

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

**KENNEDY MIDDLE SCHOOL – GOLD ACTIVITY CENTER
W160 N11836 CRUSADER COURT
Germantown, WI 53022**

**September 12, 2016
7:00 p.m.**

AGENDA

- I. Meeting Called to Order and Pledge of Allegiance
 - A. Official Meeting Notification
 - B. Roll Call

- II. Approval of Agenda

- III. Citizen Comments:

Community Members are invited to share their questions, comments, or concerns with the School Board. When speaking, citizens should state their name for the record. The presentation time frame shall be determined by the Board President once an indication of the number of people wishing to speak is made. Wisconsin law authorizes the school board to receive information from members of the public. Where possible, the Board will answer factual questions immediately or may provide a written response if information is not available. If a response would involve discussion of Board Policy or decisions which might be of interest to citizens not present at the meeting, the Board may place the item on a future meeting agenda. **Comments which may be injurious to school district personnel or other individuals will not be allowed.**

- IV. Approval of Minutes
 - A. August 22, 2016 Board of Education

- V. Correspondence, Reports, and Information Items
 - A. Student Representative Report
 - B. Healthcare Academy Report
 - C. Smart Board Purchase
 - D. District Initiative Update
 - E. Referendum Update
 - F. Civics Exam Data Update

- VI. Insurance Committee
 - A. Discussion and possible action regarding Affordable Care Act.
 - B. Discussion and possible action regarding Wellness Committee.
 - C. Update on remaining items discussed at September 7, 2016 committee meeting.

- VII. Building Committee
 - A. Update on items discussed at September 12, 2016 committee meeting.

- VIII. New Business
 - A. Discussion and action to approve donations.
 - B. Discussion and action to approve teacher contracts.
 - C. Discussion and action to approve high school travel request.
 - D. Discussion and action to approve Riteway billing request.

- IX. Closed Session - The Board will take action to enter into closed session pursuant to Sections 19.85(1)(f) and 19.85(1)(g).
 - A. Discussion with legal counsel regarding long term care insurance litigation.
 - B. Discussion with legal counsel regarding student issue.

- X. Adjourn

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
August 22, 2016

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the Kennedy Middle School Gold Activity Center at 7:00 p.m. District Administrator Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Barney – yes. Board Member Larson absent (excused). Board Member Spies arrived at 7:58 p.m.
2. Motion by Barney, second by Medved to approve the agenda. Motion carried.
3. Motion by Medved, second by Barney to approve the August 8, 2016 Board meeting minutes.
4. Matt Larson, Cassie Hanson and Jim Heimann provided an update and logistics on the Moving Wall Viet Nam Memorial which will feature student projects and an education hall beginning on August 24th in the American Legion hall on Freistadt Road with the wall memorial set up behind Kennedy Middle School over the Labor Day weekend.
5. Kennedy Middle School science teacher Peter Schwantes updated the Board on the Bring Your Own Device project he piloted in his classroom during the 2015-2016 school year and will implement again during the 2016-2017 school year.
6. Director of Teaching and Learning Brenda O'Brien, teachers Angela Wick and Cindy Collins, and County Line Principal Cathy Schultz reported to the Board on PEAK training and the conference they attended over the summer and how they will implement the training in student instruction.
7. Brenda O'Brien also reported on the UW-Milwaukee Research Partnership mentoring program that three Germantown High School students participated in and presented the new elementary student report cards and reporting schedule that will be implemented in the 2016-2017 school year.
8. Director of Education Services Rick Grothaus provided an update to the Board on the progress in developing district standards.
9. Director of Pupil Services Todd Lamb presented the WI Act 125 required student seclusion and restraint report.
10. Recommendation from Insurance Committee to enter into a 15-month contract from October 1, 2016 through December 31, 2017, with United Healthcare for employee health insurance, presented as Option 2, with employee contributions determined at a later date.

Motion by Barney, second by Borden to amend the motion to approve United Healthcare's Option 2 at a 4.03% increase revised from the originally quoted 5.08% increase. Motion to amend carried.

Vote on original recommendation from Insurance Committee to enter into a 15-month contract with United Healthcare (Option 2) at a 4.03% increase for a period of October 1, 2016 through December 31, 2017. Motion carried.

11. Recommendation from Insurance Committee to approve renewal of district dental insurance with Delta Dental (Option 2) for the period of October 1, 2016 through September 30, 2017 with the possibility of extending the contract through December 31, 2017. Motion carried.

12. Recommendation from Insurance Committee to approve renewal of all ancillary lines of insurance (life, voluntary short-term disability, and long-term disability) with Madison National Insurance for the period of October 1, 2016 through September 30, 2016 with the possibility of extending the contract through December 31, 2017. Motion carried.
13. Recommendation from Finance Committee to adopt the preliminary 2016-2017 budget for presentation at the school district Annual Meeting.

Motion by Barney, second by Borden to reduce the 2016-2017 budgeted 3% increase in employee insurance contributions down to 2% (employee portion from 8% down to 7%). Motion carried.

Vote on original recommendation to adopt the preliminary 2016-2017 budget with a 7% employee insurance contribution. Motion carried.
14. Recommendation from Finance Committee to award district paper and sundry purchases for 2016-2017 to Veritiv/Unisource in an amount not to exceed \$42,702.40 funded out of the appropriate general fund accounts. Motion carried.
15. Director of Business Ric Ericksen updated the Board on additional items discussed in Finance Committee including the 2015-2016 audit that has been completed.
16. Motion by Spies, second by Barney to approve Resolution A authoring a state trust fund loan in the amount of \$800,000. Motion carried (Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Barney – yes, Spies - yes).
17. Motion by Spies, second by Medved to amend the initial resolution authorizing general obligation bonds in an amount not to exceed \$93,200,000 to, **approve the initial resolution authorizing general obligation bonds in an amount not to exceed \$84,000,000**. Motion carried (Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Barney – yes, Spies - yes).
18. Motion by Spies, second by Medved to amend the resolution providing for a referendum election on the question of an initial resolution authorizing the issuance of general obligation bonds in an amount not to exceed \$93,200,000 to, **approve the resolution providing for a referendum election on the question of the approval of an initial resolution authorizing the issuance of general obligation bonds in an amount not to exceed \$84,000,000**. Motion carried (Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Barney – yes, Spies - yes).
19. Motion by Barney, second by Spies to accept donations in the amount of \$400 from Bill Junker, Nick Spiegelhoff, Ryan McCann, and Greg Souza of the Milwaukee Brewers Kindness in Milwaukee program to be used to help fund a gaga pit at County Line, and a Game Ready System and Hydrocollator athletic training supplies valued at \$3,017 from the Athletic Booster Club, and a \$1,978.47 grant for a power brush sweeper from SFM Mutual Insurance Company. Motion carried.
20. Motion by Barney, second by Spies to accept the resignations submitted by district teachers Heather Janke, Melania Manion, and Angel Blau and thank them for their service in the district. Motion carried.
21. Motion by Borden, second by Spies to approve 1.0 FTE contracts for Sara Lundbohm at \$55,750 and Eric Miller (limited term) at \$9,633.32 and approve 1.0 FTE contracts for Lauren Radish at \$44,500 and Sarah Riemer at \$58,500 pending release from their current contracts. Motion carried.

22. Motion by Medved, second by Spies to approve supplemental teacher contracts in an amount not to exceed 8 hours, for Darcy Jesswein, Garrett Kuhn, and Keith Michalowski. Motion carried.
23. Motion by Spies, second by Barney to approve the 2016-2017 CESA 1 services contract for 2016-2017. Motion carried.
24. Motion by Spies, second by Barney to approve an additional second grade class at Amy Belle and approve posting the position of a an additional second grade teacher immediately. Motion carried.
25. Motion by Barney, second by Medved to adjourn.
26. Board President Soderberg declared the meeting adjourned at 9:28 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Insurance Committee

FROM: Jeff Holmes

BOARD MEETING: August 22, 2016

DATE: August 16, 2016

AGENDA ITEM: VI.A.

The Insurance Committee met on Wednesday, September 7, 2016 with Gallagher Representative John Fuhs. The committee discussed the Affordable Care Act and will be prepared to update the Board on discussion that took place at the meeting and some preliminary decisions that have been made. The draft committee minutes are attached for your review.

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
INSURANCE COMMITTEE MEETING**

September 7, 2016

1. The meeting of the Insurance Committee was called to order by Committee Chairperson Tom Barney at 5:31 p.m. in the District Office Board Room. Insurance Committee Members present: Tom Barney, Lester Spies and Sarah Larson.
2. Motion by Spies, second by Larson to approve the agenda. Motion carried.
3. Motion by Larson, second by Spies to approve the August 17, 2016 committee meeting minutes. Motion carried.
4. Gallagher representative John Fuhs updated the committee on the Affordable Care Act (ACA). The committee discussed at length, options available that will meet ACA requirements for part-time employees working 30 hours or more per week. The committee discussed the potential penalties if not offering insurance to this employee group and discussed offering alternative plans that would still fulfill the requirement of offering affordable insurance plans to the mandatory 95% of staff.
5. The committee agreed to develop a plan based on 75% of the current plan for full-time employees with a contribution rate of approximately 9%, with out-of-pocket expenses and co-insurance amounts to be determined later. John Fuhs will work with the United Healthcare representative to get a model put together.
6. The Insurance Committee will meet again as soon as they receive plan information from John Fuhs and will present the plan with full details for approval at the September 26, 2016 Board meeting.
7. Beth Dover informed the committee that the Wellness Committee will be meeting with the United Healthcare representative to see what UHC will offer for wellness activities and incentives and the committee will then incorporate these into a new district plan. A Poker Walk has already been scheduled for October 11, 2016 at the high school. The committee will also discuss what incentives will be offered to part-time on the reduced insurance plan.
8. Motion by Larson, second by Spies to adjourn: Motion carried.
9. Committee Chair Tom Barney declared the meeting adjourned at 7:12 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Donations

FROM: Jeff Holmes

BOARD MEETING: August 22, 2016

DATE: August 16, 2016

AGENDA ITEM: VIII.A.

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

1. Accept the donation of black corrugated tubing valued at \$800 from the Germantown Community Scholarship Fund to be placed in the tree line north of the high school football practice field with the other tubing that was used for the mud runs.

2. Accept the donation of \$1500 from Classic Concrete Install, Inc. to the high school girls volleyball program.

RECOMMENDATION: Thank the donors for their generosity and approve the donations as listed.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Contracts

FROM: Mike Nowak

BOARD MEETING: September 12, 2016

DATE: September 6, 2016

AGENDA ITEM: VIII.B.

The administration is recommending the approval of the following limited-term contracts for the 2016-17 school year.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
<i>Amy Martin</i> Elementary Teacher Amy Belle Elementary School	Amy is the recommended candidate for this recently approved, new position	1.0	Limited-Term	\$51,578.00
<i>Carrie Dykstra</i> Art Teacher County Line Elementary School	Carrie is filling the vacancy created by the resignation of Melanie Mannion	.61	Limited-Term Part-Time	\$35,397.96

RECOMMENDATION: Approve the 1.0 FTE limited-term contract for Amy Martin at \$51,578 and the .61 FTE limited-term, part-time contract for Carrie Dykstra at \$35,397.96.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Overnight Travel Request
FROM: Joel Farren **BOARD MEETING:** September 12, 2016
DATE: August 23, 2016 **AGENDA ITEM:** VIII.C.

High School Spanish teacher Lindsay Baranowski has submitted an overnight travel request for four to twelve students to travel to Spain for cultural enrichment over spring break, April 14-21, 2017. The trip is open to parents and students with male and female chaperones if needed.

Funding for the trip is outlined in the attached Overnight Field Trip Request Form. All costs will be paid by the students and advisors participating.

RECOMMENDATION: Approve the overnight travel request for 4 to 12 students with chaperones, to travel to Spain, April 14-21, 2017 with all costs paid by participants.

GERMANTOWN HIGH SCHOOL

OVERNIGHT FIELD TRIP REQUEST FORM

Name of Person Completing this Form: Lindsay Baranowski	Explanation of Field Trip: Cultural enrichment trip to Spain - open to students and parents.
Date Submitted to Building Principal: 8/23/2016	
Date Submitted to Superintendent's Office: 8/23/2016	Location of Field Trip (Be Specific): Madrid, Spain
Number of Students on Field Trip: 4-12 Number of Advisors on Field Trip: 1-2	Date(s) of Field Trip: Spring Break 2017

BREAKDOWN OF FIELD TRIP COSTS FOR STUDENT AND FOR ADVISOR

	FOR STUDENTS		FOR ADVISORS	
	Board Funding Portion	Club Funding Portion	Board Funding Portion	Club Funding Portion
Registration	\$ -	\$ -	\$ -	\$ -
Transportation	\$ -	\$ -	\$ -	\$ -
Lodging	\$ -	\$ -	\$ -	\$ -
Meals	\$ -	\$ -	\$ -	\$ -
Other (please list)	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
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	\$ -	\$ -	\$ -	\$ -
Total Cost		\$ -		\$ -
Total Students or Advisors from Above				
Cost Per Student or Advisor	\$3900/Student		\$4200/Advisor	
Grand Total Cost	No cost to School Board or District. Students fund their own trip.			

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** GoRiteway Billing Request
FROM: Ric Ericksen **BOARD MEETING:** September 12, 2016
DATE: September 8, 2016 **AGENDA ITEM:** VIII.D.

Please see attached, it should be self-explanatory.

Below is an extract from the GoRiteway current agreement. There is a clause covering payment (Article 12) therefore district officials may not act unilaterally on the request. Action granting the GoRiteway request would require a majority vote of the school board in the affirmative.

Please know that at the September 26th Finance Committee meeting I will be reporting to the members of a tight cash flow schedule for the upcoming months of December and January along with options to deal with it.

Despite the above statement, I would support GoRiteway's request inasmuch as it would have a marginal impact on the cash flow situation.

Extract:

12. PAYMENT

The contractor shall be paid under this Agreement as provided on Exhibit 1. A statement of the actual transportation supplied in a month will be furnished to the District by the 10th of the month following the month of service. No charge shall be made by the Company for days on which transportation is not provided. Payment to the Company will be in the month following the month of service if the above timeline is adhered to.



August 16, 2016

Mr. Ric Ericksen
Business Manager
Germantown School District
N104W13840 Donges Bay Road
Germantown, WI 53022

Dear Ric,

Thank you for giving consideration to our request for an advance payment around September 1st in the amount of \$230,000 for the 2016-17 school year transportation. We incur a significant amount of expense before we typically start receiving payments from the District in mid to late October. An advance payment helps bridge this gap. As we discussed the advance payment would be applied to the January billing.

Several of the other Districts we service have agreed to similar advance payments. In addition, I want to assure you this request is to better match the flow of revenue with expenses and is not an indication of any change in our financial situation.

Thank you.

Sincerely,

A handwritten signature in black ink that reads "Ronald R. Bast". The signature is written in a cursive style with a large, stylized "B" at the end.

Ronald R. Bast
President