

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

**Monday, July 15, 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. June 24, 2013 Board Meeting
  - B. June 24, 2013 Closed Session
  - C. July 8, 2013 Board Learning Session
  - D. July 8, 2013 Board Meeting
  - E. July 8, 2013 Closed Session.
- V. Reports and Information items
  - A. Donation Update
  - B. Enrollment Report
  - C. Technology Plan Update
- VI. Personnel Committee
  - A. Discussion with Verisight consultants regarding design of the plan for developing an alternate compensation model with teaching staff.
- VII. Unfinished Business
  - A. Discussion and action regarding technology purchases for 2013 – 2014.
- VIII. New Business
  - A. Discussion and action regarding resignations.
  - B. Discussion and action regarding new hires.
  - C. Discussion and action regarding dental and vision insurance renewals.
- IX. Adjourn.

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
June 24, 2013**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:20 p.m. Cynthia Coley read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Warnimont – yes, Barney – yes, Larson – yes, Loth – absent (excused). Board Clerk Spies - arrived at 7:50 p.m.
2. Motion by Barney, second by Warnimont to approve the agenda. Motion carried.
3. Board member Warnimont noted that the American flag in the board room once flew over the nation's capital and was given to one of Germantown's Destination ImagiNation teams several years ago.
4. Motion by Barney, second by Medved to approve the June 10, 2013 Board of Education meeting minutes. Motion carried (Larson – abstain).
5. Motion by Warnimont, second by Barney to approve the following consent agenda items:

Accept the donation of replacement lamps and filters valued at \$975.45 from the Amy Belle PTA for Amy Belle SmartBoard projectors.

Accept the donation of \$50 from the Wells Fargo Community Support Campaign on behalf of County Line parent Tracy Parker to the County Line student activity account.

Accept the donation of a used Energy Star rated GE Profile refrigerator from Tom Bruch, value undetermined, to County Line for student and staff use.

Accept the donation of two new kindergarten rugs valued at \$1,065 from the Rockfield PTA to Rockfield Elementary School.

Approve the June 2013 vouchers.

Motion carried (Warnimont – abstain).
6. Personnel Committee Chair Sarah Larson updated the Board on discussion that took place at the June 24, 2013 committee meeting indicating it was step one of the process (project kick-off and philosophy meeting) with Verisight consultants to begin the development of a compensation model for teaching staff in the district. The full Board of Education will meet for a planning session on July 8, 2013 to continue discussion regarding the compensation development process with Verisight.
7. Transportation Committee Chair Tom Barney provided updates from discussion at the June 24, 2013 committee meeting including transportation costs for private and public school students and indicated that Director of Business Ric Ericksen will be conducting an analysis with the Washington County Sheriff to determine unusually hazardous roads for students not bussed to school.
8. Motion by Larson, second by Medved to ratify the final agreement with the American Federation of State, County, and Municipal Employees (AFSCME) with a base wage of a 2% increase over the current salary table effective July 1, 2013 through June 30, 2014. Motion carried.

9. Motion by Warnimont, second by Barney to approve a lease agreement for 185 desktop computers through low bidder Technology Resource Advisors and leasing through American Capital Leasing at the yearly rate of \$28,083.35. Motion carried.
10. Motion by Barney, second by Larson to approve the purchase of 210 Chromebooks and five carts in an amount not to exceed \$63,261.42. Motion carried (Warnimont – no).
11. Motion by Warnimont, second by Barney to table the purchase of 210 Chromebooks and five carts pending further discussion at the next Board of Education meeting. Motion carried (unanimous).
12. Motion by Warnimont, second by Spies to approve regular 1.0 FTE teaching contracts to Jessica Risse at \$40,718, Jennifer Bucholtz at \$55,152, and Jessica Tummett at \$51,685. Motion carried.
13. Motion by Warnimont, second by Spies to restore County Line to a full four-track school with the hiring of an additional kindergarten and an additional grade four teacher for the 2013-2014 school year. Motion carried.
14. Motion by Warnimont, second by Barney to enter into closed session pursuant to Section 19.85(1)(c), 19.85(1)(e), and 19.85(1)(f). Roll call vote: Soderberg – yes, Medved – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson – yes. Motion carried.
15. The Board entered into closed session at 8:22 p.m. after an eight minute recess and discussed a tentative agreement with the Germantown Education Association (GEA), the administrator benefit plan, and an administrator resignation. The Board tabled further discussion regarding the administrator benefit plan until July 8, 2013 while in closed session.
16. The Board of Education returned to open session at 9:24 p.m.
17. Motion by Barney, second by Medved to ratify the final agreement with the Germantown Education Association (GEA) with an increase of \$1,389 to the base wage of each bargaining unit employee effective July 1, 2012 through June 30, 2013. Motion carried.
18. Motion by Warnimont, second by Barney to accept the resignation of Director of Teaching and Learning Maria Kucharski, assessing liquidation damages in the amount of \$1,000, and thank her for her service in the district. Motion carried.
19. Motion by Warnimont, second by Medved to adjourn. Motion carried.
20. Board President Soderberg declared the meeting adjourned at 9:27 p.m.

Jayne Borst  
Recording Secretary

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Lester Spies  
School Board Clerk

**GERMANTOWN SCHOOL DISTRICT**  
**GERMANTOWN, WISCONSIN 53022**  
**MINUTES OF THE BOARD OF EDUCATION LEARNING SESSION**  
**July 8, 2013**

1. The meeting of the Board of Education Learning Session was called to order by Board President Bob Soderberg in the District Office Board Room at 5:50 p.m. Roll call: Soderberg – yes, Medved – yes, Warnimont – yes, Barney – yes, Spies – yes (left the meeting at 6:30 p.m.), Larson – yes. Board member Loth arrived at 6:05 p.m.
2. Motion by Larson, second by Barney to approve the agenda. Motion carried.
3. Verisight consultants Brian Repsold and Rena Somersan met with the Board of Education to begin step two of the process to develop a compensation model for teaching staff in the district. The Board discussed criteria to consider with a compensation redesign including community and district culture, expectations, strengths and weaknesses of a single salary schedule, and what the Board would like to accomplish. Verisight will prepare the group/staff questions that will be posed and work on the communication piece with Sarah Larson and Cynthia Coley for presentation to the Board on Monday, July 15, 2013.
4. Motion by Barney, second by Larson to adjourn. Motion carried.
5. Board President Soderberg declared the meeting adjourned at 7:46 p.m.

Jayne Borst  
Recording Secretary

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Lester Spies  
School Board Clerk

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
July 8, 2013**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:54 p.m. with the Pledge of Allegiance and a moment of silence. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Warnimont – yes, Barney – yes, Larson – yes. Spies – absent (excused).
2. Motion by Warnimont, second by Barney to approve the agenda. Motion carried.
3. Motion by Barney, second by Warnimont to enter into closed session pursuant to 19.85(1)(c) for discussion regarding administrator benefit plan.
4. The Board returned to open session at 8:10 p.m. after discussing the administrator benefit plan.
5. Motion by Warnimont, second by Larson to approve the revised Administrator Benefit Plan effective July 1, 2013. Motion carried.
6. Motion by Larson, second by Warnimont to adjourn. Motion carried.
7. Board President Soderberg declared the meeting adjourned at 8:11 p.m.

Jayne Borst  
Recording Secretary

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Lester Spies  
School Board Clerk

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board Members

**TOPIC:** Donations

**FROM:** Jeff Holmes

**BOARD MEETING:** July 15, 2013

**DATE:** June 18, 2013

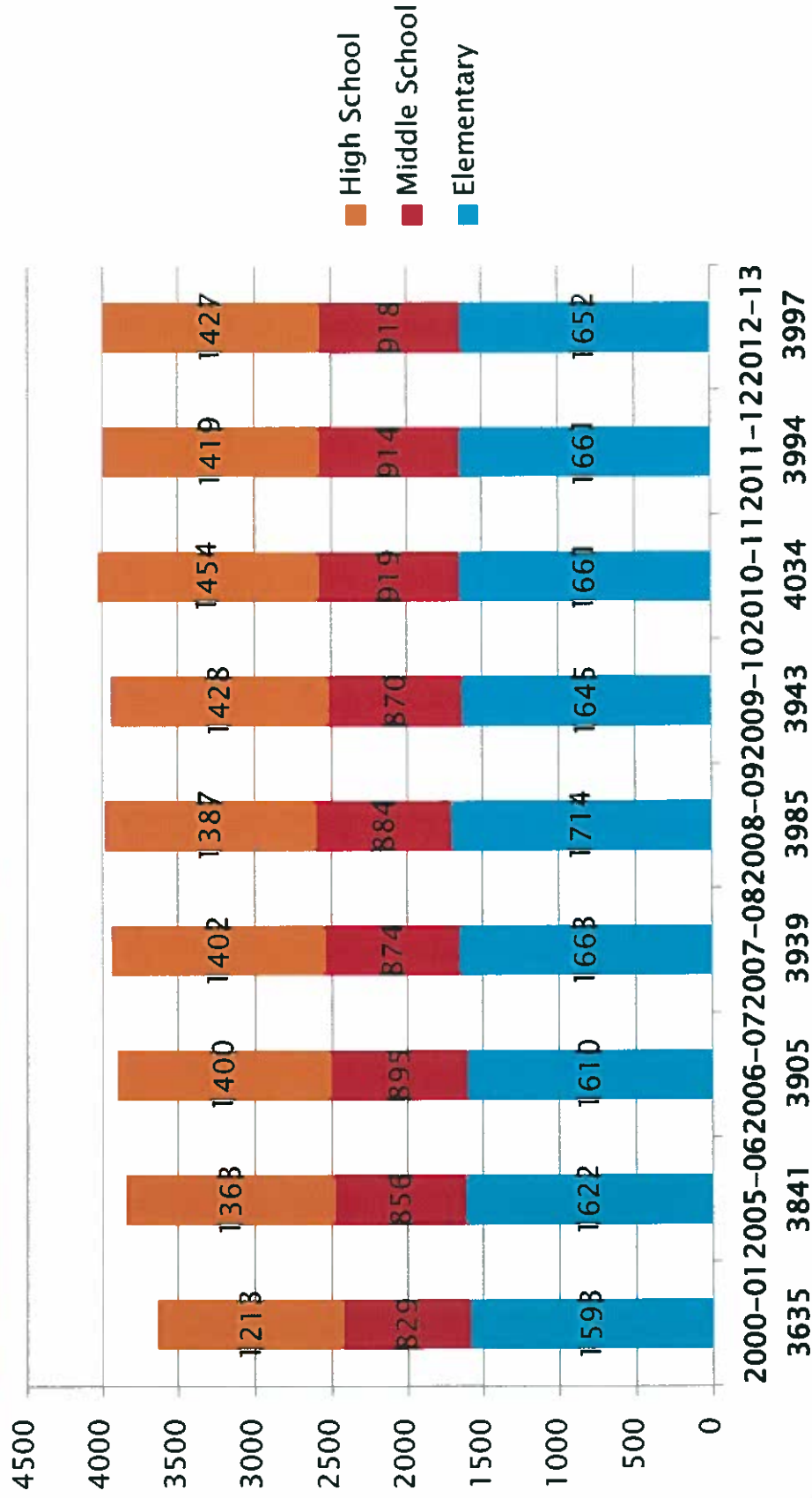
**AGENDA ITEM:** V.A.

The Board of Education approved several donations and thanked the donors for their generosity at the June 24<sup>th</sup> meeting. However, the name of the donor of the refrigerator to County Line was omitted in error. The donation has already been accepted but the below is provided for information for the Board so that they may formally thank Mr. Bruch for his donation.

1. Accept the donation of a used Energy Star rated GE Profile refrigerator *from Tom Bruch*, value undetermined, to County Line as a replacement for their non-working refrigerator for student *(medications)* and staff use.

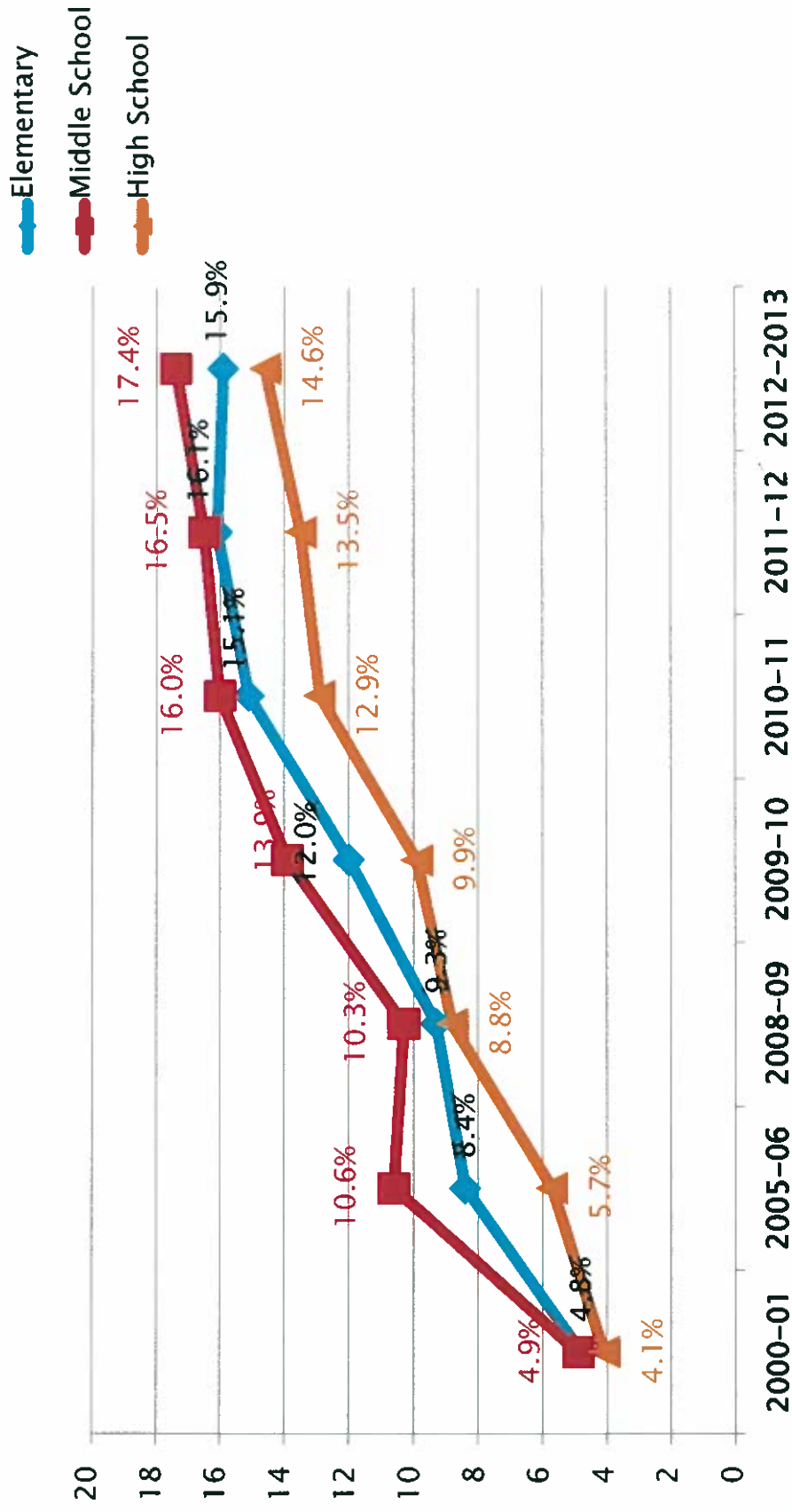
**RECOMMENDATION:** Thank Mr. Bruch for his generosity.

# Enrollment Trends





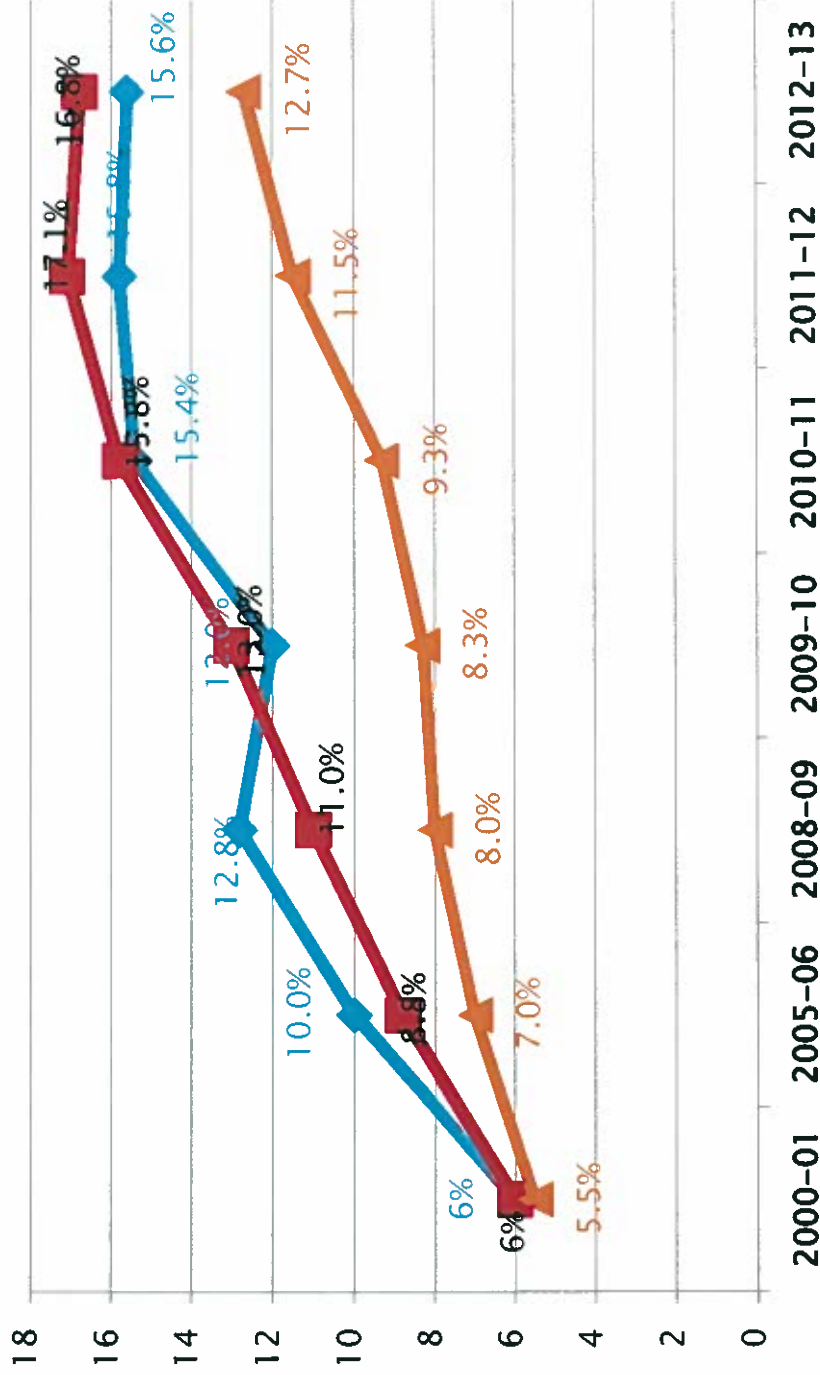
# Economically Disadvantaged Trend





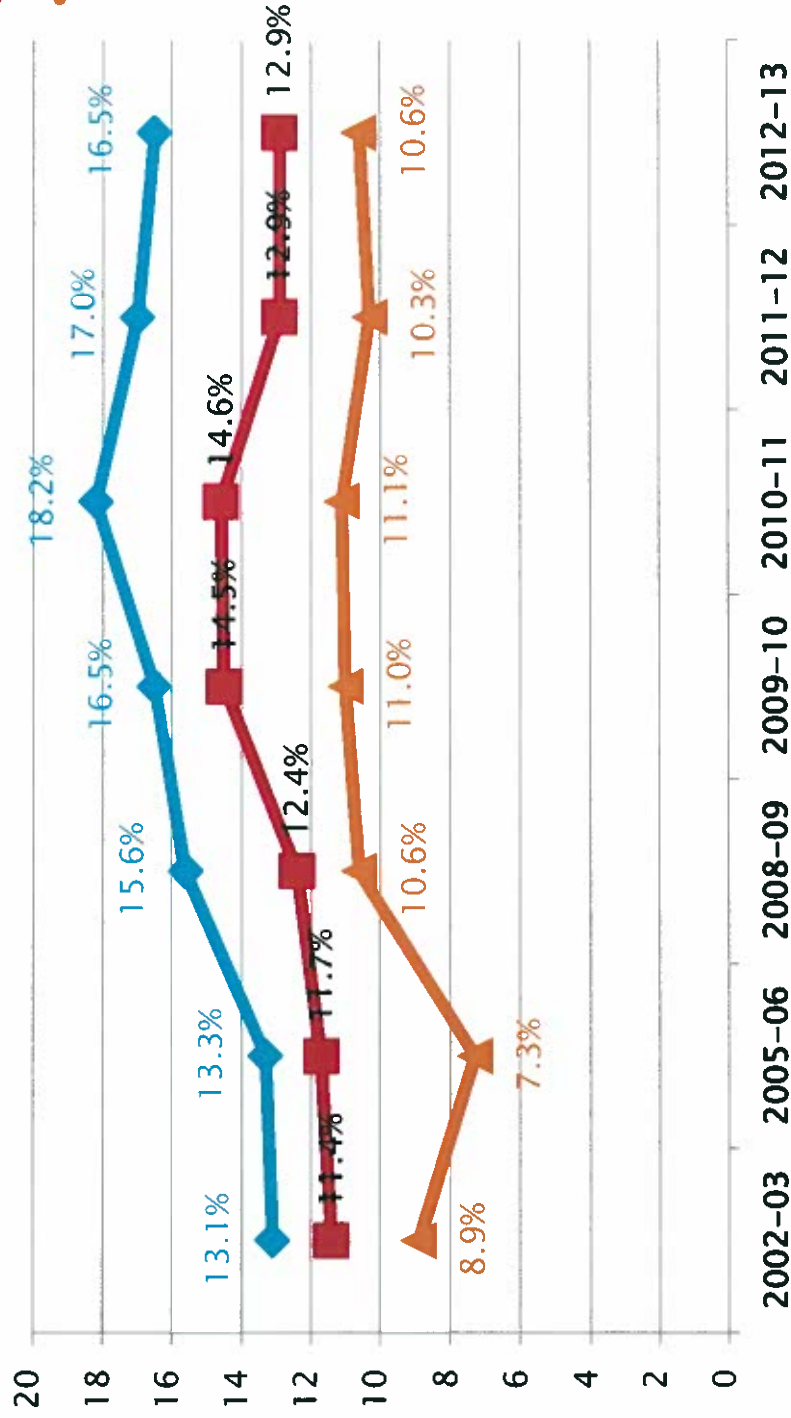
# Diversity Trend

- Elementary
- Middle School
- High School



# Disability Trend

- Elementary
- Middle School
- High School



**GERMANTOWN SCHOOL DISTRICT**

**TO:** All Board Members

**TOPIC:** Resignations

**FROM:** Cynthia Coley

**BOARD MEETING:** July 15, 2013

**DATE:** July 8, 2013

**AGENDA ITEM:** VII.A.

Jennifer Nettlesheim, Guidance Counselor at Amy Belle and Rockfield, recently submitted her letter of resignation effective the end of the 2012-2013 school year. Jennifer was hired in August 2009 (4 years of service).

Brian Christoffel, Chemistry teacher at Germantown High School, recently submitted his letter of resignation effective the end of the 2012-2013 school year. Brian was hired in August 2005 (8 years of service).

**RECOMMENDATION:**

Approve the resignation at the conclusion of the 2012-2013 school year for Jennifer Nettlesheim and Brian Christoffel and thank them for their years of service to the Germantown School District.





**Dental Rate & Benefit Comparison**

PLAN STATUS: CARRIER: Effective Date PLAN TYPE:	CURRENT Delta Dental 8/1/2012				RENEWAL Delta Dental 8/1/2013			
	AFSOMB EES In-Net Out-Net	Administrative EES In-Net Out-Net	Teachers In-Net Out-Net	AFSOMB EES In-Net Out-Net	Administrative EES In-Net Out-Net	Teachers In-Net Out-Net		
<b>PLAN BASICS</b>								
Deductible (Individual)*	\$0	\$25	\$25	\$0	\$25	\$25		
Class I - Preventive	100%	100%	100%	100%	100%	100%		
Class II - Basic	80%	80%	80%	80%	80%	80%		
Class III - Major	NA	NA	NA	NA	NA	NA		
Annual Maximum-Class I-III	\$1,000	\$1,000	\$2,500	\$1,000	\$1,000	\$2,500		
Class IV - Orthodontia	50%	50%	50%	50%	50%	50%		
Lifetime Maximum - Class IV	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500		
<b>COVERED SERVICES</b>								
Class I - Preventive Services	Sample Allowances Exams, Cleanings, Fluoride, X- Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X- Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X- Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X- Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X- Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X- Rays, Sealants, Emergency Treatment		
Class II - Basic Services	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures		
Class III - Major Services	NA	NA	NA	NA	NA	NA		
Class IV - Orthodontic Services	Orthodontia Services	Orthodontia Services	Orthodontia Services	Orthodontia Services	Orthodontia Services	Orthodontia Services		
<b>RATES</b>								
Employee	\$35.40	\$32.46	\$36.67	\$38.23	\$35.08	\$39.60		
Family	\$91.66	\$84.70	\$95.69	\$98.99	\$91.48	\$103.35		
<b>EMPLOYEE COUNTS</b>								
Employee	15	4	47	15	4	47		
Family	37	24	202	37	24	202		
<b>TOTAL MONTHLY PREMIUM</b>		\$27,138.01			\$29,309.82			
<b>Total Annual Premium</b>		\$325,656.12			\$351,717.84			
<b>Premium Difference \$</b>					\$26,061.72			
<b>Premium Difference %</b>					8.00%			
<b>Rate Guarantee</b>		12 Months			12 Months			
<b>Commission Level</b>		0%			0%			
<b>Supplemental Compensation</b>		1.5% of premium			1.5% of premium			

Please Note: The analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, osteoporosis claims, changes in plan design, health care cost increases, etc. This analysis does not account, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard. While GBS does not guarantee the financial stability of any health insurance carrier or market, it is an area we recommend that clients closely examine when selecting a health insurance carrier or HMO. There are a number of rating agencies that can be referred to including, A.M. Best, Fitch, Moody's, Standard & Poor's, and Weiss Ratings (WeissRates.com). Generally, agencies that provide ratings of U.S. Health Insurers, including traditional insurance companies and other managed care (e.g. HMO) organizations, reflect their opinion based on a comprehensive quantitative and qualitative evaluation of a company's financial strength, operating performance and market profile. However, these ratings are not a warranty of an insurer's current or future ability to meet its contractual obligations.

\* Does not apply to Class I Services, unless otherwise noted.



Dental Rate & Benefit Comparison

PLAN STATUS: CARRIER: Effective Date:	CURRENT Delta Dental 8/1/2012				OPTION 4 Delta Dental 8/1/2013			
	AFSCME EES	Administrative EES	Teachers	Teachers	AFSCME EES	Administrative EES	Teachers	Teachers
<b>PLAN BASICS</b>								
Deductible (Individual)*	\$0	\$25	\$25	\$25	\$25	\$25	\$25	\$25
Class I - Preventive	100%	100%	100%	100%	100%	100%	100%	100%
Class II - Basic	80%	80%	80%	80%	80%	80%	80%	80%
Class III - Major	NA	NA	NA	NA	50%	50%	50%	50%
Annual Maximum-Class I-III	\$1,000	\$1,000	\$2,500	\$2,500	\$1,000	\$1,000	\$2,500	\$2,500
Class IV - Orthodontia	50%	50%	50%	50%	50%	50%	50%	50%
Lifetime Maximum - Class IV	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
<b>COVERED SERVICES</b>								
Class I - Preventive Services	Sample Allowances Exams, Cleanings, Fluoride, X-Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X-Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X-Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X-Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X-Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X-Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X-Rays, Sealants, Emergency Treatment	Sample Allowances Exams, Cleanings, Fluoride, X-Rays, Sealants, Emergency Treatment
Class II - Basic Services	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Endodontics, Periodontics, Extractions, Crowns, Inlays, Onlays, Repairs and adjustments to bridges and dentures	Space Maintainers, Fillings, Non-Surgical Extractions	Space Maintainers, Fillings, Non-Surgical Extractions	Space Maintainers, Fillings, Non-Surgical Extractions	Space Maintainers, Fillings, Non-Surgical Extractions
Class III - Major Services	NA	NA	NA	NA	Endodontics, Periodontics, Surgical Extractions and other oral surgery, Crowns, Inlays, Onlays, Bridges and Dentures, Repairs and adjustments to bridges and dentures, Implants	Endodontics, Periodontics, Surgical Extractions and other oral surgery, Crowns, Inlays, Onlays, Bridges and Dentures, Repairs and adjustments to bridges and dentures, Implants	Endodontics, Periodontics, Surgical Extractions and other oral surgery, Crowns, Inlays, Onlays, Bridges and Dentures, Repairs and adjustments to bridges and dentures, Implants	Endodontics, Periodontics, Surgical Extractions and other oral surgery, Crowns, Inlays, Onlays, Bridges and Dentures, Repairs and adjustments to bridges and dentures, Implants
Class IV - Orthodontic Services	Orthodontia Services	Orthodontia Services	Orthodontia Services	Orthodontia Services	Orthodontia Services	Orthodontia Services	Orthodontia Services	Orthodontia Services
<b>RATES</b>								
Employee	\$35.40	\$32.48	\$36.67	\$36.67	\$55.05	\$32.16	\$36.30	\$36.30
Family	\$91.66	\$84.70	\$95.69	\$95.69	\$90.74	\$83.85	\$94.73	\$94.73
<b>EMPLOYEE COUNTS</b>								
Employee	15	4	47	47	15	4	47	47
Family	37	24	202	202	37	24	202	202
<b>Total Monthly Premium</b>		\$27,138.81				\$26,863.73		
<b>Total Annual Premium</b>		\$325,656.12				\$322,588.76		
<b>Premium Difference \$</b>						-\$3,067.36		
<b>Premium Difference %</b>						-1.00%		
<b>Rate Guarantee</b>		12 Months				12 Months		
<b>Commission Level</b>		0%				0%		
<b>Supplemental Compensation</b>		1.5% of premium				1.5% of premium		

Please Note: The analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, demographic claims, changes in plan design, health care cost increases, etc. This analysis does not account, extend, or alter the coverage provided by the current insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard. While GBS does not guarantee the financial stability of any health insurance carrier or ERGO. There are a number of rating agencies that can be referred to including, A.M. Best, Fitch, Moody's, Standard & Poor's, and Weiss Ratings (TheGermat.com). Generally, agencies that provide ratings of U.S. Health Insurers, including national insurance companies and other managed care (e.g., PPO) organizations, reflect their opinion based on a comprehensive quantitative and qualitative evaluation of a company's financial strength, operating performance and market profile. However, these ratings are not a warranty of an insurer's current or future ability to meet its contractual obligations. \* Does not apply to Class I Services, unless otherwise noted.





## Vision Proposal

### OPTION 1

Plan Design	Full Plan - Exam and Materials	
Network	Access	
Benefit Plan	A	
Frame/Contact Allowance	\$150/\$150	
Copay <i>(exams / standard plastic lens)</i>	\$0/\$0	
Frequency <i>(exams / lens or contacts / frames)</i>	12/12/12	
<b>Additional In-Network Discounts</b>		
20% Discount	On items not covered by the plan at network providers. This discount may not be combined with any other discounts or promotional offers. The discount does not apply to an EyeMed provider's professional services, or contact lenses. Retail prices may vary.	
40% Discount	Off complete eyeglass purchases, once the funded benefit has been used.	
15% Discount	Off conventional contact lenses, once the funded benefit has been used.	
Employer Contribution	Full Plan - Exam and Materials	
Single	75% - 100%	
Family	75% - 100%	
Pricing & Premiums	Full Plan - Exam and Materials	
	<del>with dental</del>	without dental
<b>One-Tier</b>		
Employee	\$7.76	\$7.99
Family	\$19.32	\$19.90
<b>Three-Tier</b>		
Employee	\$7.76	\$7.99
Employee + 1	\$14.78	\$15.23
Employee + 2 (or more)	\$23.18	\$23.89
<b>Four-Tier</b>		
Employee	\$7.76	\$7.99
Employee & Spouse	\$15.52	\$15.98
Employee & Child(ren)	\$15.84	\$16.32
Family	\$23.60	\$24.31

This is not a complete description of plan benefits, exclusions, or limitations. A group application is required. Rates subject to change based on actual employer contribution, participation, plan selection and approval by Delta Dental of Wisconsin Underwriting. Final rates are guaranteed for 24 months from the effective date of coverage unless otherwise specified.