-2015 teacher contracts and proposed salary of \$36,923.00 for Shelley Adair, \$43,527.00 for Susan Byshenk, \$36,923.00 for Tiffany Hansen, \$36,923.00 for Ashley Svitak, \$47,000.00 for Jodie Carroll, \$41,905 for Melissa Scott, \$43,527 for Benjamin Schuh, \$50,908.00 for Tiffany Redner, \$35,629.60 for Tracy Miller, \$31,101.00 for Nancy Kurten, \$29,856.50 for Lisa Cross, and \$8,179.00 for Abdelaziz Ait El Hassouni.

Germantown School District
2014-15 Fall Coaches

Falls Activites that start before school		
HIGH SCHOOL LEVEL ATHLETICS	COACH'S NAME	STAFFING COSTS
Cross Country - Boys' Head Coach	Andrew Bavlnka	\$ 3,481.50
Cross Country - Girls' Head Coach	Nancy Pietrowiak	\$ 3,481.50
Cross Country - Boys' Assistant Coach	Harris Jones	\$ 2,785.20
Cross Country - Girls' Assistant Coach	Robert Wehner	\$ 2,785.20
Football - Head Coach	Jacob Davis	\$ 4,177.80
Football - Assistant Coach	David Banske	\$ 2,785.20
Football - Assistant Coach	Michael Pfeiffer	\$ 2,785.20
Football - Assistant Coach	Jason Baumann	\$ 2,785.20
Football - Assistant Coach	Todd Krupicka	\$ 2,785.20
Football - Assistant Coach	Steven Tennes	\$ 2,785.20
Football - Assistant Coach	Jonathan Davis	\$ 2,785.20
Football - Assistant Coach	Robert Fliss	\$ 2,785.20
Football - Assistant Coach	Brian Beaman	\$ 2,785.20
Golf - Girls' Head Coach	Thomas Kujawa	\$ 3,133.35
Golf - Girls' Assistant for JV/9th Team	Cassandra Hanson	\$ 2,437.05
Soccer - Boys' Head Coach	Todd Fisher	\$ 3,481.50
Soccer - Boys' Assistant Coach	Daniel Norgueira	\$ 2,785.20
Soccer - Boys' Assistant Coach	James Weber	\$ 2,785.20
Swimming - Girls' Head Coach	Kevin Ewald	\$ 4,177.80
Swimming - Girls' Assistant Coach	Meridith Berghauer	\$ 2,088.90
Swimming - Girls' Assistant Coach	Eric Johnson	\$ 696.30
Tennis - Girls' Co-Head Coach	Megan Kitze-Ward	\$ 1,566.68
Tennis - Girls' Co-Head Coach	Kelly Sackett	\$ 1,566.68
Tennis - Girls' Assistant Coach	Jake Schroeder	\$ 2,437.05
Volleyball - Boys' Head Coach	Brian Rushmer	\$ 3,481.50
Volleyball - Boys' Assistant Coach	Tyler Frings	\$ 2,785.20
Volleyball - Boys' Assistant Coach	James Feroah	\$ 2,785.20
Volleyball - Girls' Head Coach	Ted Gollakner	\$ 3,481.50
Volleyball - Girls' Assistant Coach	Jamie Steker	\$ 2,785.20
Volleyball - Girls' Assistant Coach	James Cannestra	\$ 2,785.20
High School Athletics Sub-Total		\$ 84,252.30
HIGH SCHOOL LEVEL CO-CURRICULAR		
Cheerleading Coach	Kathleen Kusch	\$ 3,481.50
Cheerleading Coach - Assistant	Cassandra Kleeba	\$ 3,481.50
GHS Band Advisor	James Barnes	\$ 3,481.50
GHS Band Advisor - Assistant	Jonathan Bell	\$ 3,133.35
Pompons Coach	Chelsea Hammett	\$ 3,481.50
Yearbook (Annual) Co-Advisor	Andrew Kavanaugh	\$ 3,307.43
Yearbook (Annual) Co-Advisor	Diane Seramur	\$ 3,307.43
High School Co-Curricular Sub-Total		\$ 23,674.20
HIGH SCHOOL GRAND TOTAL		\$ 107,926.50
MIDDLE SCHOOL ATHLETICS		
Cross Country Coach	Christina McCutcheon	\$ 2,437.05
Cross Country Coach	Jared Foerch	\$ 2,437.05
Middle School Athletics Sub Total		\$ 4,874.10
GRAND TOTALS (ALL DISTRICT)		\$ 112,800.60

The Peer Review Mentor Grant is funded through DPI as part of the Educator Effectiveness (EE) evaluation model. In order to be eligible for the grant, two or more districts must work together to fund a comprehensive peer review and mentoring program for initial and professional educators (districts must form a consortium). This one-year grant is not to exceed \$25,000 within the consortium.

Germantown School District plans to use the grant monies to offset the training costs associated with Educator Effectiveness coaches and to provide a stipend for those teachers assuming the additional responsibilities of coaching. The district must match 20% of the grant awarded, either in the form of money and/or in-kind services.

Germantown has partnered with Cudahy and Hartland-Lakeside School Districts to begin the application process. Germantown has offered to be the fiscal agent of the grant. Therefore, each of the three districts will receive approximately \$8000 should the grant be awarded.

The deadline for submission of the grant is July 31, 2014.

66.0301 COOPERATIVE RESOLUTION

School Board Resolution

"Whereas the following school districts have a need and desire to participate in the 2014/2015 Peer Review Mentor Grant program in order to advance the Educator Effectiveness Evaluation Model, and whereas it appears that the long-term educational interests of all students and staff in the school districts will be served best by the districts joining together, as authorized by the Department of Public Instruction."

"Be it, and it is hereby resolved that the school boards of the

Germantown School District, Cudahy School District, and Hartland-Lakeside School District agree to participate in the 2014/2015 Peer Review Mentor Grant program, on a cooperative basis, pursuant to section 66.0301 of the Wisconsin Statutes."

COOPERATIVE CONTRACT (Section 66.0301)

Pursuant to a resolution adopted by each of the following school districts:

Germantown School District, Cudahy School District, and Hartland-Lakeside School District

Said school districts hereby mutually agree, pursuant to Section 66.0301 of the Wisconsin Statutes, to the following conditions:

1. That said above parties agree and contract for the cooperation of a Peer Review Mentor Grant program for the purpose of advancing the Educator Effectiveness Evaluation Model as hereinafter set forth;
2. That the Germantown School District is to be the operator and fiscal agent of the Peer Review Mentor Grant program;
3. That the fiscal agent district will include all program expenditures and receipts in Fund 99 of the Wisconsin Elementary and Secondary School Accounting System (WUFAR).

(Fiscal Agent Requirements)

4. That the Peer Review Mentor Grant Amount will not exceed \$25,000 and the intent is that the amount be equally available to the participating districts;
5. That the participating districts will comply with the requirement of matching 20% of their portion of the final grant in the form of money and/or in-kind services;
6. That all expenditures by participating districts be expended or encumbered by April 30, 2015 unless other arrangements are made between the participating district's business offices;
7. That the proration of costs to each participating district be determined prior to May 30, 2015;
8. That the estimated budget and plan of operation, including payment schedule for this cooperative shall be approved by September 30, 2015;
9. That variations from the budget will require prior approval of all school district parties hereto to the extent that it is practical to do so;
10. That the fiscal agent agrees to file a plan of service and the required financial reports with the Department of Public Instruction;

Signatures

Operator of Cooperative - Germantown School District

_____ President

_____ Clerk

Date of Board Approved Resolution: July 14, 2014

Member of Cooperative - Cudahy School District

_____ President

_____ Clerk

Date of Board Approved Resolution: _____

Member of Cooperative - Hartland-Lakeside School District

_____ President

_____ Clerk

Date of Board Approved Resolution: _____