

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
July 30, 2012

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 District Offices Board Room at 7:00 p.m. District Administrator Dr. Susan Borden read the official meeting notification. Roll Call: Soderberg – yes, Kline – yes, Loth – yes, Barney – yes. Board members Larson, Warnimont and Spies - absent (excused).
2. St. Mary Menomonee Falls Principal Linda Joyner addressed the Board requesting clarification that only the bus transportation area was changed by the Germantown Board of Education and not the St. Mary/St. Boniface attendance boundaries. District resident Joe Kitzinger addressed the Board regarding retaining quality staff and the status of merit pay in the district.
3. Motion by Barney, second by Loth to approve the agenda. Motion carried.
4. Motion by Loth, second by Barney to approve the July 16, 2012 Board of Education meeting minutes. Motion carried.
5. Dr. Borden presented Mission Sightings in the district.
6. Recommendation from Insurance Committee to proceed with WEA Base Plan 20/80 with a \$1000 individual/\$2000 family deductible for employee health insurance netting a 2.19% savings for the 2012-2013 school year.

Motion by Kline to amend the previous motion to offer an additional base plan option to employees with a \$2000 individual/\$4000 family deductible. Motion withdrawn.

Motion by Barney, second by Kline to table action until the entire Board of Education is present for discussion on August 13, 2012. District Insurance Consultant Greg Kamps will inquire if offering two different insurance plans is an option with WEA and report back to the Board on August 13th as well. Motion carried.
7. Recommendation from Personnel Committee to accept the resignation of Jennifer Donovan effective immediately with the implementation of \$500 liquidation damages, thank her for her thirteen years of service to the Germantown School District and proceed with posting and filling the position. Motion carried.
8. Recommendation from Personnel Committee to approve 2012-2013 Letters of Employment for Lisa Weber at \$34,815.00, Katherine O’Sullivan at \$49,496.00, and Leslie Delain at \$15,999.60. Motion carried.
9. Director of Human Resources/Assistant Superintendent Cynthia Coley updated the Board on discussion that took place at the July 23, 2012 Personnel Committee meeting regarding processes, methodology, and timelines for a district administrator evaluation. Mrs. Coley indicated that the Personnel Committee will make changes and continue to review the template at the next Personnel Committee meeting August 13, 2012.

10. Dr. Borden informed the Board that legal counsel confirmed administrator benefits may be discussed in open session if discussed without naming specific individuals. Discussion regarding administrator benefits will continue at the August 13, 2012 Personnel Committee meeting.
11. Recommendation from Finance Committee to approve the sale of 200 HP laptop computers and 125 HP desktop computers with keyboards, mice and LCD's to Providence Capital Network for a total bid of \$26,700. Motion carried.
12. Dr. Borden updated the Board on discussion that took place regarding the 2012-2013 budget at the Board Learning Session on Saturday, July 28, 2012 and indicated that the budget has been adjusted with the most recent dollar amounts available but the district is still waiting for hard numbers other than state aid figures before the levy is approved at the Annual Meeting in late September.
13. Motion by Kline, second by Barney to table discussion regarding a district logo until the next Board of Education meeting on August 13, 2012. Motion carried.
14. Motion by Loth, second by Barney to approve a fee waiver for FC Milwaukee for the remainder of 2012 ending on December 31, 2012 to allow the issue to be reassessed for the spring of 2013. Motion carried.
15. Motion by Kline, second by Barney to approve the 2012-2013 letters of employment and proposed salary of \$58,980.00 for Brian Beaman, proposed salary of \$23,592.00 for Kathy Schneider, proposed salary of \$36,375.00 for Andrew Kavanaugh, proposed salary of \$34,815.00 for Harrison Jones, and proposed salary of \$27,852.00 for John O'Connor. Motion carried.
16. Motion by Kline, second by Barney to accept the resignation of Christopher Weiss effective immediately, thank him for his seven years of service in the district, proceed with posting and filling the position, and assess \$500 liquidation damages per the employee handbook and accept the resignation of Patricia Sibbersen effective immediately, thank her for her twelve years of service in the district, proceed with posting and filling the positions, and assess \$500 liquidation damages per the employee handbook. Motion carried.
17. Motion by Kline, second by Loth to enter into closed session pursuant to Section 19.85(1)(c), 19.85(1)(f), and Section 19.85(1)(g) for the purposes of approval of closed session minutes, discussion regarding legal, contractual, procedural and personnel issues concerning current administrators, discussion regarding the hiring of a Kennedy Middle School principal, discussion regarding a Director of Pupil Services contract, and discussion regarding an employee resignation agreement. Motion carried.
18. The Board of Education entered into closed session at 8:05 p.m.
19. The Board of Education returned to open session at 9:05 p.m.
20. Motion by Loth, second by Barney to approve extending a conditional contract offer with approved administrator benefit plan addendum in the amount of \$98,000 for Susan Climer for the position of Kennedy Middle School Principal. Motion carried.

21. Motion by Barney, second by Kline to make a conditional offer of employment to Janis Chapman for the position of Director of Pupil Services in the pro-rated amount of \$102,546 with a tentative start date of August 15, 2012 based on any adjustments made to the provided contract and benefits plan. Motion carried.
22. Motion by Kline, second by Loth to adjourn. Motion carried.
23. Board President Soderberg declared the meeting adjourned at 9:05 p.m.

Jayne Borst
Recording Secretary



Diana Kline
School Board Clerk