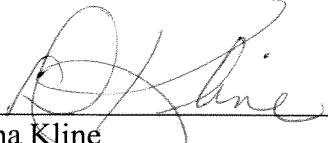


**GERMANTOWN SCHOOL DISTRICT**  
**GERMANTOWN, WISCONSIN 53022**  
**MINUTES OF THE BOARD OF EDUCATION**  
**January 28, 2013**

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 MacArthur Elementary School Library 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, Spies – yes, Larson - yes.
2. Personnel Committee Chair Sarah Larson introduced consultant James Shaw who informed the Board of his credentials and background, and presented his analysis of research and data collected regarding Germantown School District administrator benefits and compensation.
3. Motion by Spies, second by Kline to enter into closed session pursuant to Section 19.85(1)(c) for discussion regarding administrator benefits and compensation. Roll call vote: Kline – yes, Loth – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson – yes, Soderberg – yes. Motion carried.
4. The Board of Education left the library and entered into closed session at 7:20 p.m. to continue discussion regarding administrator benefits and compensation with Mr. Shaw.
5. The Board of Education returned to open session at 8:03 p.m.
6. CITIZEN COMMENTS: Germantown resident Cathy Plank informed the Board that invitations had been extended to all school board candidates, new and incumbent, to participate in a public forum but indicated that a forum will not take place due to the unavailability of the candidates on the dates available.
7. Motion by Larson, second by Spies to approve the agenda. Motion carried.
8. Motion by Larson, second by Spies to approve the January 14, 2013 Board of Education meeting minutes with corrections as noted. Motion carried.
9. MacArthur Principal Adrienne Schneider provided a presentation on Germantown School District's Literacy Night.
10. High School Principal Joel Farren, High School Guidance Counselor Perry Benz, and Second Chance Program Administrator Anthony Pizzo provided a presentation on alternative education opportunities in the district with students Richard Guetzke and Jared Trzebiatowski outlining their personal experiences and success in the Second Chance program.
11. Dr. Borden updated the Board on mission sightings in the district including the retirements of district employees Virginia Forsythe and David Lippert. Board President Soderberg commented on Martin Luther King Day activities at Kennedy Middle School that he had attended.
12. Dr. Borden informed the Board that the Calendar Committee will meet again on Tuesday, January 29, 2013.

13. Dr. Borden and Board of Education members who attended the State Education Convention the previous week provided highlights of the convention.
14. Recommendation from Finance Committee to award the 2013-2015 financial audits including any required enrollment audits, pending the Business Manager's review of the technical proposal portion of the audit bids, to Reilly, Penner and Benton in the amounts of \$17,000 (2013), \$17,470 (2014), and \$17,950 (2015). Motion carried.
15. Recommendation from Finance Committee to approve the 2013-2014 student fee schedule. Motion carried (Warnimont – no, Spies – no).
16. Finance Committee Chair Michael Loth updated the Board on remaining items discussed at the January 28, 2013 Finance Committee meeting.
17. Motion by Warnimont, second by Spies to accept the retirement of Judith Michals and thank her for her nineteen years of service in the district. Motion carried.
18. Motion by Warnimont, second by Spies to enter into closed session pursuant to Section 19.85(1)(c) and Section (19.85(1)(e) for approval of closed session meeting minutes, discussion regarding administrator contract renewals, professional/technical staff compensation for 2011-2012, GEA negotiations, and the district administrator evaluation. Roll call vote: Loth – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson – yes, Soderberg – yes, Kline – yes. Motion carried.
19. The Board of Education entered into closed session at 9:03 p.m.
20. The Board of Education returned to open session at 10:23 p.m.
21. Motion by Barney, second by Spies to issue 2013-2015 administrator contracts for Lynn Bub, Ric Ericksen, Mark Kaminski, Jack Klebesadel, Maria Kucharski, Cathy Schultz, Adrienne Schneider, and Steven Williams and direct the superintendent to provide each administrator a letter with the contract stating as of July 1, 2013 prior contracts will become null and without effect. Motion carried (Warnimont - no).
22. Motion by Warnimont, second by Spies to adjust 2011-2012 professional/technical salaries by adding \$989 to each employee base pay. Motion carried.
23. Motion by Spies, second by Barney to adopt the *Resolution of the School Board of the Germantown Public School District* stating.....(1) The Board declares that the parties are at impasse in negotiations over the 2011-2012 Collective Bargaining Agreement between the Board and GEA, (2) That the Board's last offer for the base wage for each bargaining unit member be increased by \$719, be implemented as soon as practicable: and (3) That this offer be incorporated into the 2011-2012 Collective Bargaining Agreement along with its duration. Motion carried (Kline – abstained).

Jayne Borst  
Recording Secretary

  
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Diana Kline  
School Board Clerk