

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

**MACARTHUR ELEMENTARY SCHOOL LIBRARY
W154 N11492 FOND DU LAC AVENUE
GERMANTOWN, WI 53022**

**December 19, 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. November 28, 2016

- V. Correspondence, Reports, and Information Items
 - A. MacArthur Elementary Presentation
 - B. Student Representative Report
 - C. 8th Grade High School Credit
 - D. District Initiatives
 - E. Kinderberg Property

- VI. Building Committee
 - A. Discussion and possible action regarding high school track.
 - B. Update on additional items discussed at December 19, 2016 committee meetings.

- VII. Personnel Committee
 - A. Discussion and action regarding salary increases for professional/technical and support staff groups.

- VIII. Insurance Committee
 - A. Discussion and possible action to select an employee benefits insurance consultant.

- IX. Finance Committee
 - A. Update on items discussed at December 19, 2016 committee meeting.

- X. New Business
 - A. Discussion and possible action regarding summer school 2017.
 - B. Discussion and possible action regarding 8th grade literacy resource adoption.
 - C. Discussion and possible action regarding Algebra A/B course sequence.
 - D. Discussion and possible action regarding DI team manager contracts.

- XI. Adjourn

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
November 28, 2016

1. The meeting of the Board of Education was called to order by Board Vice-President Sarah Larson in the County Line Elementary School Library at 7:00 p.m. District Administrator Jeff Holmes read the official meeting notification. Roll call: Medved – Yes, Loth – yes, Borden – yes, Barney – yes, Spies – yes, Larson – yes. Board Member Soderberg was absent (excused).
2. Motion by Barney, second by Borden to approve the agenda. Motion carried.
3. District resident Lenny Hanson thanked the Board for their hard work informing the public about the referendum and encouraged the school district to continue using tools like MAP testing or other proven alternatives.
4. Motion by Spies, second by Medved to approve the November 14, 2016 Board of Education meeting minutes. Motion carried (Medved – abstain).
5. County Line Principal Cathy Schultz and student Kaelyn Chmiel gave a presentation on the 2016 fifth grade trip to Upham Woods.
6. Superintendent Jeff Holmes informed the Board and the public that the state assessment report card ratings have been released and the Germantown School District has improved from Exceeding Expectations to Significantly Exceeding Expectations which is based on the areas of math, reading, attendance, graduation rate, and test participation rate. Director of Educational Systems Dr. Rick Grothaus and Director of Teaching and Learning Brenda O'Brien, also provided information on the State Assessment Report and District Initiatives.
7. Brenda O'Brien also provided a Title Funding overview to the Board.
8. Director of Business Ric Ericksen presented a pair of cufflinks from Italy to Board Member Spies to wear while he joins the high school band on their upcoming trip to Italy in 2017.
9. Finance Committee Chair Michael Loth updated the Board on items discussed at the November 28, 2016 committee meeting including OPEB and district passenger van replacements and informed the Board that no short term borrowing will be necessary for the 2016-2017 school year and that funds will not be added to Fund 46.
10. Recommendation from Finance Committee to approve renewal of MAP licenses for 2017 in an amount not to exceed \$21,875 to be funded out of the appropriate Teaching and Learning budget. Motion carried.
11. Recommendation from Finance Committee to award three-year contract agreements for snow plowing to Evergreen Property Services for Kennedy Middle School plowing and DeAngelis for high school, Amy Belle, County Line, MacArthur, and Rockfield plowing. Motion carried.
12. Motion by Barney, second by Medved to accept the donations of \$4,800 from the Amy Belle PTA to buy iPads for the school, a 32" Timpani valued at \$2,890 from the Warhawk Band Boosters to the high school music department, and 46 three by five foot flags, value undetermined, from the Germantown American Legion Post #1 for school district use. Motion carried.

13. Motion by Spies, second by Barney to approve a .5 FTE limited term contract for Carol Rothermel at \$17,305.61. Motion carried.
14. Ric Ericksen provided an update on the status of selecting an insurance consultant for the district. Company information has been requested including lists of current clients, which will be narrowed down to three or four for Insurance Committee interviewing and a notice of nonrenewal has been sent to Gallagher.
15. Motion by Barney, second by Spies to adjourn.
16. Board Vice-President Larson declared the meeting adjourned at 8:28 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** District Initiative - Update
FROM: Rick Grothaus **BOARD MEETING:** December 19, 2016
DATE: December 15, 2016 **AGENDA ITEM:** V.D.

Following is a communication that will be sent to all school families through each school's parent communication mechanisms.

Dear Germantown School District Families,

This message is intended to give you an update regarding the work that is going on with the District Initiative. After the first two Educational Summits which identified the direction our school community wanted the district to head in the preparation of our students for life after they graduate from high school, we have been busy implementing ideas that improve our instruction, designing learning experiences to deepen student learning, and developing in our students the tools they need to be successful in life.

The pathway on which we are embarking as a school district began with a definition of our core purpose as professional educators. At the first Education Summit in spring of 2014, the participants—who included parents, teachers, students, school board members, administrators, and community representatives—created the following statement:

The Germantown School District will be in the business of cultivating the 'whole' child. We will identify students' passions and meaningfully co-create opportunities for students to pursue these passions. From these experiences, they will develop their strengths in order for them to reach their fullest potential and become productive members in an ever-changing world.

It was clear for everyone participating that schooling is about much more than learning academic content and skills. As important as academic learning is, it is also important to recognize that school is about joining with parents in helping children grow up to be thoughtful, caring, capable, hard-working, healthy human beings (the 'whole' child). The question, "What will benefit our students the most in their future?" became the driving force behind our work. In response to this guiding question, the concept of "Essential Success Factors" – or the knowledge, skills, and dispositions that are at the heart of what it takes for anyone to be successful at whatever they choose to do – emerged as what we could focus on to truly fulfill our district mission, "Empower and Inspire Every Student to Success." The first Educational Summit resulted in five Essential Success Factors: Competent, Effective, Autonomous, Collaborative, and Capable in learning. The second summit whittled those down to three. We believe that by infusing the following Essential Success Factors into our teaching, your children will be better prepared to be successful both in school and especially in life after high school.

- **Learn HOW to learn**
- **Learn how to COLLABORATE**
- **Know THEMSELVES** – as learners, individuals, interests, strengths, motivators

So far this year we have been working on a number of things to put the vision of the Essential Success Factors into practice. First, we have been learning about and teaching our students about something called “Growth Mindset.” In contrast a “fixed” mindset results in learners limiting themselves in terms of their orientation toward learning by causing students to avoid effort, challenges and feedback, and shrivel in the face of setbacks and failure. Developing a “Growth” mindset opens learners up to the realization that they can continue to grow their intelligence and capabilities by embracing challenges, putting in hard work and effort, and learning from mistakes and feedback. We are seeing this as a key cornerstone upon which students can build the personal tools they need to be successful. If you would like to join with us in fostering a growth mindset in your children, I would recommend reading Carol Dweck’s book, “Mindset: The New Psychology of Success – How we can learn to fulfill our potential.”

We also have been continuing to improve our instructional skills to more effectively teach students, and we have been learning how to design and engage students in learning experiences that cause them to go deeper in their learning in order to learn how to learn and develop their collaboration skills. In fact, we will be holding our third Educational Summit on Saturday, March 4, 2017 to explore further what we are calling “Powerful Learning,” or the kind of learning that pushes students to think, understand, and deeply learn important concepts in the various subjects. More details about the summit will be forthcoming.

All in all, we have embarked on an exciting journey toward higher levels of excellence in education for our students. On behalf of all the teachers, administrators, and staff of the Germantown School District, we are grateful for the opportunity to partner with you in support of your children’s learning and development into capable, successful, caring individuals.

Sincerely,

Dr. Rick Grothaus
Director of Educational Systems
Germantown School District

exercises using the goal posts, then the goal posts tilt. The one major incident was students entered the stadium then climbed to the top of the light poles to hang a flag, that one I never thought of. With all that can happen with the stadium track being open to the general public, it could be a huge liability risk knowing what has happened at a neighboring school district with an open track. As soon as you open it to the general public there is an applied responsibility.

I would strongly suggest as I suggested to the Falls, pay for upgrading the middle school track. The Falls really liked the idea and they are considering that option. If we would pay about \$80,000 (Don and I can get a quote) to rubberize the KMS track it would really help in many ways. More access to the general public, could be open basically all the time except for during PE classes and when KMS spring track season. Easier parking for the general public. Also, would benefit the KMS students in PE and track. For GHS it would keep a large area like the stadium more secure. I could not image some student falling from one of the light poles.

Ric it may be worth your time to call the Falls Business Manager to hear from him or the grounds staff directly.

Thanks,
Jack

J.D. Klebesadel, C.M.A.A.
Director of Student Activities
Germantown High School

GERMANTOWN SCHOOL DISTRICT
Minutes of December 12, 2016 Building Committee Meeting

Held at 5:00 p.m.

Germantown School District
W104 N13840 Donges Bay Road
Germantown, WI 53022

1. The meeting of the Building Committee was called to order by Chair Medved at 5:00 p.m.
Building Committee Members Present: Brian Medved, Ray Borden, Mark Koenke, Michael Loth, Ric Ericksen, District Administration, Staff and Public Present: Bob Soderberg, Jeff Holmes, Don Erickson, Billie Jo Mohn, Representatives from CD Smith
2. Motion by Koenke to approve the agenda as presented. Second by Borden. Motion Carried.
3. Motion by Loth to approve the December 8, 2016 Building Committee minutes as presented. Second by Koenke. Motion Carried.
4. Motion by Ericksen to enter into closed session pursuant to Section 19.85(1)(e). Second by Koenke. Roll Call. Motion Carried Unanimously. Chair Medved had cleared the room. Entered into closed session at 5:02 p.m.
5. The Building Committee discussed the construction manager selection.
6. Motion by Borden to return to open session. Second by Loth. Motion Carried
7. The Building Committee returned to open session at 5:21 p.m.
8. Motion by Loth to forward to the Board of Education with a positive recommendation to award the construction manager contract to CD Smith, subject to the District being able to reach a satisfactory contract, and that the Board can reject any proposals. Second by Koenke. Motion Carried.
9. Discussion from the Committee for Ericksen to receive a contract from CD Smith as soon as possible for legal review ahead of the Board of Education consideration on Monday, December 19, 2016.
10. Motion by Borden to adjourn the meeting. Seconded by Loth. Motion Carried.
11. Meeting Adjourned at 5:26 p.m.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Professional / Technical and Support Staff Compensation

FROM: Mike Nowak **BOARD MEETING:** December 19, 2016

DATE: December 13, 2016 **AGENDA ITEM:** VII. A.

As part of the Personnel Committee agenda on the evening of December 9, 2016, there was discussion about a proposal from administration to provide our Professional / Technical and Support Staff groups with a 1.5% pay increase of current salaries for the 2016-17 fiscal school year. The committee voted in favor of bringing the recommended proposal to the Board of Education for their consideration. The administration is appreciative of the continuing hard work and dedication of employees in these groups. Their efforts are vital to the overall growth and success of the Germantown School District.

RECOMMENDATION: Bring forward to the Board of Education a positive recommendation to provide a 1.5% pay increase of current salaries for the 2016-17 fiscal school year to Professional / Technical and Support Staff groups effective July 1, 2016.

GERMANTOWN SCHOOL DISTRICT

TO: All Board Members **TOPIC:** Summer School 2017
FROM: Brenda O'Brien **BOARD MEETING:** December 19, 2016
DATE: December 9, 2016 **AGENDA ITEM:** X.A.

Structure of Summer School

Summer School for Grades K-8 will be held on Fridays this year. Week-long courses will be June 12 - 16, 2017. Session 1 will run June 19 - June 30. Session 2 will run July 10 - July 21. Classes can run for Session 1, Session 2 or both sessions. There will be no classes the week of July 3.

All courses will be 70 minutes in length, unless otherwise noted. There will be three periods offered each day. High school credit recovery or "for credit" courses will be two hours in length, two sessions offered each day.

The schedule for K-8 Summer School will be as follows:

Period 1 8:00 - 9:10am
Period 2 9:15 - 10:25am
Period 3 10:30 - 11:40am

High School Summer School will be as follows:

Credit Recovery Period 1: 8:00 - 10:00 or Period 2: 10:00 - 12:00
For Credit June 12 - July 28 (no school the week of July 3) 7:30 - 9:30am (possibly running two sections)

Fee Structure

Fees for Summer, 2017 will remain the same as last year or reduce. No fees will be charged except where consumable items are purchased. Courses with fees include:

Transition to 1st Grade	\$5
Jumping into Kindergarten	\$5
Math Boosters 1-5	\$12
Math Boosters 6-8	\$10
Beginning/Intermediate Knitting	\$25
Chefs From Around the World	\$10 (\$15 last year)
Scrapbooking	\$15
Story Stretchers	\$3 (\$4 last year)
Japanese Language and Cultures	\$3
Learning in Motion	\$5
Let Your Art Soar	\$15

New Course Proposals

New course proposals are due on January 9 and will be taken to the IIC on January 11. After IIC recommends forwarding them to the Board, these proposals will be taken to the full Board on January 23 for consideration.

Registration for Summer School

Students must register at their current grade level. Current grade level is student's grade as of March, 2017. Registration will be available through Skyward and will open on March 20, 2017. Classes will be filled on a first-come, first-served basis. There will be a waiting list established once classes are full. Skyward Family Access will be utilized to complete the on-line registration process.

Registration for non-resident students (students living outside the Germantown School District) will be through mail-in registration only after March 31, 2017. Non-resident students will complete the Summer School Registration forms on the Germantown School District Website to enroll in courses via the mail-in process.

Nonresident Tuition

Last year, the Board approved the nonresident tuition at \$75.

Salaries

Game Leaders Training	20 hours x \$30 per hour x 2 teachers = \$1200
Transition to 1st Grade	92 hours x \$30 per hour = \$2760
Jumping into Kindergarten	92 hours x \$30 per hour x 2 teachers = \$5520
Learning in Motion - PreK	92 hours x \$30 per hour x 2 teachers = \$5520
Learning in Motion - Kindergarten	92 hours x \$30 per hour x 2 teachers = \$5520
Math Boosters	92 hours x \$30 per hour x 6 teachers = \$16,560
Literacy Boosters	92 hours x \$30 per hour x 6 teachers = \$16,560
Engineering Adventures	92 hours x \$30 per hour x 3 teachers = \$8280
High School Credit Recovery	92 hours x \$30 per hour x 2 teachers = \$5520
KMS Band	106 hours x \$30 per hour = \$3180
	104 hours x \$30 per hour = \$3120
GHS Band	124 hours x \$30 per hour = \$3720
	81 hours x \$30 per hour = \$2430
Healthcare Academy	\$1500
Physical Education	Under consideration as 1.0 FTE
Beginning Knitting	92 hours x \$30 per hour = \$2760
Scrapbooking	92 hours x \$30 per hour = \$2760
Community-based Instruction	92 hours \$30 per hour = \$2760
Radio News	92 hours x \$30 per hour = \$2760
Fishing for Kids	23 hours x \$30 per hour x 2 teachers = \$1380
Fitness is Fun	92 hours x \$30 per hour = \$2760
Germantown Sings	92 hours x \$30 per hour = \$2760
Algebra Skills	92 hours x \$30 per hour = \$2760

Chess and Board Games	92 hours x \$30 per hour = \$2760
Chefs Around the World	23 hours x \$30 per hour x 2 teachers = \$1380
Mini Warhawks	92 hours x \$30 per hour = \$2760
Chinese	92 hours x \$30 per hour = \$2760
Kids Yoga	40 hours x \$30 per hour = \$1200
Gamers Unite	92 hours x \$30 per hour = \$2760
Story Stretchers	19 hours x \$30 per hour = \$570
Let Your Voice Be Heard	92 hours x \$30 per hour = \$2760
Drama 101	40 hours x \$30 per hour x 2 teachers = \$2400
Let Your Art Soar	40 hours x \$30 per hour x 2 teachers = \$2400
Readers' Theatre	92 hours x \$30 per hour = \$2760
PE Games	92 hours x \$30 per hour = \$2760
Japanese Language and Culture	92 hours x \$30 per hour = \$2760
Five New Courses	92 hours x \$30 per hour x 4 teachers = \$11,040
Paraprofessionals	77 hours x \$20 per hour (varies) x 4 = \$6160
Wilderness Camping	36 hours x \$30 per hour x 3 teachers = \$3240

Estimated Salary Total \$183,072 (with 20% benefits)

Purchase of Additional Materials

Math Workbooks	\$15 per student for Math Boosters (student fee)
Engineering Adventures Refill	\$300 for materials needing replacement from last year
Summer School Supplies	\$1000 (non-consumable)

Estimated Grand Total: \$184,372

This Grand Total does not reflect the costs associated with Extended School Year (Special Education services).

Approval for any additional proposed new courses will happen in late January. Contracts for teachers will be approved in March and April.

RECOMMENDATION: Approve the structure, fees, prior courses, registration processes, nonresident tuition, purchases of additional materials and estimated budget.

GERMANTOWN SCHOOL DISTRICT

TO: All Board Members **TOPIC:** 8th grade literacy resource
FROM: Brenda O'Brien **BOARD MEETING:** December 19, 2016
DATE: December 11, 2016 **AGENDA ITEM:** X.B.

The 8th grade is requesting to add this book to their non-fiction unit. A summary and rationale are stated below.

Corpses, Coffins, and Crypts: A History of Burial by Penny Coleman

This book is about historical and anthropological research, personal accounts, and interviews with people who work in the funeral industry to examine the subject of death and burial across cultures and societies. It covers various customs associated with containing the remains of our loved ones, as well as decomposition and the embalming process. The author does a great job of using compassion in her writing to humanize the difficult subject of death and burial ending the book with a powerful look at an inevitable part of life.

The reason we would like to add this title to our non-fiction unit is because it is a highly engaging text that extends into our 8th grade history and science curriculum. This year we are trying to create more cross-curricular components to our units as we examine ways to make learning more fluid across contents. This book covers some of the burial rituals and thoughts about death during the Civil War, which our 8th graders will be learning extensively later on this school year. In addition, this book fits nicely into our non-fiction essential questions of "What are the characteristics of nonfiction narrative?", "What kinds of facts and evidence are most effective for support in research?", "How do I use sources and text features to find reliable information?", and "How do I determine if my researched information is reliable and valid?"

The 8th grade team is requesting 30 copies of this title. The cost is \$12.12 per paperback.

If approved, this will be one additional literature book to incorporate into literature circle discussions where students can choose from a selection of books.

Total: \$363.60
Shipping: \$37.00
Grand Total: \$401.00

RECOMMENDATION: IIC will be making a recommendation on December 14. Pending a positive recommendation, the Board should consider approving the literature resource as presented.

GERMANTOWN SCHOOL DISTRICT

TO: All Board Members **TOPIC:** Algebra A/B Course Sequence
FROM: Brenda O'Brien **BOARD MEETING:** December 19, 2016
DATE: December 11, 2016 **AGENDA ITEM:** X.C.

Currently, there are approximately 30 students at Germantown High School who are not yet ready to demonstrate mastery of algebra in one year.

Years ago, Germantown High School offered a course called “Basic Math” for students who were 9th grade students not yet ready to take algebra. This course was dropped from the Course Selection Guide due to low enrollment.

Rather than create a new course, three representatives from the high school math department, the high school administration team, and one school counselor proposed the idea for students to have the option of taking the current algebra course for one or two years. The two-year course sequence would allow more time for teaching prerequisite skills as well as the opportunity for integrating more projects.

Teachers of Algebra A/B would use the same textbook as a main resource but would tailor the pacing of instruction to meet the needs of students.

Students would earn two credits of mathematics upon successful completion of Algebra A/B.

RECOMMENDATION: IIC will be making a recommendation on December 14. Pending a positive recommendation, the Board should consider approving the course sequence as presented for the 2017-18 school year.

