

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
December 12, 2011**

1. The meeting of the Board of Education was called to order by Board President Lester Spies with the Pledge of Allegiance and a moment of silence in the District Office Board Room at 7:45 p.m. Superintendent Borden read the official meeting notification. Roll Call: Spies – Yes, Kline – Yes, Soderberg – Yes, Warnimont – Yes, Brust – Yes, Fischer – Absent (Excused), Bowe – Absent (Excused).
2. Citizen Comments: District resident Curt LaSage reminded the Board to use the Governor’s tools to represent the taxpayers of the district.
3. Motion by Warnimont, second by Brust to approve the agenda revised to place Item VIII.A. Gateway to Technology before Item VI. Personnel Committee. Motion carried.
4. Motion by Warnimont, second by Soderberg to approve the November 28, 2011 Board of Education meeting minutes. Motion carried (Brust – abstain).
5. High School Student Council member Keegan Hasbrook reported on events taking place in the schools in the absence of student representative Sam Marchewka.
6. Superintendent Borden provided an Innovation Portfolio and timeline of district initiatives as part of the Systems Priorities.
7. Director of Business Ric Ericksen reported on state imposed revenue limits and Fund 39 (Debt) analysis.
8. Director of Teaching and Learning Jennifer Ganske provided an update on course additions, revisions, and eliminations.
9. Motion by Warnimont, second by Brust to approve Gateway to Technology courses presented as options for students starting in the 2012-2013 school year and officially remove Construction Technology and Multimedia Technology from course offerings. Motion carried.
10. Recommendation from Personnel Committee for certified staff under individual teacher letters of employment for the 2011-2012 school year:
 - a) for purposes of clarification, include language “leave days are prorated in the first three years as one day after completing 18 work days, two days after 36 work days, continuing in increments of one leave day per 18 work days” to approved motion from November 14, 2011 which read “Beginning in the 2012-2013 school year, all certified staff members will only be allowed ten leave days per year.” Motion carried.

- b) for purposes of clarification, remove the word “only” from the following motion approved at the November 14, 2011 Board of Education meeting “Administration may deny requests for personal days *only* when the number of pre-approved teacher personal leave requests reach 5% of the total number of teachers in that particular building or three teachers, whichever is greater, for any given day.”
- c) Motion by Brust, second by Kline to amend the recommendation to clarify that administration may deny any request for personal days at their discretion when deemed appropriate. Amended motion carried.

Original recommendation from Personnel Committee a) through c) with amendment carried.

11. Recommendation from Personnel Committee for certified staff under individual teacher letters of employment for the 2011-2012 school year:

- a) Certified staff members must submit a notification of an intention to retire at the end of the current school year before February 1.
- b) Eligibility for employer contributions toward health insurance after retirement will refer to employees having served 15 years in the district.
- c) Eligibility for employer contributions toward health insurance after retirement will refer to certified staff having reached the age of 57 by September 1 of the retirement school year.
- d) Certified staff having served 15 years in the district and reaching the age of 57 by September 1 will be entitled to receive up to 96 months of employer contributions toward health insurance or until Medicare eligibility. The retiree can participate in the current district health insurance plan with the stipulation that the district will not pay more than the benefit cost at the time of the employee’s retirement and the retiree will not pay less than active employees. Retirees will not receive a greater benefit than active employees.
- e) The longevity stipend for certified staff having served at least 15 years in the district will be removed.
- f) Certified staff qualifying for retirement will continue to receive a payout for accumulated leave days at the rate of \$50 per day with a maximum of \$3,000.

Motion by Brust, second by Kline to amend the above recommendation and stop practice of payout of accumulated sick leave at the rate of \$50 per day with a maximum of \$3,000 for certified staff. Motion to amend carried 3-2 (Kline – yes, Brust – yes, Soderberg – yes, Warnimont – no, Spies – no).

Original recommendation from Personnel Committee a) through f) with amendment carried 4 - 1 (Spies - No).

12. Recommendation from Personnel Committee for certified staff under individual teacher letters of employment for the 2011-2012 school year:
 - a) Employee life insurance will remain as is with all certified staff employed as .5 FTE or more in a group plan which provides a benefit of an annual salary equivalent with premiums paid by the district.
 - b) Long term disability insurance will remain as is with all certified staff employed as .5 FTE or more covered by a WEAIT Long Term Disability policy paid by the district.
 - c) Dental insurance will remain as is for certified staff with an employee contribution of 5% and prorated District contributions for certified staff working 50% to 90% each day.
 - d) Short term disability insurance will remain an option for all certified staff on a voluntary basis with no District contribution.
 - e) Long term care insurance will be eliminated for certified staff as soon as the current policy can be terminated but will remain available on a voluntary basis with no District contribution if the option exists with insurance carrier.

Motion carried.

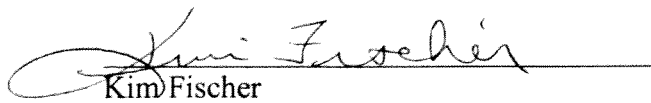
13. The Personnel Committee brought forward no recommendation for change to the current length of regular in-school work days for certified staff under individual teacher letters of employment and will defer to the administration to return to the Personnel Committee with any future recommendations.
14. Recommendation from Personnel Committee to make no changes defining the length of the regular work year for certified staff under individual teacher letters of employment and will defer to the administration to return to the Personnel Committee with any future recommendations. Motion carried.
15. The Personnel Committee brought forward no recommendation for change regarding the 189 day regular work year calendar for the 2012-2013 school year.
16. No discussion or action took place related to benefits, work day schedule, or compensation for non-AFSCME staff.
17. Motion by Warnimont, second by Brust to table action regarding the School Media Contract until the full Board is present. Motion carried.
18. Motion by Brust, second by Soderberg to approve no new additional Chapter 220 students including those for siblings for the 2012-2013 school year, offer 21 seats to existing Chapter 220 students returning for the 2012-2013 school year only, and approve the 2012-2013 Chapter 220 contract. Motion carried.

19. School Perceptions consultant Bill Foster updated the Board on the progress of the community survey tentatively scheduled for issue by the end of January 2012. The Finance Committee will discuss additional cost saving opportunities at the December 19, 2011 meeting for possible inclusion in the survey. The Board will schedule additional discussion regarding the survey for the January 9, 2011 Board of Education meeting.
20. Motion by Warnimont, second by Soderberg to accept the three year Gallagher Benefit Services contract proposal and timeline.

Motion by Kline, second by Brust to amend the motion to accept a one year Gallagher Benefit Services contract proposal rather than three year. Motion to amend carried.

Original motion with amendment carried.
21. Motion by Warnimont, second by Soderberg to approve the variance of the Intergovernmental Agreement between the Village of Germantown Park and Recreation Department and the Germantown School District for use of the middle school gold gym and cafeteria. Motion carried.
22. Motion by Warnimont, second by Kline to accept the resignation of Lisa Marino and thank her for her service in the district. Motion carried.
23. Motion by Warnimont, second by Kline to waive the \$500 contract liquidation damages for Lisa Marino in a non-precedent setting manner due to the circumstances of the resignation. Motion carried.
24. Motion by Warnimont, second by Soderberg to approve the 2011-2012 letter of employment for John O'Connor at the pro-rated salary of \$21,276.26 formerly referred to as Division 1 Step 1 of the salary schedule. Motion carried.
25. Motion by Brust, second by Kline to enter into closed session at 9:49 pursuant to Section 19.85(1)(c) and 19.85(1)(f). Roll call vote: Roll Call: Kline – yes, Soderberg – yes, Warnimont – yes, Brust – yes, Spies – yes. Motion carried.
26. The Board of Education entered into closed session at 9:58 p.m. after a brief recess.
27. The Board of Education discussed administrator contract renewals and renewal of the district administrator contract.
28. The Board of Education did not return to open session and took no further action.
29. Motion by Warnimont, second by Kline to adjourn. Motion carried.
30. Board President Spies declared the meeting adjourned at 10:28 p.m.

Jayne Borst
Recording Secretary


Kim Fischer
School Board Clerk