

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

**Monday, August 27, 2012  
7:00 p.m.**

**AGENDA**

- 7:00 I. Meeting Called to Order and Pledge of Allegiance  
A. Official Meeting Notification  
B. Roll Call
- 7:00 II. 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.
- 7:15 III. Approval of Agenda
- 7:15 IV. Approval of Minutes  
A. August 8, 2012 Board of Education Meeting Minutes  
B. August 13, 2012 Board of Education Meeting Minutes
- 7:15 V. Consent Agenda  
A. Donations
- 7:15 VI. Correspondence, Reports, and Information Items  
A. Mission Sightings  
B. Diversity Update  
C. Enrollment Update
- 7:20 VII. Transportation Committee  
A. Discussion with possible action regarding St. Mary busing.  
B. Update on remaining items discussed at August 27, 2012 meeting.
- 7:45 VIII. Finance Committee  
A. Update on remaining items from August 27, 2012 Finance Committee meeting.

- 8:00 IX. Unfinished Business  
A. Discussion with appropriate action regarding district logo.  
B. Discussion with appropriate action regarding district health insurance.
- 8:45 X. New Business  
A. Discussion with appropriate action regarding resignations.  
B. Discussion with appropriate action regarding new contracts.
- 9:00 XI. Closed Session - The Board will take action to enter into closed session pursuant to Section 19.85(1)(c).

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.

- A. Approval of July 16, 2012 Board of Education Closed Session Minutes.
- B. Approval of July 30, 2012 Board of Education Closed Session Minutes.
- C. Approval of August 8, 2012 Board of Education Closed Session Minutes.
- D. Approval of August 13, 2012 Board of Education Closed Session Minutes.
- E. Discussion regarding district-wide transportation contract.

- XII. Adjourn

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
August 8, 2012**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg with the Pledge of Allegiance and a moment of silence in the District Offices Board Room at 9:19 p.m. District Administrator Dr. Susan Borden read the official meeting notification. Roll Call: Soderberg – yes, Kline – yes, Loth – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson - yes. Motion carried.
2. Motion by Spies, second by Soderberg to approve the agenda. Motion carried.
3. Motion by Spies, second by Larson to enter into closed session pursuant to Section 19.85(1)(e) for discussion regarding preparation for future negotiations with the Germantown Education Association (GEA). Roll call vote: Soderberg – yes, Kline – yes, Loth – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson - yes. Motion carried.
4. The Board of Education entered into closed session at 9:20 p.m.
5. The Board of Education did not return to open session and adjourned at 10:15 p.m.

Jayne Borst  
Recording Secretary

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Diana Kline  
School Board Clerk

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
August 13, 2012**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg with the Pledge of Allegiance and a moment of silence in the District Office Board Room at 7:00 p.m. District Administrator Dr. Susan Borden read the official meeting notification. Roll Call: Soderberg – yes, Kline – yes, Loth – yes, Warnimont – yes, Barney – yes, Larson - yes. Board member Spies arrived at 7:53 p.m.
2. Former student Sundus Arain addressed the Board regarding the recent Sikh temple shooting in Oak Creek and inquired what the Board has done to take action to make sure something like this will not happen in Germantown and what changes could be made to curriculum. District resident Lisa Laskowski addressed the Board about teaching tolerance.
3. Motion by Larson, second by Kline to approve the agenda. Motion carried.
4. Motion by Larson, second by Barney to approve the July 28, 2012 Board of Education learning session minutes. Motion carried (Warnimont abstained).
5. Motion by Larson, second by Kline to approve the July 30, 2012 Board of Education meeting minutes. Motion carried (Warnimont abstained).
6. Motion by Larson, second by Kline to approve the August 7, 2012 Board of Education learning session minutes. Motion carried.
7. Dr. Borden presented a Mission Sightings update.
8. Building Committee Chair Bruce Warnimont updated the Board on discussion that took place at the August 8, 2012 meeting regarding the Village of Germantown Intergovernmental Agreement. Mr. Warnimont indicated the committee was focusing on Exhibit A and Exhibit B and requested Board members review the agreement and inform him of any changes, improvements, or deletions they would like to see implemented. Mr. Warnimont also updated the Board on the status of beginning discussion regarding Little League and Diamond Club facility use and urged parents and visitors to visit the high school to see the improvements that have taken place over the summer to the restrooms, locker rooms, and parking lots.
9. Transportation Committee Chair Michael Loth informed the Board that the committee met on August 8, 2012 and discussed and then tabled action on busing students in the St. Boniface attendance area to St. Mary in Menomonee Falls until more costing information is obtained. Mr. Loth also informed the Board that the Transportation Committee had discussed the district transportation contract in closed session but had no information to bring forward at this time.
10. Recommendation from Personnel Committee to accept the resignation of Eric Glass effective June 30, 2012 per action of the District Administrator, accept the resignation of Jennifer Ganske effective August 22, 2012 subject to liquidation damages of \$1,000, thank her for her service in the district, and post and fill the position, and accept the resignation of Jillian Heise effective August 13, 2012 subject to liquidation damages of \$500, thank her for her service in the district, and post and fill the position. Motion carried.

11. Recommendation from Personnel Committee (second by Warnimont) to approve the 2012-2013 letters of employment and proposed salary of \$36,375 for Shelli Turner, proposed salary of \$50,966 for Stephanie Steinert, proposed salary of \$37,583 for Heather Westen pending release from her current contract, proposed salary of \$35,388 for Jonathan Brooks, proposed salary of \$34,815 for Laura Matysik, and approve a letter of employment for Jim Meixner as Desktop Technician for the proposed salary of \$45,900. Motion carried.
12. Personnel Committee Chair Sarah Larson informed the Board that discussion regarding administrator benefits will continue at the next Personnel Committee meeting.
13. Policy Committee Chair Diana Kline informed the Board that the committee met earlier and discussed development of whistleblower protection policies, Policy 3140 – Termination, Non-renewal and Resignation, and Policy 3131 – Reduction in Staff and that the committee has directed Dr. Borden to implement the suggested modifications and bring the policies back for review at the next Policy Committee meeting. Mrs. Kline also informed the Board that discussion regarding Policy 5460 – Graduation Requirements, Policy 2414 – Human Growth and Development, Policy 5630.01 – Use of Restraint and Seclusion, development of an exit interview policy, and Policy 6520 – Payroll Deductions was tabled until the next Policy Committee meeting.
14. The Board of Education continued to discuss district logos and agreed to remove from consideration, all samples that depict the Germantown Village Hall. District logos will be discussed again at the August 27, 2012 Board of Education meeting.
15. Motion by Warnimont, second by Kline to approve the fee waiver request from Just Drive. Motion failed (Loth – yes, Kline – abstain, Warnimont, Barney, Larson, Spies, Soderberg – no).
16. Motion by Warnimont, second by Barney to appoint Dave Brown of N97 W14447 Elmwood Dr. as the citizen representative to the Buildings and Grounds Committee for a two-year term. Motion carried.
17. Motion by Warnimont, second by Loth to approve a fee waiver for Badgerland Striders.  
  
Motion by Barney, second by Spies to amend the original motion to add a fee of \$70 to cover custodial cleaning costs. Motion and second withdrawn.  
  
Original motion to approve fee waiver for Baderland Striders carried (Warnimont – no).
18. Motion by Spies, second by Larson to enter into closed session pursuant to Section 19.85(10)(c) for approval of closed session minutes and discussion regarding processes, methodology, and timelines for district administrator evaluation. Motion carried.
19. The Board of Education entered into closed session at 8:11 p.m. The Board did not return to open session for action or discussion and adjourned at 9:17 p.m.

Jayne Borst  
Recording Secretary

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Diana Kline  
School Board Clerk





## GERMANTOWN SCHOOL DISTRICT

**TO:** Board Members                      **TOPIC:** Diversity Update  
**FROM:** Dr. Susan Borden                **BOARD MEETING:** August 27, 2012  
**DATE:** August 20, 2012                 **AGENDA ITEM:**

From our citizen’s comments at the previous Board meeting, I shared that I would prepare something brief regarding our diversity and a few of the district-wide initiatives. By no means is this meant to be comprehensive, rather just sharing a few pieces of the puzzle that will continue. First, district staff has been working with the conceptual ideas of CREATE. Create asks educators to focus on two questions, “Why don’t students from diverse backgrounds achieve at the same levels as their peers?” and “Why are students from divergent backgrounds more often in special education?” The objective is to identify strategies that contribute to eliminating the achievement gap and utilize those approaches through professional development, training and technical assistance. Thus far, two cohorts of staff members have been trained (about 50 staff) and additional may attend this year. The CREATE trained staff are working on a variety of projects including conducting in-service training, growing student organizations and leading book studies for staff at the schools. More information can be found at <http://www.createwisconsin.net/about/>.

Second, Beyond Diversity has been a second opportunity for learning. Beyond Diversity training is an intense focus on race, anti-racism, and equity. Participants are engaged and challenged for two days of personal reflection and understanding. The training is open to educators, community members, parents and business professionals. Like the CREATE training, the expectation is that staff who attend return to the district and work with their teams and fellow staff to broaden the impact of the training both formally and informally.

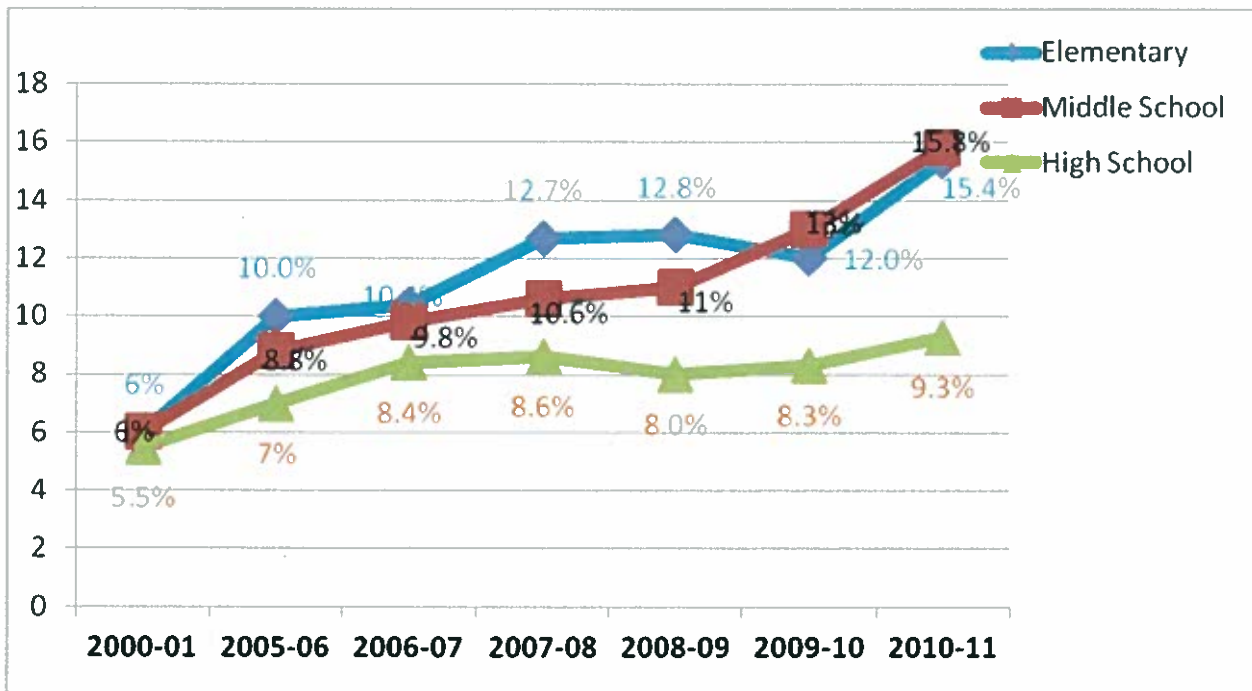
Additionally, our hiring processes include specific checkpoints in examining candidates and their materials for elements that are imperative in creating an environment where we are encouraging a vibrant, diverse staff. Further, our district has attended career fairs with the goal of specifically seeking out a more diverse candidate pool.

Fourth, our curriculum purchasing process includes a specific check for diverse representations. In fact, one of the positive aspects of our new K-5 reading/writing adoption is the recognition from the team that these materials include more diversity than prior materials and other vendors they examined.

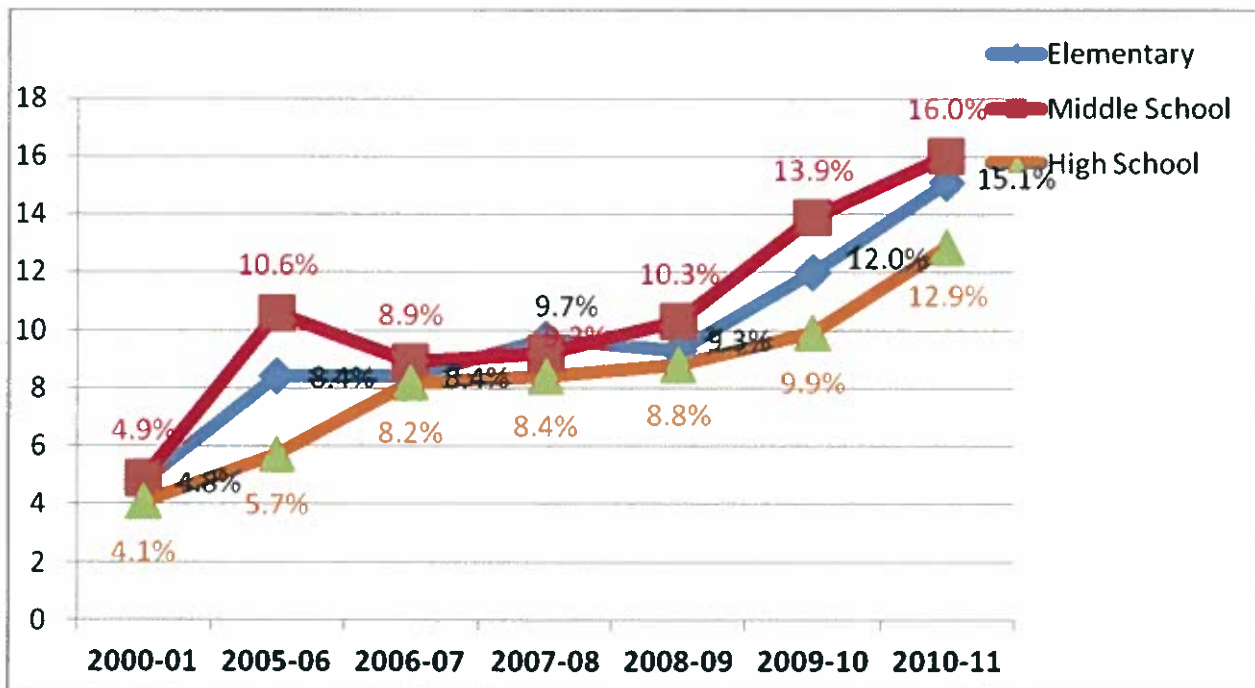
Next, our participation with international partners has brought students, staff and parents in direct contact with the concepts of multi-culturalism. Partners have visited and worked directly in our schools from Thailand and Germany in the past year and we are anticipating hosting Chinese students and a Chinese administrator in October.

Additionally, in response to questions regarding our demographics, the following two tables were mentioned and are included here. The first is our trend line related to diversity. About one in every seven students identifies themselves as non-white.





The second (below) is the trend line related to economically disadvantaged students as defined by the federal guidelines of free and/or reduced lunch. Again, about one in every seven students at the middle school meets the guidelines with the ratio of about one in every eight at the elementary and high school. Please note: There is no correlation of the two charts presented here.



**RECOMMENDATION:** No action needed. For information only.

## **GERMANTOWN SCHOOL DISTRICT**

<b>TO:</b>	Board Members	<b>TOPIC:</b>	St. Mary's Busing
<b>FROM:</b>	Ric Ericksen	<b>BOARD MEETING:</b>	August 27, 2012
<b>DATE:</b>	August 22, 2012	<b>AGENDA ITEM:</b>	VII.A.

Transportation Committee members asked for fiscal information on this topic. The following information was received from GoRiteway officials during discussions on August 13, 2012. A color copy of the map is included as background in the Transportation Committee packet.

### **St. Mary's Analysis**

- Right Side of Map - GoRiteway estimates about \$35,000 +/- one single route will need to be added in A.M. and one single route in the P.M.
- Left Side of Map - Cost will be incremental pending any adjustments due to school start times, other factors. As a talking point -- A.M. students could be blended into existing route with Calvary Baptist, while P.M. students could be blended into existing routes with Falls Baptist and Aquinas. The P.M. route, if blended, could add 20 minutes of drive time for some of the students.
- All three of these private schools are in Menomonee Falls.

**RECOMMENDATION:** Pending discussions at the Transportation Committee.

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board Members                      **TOPIC:** Logos  
**FROM:** Dr. Susan Borden                      **BOARD MEETING:** August 27, 2012  
**DATE:** August 22, 2012                      **AGENDA ITEM:** IX.A.

The Board of Education has reviewed district logos at several Board meetings and agreed on August 13, 2012 to eliminate logo samples that depicted the Village of Germantown or Village Hall rather than the Germantown School District. The remaining samples are attached with the original numbers and a copy of the current logo included.

The current logo is the school house with three “stick figures” and the motto “Reaching for Excellence...Together” arching over the schoolhouse and under it. With our current mission statement (Empower and Inspire Every Student) being updated in the last year, there was some thinking about the possibility of updating the logo.

**RECOMMENDATION:** Move forward with a new school district logo or keep the one we use.

# **Germantown School District**

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Empower and Inspire  
Every Student to Success

1

# **Germantown School District**

*Empower and Inspire Every  
Student to Success*

2

REVERSE

GERMANTOWN  
SCHOOL DISTRICT



*Empower and inspire  
every student to success*

4

**Germantown**   
**School District**

*EMPOWER and INSPIRE every student to SUCCESS*

5

**Germantown School District**  
Empower and ~~\_\_\_\_\_~~  
Inspire Every Student To Success

6



7

**Germantown  
School  
District**

EMPOWER AND INSPIRE EVERY STUDENT TO SUCCESS

8

**Germantown School Distict**  

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**Empower and Inspire Every  
Student To Success**

9



10

**GERMANTOWN SCHOOL DISTRICT**

**GERMANTOWN SCHOOL DISTRICT**

<b>TO:</b>	Board Members	<b>TOPIC:</b>	District Health Insurance
<b>FROM:</b>	Ric Ericksen	<b>BOARD MEETING:</b>	August 27, 2012
<b>DATE:</b>	August 22, 2012	<b>AGENDA ITEM:</b>	IX.B.

Attached please find an extract from Mr. Kamp's July 11, 2012 Health Insurance Presentation. This extract is the Basic Plan tab as presented. Included with it is an option per the board request, referenced as Exhibit IV.

The pages are hand number 1 – 5 at the bottom and each is assigned an Exhibit Number in the upper right.

**RECOMMENDATION:** Pending discussions.



**WEA Trust Preferred vs Base Plan**

ELIGIBILITY	TRUST/PREFERRED	BASE PLAN
Direct bill continuation for retirees, disabled and surviving spouses	Included in the base product	Available
Paid Leave of Absence	Coverage up to 2 years	FMLA coverage only
Legal wards/children under guardianship	Eligible	Not Eligible
Disabled children over age 26	Allowed to continue on plan as long as incapable of self-sustaining employment because of mental retardation or physical disability and dependent on you for support and maintenance	Allowed to continue on plan as long as permanently disabled or permanent physical handicap, incapable of self-sustaining employment, meets the IRS definition of dependent, and is unmarried
Late enrollment for retirees	Individuals can enroll in the plan at retirement (starting at age 55) without incurring late enrollment penalties	Not included on group plan unless amendment is selected by employer
<b>BENEFITS/COVERAGE</b>		
Habilitative services	Covered	Not Covered
Private Duty Nursing	Covered	Not Covered
Physical Therapy/Occupational Therapy/Speech Therapy	Unlimited coverage, subject to preauthorization	Limited to 30 visits with no more than 10 visits at non-network providers and subject to preauthorization
Home health services	Unlimited coverage, subject to preauthorization	Limited to 40 visits/year and not subject to preauthorization
Skilled nursing facility	Covered for 60 days for any one period of confinement	Covered for 30 days following discharge from a hospital (state mandate)
Kidney disease treatment	Unlimited coverage	Coverage limited to \$30,000/year (state mandate)
Temporomandibular Disorder (TMD) Treatment services	Unlimited coverage, subject to preauthorization	Coverage for non-surgical services limited to \$1,250/year and subject to preauthorization
Durable Medical Equipment (DME)	Specific services may have limits based on medical necessity and appropriateness criteria and cost effectiveness limits	10% coinsurance for DME and orthotics. Not applied to oxygen, prosthetics, and supplies. Specific services may have limited based on medical necessity and appropriateness criteria and cost-effectiveness limits.
Transplants	Subject to preauthorization	Services at non-network providers are limited to \$35,000/benefit period and reimbursement for meals and lodging are not covered. Preauthorization is required.
Treatment for cerebral dysfunction	Unlimited coverage, except drugs, which may be limited to a certain quantity each month	Excluded
Outpatient Advanced Imaging (MRI, PET Scans, CT Scans)	Deductible and coinsurance applies	\$100 copayment for non-emergency outpatient diagnostic advanced imaging services in addition to deductible and coinsurance
Network and non-network deductible and Maximum Out-of-Pocket (MOOP)	Combined	Separate
<b>PREAUTHORIZATION</b>		
Penalties for failure to get preauthorization	Penalty imposed only for the hospital admission notification requirement, which is limited to \$250	Penalty of 50% up to \$500. Payment of the penalty does not count toward MOOP. The failure to notify WEA Trust of any inpatient admission limited to \$250.

The analysis is for illustrative purposes only, and is not a guarantee of future expenses, claim costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care cost increases, etc. This analysis does not assess, 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 CBS does not guarantee the financial viability of any health insurance carrier or market, it is an act we recommend that clients clearly evaluate 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 (TheStreet.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 qualitative and quantitative 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.

**WEA Trus Preferred \$1,000 Ded 80/20 Option on Non-AFSCME Employees**

9/28/11  
 P/11/11

EXHIBIT  
 #1  
 APPROVED  
 BY IC  
 2-1  
 7/23/12  
 TO FULL  
 BOE 7/30

PLAN STATUS CARRIER Effective Date PLAN(S)	CURRENT PLAN WEA Trus 10/1/2011 Non-AFSCME		CURRENT PLAN WEA Trus 10/1/2011 Non-AFSCME		RENEWAL PLAN WEA Trus 10/1/2012 AFSCME		ALTERNATE PLAN WEA Trus 10/1/2012 Non-AFSCME	
	PRO. In-Nr	PRO. Out-Nr	PRO. In-Nr	PRO. Out-Nr	PRO. In-Nr	PRO. Out-Nr	PRO. In-Nr	PRO. Out-Nr
<b>PLAN BASICS</b>								
Individual Deductible	\$100	\$500	\$1,000	\$1,000	\$200	\$200	\$1,000	\$1,500
Family Deductible	\$200	\$1,000	\$2,000	\$2,000	\$400	\$400	\$2,000	\$3,000
Coinsurance Level	100%	80%	60%	60%	80%	80%	80%	60%
Individual Out-of-Pocket Maximum	\$100	\$1,750	\$3,500	\$3,500	\$1,450	\$1,450	\$2,250	\$4,000
Family Out-of-Pocket Maximum	\$200	\$3,500	\$7,000	\$7,000	\$2,900	\$2,900	\$4,500	\$8,000
	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
<b>OTHER PLAN DETAILS</b>								
Emergency Room (initial if admitted)	\$25 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$25 co-pay, Ded, Coins.	\$25 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.
Urgent Care	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins
Office Visit	Ded + Coins	Ded + Coins	Ded + Coins	Ded + Coins	Ded + Coins	Ded + Coins	Ded + Coins	\$10 co-pay, Ded, Coins
Prescription Drugs								
Value Choice	NA	\$0 Copay	\$0 Copay	\$0 Copay	NA	NA	\$0 Copay	\$0 Copay
Generic	\$5 Copay	\$10 Copay	\$10 Copay	\$10 Copay	\$5 Copay	\$5 Copay	\$10 Copay	\$10 Copay
Formulary Brand	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay
Non-Formulary Brand	2x Retail	2x Retail	2x Retail	2x Retail	2x Retail	2x Retail	2x Retail	2x Retail
Mail Order Program								
<b>RATES</b>								
Employee	\$827.62	\$726.12	\$726.12	\$726.12	\$864.73	\$864.73	\$703.14	\$703.14
Family	\$1,881.22	\$1,619.16	\$1,619.16	\$1,619.16	\$2,011.02	\$2,011.02	\$1,554.40	\$1,554.40
Medicare Single		\$433.48	\$433.48	\$433.48			\$459.52	\$459.52
Medicare Family		\$866.96	\$866.96	\$866.96			\$919.04	\$919.04
Medicare Special		\$1,159.60	\$1,159.60	\$1,159.60			\$1,162.60	\$1,162.60
<b>EMPLOYEE COUNTS</b>								
Employee	63	63	63	63	63	63	63	63
Family	237	237	237	237	237	237	237	237
Medicare Single	1	1	1	1	1	1	1	1
Medicare Special	7	7	7	7	7	7	7	7
AFSCME Family								
Monthly Premium	78,708.96	\$438,037.16	\$438,037.16	\$438,037.16	\$84,139.77	\$84,139.77	\$421,288.76	\$421,288.76
Annual Premium	\$944,607.52	\$5,256,445.92	\$5,256,445.92	\$5,256,445.92	\$1,009,677.24	\$1,009,677.24	\$5,085,465.12	\$5,085,465.12
Total Monthly Premium		\$516,746.12	\$516,746.12	\$516,746.12	\$895,428.53	\$895,428.53	\$6,065,162.36	\$6,065,162.36
Total Annual Premium		\$6,200,953.44	\$6,200,953.44	\$6,200,953.44	\$10,745,141.16	\$10,745,141.16	\$72,781,960.08	\$72,781,960.08
% Change from Current		n/a	n/a	n/a			-2.15%	-2.15%
<b>Risk Guarantees</b>								
Commission Level		10/1/11	10/1/11	10/1/11			10/1/12	10/1/12
Supplemental Compensation		NA	NA	NA			NA	NA

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, catastrophic claims, changes in plan design, health care cost increases, etc. This analysis does not intend, 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 viability of any health insurance carrier or market, it is an area we recommend that clients closely scrutinize 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 (TheStreet.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 qualitative and quantitative 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.



**WEA Trust BASE \$1,000 Ded 90/10 Option on Non-AFSCME Employees**

EXHIBIT II

PLAN STATUS CARRIER Effective Date PLAN(S)	CURRENT PLAN WEA Trust 10/1/2011 Non-AFSCME		CURRENT PLAN WEA Trust 10/1/2012 AFSCME		RENEWAL PLAN WEA Trust 10/1/2012 AFSCME		ALTERNATE PLAN WEA Trust Non-AFSCME	
	PRO-In-Net	PRO-Out-Net	PRO-In-Net	PRO-Out-Net	PRO-In-Net	PRO-Out-Net	PRO-In-Net	PRO-Out-Net
<b>PLAN BASICS</b>								
Individual Deductible	\$100	\$200	\$100	\$1,000	\$100	\$200	\$1,000	\$1,500
Family Deductible	\$200	\$400	\$2,000	\$2,000	\$200	\$400	\$2,000	\$2,000
Coinsurance Level	100%	80%	80%	60%	100%	80%	90%	70%
Individual Out-of-Pocket Maximum	\$100	\$1,450	\$1,750	\$3,500	\$100	\$1,450	\$1,625	\$3,375
Family Out-of-Pocket Maximum	\$200	\$2,900	\$3,500	\$7,000	\$200	\$2,900	\$3,250	\$6,750
Maximum	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
<b>OTHER PLAN DETAILS</b>								
Emergency Room (waited if admitted)	\$25 co-pay, Ded, Coins.	\$25 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$25 co-pay, Ded, Coins.	\$25 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.
Urgent Care	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins
Office Visit	Ded + Coins	\$10 co-pay, Ded, Coins	Ded + Coins	\$10 co-pay, Ded, Coins	Ded + Coins	\$10 co-pay, Ded, Coins	Ded + Coins	\$10 co-pay, Ded, Coins
Prescription Drugs								
Value Choice	NA	NA	\$0 Copay	NA	NA	NA	\$0 Copay	\$0 Copay
Generic	\$5 Copay	\$5 Copay	\$10 Copay	\$5 Copay	\$5 Copay	\$5 Copay	\$10 Copay	\$10 Copay
Formulary Brand	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay	\$25 Copay
Non-Formulary Brand	2x Retail	2x Retail	\$50 Copay	\$50 Copay	\$25 Copay	\$25 Copay	\$50 Copay	\$50 Copay
Mail Order Program								
<b>RATES</b>								
Employee	\$827.62	\$726.12	\$726.12	\$884.73	\$884.73	\$725.20	\$725.20	\$1,618.14
Family	\$1,801.22	\$1,619.16	\$1,619.16	\$2,011.02	\$2,011.02	\$461.00	\$461.00	\$922.00
Medicare Single		\$433.48	\$433.48			\$186.20	\$186.20	
Medicare Family		\$866.96	\$866.96					
Medicare Special		\$1,159.60	\$1,159.60					
<b>EMPLOYEE COUNTS</b>								
Employee	63	63	63	63	63	63	63	63
Family	237	237	237	237	237	237	237	237
Medicare Single	1	1	1	1	1	1	1	1
Medicare Special	7	7	7	7	7	7	7	7
AFSCME Single	11	11	11	11	11	11	11	11
AFSCME Family	37	37	37	37	37	37	37	37
Monthly Premium	78,708.96	\$438,037.16	\$438,037.16	\$84,139.77	\$84,139.77	\$437,951.88	\$437,951.88	\$437,951.88
Annual Premium	\$944,507.52	\$5,256,445.92	\$5,256,445.92	\$1,009,677.24	\$1,009,677.24	\$5,255,414.16	\$5,255,414.16	\$5,255,414.16
Total Monthly Premium		\$516,746.12	\$516,746.12			\$522,090.95	\$522,090.95	
Total Annual Premium		\$6,200,953.44	\$6,200,953.44			\$6,265,091.40	\$6,265,091.40	
% Change from Current	n/a	n/a	n/a	n/a	n/a	1.03%	1.03%	
Rate Guarantees	10/1/11	10/1/11	10/1/11	10/1/11	10/1/11	10/1/11	10/1/11	10/1/11
Supplemental Level	NA	NA	NA	NA	NA	NA	NA	NA
Commission Level	NA	NA	NA	NA	NA	NA	NA	NA

The analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. These are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, 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 CBS does not guarantee the financial viability of any health insurance carrier or market, it is an area we recommend that clients closely scrutinize 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 (TheStreet.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.



Germantown School District

WEA Trust Base \$2,000 Ded 100/80 Option on Non-AFSCME Employees

EXHIBIT

III

PLAN STATUS CARRIER Effective Date PLAN(S)	CURRENT PLAN WEA Trust 10/1/2011 AFSCME		CURRENT PLAN WEA Trust 10/1/2011 Non-AFSCME		RENEWAL PLAN WEA Trust 10/1/2012 AFSCME		RENEWAL PLAN WEA Trust 10/1/2012 Non-AFSCME	
	PRO-Ins-Net	PRO-Opt-Net	PRO-Ins-Net	PRO-Opt-Net	PRO-Ins-Net	PRO-Opt-Net	PRO-Ins-Net	PRO-Opt-Net
<b>PLAN BASICS</b>								
Individual Deductible	\$100	\$200	\$500	\$1,000	\$100	\$200	\$2,000	\$4,000
Family Deductible	\$200	\$400	\$1,000	\$2,000	\$200	\$400	\$4,000	\$8,000
Coinsurance Level	100%	80%	80%	60%	100%	80%	100%	80%
Individual Out-of-Pocket Maximum	\$100	\$1,450	\$1,750	\$3,500	\$100	\$1,450	\$2,000	\$5,250
Family Out-of-Pocket Maximum	\$200	\$2,900	\$3,500	\$7,000	\$200	\$2,900	\$4,000	\$10,500
	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
<b>OTHER PLAN DETAILS</b>								
Emergency Room (waited if admitted)	\$25 co-pay, Ded, Coins.	\$25 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$25 co-pay, Ded, Coins.	\$25 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.	\$150 co-pay, Ded, Coins.
Urgent Care	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins	\$10 co-pay, Ded, Coins
Office Visit	Ded +Coins	\$10 co-pay, Ded, Coins	Ded +Coins	\$10 co-pay, Ded, Coins	Ded +Coins	\$10 co-pay, Ded, Coins	Ded +Coins	\$10 co-pay, Ded, Coins
Prescription Drugs								
Value Choice	NA	NA	\$0 Copay	\$0 Copay	NA	NA	\$0 Copay	\$0 Copay
Generic	\$5 Copay	\$5 Copay	\$10 Copay	\$10 Copay	\$5 Copay	\$5 Copay	\$10 Copay	\$10 Copay
Formulary Brand	\$10 Copay	\$10 Copay	\$25 Copay	\$25 Copay	\$10 Copay	\$10 Copay	\$25 Copay	\$25 Copay
Non-Formulary Brand	\$25 Copay	\$25 Copay	\$50 Copay	\$50 Copay	\$25 Copay	\$25 Copay	\$50 Copay	\$50 Copay
Mail Order Program	2x Retail	2x Retail			2x Retail	2x Retail		
<b>RATES</b>								
Employee	\$827.62	\$726.12	\$726.12	\$726.12	\$884.73	\$884.73	\$691.90	\$691.90
Family	\$1,381.22	\$1,619.16	\$433.48	\$433.48	\$2,011.02	\$2,011.02	\$1,526.94	\$1,526.94
Medicare Single			\$866.96	\$866.96			\$459.14	\$459.14
Medicare Family			\$1,159.60	\$1,159.60			\$918.28	\$918.28
Medicare Special							\$1,151.04	\$1,151.04
<b>EMPLOYEE COUNTS</b>								
Employee	63	63	237	237	63	63	237	237
Family	1	1	1	1	1	1	1	1
Medicare Single	7	7	7	7	7	7	7	7
Medicare Special								
AFSCME Single								
AFSCME Family								
<b>Monthly Premium</b>								
Annual Premium	78,708.96	78,708.96	\$438,037.16	\$438,037.16	\$84,139.77	\$84,139.77	\$413,990.90	\$413,990.90
Total Monthly Premium	\$944,507.52	\$944,507.52	\$5,256,445.92	\$5,256,445.92	\$1,009,677.24	\$1,009,677.24	\$4,967,890.80	\$4,967,890.80
Total Annual Premium			\$516,746.12	\$516,746.12	\$496,130.67	\$496,130.67	\$5,977,568.04	\$5,977,568.04
% Change from Current	n/a	n/a	n/a	n/a	n/a	n/a	(\$223,383.10)	-3.60%
% Change from Current								
<b>RATE GUARANTEES</b>								
Commission Level	NA	NA	NA	NA	NA	NA	NA	NA
<b>Supplemental Compensation</b>								
Supplemental Compensation	NA	NA	NA	NA	NA	NA	NA	NA

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, catastrophic claims, changes in plan design, health care trend 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.

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Exhibit A WEA Trust Base \$2,000 Ded 80/60 Option on Non-AFSCME Employees

PLAN STATUS	CURRENT PLAN WEA Trust 30/1/2011 AFSCME	CURRENT PLAN WEA Trust 30/1/2011 Non-AFSCME	RENEWAL PLAN WEA Trust 30/1/2012 AFSCME	RENEWAL PLAN WEA Trust 30/1/2012 Non-AFSCME	ALTERNATE PLAN WEA Trust 10/1/2012 Non-AFSCME
<b>PLAN BASICS</b>					
Individual Deductible	\$100	\$200	\$100	\$200	\$4,000
Family Deductible	\$200	\$400	\$200	\$400	\$8,000
Coinsurance Level	100%	80%	100%	80%	60%
Individual Out-of-Pocket Maximum	\$100	\$1,450	\$100	\$1,450	\$4,500
Family Out-of-Pocket Maximum	\$200	\$2,900	\$200	\$2,900	\$12,000
<b>OTHER PLAN DETAILS</b>					
Emergency Room (prior to admission)	\$25 co-pay, Ded. Coins.	\$25 co-pay, Ded. Coins.	\$25 co-pay, Ded. Coins.	\$25 co-pay, Ded. Coins.	\$150 co-pay, Ded. Coins.
Urgent Care	\$10 co-pay, Ded. Coins.	\$10 co-pay, Ded. Coins.	\$10 co-pay, Ded. Coins.	\$10 co-pay, Ded. Coins.	\$10 co-pay, Ded. Coins.
Office Visit	Ded +Coins	\$10 co-pay, Ded. Coins.	Ded +Coins	\$10 co-pay, Ded. Coins.	\$10 co-pay, Ded. Coins.
Prescription Drugs	NA	\$0 Copay	NA	\$0 Copay	\$0 Copay
Value Choice	\$5 Copay	\$10 Copay	\$5 Copay	\$10 Copay	\$5 Copay
Generic	\$10 Copay	\$25 Copay	\$10 Copay	\$25 Copay	\$25 Copay
Formulary Brand	\$25 Copay	\$50 Copay	\$25 Copay	\$50 Copay	\$50 Copay
Non-Formulary Brand					
Mail Order Prescription					
<b>EMPLOYEE COUNTS</b>					
Employee	65	257	65	257	65
Family	1	1	1	1	1
Medicare Enrollee	1	1	1	1	1
Medicare Social					
AFSCME Social					
AFSCME Family					
Monthly Premium	71,708.56	658,037.15	71,708.56	658,037.15	637,500.92
Annual Premium	\$944,507.52	\$8,256,445.72	\$944,507.52	\$8,256,445.72	\$9,770,811.04
Total Monthly Premiums	\$59,766.12	\$556,746.12	\$59,766.12	\$556,746.12	\$80,540.09
Total Annual Premiums	\$717,193.44	\$6,680,953.44	\$717,193.44	\$6,680,953.44	\$978,481.08
% Change from Current	n/a	n/a	n/a	n/a	-5.7%
Rate Guarantee	10/1/11	10/1/11	10/1/11	10/1/11	10/1/11
Commission Level	NA	NA	NA	NA	NA

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 shifts, changes in plan design, health care cost inflation, etc. This analysis does not assume, predict, or state the coverage provided by the actual insurance policies and contracts. Please see your policy or contract for the specific information or further details in this regard.

While GIS does not guarantee the financial stability of any health insurance carrier or issuer, it is an area we recommend that clients closely scrutinize when selecting a health insurance carrier or issuer. There are a number of rating agencies that can be referred to including, A.M. Best, Moody's Standard & Poor's, and Weiss Ratings (WeissRate.com). Generally, agencies that provide ratings of U.S. health insurers, including traditional insurance companies and other managed care (e.g., FIDM) 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 do not constitute a warranty of an insurer's contract or future ability to meet its contractual obligations.

**GERMANTOWN SCHOOL DISTRICT**

**TO:** All Board Members                      **TOPIC:** Resignations  
**FROM:** Cynthia Coley                      **BOARD MEETING:** August 27, 2012  
**DATE:** August 22, 2012                      **AGENDA ITEM:** X.A.

Karen Henricks, Special Education teacher at Germantown High School, recently submitted her letter of resignation effective immediately. Karen was hired in August of 2011, serving the district for one year.

Nicole Jones, Spanish/ELL teacher at Germantown High School, recently submitted her letter of resignation effective immediately. Nicole was hired in August of 2007.

**RECOMMENDATION:** Accept the resignation of Karen Henricks effective immediately, thank her for her one year of service to the Germantown School District, and proceed with posting and filling the position.

Accept the resignation of Nicole Jones effective immediately, thank her for her five years of service to the Germantown School District, and proceed with posting and filling the position.

\*Note: Per the Employee handbook, "if the instructional employee resigns after June 1, the employee will incur liquidation damages in the sum of \$500.00".

**GERMANTOWN SCHOOL DISTRICT**

**TO:** All Board Members                      **TOPIC:** Teacher Letters of  
Employment/Contracts

**FROM:** Cynthia Coley                      **BOARD MEETING:** August 27, 2012

**DATE:** August 22, 2012                      **AGENDA ITEM:** X.B.

<b>New Employee Assignment/Location</b>	<b>Rationale</b>	<b>FTE</b>	<b>Contract Type</b>	<b>Old Div./Step</b>	<b>Salary</b>
<i>Nathan Mielke</i> Data Coordinator & Instructional Technology	Nathan is filling this new position	1.0	Regular	Div.6 Step 10	\$62,301.00
<i>Curtis Kadow</i> 3 <sup>rd</sup> Grade County Line School	Curtis is filling the vacancy of A. Sedlak's leave of absence	1.0	Limited Term	Div.1 Step 1	\$34,815.00
<i>Ryan Andrews</i> English Germantown High School	Ryan is filling the vacancy of P. Sibbernsen resignation	0.60	Regular	Div.1 Step 1	\$20,889.00

**RECOMMENDATION:** Approve the 2012-2013 letters of employment for Nathan Mielke with proposed salary of \$62,301, Curtis Kadow with proposed salary of \$34,815, and Ryan Andrews with proposed salary of \$20,889.