

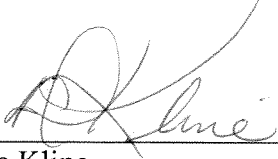
**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
February 11, 2013**

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 Kennedy Middle School Gold Activity Center at 7:00 p.m. District Administrator Dr. Susan Borden read the official meeting notification. Roll call: Soderberg – yes, Loth – yes, Warnimont – yes, Barney – yes, Larson – yes, Spies – yes. Board member Kline absent (excused).
2. Germantown resident and former district teacher Karen Kitzinger and husband Joseph Kitzinger addressed the Board regarding teacher pay, benefits, and lane changes and urged the Board to compensate teachers fairly to attract and retain quality staff and preserve the quality of education in Germantown.
3. Motion by Spies, second by Warnimont to approve the agenda with the Student Representative Report moved to the first of the reports and Item X.C. retirements and resignation removed from the agenda as there are none to act on. Motion carried.
4. Motion by Larson, second by Loth to approve the January 28, 2013 Board of Education meeting minutes. Motion carried.
5. Motion by Larson, second by Barney to approve the February 2, 2013 Board of Education Learning Session meeting minutes. Motion carried (Warnimont – abstain, Spies – abstain).
6. Motion by Spies, second by Warnimont to approve Consent Agenda items as follows:  
  
Accept the donation of \$2300 from SPE Education Foundation to the Kennedy Middle School Plastics Technology Education program.  
  
Accept the donation of \$7,950 from the Germantown Booster Club and the high school girls and boys tennis teams to be used for the purchase of wind slats around the tennis courts at Germantown High School provided sufficient review of the project has taken place by the Director of Maintenance and district administration.  
  
Motion carried.
7. Student Representative Sydney Langmann updated the Board on student events taking place in the district.
8. Principal Susan Climer and Assistant Principal Mark Kaminski provided a presentation regarding Kennedy Middle School's second semester program piloting of Response to Intervention (RtI) and Individualized Daily Reading (IDR).
9. Board President Bob Soderberg presented a WASB Level II Achievement award to Board Member Lester Spies and thanked him for his participation with the WASB and representation of the Germantown School District.

10. Dr. Borden reviewed mission sightings and Board President Soderberg added the Germantown Community Scholarship Fund dinner auction and fundraiser was extremely successful and will greatly benefit students in the community.
11. Director of Human Resources Cynthia Coley provided an enrollment update.
12. Recommendation from Calendar Committee to approve the 2013-2014 school calendar. Motion carried.
13. Calendar Committee Chair Lester Spies informed the Board that with the approval of the 2013-2014 calendar, the Calendar Committee will now disband until next year and that minutes from both meetings in January were included for review. Board President Soderberg thanked the Calendar Committee and the administration and staff for all of their hard work to develop the 2013-2014 calendar.
14. Recommendation from Policy Committee to approve the draft Exit Interview policy and forward to NEOLA for implementation. Motion carried (Warnimont – abstain).
15. Recommendation from Policy Committee to approve NEOLA Policy Updates for 131.1 – Bylaws and Policies and the technical corrections to 6320 – Purchasing and 6350 – Prevailing Wage Coordinator. Motion carried (Warnimont – no).
16. Recommendation from Policy Committee to approve NEOLA Policy updates to 167.6 and 167.7 – Email and Public Records. Motion carried (Warnimont – no).
17. Recommendation from Policy Committee to approve NEOLA Policy updates to 1422, 3122, and 4122 Nondiscrimination and Equal Employment Opportunity. Motion carried (Warnimont – no).
18. Recommendation from Personnel Committee to approve the request of the administration to use their discretion when determining initial salary of newly hired speech and language, reading, alternative education, special education, and English as a Second Language (ESL) teachers for the 2013-2014 school year. Compensation shall be determined based upon certification, needs of the district, and previous experience of candidates within the ranges of \$38,302 to \$48,523 for teachers with 1-3 years of experience; \$41,926 to \$54,233 for teachers with 4-6 years of experience; \$44,550 to \$60,782 for teachers with 7-9 years of experience; and \$48,196 to \$74,743 for those teachers with ten or more years of experience. Motion carried.
19. Recommendation from Personnel Committee to adjust teacher salaries for the 2013-2014 school year in consideration of education advancement with benchmarks to be determined on or before April 15. Motion carried.
20. Recommendation from Personnel Committee to approve a teacher contract change to include: *It is further agreed by the parties hereto that in the event said Teacher with a signed contract for the ensuing school year seeks release to accept other employment after July 1, he/she shall forfeit \$500, after August 1, he/she shall forfeit \$750, and after August 15, he/she shall forfeit \$1,000 as liquidated damages for securing a replacement. The teacher's signature below specifically authorizes the deduction of such liquidated damages from the employee's remaining paycheck(s) or the employee shall submit a check for the liquidated damages amount at the time of resignation.* Motion carried (Spies – no).

21. Personnel Committee Chair Sarah Larson updated the Board on discussion that took place in Personnel Committee regarding data provided by Director of Human Resources Cynthia Coley on sick and personal leave days and waiver requests for teachers. Mrs. Coley will provide information to the Board on the number of actual days involved.
22. Motion by Warnimont, second by Larson to approve rental of 19.4 tillable acres for the 21.6 acres of district-owned property on Holy Hill Road for farming purposes only for a flat rate of \$2000 for the 2013 farm year. Motion carried (Spies – no).
23. Motion by Spies, second by Warnimont to approve the 2012-2013 Letter of Employment for Mary Lindberg .80 FTE at \$13,752.75. Motion carried.
24. Motion by Warnimont, second by Spies to approve the overnight travel request for twelve high school DECA students and two advisors to attend the State DECA Competition in Lake Geneva on March 19-21, 2013 and wish them luck. Motion carried.
25. Motion by Spies, second by Loth 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 one teacher resignation, GEA negotiations for 2012-2013, administrator contract non-renewals, 2011-2012 administrator compensation, 2011-2012 district administrator compensation and contract, and the Amy Belle principal position. Roll call vote: Soderberg – yes, Loth – yes, Warnimont – yes, Barney – yes, Spies – yes, Larson - yes. Motion carried.
26. The Board of Education left the room at 8:05 p.m. and entered into closed session in the gold conference room at 8:11 p.m.
27. The Board of Education returned to open session in the middle school Gold Activity Center at 9:58 p.m.
28. Motion by Larson, second by Barney to non-renew the contract of Middle School Dean of Students Amy Vesperman and note that the non-renewal is not performance related but that the position was created as a one-year position for the 2012-2013 school year only and will not be continued due to district downsizing. Motion carried.
29. Motion by Larson, second by Loth to approve an increase in compensation not to exceed \$38,125 total for fifteen administrative positions for 2011-2012. Motion carried (Warnimont – no).
30. Motion by Warnimont, second by Larson to approve increasing the salary of District Administrator Susan Borden to \$138,000 for the 2011-2012 school year. Motion carried (Warnimont – no, Barney – no).
31. Motion by Warnimont, second by Larson to adjourn. Motion carried.
32. Board President Soderberg declared the meeting adjourned at 10:00 p.m.

Jayne Borst  
Recording Secretary

  
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Diana Kline  
School Board Clerk