

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

**Monday, August 12, 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. Reports and Information Items
  - A. Part-time Open Enrollment Update
  - B. Voluntary Vision Insurance
  - C. Update on District Wellness
  - D. Support Staff Retirees
  - E. Update on Verisight Compensation Model Development
  
- V. Approval of Minutes
  - A. July 29, 2013 Board Meeting
  
- VI. Personnel Committee
  - A. Discussion and action regarding recommendation for Director of Teaching and Learning position.
  - B. Discussion and action regarding Professional and Technical benefit plan.
  - C. Discussion and action regarding cash-in-lieu provisions for employees.
  - D. Discussion and action regarding teacher retirement benefits.
  - E. Update on remaining items discussed at committee meeting.
  
- VII. New Business
  - A. Discussion and action regarding new contracts.
  - B. Discussion and action regarding resignations.
  
- VIII. Closed Session - The Board will take action to enter into closed session pursuant to 19.85(1)(e).
  - A. Approval of July 29, 2013 closed session meeting minutes.
  - B. Discussion regarding 2013 – 2014 GEA negotiations.
  
- IX. Adjourn



A Wisconsin Online School

July 30, 2013

Germantown School District  
Attention: **Open Enrollment Coordinator**  
N104W13840 Donges Bay Rd  
Germantown, WI 53022

RE: eAchieve Academy Estimate of Course Enrollment Cost

The enclosed PI-9412 application represents \_\_\_\_\_ a student who resides in the Germantown School District. Nathan has applied to the School District of Waukesha's eAchieve Academy under the state Part-Time Open Enrollment process. The application to participate in the year length **Spanish 1** course has been approved by both the School District of Waukesha and eAchieve Academy. The cost per course, per semester enrollment is approximately \$403.00.

We have included a copy of the Resident District Application Processing Instructions for your convenience in moving the application through the process.

eAchieve Academy has a full list of courses available that may benefit many other students in your district who need a flexible solution for meeting graduation requirements or who wish to take AP courses and/or other electives. We would be honored to meet the unique needs of your students on a larger scale by joining in a partnership with the Germantown School District. Some of the benefits involved for those districts that join into a partnership with eAchieve Academy include a course price break, an extended application submission period, and a school monitor account to observe the progress of your district's part-time enrolled eAchieve students throughout the school year.

If you have any questions or concerns regarding this correspondence or would like further details on the Part-Time Partnership Program, please contact me at (262) 970-1182 or via email at [scastill@waukesha.k12.wi.us](mailto:scastill@waukesha.k12.wi.us).

Sincerely,

*Samantha Castillo*

eAchieve Academy  
**Enrollment Coordinator**  
P (262) 970-1182  
F (262) 970-1148  
E [scastill@waukesha.k12.wi.us](mailto:scastill@waukesha.k12.wi.us)  
W [www.eachieve.com](http://www.eachieve.com)

CC: File

Learning for your Lifestyle



# Public School Open Enrollment-Processing Part-Time Applications

## School District Procedures for Processing Part-Time Public School Open Enrollment Applications

### DPI INFORMATIONAL BULLETIN

Bulletin 98-04, April 1998 (Revised August 2007)

### School District Procedures for Processing Part-Time Public School Open Enrollment Applications

Section 118.52, Wis. Stats., creates a part-time public school open enrollment program beginning in the 1998-99 school year. Under the part-time program, a student who is enrolled in a public school in the high school grades may attend up to two courses at a time in nonresident school districts.

#### PROCESSING APPLICATIONS - RESIDENT SCHOOL DISTRICT:

- Upon receiving copies of part-time open enrollment application forms from nonresident school districts, the resident school district must act on them in accordance with school board policies and procedures.
- Upon request of a nonresident school district, the resident school district must promptly provide the following records:
  - Records or transcripts that are necessary to determine whether the student meets the school district's established criteria for admittance to the course.
  - Records relating to an expulsion during the current or preceding two school years or pending disciplinary proceedings that may lead to expulsion.
- No later than one week prior to the date on which the course is scheduled to commence, the resident school board must notify the applicant and the resident school board, in writing, if the application has been denied. If the resident school board rejects an application, it must include in the notice the reason for the rejection and must notify the parent/student that the rejection may be appealed to the Department of Public Instruction within 30 days.
- The resident school district may only reject an application if it determines that the course conflicts with the individualized education plan program (IEP) or if the cost of the course would impose on the resident school district an undue financial burden.
- Also no later than one week prior to the date on which the course is scheduled to commence, the resident school board must notify the applicant, in writing, if the course does not meet the resident school district's high school graduation requirements. However, if the course does not meet the high school graduation requirements, it is not grounds for denial.
- The nonresident school district must make an effort to ensure that the parent/student receives the notice no later than one week before the course is scheduled to begin. If the notice is postmarked at least 3 days before the date on which the parent is required to receive the notice, it will be considered timely notification.

#### Some common questions:



**1. May a resident school district deny a student's attendance under part-time open enrollment if the resident school district offers a comparable course?**

No. There are no comparability provisions under part-time open enrollment.

**2. May a resident school district, as a matter of policy or practice, deny all participation in part-time open enrollment citing undue financial burden as the reason?**

No. If the resident school district denies an application based on undue financial burden, the district must be able to show, on appeal, that the cost of course a) is a financial burden, and b) that the financial burden is undue.

**3. May a student participate in both part-time open enrollment and youth options at the same time?**

Yes, as long as the student meets the requirements for each program.



**Germantown School District Teacher Online Survey Draft  
July 9, 2013**

Germantown introduction...What message does the District want to convey to the teachers? Recently, teacher compensation models have garnered much interest from school districts and teaching staff alike. As we learn about the "pros and cons" of the variety of models, much conversation has been generated around the state and nation in the past two years. While districts attempt to address what might be perceived as inadequacies of the former step/lane model, they look to alternate ways and model structures to compensate their teaching staff fairly, addressing those factors that lend to hiring and retaining quality staff for their district while being a model that is financially sustainable. Germantown School District is no different.

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In continuing our efforts to be collaborative and transparent, the Germantown School Board, along with the guidance of Verisight, is investigating what those alternatives might be in the future and are asking for input from those whom it affects. In the next year we will be soliciting input from you, the teachers, in numerous ways. That includes this survey, large and small group forums at building sites, and an ad hoc representative group of administrators, teachers, and board members, led by Verisight consultants. Feedback from these numerous interviews will be used to guide future in-depth discussions and help to determine what factors will lend to a quality sustainable compensation model for the teachers in the Germantown School District.

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This brief survey is intended to gather perspectives from the entire Germantown School District teaching population regarding the climate for change and your personal feelings about possible topics/issues related to compensation..... Completing the survey should take no longer than 5 minutes of your time. Please answer each of the following scaled questions based on your personal point of view. All responses will be kept confidential and responses will only be shared in aggregate.

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Thank you in advance for your participation.

Sincerely,

Board of Education  
Germantown School District

From your personal perspective, please answer the following questions using a scale from 1-5.

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To what extent does the community value the teaching profession?

- 1-Not valued, 2, 3, 4, 5-Extremely valued

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To what extent do you believe the community values you as a teacher

- 1- not valued, 2, 3, 4, 5 – Extremely valued

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How effective is the "current" performance management process in measuring and evaluating teacher performance?

- 1-Not effective, 2, 3, 4, 5-Very effective

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To what extent do you trust overall School District administration?

a. Building Administration

- 1-Do not trust, 2, 3, 4, 5-Definitely trust

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b. Central Office Administration

- 1-Do not trust, 2, 3, 4, 5-Definitely trust

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c. Board of Education

- 1-Do not trust, 2, 3, 4, 5-Definitely trust

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How collaborative is the School District's culture?

- 1-Not collaborative, 2, 3, 4, 5-Very collaborative

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How collaborative is the School Building's culture?

- 1-Not collaborative, 2, 3, 4, 5-Very collaborative

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How effective is the School District in measuring student achievement (success? Outcomes?) and progress?

- 1-Not effective, 2, 3, 4, 5-Very effective

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To what extent should the School District value the following in designing a compensation model?

- Teacher education level/degree?
  - 1-Minimal value, 2, 3, 4, 5-Extreme value
- Teacher certification(s)?
  - 1-Minimal value, 2, 3, 4, 5-Extreme value
- Teacher experience?
  - 1-Minimal value, 2, 3, 4, 5-Extreme value
- Teacher performance?
  - 1-Minimal value, 2, 3, 4, 5-Extreme value
- Teacher leadership contributions?
  - 1-Minimal value, 2, 3, 4, 5-Extreme value
- Student Achievement?
  - 1-Minimal value, 2, 3, 4, 5-Extreme value

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*Student Progress?*

- 1-Minimal value, 2, 3, 4, 5-Extreme value*

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Please indicate one *element*/teacher characteristic YOU believe should be valued above all others (regardless of whether or not it was previously mentioned): \_\_\_\_\_

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*How committed are you to The Germantown School District?*

- 1-Not very committed, 2, 3, 4, 5-Extremely committed*

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*How committed are staff at your school to The Germantown School District (consider staff at the school where you spend the majority of your time, if time is shared between schools)?*

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- 1-Not very committed, 2, 3, 4, 5-Extremely committed*

*If you have been with The Germantown School District for at least 5 years, how satisfied were you with the teacher salary schedule 5 years ago?*

- 1-Not very satisfied, 2, 3, 4, 5-Extremely satisfied*

*How satisfied are you with the current teacher salary schedule?*

- 1-Not very satisfied, 2, 3, 4, 5-Extremely satisfied*

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### **Demographic Questions**

Number of years teaching (include previous teaching experience)?

*Note for Germantown: Germantown needs to verify categories work with current teacher demographics.*

- Less than 3 years, 4-8 years, 9-15 years, 16-25 years, 26+ years

Indicate which school is your primary location:

*Note for Germantown: Do we need to address any employees who float between schools?*

- List schools

What is your highest level of education?

- Bachelor's Degree, Master's Degree, PhD Master's Degree +

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Additional demographics?

- National Board Certified? Other?

Communication Draft – To complement survey link.

The Germantown School District has partnered with an external consulting firm (Verisight) to explore sustainable alternatives to our current teacher compensation system. The objective is to explore options which support our goal of empowering and inspiring every student to succeed. At the same time, we want to collaborate with teachers to determine what should be valued going forward in order align teacher contributions and development with this objective and allow us to attract, retain, and engage the best teachers. We are asking you to complete an anonymous online survey as the first of many opportunities teachers will have to share perspectives and contribute to generating new and creative ideas.

Following the survey, we will be randomly selecting a subset of teachers across all subject matters and grade levels to participate in focus groups, which will be followed by an invite for all teachers to participate in an open forum discussion. The results of this survey will provide an initial pulse of the teacher population and provide high level perspectives which will be probed further in subsequent discussions. Please don't hesitate to contact ? with any questions.

Sincerely,

Board of Education  
Germantown School District

To complete the survey, please click on the following link:

LINK



**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
July 29, 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 7:06 p.m. Superintendent Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Warnimont – yes, Barney – yes, Larson - yes. Board member Spies absent (excused).
2. Motion by Larson, second by Barney to approve the agenda with item IV. Citizen Comments and item VIII. Transportation Committee moved to immediately follow approval of the agenda. Motion carried.
3. Private school principals Linda Joyner and Daryl Weber, parents and school board members Joel Hinz, Robert Kohlmets, Neal Ninmann, and Dan Johnson addressed the Board of Education regarding transportation of parochial and private school students.
4. Motion by Warnimont, second by Larson to table discussion and action regarding pupil/parent transportation contracts until after October 1, 2013, refer back to Transportation Committee, and notify all private school principals of the meeting date. Motion carried.
5. Motion by Warnimont, second by Barney to enter into closed session pursuant to 19.85(1)(c), 19.85(1)(e), 19.85(1)(f) and 19.85(1)(g). Motion carried.
6. The Board of Education entered into closed session at 7:38 p.m. for discussion and legal advice regarding content, procedural and personnel issues concerning a student discipline matter and student behavioral issues, hiring of a staff member, and discussion and legal advice regarding litigation involving long term care benefits for certain retirees.
7. The Board of Education returned to open session at 9:07 p.m.
8. Motion by Larson, second by Barney to approve the June 24, 2013 Board of Education meeting minutes. Motion carried (Loth abstained).
9. Motion by Larson, second by Barney to approve the July 15, 2013 Board of Education meeting minutes. Motion carried (Warnimont abstained).
10. Motion by Warnimont, second by Barney to approve the July 2013 vouchers. Motion carried (Soderberg abstained).
11. Motion by Warnimont, second by Medved to approve the appointment of Mark Koenke as the citizen representative to the Buildings and Grounds Committee for 2013-2015. Motion carried.
12. Recommendation from Building Committee to approve the 2013-2014 Germantown Rec Department fall programming and facility use including use of libraries, however, prohibit classroom use and deny art classroom requests at this time. Motion carried.
13. Building Committee Chair Bruce Warnimont updated the Board on remaining items discussed at the July 18, 2013 meeting including land acquisition, facility study progress, capital projects, and fund balance designation.
14. Motion by Barney, second by Loth to table action to remove voluntary long term care insurance from staff benefit language until confirmation can be made that no one is currently enrolled in the program. Motion carried.

15. Insurance Committee Chair Tom Barney updated the Board on additional items discussed at the July 22, 2013 committee meeting including the Affordable Care Act, voluntary vision insurance, and the district health/medical insurance renewal.
16. Personnel Committee Chair Sarah Larson updated the Board on discussion that took place at the committee meeting prior to the Board of Education meeting. Verisight consultants are on track with the timeline to design the alternate compensation model with teaching staff. The Board will continue to review the survey questions. Sarah Larson also informed the Board that discussion and action on a Professional and Technical benefit plan, cash-in-lieu provisions for employees, and teacher retirement benefits was tabled.
17. Finance Committee Chair Michael Loth and Director of Business Ric Ericksen provided an update on items discussed at the Finance Committee meeting prior to the Board meeting including the 2013-2014 budget process and development, fund balance, revenue limits, equalized aid, categorical aid, pupil transportation aid, and the Affordable Care Act.
18. Motion by Barney, second by Larson to approve and adopt for implementation, the 2013-2016 Technology Plan. Motion carried.
19. Motion by Warnimont, second by Barney to approve the Youth Futures facility use waiver request for use of the middle school gold gym, IMC, cafeteria, and choir room on May 9, 2014, subject to the same restrictions of all groups granted facility use. Motion carried.
20. Motion by Warnimont, second by Medved to accept the resignations of Casey Gabrielson and Stephanie Kelly subject to liquidation damages in the amount of \$500 each, thank them for their service in the district, and proceed with posting and filling the positions. Motion carried.
21. Motion by Warnimont, second by Barney to approve the additions of a girls golf and boys volleyball coach, and approve the fall 2013 co-curricular contracts at the current rates of pay. Motion carried.
22. The Board of Education discussed scheduling dates to begin 2013-2014 negotiations with the Germantown Education Association (GEA).
23. Motion by Barney, second by Warnimont to approve the 2013-2014 Professional/Technical letter of employment for school nurse Mary Beth Larscheidt at an annual salary of \$56,000. Motion carried.
24. Motion by Warnimont, second by Medved to adjourn.
25. Board President Soderberg declared the meeting adjourned at 9:52 p.m.

Jayne Borst  
Recording Secretary

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Lester Spies  
School Board Clerk



## GERMANTOWN SCHOOL DISTRICT

**TO:** All Board Members                      **TOPIC:** Resignations  
**FROM:** Cynthia Coley                      **BOARD MEETING:** August 12, 2013  
**DATE:** August 8, 2013                      **AGENDA ITEM:** VII.B.

Brenda Downey, school psychologist, submitted her letter of resignation on July 31, 2013. Brenda served the district for seven years as she was hired August, 2006.

Sara Hauck, Kindergarten teacher at MacArthur Elementary School, submitted her letter of resignation on August 7, 2013. Sara was a teacher for the Germantown School District for three years as she was hired in August of 2010.

**RECOMMENDATION:**                      Approve the resignations of Brenda Downey and Sara Hauck and thank them for their years of service to the Germantown School District and its students.

*Contract Note: It is further agreed by the parties hereto that in the event said Teacher with a signed contract for the ensuing school 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 for securing a replacement.*