

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

Germantown School District PAC

**W180 N11501 River Lane
Germantown, WI 53022**

September 14, 2020

7:00 p.m.

AGENDA

The Germantown School District Board of Education will hold its regular Board Meeting at the Germantown School District Performing Arts Center. Due to the Governor's Emergency Orders on Public Gatherings and Public Health Department recommendations, this meeting will be held with social distancing measures in place; i.e. limited audience, webcast, etc. As with past Board Meetings it will be recorded and provided for public viewing as soon as possible following the meeting. A link to the webcast will be available just prior to the Building Committee meeting and can be located on the main page of the District's website: www.gsdwi.org

- 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; generally three (3) minutes. Wisconsin law authorizes the school board to receive information from members of the public. Where possible, the Board may 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 that may be injurious to school district personnel or other individuals will not be allowed.
- IV. Approval of Minutes
 - A. August 24, 2020 Board of Education
 - B. August 24, 2020 Board of Education
 - C. August 25, 2020 Closed Session Minutes
- V. Reports and Updates
 - A. Student Representative Report
 - B. Return to School Update
- VI. Building Committee
 - A. Updates from September 14, 2020 committee meeting.

VII. New Business

- A. Discussion and possible action to approve GoRiteway transportation agreement.
- B. Discussion and action to approve donations.
- C. Discussion and action to adopt Model Academic Standards
- D. Discussion and action to approve RESOLUTION AUTHORIZING A TAXABLE TAX AND REVENUE ANTICIPATION PROMISSORY NOTE FOR CASH FLOW PURPOSES IN AN AMOUNT NOT TO EXCEED \$12,000,000.
- E. Discussion and action to approve Summer IEP/Diagnostic Contracts.
- F. Discussion and action to approve teaching contracts.
- G. Discussion and action to approve resignations.
- H. Discussion and action to approve middle school assistant principal contract.

VIII. Adjourn

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
August 24, 2020

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Performing Arts Center at 7:00 p.m. Superintendent Brett Stousland read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Barney – yes, Reinemann – yes, Larson – yes, Borden – yes.
2. Motion by Larson, second by Reinemann, to approve the agenda. Motion carried.
3. Several District residents addressed the Board regarding their desire for five day in-person teaching for all grade levels, virtual class sizes, and general concerns regarding the start of the 2020-2021 school year with one comment regarding a former district assistant swim coach. Board President Soderberg discussed a letter received from State Representative Dan Knodl in support of 5 day in-person attendance. Board Clerk Tom Barney invited everyone to eat at Café Zupas on August 25th to support Youth Futures. The Board discussed CDC guidelines and the risks and liability of too many students in school too soon and indicated that hopefully changes can be made by the September 28th Board meeting review.
4. Motion by Larson, second by Reinemann to approve the August 17, 2020 Board of Education and closed session meeting minutes. Motion carried.
5. Director of Human Resources Mike Nowak presented an updated enrollment report.
6. Director of Pupil Services Todd Lamb presented the 2019-2020 Annual Seclusion and Restraint Report.
7. Transportation Committee Chair Ray Borden provided updates from the August 17, 2020 meeting with GoRiteway who presented their 2020-2021 bus procedures and indicated that GoRiteway information is also available on the District website under the back to school section.
8. Positive recommendation from Finance Committee to approve the preliminary 2020-2021 budget as presented. Motion carried.
9. Motion by Larson, second by Barney to approve awarding the 2020-2021 paper bid/purchase to Contract paper Group in an amount not to exceed \$22,711.20, charged to the appropriate accounts across the entire district budget, with any additional purchases in 2020-2021 brought to the Board for approval first. Motion Carried.
10. Positive recommendation from Finance Committee to eliminate the non-mandatory transportation shuttle across parochial school boundary lines between Bethlehem North and St. Mary's. Motion carried.
11. Finance Committee Chair Michael Loth updated the Board on discussion that took place in committee regarding a line of credit with JP Morgan Chase Bank. A formal motion will be brought back to the Board for approval in September.

12. Motion by Barney, second by Reinemann to approve the donation of \$500 from Martin Volk to the Germantown School District to be used for technology education, service clubs, or students in need. Motion carried.
13. The Board continued discussion regarding back-to-school planning, reviewed the timeline of past week events regarding parental choice of virtual or in-school learning, principal meetings, staffing issues, and plans for implementing both virtual and in-school teaching.
14. Motion by Larson, second by Reinemann to approve hiring an additional kindergarten and an additional first grade teacher for virtual teaching. Motion carried.
15. Motion by Reinemann, second by Barney to approve the resignation of Vincent Daniels, thank him for his service to the District, and approve posting and filling the vacancy. Motion carried.
16. Motion by Reinemann, second by Larson, to approve the 1.0 FTE limited-term contract for Richard Meyers at \$60,000, the .50 FTE part-time contract for Kelly Herbst at \$36,500, and the .60 part-time contract for Bethany Thiede Wray at \$42,000. Motion carried.
17. Motion by Larson, second by Reinemann to approve proceeding with scheduling joint District and Village of Germantown Trustee biannual meetings. Motion carried.
18. Motion by Larson, second by Reinemann to enter into closed session pursuant to Sections 19.85(1)(c), (e), and (f) for discussion of the GoRiteway contract and bus transportation and staff issues. Motion carried
19. The Board entered into closed session at 8:19 p.m. and returned to open session at 9:06 p.m.
20. Motion by Larson, second by Medved to approve the retirement request of Kennedy Middle School Assistant Principal Mark Kaminski effective August 31, 2020. Motion carried.
21. Motion by Medved, second by Loth to adjourn. Motion carried.
22. Board President Soderberg declared the meeting adjourned at 9:07 p.m.

Jayne Borst
Recording Secretary

Thomas Barney
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Transportation
FROM:	Brett Stousland	BOARD MEETING:	Sept. 14 th , 2020
DATE:	September 14 th , 2020	AGENDA ITEM:	GoRiteway Addendum

Please see the attached document regarding the updated Addendum to our bus contract with GoRiteway which would extend our contract until 2024-2025. Our current contract ends at the end of the 2021-2022 school year.

RECOMMENDATION: **Approve the Bus Addendum to continue our bus services with GoRiteway through the 2024-2025 School Year with the following rate adjustments:**

Year Rate Increase

20-21 – 3.25% (already agreed to last year and budgeted)

21-22 – CPI* + 3.8% (end of current contract)

22-23 – CPI* + 3.8% (beginning of 3-year extension)

23-24 – CPI* + 3.8%

24-25 – CPI* + 3.8% (end of 3-year extension)

**FIRST ADDENDUM
TO THE
AGREEMENT FOR TRANSPORTATION
BETWEEN
GERMANTOWN SCHOOL DISTRICT
AND
RITEWAY BUS SERVICE, INC.**

WHEREAS, the Germantown School District ("District") and Riteway Bus Services, Inc. ("Company") are parties to an Agreement for Transportation ("Contract") commencing May of 2016 through June of 2022;

WHEREAS, both the District and the Company wish to supplement and amend the Contract with this First Addendum;

NOW, THEREFORE, in consideration of the mutual promises contained herein, the District and Company hereby agree to the following:

1. In consideration of the loss of 56 billable transportation days due to the historically unprecedented COVID-19 global pandemic during the 2019-20 school year, the Company requests and the District agrees to compensate the Company for fixed operating costs at 50% of the lost billable revenue of \$759,457. This results in a total of \$379,728 to be paid as specified under Paragraph 2 of this Addendum.
2. The District requests and the Company agrees to defer the District's obligation to pay the 2019-20 school year fixed operating cost established under Paragraph 1, above, by having the District pay future rate adjustments of 3.8% per year in addition to the annual rate increase of an amount equal to the CPI* over the four-year period set forth below. This calculation will be performed by adding 3.8% to the CPI% increase to produce a total percentage increase in the previous contract year's rate. The District and the Company also agree to extend the Contract through the 2024-25 school year resulting in the following rate increase schedule through the 2024-25 school year (through June 30, 2025):

Year Rate Increase

20-21 – 3.25% (already agreed to last year and budgeted)

21-22 – CPI* + 3.8% (end of current contract)

22-23 – CPI* + 3.8% (beginning of 3-year extension)

23-24 – CPI* + 3.8%

24-25 – CPI* + 3.8% (end of 3-year extension)


- *CPI based on U.S. Bureau of Labor Statistics U.S. City Average, All Items less Food and Energy measured year over year in the month of March for the following school year

IN WITNESS WHEREOF, the District and the Company have caused this Addendum to be duly executed as of this 27th day of August, 2020.

Riteway Bus Service, Inc.



Robert Zanotti, President


Witness JOSHUA D. SMITH CFO

August 27, 2020
Date

Germantown School District



Brett Stousland, Superintendent

Witness

Sept. 14th, 2020
Date

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Donations

FROM: Brett Stousland

BOARD MEETING: September 14, 2020

DATE: September 3, 2020

AGENDA ITEM: VII.B.

Please act on the donation requests described below. The Board of Education should consider acceptance of the donations in accordance with Board Policy 7230 – Gifts, Grants, and Bequests.

1. Approve the donation of \$369 from various donors through DonorsChoose.org to high school Social Studies teacher Yolande Martinez-Jolitz to pay for a professional development webinar on enhancing social studies instruction.
2. Approve the donation of recess equipment valued at \$155.79 from an anonymous donor to Amy Belle Elementary School.

RECOMMENDATION: Thank the donors for their generosity and approve the donation as listed.

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Standards Adoption

FROM: Brenda O'Brien

BOARD MEETING: September 14, 2020

DATE: September 8, 2020

AGENDA ITEM: VII.C.

Annually, all school districts must identify at the first meeting of each new school year, the student academic standards in effect and adopted by the Board of Education under Section 118.30(1g)(a)1, and notify parents/guardians of students enrolled in the district.

NOTICE: DECLARATION OF EDUCATIONAL STANDARDS

In accordance with WIS. STATS. §§118.30(1g)(a)1 and 120.12(13), the Board of Education for the Germantown School District has adopted on September 14, 2020, as its minimum academic standards, the Wisconsin Academic Standards recommended by the Governor's Council and approved by the Governor.

The District shall notify the parents and guardians of pupils enrolled in the District of the pupil academic standards that have been adopted for the 2020-2021 school year and shall provide that the notice shall be given by posting the notice or a link to the pupil academic standards on the District's internet site.

RECOMMENDATION: Approve the above identified notice of adopted student academic standards for the 2020-21 school year and posting of the notice as required.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Line of Credit Resolution (LOC)
FROM: Brittany Altendorf **BOARD MEETING:** September 14, 2020
DATE: September 11, 2020 **AGENDA ITEM:** VII.D.

Recommendation to the Finance Committee:

Adopt the line-of-credit resolution as presented in order to meet our cash flow needs.

A board member should read the resolution directly as written on the board agenda or directly below:

Board Motion

“Motion to approve the RESOLUTION AUTHORIZING A TAXABLE TAX AND REVENUE ANTICIPATION PROMISSORY NOTE FOR CASH FLOW PURPOSES IN AN AMOUNT NOT TO EXCEED \$12,000,000”.

Background:

Financial Analysis:

The short fall for cash purposes will begin as demonstrated on the attached document (Beginning of October 2020. In part it is related; 1) the lower fund balance when compared to previous years, and 2) the timing of large payments.

The interest rate is LIBOR Rate +1.10% with an unused fee of 25 bps. Depending on the withdrawals and the repayment date the estimated interest and fee amount ranges from \$24,600 - \$42,400. This is below the projected interest rate presented to the finance committee in August of \$51,500.

Attachments

JP Morgan Commitment Letter. Legal documents will be brought to the meeting for board signatures

J.P.Morgan

CREDIT COMMITMENT FOR GERMANTOWN SCHOOL DISTRICT

JPMorgan Chase Bank, N.A. (the "Bank") is pleased to provide the Germantown School District (the "Borrower") with a financing commitment for a Taxable Revolving Line of Credit for \$12,000,000 (the "Commitment"). This Commitment has been duly authorized by the Bank and is subject to the acceptance by the Borrower of the following terms and conditions.

Taxable Revolving Line of Credit

<u>Borrower:</u>	Germantown School District
<u>Type of Credit:</u>	Taxable Revolving Line of Credit
<u>Loan Amount:</u>	\$12,000,000
<u>Purpose:</u>	Working Capital: Immediate expenses of operating and maintaining the public instruction during the Borrower's fiscal year.
<u>Interest Rate:</u>	<p>LIBOR Rate* + 1.10%</p> <p>With rates to be adjusted monthly on the last business day of the month.</p> <p>Notwithstanding the foregoing, at no time during the loan term shall the interest rate exceed 8%. In addition, in no event will the interest rate exceed that permitted by any applicable law. Interest shall be payable from the day any amount is drawn on the Taxable Revolving Line of Credit. Interest shall be payable at the time any disbursement or draw is repaid.</p>
<u>Disbursements/ Draws:</u>	The Taxable Revolving Line of Credit is revolving so principal can be drawn and repaid in any amount(s) and/or at any time(s) during the term of the loan provided that no draw on the Taxable Revolving Line of Credit may be made after the maturity date.
<u>Closing Costs:</u>	None
<u>Loan Fees:</u>	Unused fee of 25 bps
<u>Collateral:</u>	The Borrower shall pledge taxes for operation and maintenance of the Borrower heretofore levied and other available current fiscal year revenues, including state aids (the "Revenues"), sufficient to pay the Taxable Revolving Line of Credit, together with the interest thereon, when due. The Revenues shall be deposited in a special fund.
<u>Maturity/Term:</u>	February 23, 2021 (the "Maturity Date"). The entire principal balance outstanding plus all accrued and unpaid interest is due on the Maturity Date.
<u>Amortization:</u>	N/A
<u>Prepayment:</u>	The Taxable Revolving Line of Credit may be repaid in whole or in part at any time without penalty.

J.P.Morgan

Conditions:

The Taxable Revolving Line of Credit shall be subject to the following requirements:

- (1) The School Board of the Borrower approves a resolution (the "Resolution") authorizing temporary borrowing pursuant to Section 67.12(8)(a)1., Wisconsin Statutes and the Commitment at a lawfully called and conducted meeting.
- (2) Quarles & Brady LLP, Bond Counsel to the Borrower, gives an approving legal opinion stating that the Taxable Revolving Line of Credit has been lawfully authorized and is a valid and enforceable obligation of the Borrower in accordance with its terms (subject to reasonable exceptions relating to the rights of creditors)
- (3) A transcript of proceedings (including certifications from the Borrower as to its budget for the current fiscal year, including its tax levy and anticipated state aids, a no-litigation certification and certifications confirming the name and titles of the officers of the borrowing and confirming that all of the loan documents were duly and properly authorized and executed on behalf of the Borrower by such officers) is delivered at the time the Borrower receives its first disbursement or draw on the Taxable Line of Credit.
- (4) The Taxable Revolving Line of Credit is evidenced by a tax and revenue anticipation promissory note (the "Master Note") duly authorized, issued and executed by the Borrower under Section 67.12(8)(a)1., Wisconsin Statutes. Any disbursements or draws on the Taxable Revolving Line of Credit shall be evidenced by a "Disbursement Request".
- (5) The Borrower provides its most recent audited financial statements.

All of the aforesaid shall be provided by the Borrower at the Borrower's expense.

J.P.Morgan

Expiration of Commitment:

This Commitment shall be accepted by official action of the School Board of the Borrower at a meeting duly called noticed, held and conducted in a manner established by the School Board and required by the pertinent Wisconsin Statutes. Unless accepted or terminated, this Commitment shall expire on October 13, 2020. If the loan documentation required by the Bank hereunder is not completed and the Taxable Revolving Line of Credit has not been extended by the Bank to the Borrower for any reason by October 13, 2020, then this Commitment shall expire on said date.

Very truly yours,



Name:

Title: Aaron Strom, Credit Risk

ACCEPTANCE

This Commitment as outlined above was accepted by action of the School Board on September 14, 2020.

District President

District Clerk

J.P.Morgan

ADDENDUM

* **"LIBOR Rate"** means with respect to any LIBOR advance for any Interest Period, the London interbank offered rate ("LIBOR") as administered by ICE Benchmark Administration (or any other person that takes over the administration of such rate for dollars, the "IBA") for a period equal in length to such Interest Period as displayed on pages LIBOR01 or LIBOR02 of the Reuters screen that displays such rate (or, in the event such rate does not appear on a Reuters page or screen, on any successor or substitute page on such screen that displays such rate, or on the appropriate page of such other information service that publishes such rate from time to time as shall be selected by the Bank in its reasonable discretion; in each case, the "LIBOR Screen Rate") at approximately 11:00 a.m., London time, two (2) business days prior to the commencement of such Interest Period; provided that, if any LIBOR Screen Rate shall be less than zero, such rate shall be deemed to be zero for the purposes of this Note. If no LIBOR Screen Rate is available to the Bank, the applicable LIBOR Rate for the relevant Interest Period shall instead be the rate determined by the Bank to be the rate at which the Bank offers to place U.S. dollar deposits having a maturity equal to such Interest Period with first-class banks in the London interbank market at approximately 11:00 A.M. (London time) two business days prior to the first day of such Interest Period.

LIBOR is intended to represent the rate at which contributing banks may obtain short-term borrowings from each other in the London interbank market. In July 2017, the U.K. Financial Conduct Authority announced that, after the end of 2021, it would no longer persuade or compel contributing banks to make rate submissions to the IBA for purposes of the IBA setting LIBOR. As a result, it is possible that commencing in 2022, LIBOR may no longer be available or deemed an appropriate reference rate upon which to determine the interest rate on LIBOR Rate advances. In light of this eventuality, public and private sector industry initiatives are currently underway to identify new or alternative reference rates to be used in place of LIBOR. In the event that a Benchmark Transition Event occurs, the "Alternate Rate of Interest" provision below provides a mechanism for determining an alternative rate of interest. The Bank will notify the Borrower in advance of any change to the reference rate upon which the interest rate on LIBOR Rate advances is based. However, the Bank does not warrant or accept any responsibility for, and shall not have any liability with respect to, the administration, submission or any other matter related to LIBOR or other rates in the definition of "LIBOR Rate" or with respect to any alternative, successor rate thereto, or replacement rate thereof, including without limitation, whether the composition or characteristics of any such alternative, successor or replacement reference rate will be similar to, or produce the same value or economic equivalence of, the LIBOR Rate or have the same volume or liquidity as did LIBOR prior to its discontinuance or unavailability.

Alternate Rate of Interest. If a Benchmark Transition Event occurs, Bank may, by notice to Borrower, select an alternate rate of interest for LIBOR that gives due consideration to the then-evolving or prevailing market convention for determining a rate of interest for loans in US Dollars at such time (the "Alternate Rate"); Borrower acknowledges that the Alternate Rate may include a mathematical adjustment using any then-evolving or prevailing market convention or method for determining a spread adjustment for the replacement of LIBOR. For avoidance of doubt, all references to LIBOR shall be deemed to be references to the Alternate Rate when the Alternate Rate becomes effective in accordance with this section. In addition, the Bank will have the right, from time to time by notice to Borrower to make technical, administrative or operational changes (including, without limitation, changes to the definition of "Interest Period", timing and frequency of determining rates and making payments of interest and other administrative matters) that the Bank decides in its reasonable discretion may be appropriate to reflect the adoption and implementation of the Alternate Rate. The Alternate Rate, together with all such technical, administrative and operational changes as specified in any notice, shall become effective at the later of (i) the fifth business day after the Bank has provided notice (including without limitation for this purpose, by electronic means) to the Borrower (the "Notice Date") and (ii) a date

J.P.Morgan

specified by the Bank in the notice, without any further action or consent of the Borrower, so long as Bank has not received, by 5:00 pm Eastern time on the Notice Date, written notice of objection to the Alternate Rate from the Borrower. Any determination, decision, or election that may be made by the Bank pursuant to this section, including any determination with respect to a rate or adjustment or the occurrence or non-occurrence of an event, circumstance or date, and any decision to take or refrain from taking any action, will be conclusive and binding absent manifest error and may be made in its sole discretion and without consent from the Borrower. Until an Alternate Rate shall be determined in accordance with this section, the interest rate shall be the Interim Rate. In no event shall the Alternate Rate be less than zero.

"Benchmark Transition Event" means the occurrence of one or more of the following events with respect to LIBOR:

- (i) a public statement or publication of information by or on behalf of the administrator of LIBOR announcing that such administrator has ceased or will cease to provide LIBOR, permanently or indefinitely, provided that, at the time of such statement or publication, there is no successor administrator that will continue to provide LIBOR; or
- (ii) (i) a public statement or publication of information by the regulatory supervisor for the administrator of LIBOR, the U.S. Federal Reserve System, an insolvency official with jurisdiction over the administrator for LIBOR, a resolution authority with jurisdiction over the administrator for LIBOR or a court or an entity with similar insolvency or resolution authority over the administrator for LIBOR, which states that the administrator of LIBOR has ceased or will cease to provide LIBOR permanently or indefinitely, provided that, at the time of such statement or publication, there is no successor administrator that will continue to provide LIBOR; or
- (iii) a public statement or publication of information by the regulatory supervisor for the administrator of LIBOR announcing that LIBOR is no longer representative.

"Interest Period" means each consecutive one month period, the first of which shall commence on the date of this Note, ending on the day which corresponds numerically to such date one (1) month thereafter, provided, however, that if there is no such numerically corresponding day in such first succeeding month, such Interest Period shall end on the last business day of such first succeeding month. If an Interest Period would otherwise end on a day which is not a business day, such Interest Period shall end on the next succeeding business day, provided, however, that if said next succeeding business day falls in a new calendar month, such Interest Period shall end on the immediately preceding business day.

"Interim Rate" means until an Alternate Rate shall be determined in accordance with this section, the interest rate shall be the greater of (x) the Bank's prime rate and (y) 2.50%, but not to exceed 8.00%.

GERMANTOWN SCHOOL DISTRICT

TO:	Board Members	TOPIC:	Summer IEP / Diagnostic Contracts
FROM:	Todd Lamb / Mike Nowak	BOARD MEETING:	September 14, 2020
DATE:	September 8, 2020	AGENDA ITEM:	VII.E.

The following contract is being recommended for approval based in accordance with Wisconsin Department of Public Instruction IDEA Compliance for Diagnostic / IEP Development.

First and Last Name	Hours Not to Exceed
Amy Basse	10 Hours per assigned case

RECOMMENDATION: Approve the above listed contract.

TO: Board of Education

TOPIC: Teacher Contracts

FROM: Michael Nowak

BOARD MEETING: September 14, 2020

DATE: September 10, 2020

AGENDA ITEM: VII.F.

The administration is recommending the approval of the following regular and limited-term contracts for the 2020-21 school year.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Megan Neitzel Fourth Grade Teacher Rockfield Elementary School	Megan is being recommended for this position as a result of increased staffing needs	1.0	Limited-Term	\$40,000
Bonny Jantzen Eighth Grade Language Arts Teacher Kennedy Middle School	Bonny is being recommended for this position as the result of a one-year leave of absence	1.0	Limited-Term	\$61,500
Kathy Kannenberg Virtual Kindergarten Teacher Germantown School District	Kathy is being recommended for this position as a result of increased staffing needs	1.0	Limited-Term	\$67,500
Jessica Dwyer Virtual First Grade Teacher Germantown School District	Jessica is being recommended for this position as a result of increased staffing needs	1.0	Limited-Term	46,750
Kristine Sapinski First Grade Teacher Rockfield Elementary School	Kristine is being recommended for this position as the result of an FMLA leave	1.0	Limited-Term (81 days)	\$16,963
Christopher Schrubbe Business Teacher Germantown High School	Christopher is being recommended for this position as the result of a teacher resignation	1.0	Limited-Term	\$46,500
Carly Vondrak Kindergarten Teacher Rockfield Elementary School	Carly is being recommended for this position as the result of a one-year leave of absence	1.0	Limited-Term	\$48,900
Lauren Krajcik Fourth Grade Teacher County Line Elementary School	Lauren is being recommended for this position as the result of a teacher resignation	1.0	Limited-Term	\$40,000
Erin Dederich English Teacher Germantown High School	Erin is being recommended for this position as the result of a one-year leave of absence	1.0	Limited-Term	\$40,000
Kelly Moran Seventh Grade Science Teacher Kennedy Middle School	Kelly is being recommended for this position as the result of a teacher resignation	1.0	Regular	\$57,250
Julie Quigley Special Education Teacher Kennedy Middle School	Julie is being recommended for this position as the result of a teacher retirement	1.0	Regular	\$64,250
Rachel Richey Special Education Teacher Germantown High School	Rachel is being recommended for this position as a result of increased staffing needs	.60	Part-Time	\$24,000

RECOMMENDATION:

Approve the 1.0 FTE limited-term contract for Megan Neitzel at \$40,000, the 1.0 FTE limited-term contract for Bonny Jantzen at \$61,500, the 1.0 FTE limited-term contract for Kathy Kannenberg at \$67,500, the 1.0 FTE limited-term contract for Jessica Dwyer at \$46,750, the 1.0 FTE limited-term contract for Kristine Sapinski at \$16,693, the 1.0 FTE limited-term contract for Christopher Schrubbe at \$46,500, the 1.0 FTE limited-term contract for Carly Vondrak at \$48,900, the 1.0 FTE limited-term contract for Lauren Krajcik at \$40,000, the 1.0 FTE limited-term contract Erin Dederich at \$40,000, the 1.0 FTE regular contract for Kelly Moran at \$57,250, the 1.0 FTE regular contract for Julie Quigley at \$64,250 and the .60 FTE part-time contract for Rachel Richey at \$24,000.

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Resignations
FROM:	Michael Nowak	BOARD MEETING:	September 14, 2020
DATE:	September 10, 2020	AGENDA ITEM:	VII.G.

Lauren Bennewitz recently submitted her letter of resignation effective September 14, 2020. Lauren was hired in August of 2010 in the Germantown School District as a Math Teacher at Germantown High School.

RECOMMENDATION: Approve the resignation of Lauren Bennewitz and thank her for her service to the students, their families and to the Germantown School District. Approve posting and filling the vacancy.

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****Teacher contract:** “In the event said Teacher with a signed contract for the ensuing year seeks release to accept other employment after July 1, he/she shall forfeit five hundred dollars (\$500), after August 1, he/she shall forfeit seven hundred fifty dollars (\$750), and after August 15, he/she shall forfeit one thousand dollars (\$1,000) as liquidated damages.”

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: KMS Assistant Principal

FROM: Michael Nowak / Brett Stousland

BOARD MEETING: September 14, 2020

DATE: September 10, 2020

AGENDA ITEM: VII.H.

After a recent retirement, District Administration is bringing forward Brandon Kohl as the candidate of choice for the position of Assistant Principal at Kennedy Middle School. Brandon has successfully served in the role of Dean at Kennedy Middle School during the last two school years. In addition to being a product of the Germantown School District, Mr. Kohl brings extensive experience and expertise to the role. We are confident that he will continue to make positive contributions within our school community.

RECOMMENDATION: Approve the hire of Brandon Kohl as the Assistant Principal at Kennedy Middle School and provide him a two-year contract with a prorated annual salary for the 2020-2021 school year of \$83,000.