

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

**December 15, 2014
7:00 p.m.**

AGENDA

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

- II. Approval of Agenda

- III. Citizen Comments (15 Minutes):

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

- IV. Approval of Minutes
 - A. November 24, 2014 Board of Education

- V. Correspondence, Reports, and Information Items
 - A. Student Representative Report
 - B. Early Graduate Update
 - C. State Education Convention
 - D. Youth Futures Update
 - E. Support Staff Retirement
 - F. Enrollment Update
 - G. Wellness Update
 - H. Dual Credit Articulation Update

- VI. Building Committee
 - A. Update on items discussed at November 13, 2014 Building Committee meeting.

- VII. Policy Committee
 - A. Discussion and action to approve modifications to all facility related policies 7100, 7240, 7410, 7420, 7430, 7440, 7460, and 7510.
 - B. Discussion and action to approve modifications to policies 5451.01, 5451.02, 6235, 0140, 1422, 1623, 2423, 2623, 2700.01, 3120, and 3120.09.

- VIII. Finance Committee
 - A. Discussion and action regarding purchases over \$15,000.
 - B. Discussion and action regarding Student Activity Fund.
 - C. Update on remaining items discussed in Finance Committee.

- IX. New Business
 - A. Discussion and action to approve donations.
 - B. Discussion and action to approve high school choir travel request.
 - C. Discussion and action to approve Destination Imagination manager contracts.
 - D. Discussion and action to approve MAP renewal.
 - E. Discussion and possible action regarding administrator contract language.

- X. Closed Session: The Board will take action to enter into closed session pursuant to Sections 19.81(c), 19.85(1)(f), and 19.85(1)(g).
 - A. Approve November 24, 2014 closed session meeting minutes.
 - B. Discussion and update regarding long term care litigation.
 - C. The Board of Education will convene in closed session, pursuant to s. 19.85(1)(c), (f), and/or (g) of the Wisconsin Statutes, as appropriate, to be updated on the status of an employment investigation and related personal information concerning a District employee. The Board may also discuss related legal proceedings with legal counsel, if necessary and appropriate.

- XI. Adjourn

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
November 24, 2014**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:22 p.m. District Administrator Jeff Holmes read the official meeting notification. Roll call: Soderberg - yes, Medved – yes, Loth – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson – yes.
2. Motion by Larson, second by Spies to move Item IX.B. to precede Item IX.A. and approve the revised agenda. Motion carried.
3. Motion by Larson, second by Medved to approve the November 10, 2014 Board of Education meeting minutes. Motion carried.
4. Kennedy Middle School 6th grade students provided a presentation to the Board and wrote summaries of books they are requesting approval to purchase for KMS totaling \$272.58.
5. Motion by Larson, second by Medved to approve reading materials for Kennedy Middle School in the amount of \$272.58. Motion carried.
6. Brian Medved, Jeff Holmes, Bob Soderberg, and Lester Spies provided updates from the November 12, 2014 Standards Committee meeting.
7. Director of Business Ric Ericksen provided background on discussion that took place in Finance Committee in August 2014 regarding Energy Exemption 121.91(4)(0).
8. Director of Human Resources Cynthia Coley provided an updated enrollment report and a Wellness Committee update.
9. Director of Teaching and Learning Brenda O'Brien provided information regarding the computer based assessment Measure of Academic Progress (MAP) indicating it will be on the December 15, 2014 Finance Committee and Board agendas to request approval to purchase.
10. Recommendation from Personnel Committee to approve a 2% wage increase for non-certified staff effective July 1, 2014. Motion carried (Warnimont and Barney abstained).
11. Brenda O'Brien had informed the Board that approximately 20 students will exhaust the current course sequence for math at the end of the 2014-2015 school year and presented options for the district to partner with MATC to provide Calculus III and Differential Equations and Linear Algebra for the 2015-2016 school year at the November 10, 2014 Board meeting. The Board continued discussion of an MATC partnership and the administration will provide additional information at the December 15, 2014 meeting before taking Board action.
12. Director of Human Resources Cynthia Coley provided an update on the progress of the Collaboration and Volunteer Goal for the Alternate Compensation Model. The representative group of teachers, personnel committee members and administration will be selecting a meeting date to clarify proposals that have been submitted for approval and their alignment with the intent of the goal.

13. Recommendation from Finance Committee to approve the purchase of a Unitrends Backup and Rapid Recovery System with three years of support at a cost of \$23,775. Motion carried.
14. Recommendation from Finance Committee to approve the bid from Dillett Mechanical at \$75,495 for replacement of the second floor air conditioner at Germantown High School. Motion carried.
15. Recommendation from Finance Committee to approve the bid from Simplex at \$14,900 for burglar alarm system updates at County Line. Motion carried.
16. Director of Business Ric Ericksen updated the Board on additional discussion that took place in Finance Committee regarding the Gallagher Consulting Agreement renewal and the Student Activity Fund which will be brought forward for action at the December 15, 2014 meeting.
17. Motion by Warnimont, second by Spies to approve no new additional Chapter 220 seats for the 2015-2016 School year. Motion carried.
18. Motion by Warnimont, second by Spies to revise the Board of Education meeting schedule and meet on December 15, 2014 rather than December 8, 2014. Motion carried.
19. Motion by Warnimont, second by Spies to enter into closed session pursuant to Sections 19.85(1)(c), 19.85(1)(f), 19.85(1)(g). Roll call vote: Soderberg - yes, Medved –yes, Loth – yes, Warnimont – yes, Barney – yes, Spies –yes, and Larson – yes. Motion carried.
20. The Board entered into closed session at 8:37 p.m. and did not return to open session, adjourning at 9:51 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

Germantown High School
2015 January Graduates

	Last Name	First Name	CUM GPA	Current Credits	Credits in Progress	Reason for Early Graduation
1	Backhaus	Diana	2.75	20.50	3.50	Army Reserve, Work & College
2	Cemke	Jenna	3.06	20.00	3.50	Work, College in July
3	Lawniczak	Anna	3.05	21.50	3.00	Work, earn CNA, College in fall
4	Lydon	Kelsey	2.26	20.00	3.50	Work, College in fall
5	Lydon	Kourtney	2.33	20.00	3.50	Moraine Park Technical College
6	Masters	Ashley	3.45	19.50	3.50	WCTC, then UWM in fall
7	McKelvey	Jonathan	1.98	20.00	3.00	College
8	Merriweather	Kiana	3.10	21.00	3.00	Work, then Culinary School
9	Whidbee (NEW)	Destany	2.03	19.75	3.75	College and Work

Jayne Borst - State Education Convention

From: Ron Frea <convention@wasb.org>
To: <jholmes@germantown.k12.wi.us>
Date: 12/3/2014 3:54 PM
Subject: State Education Convention



Jeff,

I hope you are planning to attend the upcoming State Education Convention, Jan. 21-23, 2015, in Milwaukee! It's the premier professional development event for school board members and administrators.

This year's Convention offers numerous opportunities to network and get new ideas for your district. With break-out sessions on dozens of topics – from leadership and governance to curriculum, facilities and health care – there is sure to be something for everyone.

The internationally renowned keynote speakers will inspire you to do great things for your students. There will be networking opportunities throughout the Convention and specifically at two events – a Welcome Breakfast on Wednesday, Jan. 21 at 9 am in the Exhibit Hall and a Networking Reception that afternoon at 4:30 pm at the Hilton.

You'll want to leave time to tour the Exhibit Hall, which will feature hundreds of vendors and a special exhibit by Discovery Education. Whatever your district's needs may be, the Exhibit Hall provides a great opportunity to gather information and meet contacts. You can participate in the WASB Scavenger Hunt for the chance to win prizes for your district and remember to bring your ticket from the Regional Meetings to see if you hold one of the winning codes!

I also encourage you to attend the WASB Breakfast on Thursday morning of the Convention. The breakfast will feature Neil Willenson. He founded One Heartland, a non-profit dedicated to improving the lives of children and youth who experience HIV/AIDS.

CONVENTION REGISTRATION[Registration](#)**CONVENTION HOME PAGE**[Convention Home](#)

GERMANTOWN SCHOOL DISTRICT

TO:	All Board Members	TOPIC:	MATC Partnership Follow-up
FROM:	Brenda O'Brien	BOARD MEETING:	December 15, 2014
DATE:	November 26, 2014	AGENDA ITEM:	V.H.

After looking into other area colleges for a potential partnership for dual credit courses, highlights of conversations with the representatives from various colleges are as follows:

- Moraine Park Technical College (MPTC) - MPTC does not have Calculus III as a course option.
- Concordia - I left several phone messages and submitted an on-line question request. There is a representative, Katie Baganz, from the dual credit program from Concordia. She said they do not have a structure of their staff teaching on our campus, but they are willing to look into this. They usually have staff members from the high school teach the course and transcript the credit through the University.
- UW-Washington County: I left a message with Roger Peterson, Associate Dean of the Mathematics Department. He forwarded my name to the Dean, Paul Price. We've arranged a meeting to discuss what the possibilities would look like.

GSD Building Committee Notes

11.13.14

Mtg. called to order at 5:34 p.m.

Jeff Holmes

Brian Medved

Bruce Warnimont

Mark Koenke

Don Erickson

Jack Klebesdadel

Ric Ericksen

Michael Loth

Les (Ask Ric or Jack)

Jay B. (Ask Ric or Jack)

1st to MK

2nd to ML

Agenda – Motion Carried

1st to BM

2nd to MK

Minutes from 10.1.14 mtg. – Motion Carried

Minutes from Closed Session – 1st BM, 2nd by MK, RE asked if the committee or chair have any issues with Bldgs. and Grounds have the mins. And BW said no. Motion Carried

Report on 14-15 Capital Projects – RE started the discussion – DE continued going thru the list in detail, line by line. Discussion on roofing, description on the roofing projects that were included in the packet. MK requested conversation on the lower wing at CL and why the roofing is being done on that area. Erickson suggested that before we spend \$65,000 on that roof, we should maybe decide what we are doing with that section of the building. Discussion on getting that area/wing up to ADA compliant. BM said he doesn't see us getting rid of that section and if the roof is in that bad of shape, we should be replacing it. Bid results for GHS Air Conditioner – Dillett with best price, that includes everything. Discussion on Dillett's bid. ML move to select Dillett Mech for the GHS air conditioner replacement in the amount with a positive recommendation to the finance committee. Second by BM. Motion Carried.

Dist Maint/Admin. – Erickson discussed that it is no longer required for us to hook up to city water. BW said to move forward with it. KMS hook up.

Erickson discussed the compartmentalization and the issue at GHS. The time line for the GHS completion is 12/15 or sooner. Doors are in place. ML asked about the doors at GHS and which ones they are. Magnets and release need to be done. Erickson will talk to Hassinger and Stanley to get the other schools completed. BW discussed the frustration on the time line not being met for the compartmentalization. Jeff will relay this information to them along with the question of why the District didn't received multiple bidders on this project.

Ric discussed that the previous company chosen for property surveys will not be available to do them in a timely manner and we will be researching and late this afternoon another company was found that will perform these surveys.

Erickson discussed an update with the water main easement project at KMS. Had pictures to share.

Erickson said you can read on the EC for the rest of the school year.

Holmes reported that Stachowiak is still on track to have the mobile ticket booth on track for the start of the spring in-season sports.

Klebesadel started the discussion on the scoreboard. Jack described the scoreboards, advertising and differences with them, including height. Jack discussed details and pricing for particular size and description of scoreboards.

Grid Iron will dedicate \$5000 to the score board if it is moved/changed.

Boosters will also donate monies towards a new score board.

BM asked if they anticipated that they would get more sponsors and Les from Grid Iron says without a doubt and they have been working at moving forward to a score board for a few years now. ML asked about what the life expectancy is on a video score board. Asked if there was any discussion on them. JK mentioned that it is warranted for 10 years. ML ask about what it warranties, is it just parts, etc.?

MK asked why it would be moved to the other end and not just squared up from where it is now. JK mentioned that if it is moved, advertising could be sold on the back side. ?? BM asked what the back of the board looks like if we were putting advertising on the back side.

BW said that he's in favor of thinking about it and bringing it back to the next meeting. BM thanked Jack for bringing all the information forward and thinks advertising and having it be self-sustaining is great. JK asked if sponsors came along can we still start work on them without the commitments. BW mentioned that maybe we should ask our rep from the Banner Press to publize the plan to have a new scoreboard.

Updates on previous actions

Line 28 down – Asphaltting is a place holder until Spring. Discussion on the weather stripping being put out of Maint. Bldg. BW mentioned electric equipment fire at AB yesterday 11/12.

BW asked why the smaller buildings are more expensive. Smaller buildings require installation of equipment that the high school already has. GHS is just upgrading the panel. Don has better pricing on #74 – electrical being most of the cost.

#70 Chiller

BW asked about fund outside the revenue cap are designed for projects like that. Time line has to be tied to tax levy. We would need to wait until next year. BW said they'd like to know more about the law.

ML mentioned line #30 – Does it come under energy savings. BM says he likes that idea for energy/costs savings. BW mentioned that we maybe should look at doing one site per year.

BW mentioned fire alarm panel at AB or ROCK – 80,000 and either KMS or GHS will put us at 110,000

Would leave 60,000 or 70,000

AB fire panel - #41

MK asked about asbestos tiling and asked if DE can determine per sq footage and how we could determine. DE mentioned that GHS should be put together first because of the hallway tile cracking.

MK ask DE to get numbers per building for tile replacement.

RE motion to move AB's fire alarm panel upgrade to the approved projects section. ML second. MK asked about bid process. Don will get bids and bring back to BC mtg. for approval to go to Finance. Motion Carried.

BW is requesting that JH bring the contingency fund to finance committee.

BM asked if the remaining monies should be left as an emergency fund.

BW asked what is left in the budget for leasing EC space. RE said none, because that was going to be flow thru funds.

BW said we will hold off on spending any more money until we get that done.

ML asked for informational purposes, are the windows something we should do for an energy savings project.

Unfinished Business

Scoreboard – JK discussed

Dist Office/Maint. Bldg –

2014-2015 Capital Project Budget & Priorities

BM moves that we move recommended changes to the policy committee as noted. Second by MK, motion carried.

7460 – Discussion on them being statements, not policy. JH mentioned that we would be looking at superceding.

DE mentioned that lamps are being brought into classrooms and he'd like to educate the teachers on them. BW says it falls under small appliances.

Motion to adjourn. ML, BM – 7:14 p.m.

New Business

Facilities 7100

Site Acquisition 7240

Maintenance 7410

Hygienic Management 7420

Safety Standards 7430

Facility Security 7440

GERMANTOWN SCHOOL DISTRICT

TO: School Board **TOPIC:** Purchases Over \$15,000:
FROM: Ric Ericksen **BOARD MEETING:** December 15, 2014
DATE: December 10, 2014 **AGENDA ITEM:** VIII.A.

Recommendation:

Pending discussions earlier this evening, the Finance Committee brings forward with a positive recommendation to approve the purchases as presented below.

1. \$13,750: MAP Software
2. \$19,300: Site Surveys Services
3. \$18,461: Garbage Can Liners

Background/Attachment(s):

Please see the finance committee packet emailed to the Board of Education, or visit the Finance Committee web link, or visit Google Shared for background material.

GERMANTOWN SCHOOL DISTRICT

TO: School Board

TOPIC: Student Activity Fund

FROM: Ric Ericksen

BOARD MEETING: December 15, 2014

DATE: December 10, 2014

AGENDA ITEM: VIII.B

Recommendation:

Pending discussions earlier this evening, the Finance Committee brings forward with a positive recommendation to approve accepting the Middle and High School Student Activity Fund and accounts for the 2014/2015 school year and beyond and acknowledge the name of the Organizations and their stated purposes.

Background/Attachment(s):

Please see the finance committee packet emailed to the Board of Education, or visit the Finance Committee web link, or visit Google Shared for background material.

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Donations

FROM: Jeff Holmes

BOARD MEETING: December 15, 2014

DATE: December 10, 2014

AGENDA ITEM: IX.A.

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

1. Accept the donation of \$300 from the Greater Milwaukee Association of Realtors from proceeds from their Kettle Moraine Council Golf Outing to be distributed equally among the four elementary schools for students in need.

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

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Travel Request GHS Choir

FROM: Joel Farren

BOARD MEETING: December 15, 2014

DATE: December 2, 2014

AGENDA ITEM: IX.B.

The Germantown High School Choir students and advisor Jonathan Brooks have submitted an overnight travel request for approximately 80 students and ten advisors to travel to Camp Whitcomb Mason in Hartland, WI February 6-8, 2015.

While at Camp Whitcomb Mason, the choir will intensively rehearse "Dona Nobis Pacem." All trip costs will be paid from fundraising and individual participants.

RECOMMENDATION: Approve the overnight travel request for approximately 80 students and ten advisors to travel to Camp Whitcomb Mason in Hartland, WI February 6-8, 2015.

GERMANTOWN HIGH SCHOOL

OVERNIGHT FIELD TRIP REQUEST FORM

Name of Person Completing this Form:

Jonathan Brooks

Explanation of Field Trip: *Choir Retreat*

to camp Whitcomb Mason for intensive rehearsal on "Donna Nobis Pacem" by Ralph Vaughan Williams

Date Submitted to Building Principal:

12/1/14

Date Submitted to Superintendent's Office:

Location of Field Trip (Be Specific):

*Camp Whitcomb/Mason
W2914 N8436 Camp Whitcomb Rd
Hartland, WI 53029 (262) 538-1190*

Number of Students on Field Trip: *80*

Date(s) of Field Trip: *2/6/15 - 2/8/15*

Number of Advisors on Field Trip: *10*

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	\$ 0 -	\$ 0 -	\$ 0 -	\$ 0 -
Transportation	\$ 0 -	\$ 15 -	\$ 0 -	\$ 15 -
Lodging	\$ 0 -	\$ 85 -	\$ 0 -	\$ 85 -
Meals	\$ -	\$ -	\$ 0 -	\$ -
Other (please list)	\$ 0 -	\$ 0 -	\$ 0 -	\$ 0 -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Total Cost	\$ 0 -	\$ 100 -	\$ 0 -	\$ 100 -
Total Students or Advisors from Above	-	<i>8,000</i> -	-	<i>1000</i> -
Cost Per Student or Advisor	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Grand Total Cost	\$ 9,000 -			

GERMANTOWN SCHOOL DISTRICT

TO: All Board Members **TOPIC:** Team Manager Contracts for Destination Imagination

FROM: Brenda O’Brien **BOARD MEETING:** December 15, 2014

DATE: November 13, 2014 **AGENDA ITEM:** IX.C.

The list below is presented for approval of Team Manager contracts for Destination ImagiNation for the 2014-15 school year. For those team managers managing more than one team, separate contracts will be issued for each team (individual contract amounts are indicated). Background checks have been completed for all those individuals listed.

Maureen Warnimont	MacArthur / KMS	\$250.00 (Contract) / \$125
Dawn Liker	MacArthur	\$125.00
Jeff Liker	MacArthur	\$125.00
Brenda Kunz	MacArthur	\$125.00
Kris Sapinski	MacArthur	\$125.00
Erin Jex	MacArthur	\$250.00
Colette Nichols	MacArthur	\$250.00
Laura Chitwood	MacArthur	\$83.33
Wendy Wiesjahn	MacArthur	\$83.33
Dawn Ballard	MacArthur	\$83.33
Sandy Ciha	County Line	\$125.00 (Contract)
Bruce Endlich	County Line	\$125.00
Linda Dreger	County Line / KMS	\$125.00 / \$125.00
Dave Dreger	County Line / KMS	\$125.00 / \$125.00
Tim Kirkpatrick	County Line / KMS	\$125.00 / \$125.00
Kristie Waldvogel	County Line	\$250.00

Tracy Parker	County Line	\$125.00
Jason Parker	County Line	\$125.00
Jenny Griggs	County Line	\$125.00
Matt Griggs	County Line	\$125.00
Stephanie Pollpeter	Rockfield	\$250.00 (Contract)
Cara Reimer	Rockfield	\$250.00 (Contract)
Patricia Gequillana	Rockfield	\$125.00
Paul Gequillana	Rockfield	\$125.00
Jenny Catalano	Rockfield	\$125.00
Nancy Braidigan	Rockfield	\$125.00
Renee Schultz	Rockfield	\$250.00
Jodi Stanisch	Amy Belle / GHS / KMS	\$83.33 (Contract) / \$125.00 / \$125.00
Doug Galaszewski	Amy Belle	\$83.33
David Kazmierczak	Amy Belle	\$83.33
Stacy Werner	Amy Belle	\$83.33
Nicole Hartmann	Amy Belle	\$83.33
Kathy Morency	Amy Belle	\$83.33
Cara Gierach	Amy Belle	\$83.33
Renee Bowerman	Amy Belle	\$83.33
Sarah Voss	Amy Belle	\$83.33
Kathy Kannenberg	County Line / Kennedy Middle School	\$125.00 / \$125.00 (Contract)
Janet Woznicka	Kennedy Middle School	\$125.00
Meghan Hytry	Kennedy Middle School	\$125.00
Tammy Seidemann	Kennedy Middle School	\$125.00
Pat Brown	Kennedy Middle School	\$125.00

Susan Mahnke	Kennedy Middle School	\$125.00
Holly Hagen	Kennedy Middle School	\$125.00
Lila Kirkpatrick	Kennedy Middle School	\$125.00
Mary Bykowski	Germantown High School / KMS	\$125.00 (Contract) / \$125.00
Dave Bykowski	Germantown High School	\$125.00
Steve Weber	Germantown High School	\$125.00
Dave Serebin	Germantown High School	\$250.00

RECOMMENDATION: Approve the contracts for the 2014-15 Destination ImagiNation Team Managers as presented.

GERMANTOWN SCHOOL DISTRICT

TO: All Board Members **TOPIC:** MAP Renewal
FROM: Brenda O'Brien **BOARD MEETING:** December 15, 2014
DATE: December 5, 2014 **AGENDA ITEM:** IX.D.

The Measures of Academic Progress (MAP) is the computer-based assessment given to all students in grades 3 - 9 in the areas of mathematics, reading, and language arts three times throughout the year (fall, winter, and spring). As a computer-based assessment, MAP automatically adapts the test to each student's response. If a student answers correctly, the next question is more of a challenge. If a student misses a test item, MAP offers a simpler test question. The student works through approximately 50 questions, and the test continues to narrow on a student's learning level.

Within about 24 hours, our staff has access to students' scores, so the assessments become useful information in a relatively short amount of time. The results of the MAP assessment are used primarily as a universal screener. A universal screener is an assessment given to all students for the purpose of identifying students who may be in need of additional academic support or in need of enrichment. In addition to the universal screener, MAP assessment results are one criteria for Honors course placement at the high school and one data point for math placement at the middle school.

At the November 24, 2014 meeting, several Board members requested additional information about the possibility of a "pay-as-you-go" plan for the MAP invoice. Eric Merchant, NWEA rep., said he was not able to contract for this, but he is willing to work with our district on a "ballpark" option. In this option, we would suggest the number of licenses we anticipate using for the upcoming year. At the end of the license term, he would credit the district the amount of unused licenses toward the next renewal invoice. If we use over the anticipated amount, it would be reflected on the following year's invoice. Anticipating about half the number of licenses we currently have for the upcoming school year (1,100 licenses for 2015-16 at \$12.50 per license), Eric would create an invoice that would total \$13,750 for the January renewal cycle.

RECOMMENDATION: Approve the invoice for the \$13,750.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Administrator Contract Language
FROM: Jeff Holmes **BOARD MEETING:** December 15, 2014
DATE: December 11, 2014 **AGENDA ITEM:** IX. E.

As I near completion of administrator evaluations and after consultation with our attorney, I am recommending the following:

As I understand it, the District ultimately wants to remove the automatic one-year extension provision from all administrator contracts. The current administrator contracts for veteran, returning administrators (i.e., those administrators that were not new to the District this year) contains an automatic one-year extension provision.

I would like to serve written notice on these administrators that the District or Board is refusing to extend their contracts for an additional one-year period. This will have the effect of causing current contracts with continuing, veteran administrators to conclude on June 30, 2016. Then, in the 2015-2016 school year, the District plans to offer those same administrators two-year contracts that do not include any one-year extension language. While I understand that this may cause some anxiety among some administrators, given the direction of the District toward system change, it also will allow for easier transition for those who may not exhibit a propensity for moving the District forward.

Please see the next page for possible language to provide administrators, including myself.

[DISTRICT LETTERHEAD]

December __, 2014

Dear [Name of Administrator]:

Your current administrative contract with the Germantown School District has a term that ends on June 30, 2016. However, your current administrative contract also contains a provision which states that the contract will automatically be extended by one additional contract year unless written notice is given on or before January 31 of this contract year.

The Board of Education has determined that it does not wish to continue to provide administrative contracts that include an automatic one-year extension provision. As part of that process, the Board has determined that it will not extend your contract by one additional contract year under your current contract's one-year extension provision. Accordingly, the Board of Education hereby gives you written notice that your contract will not be extended by one additional contract year and, consequently, the term of your current administrative contract with the District will end on June 30, 2016.

Thank you for your attention to this information.

Sincerely,

Mr. Robert Soderberg
School Board President