

**GERMANTOWN SCHOOL DISTRICT**

**Notice of Personnel Committee Meeting**

August 10, 2020

5:30 p.m.

**Germantown School District PAC**

W180 N11501 River Lane

Germantown, WI 53022

**AGENDA**

- I. Meeting Called to Order**
- II. Roll Call**
- III. Agenda Revisions and Approval**
- IV. Approval of Minutes**
  - A. September 30, 2019
- V. New Business**
  - A. Discussion and action to approve co-curricular coaching and advising contracts
  - B. Discussion and action to approve middle school secretarial positions
  - C. Discussion and action to approve modifications to substitute teacher pay structure
- VI. Adjourn**

***Note:** School Board members who are not members of the Building Committee may be present at this Building Committee meeting.*

**GERMANTOWN SCHOOL DISTRICT  
MINUTES OF THE BOARD OF EDUCATION  
PERSONNEL COMMITTEE MEETING**

**September 30, 2019  
5:15 p.m.**

1. The meeting of the Personnel Committee was called to order by Committee Chair Sarah Larson at 5:15 P.M. in the District Office Board Room.
2. Personnel Committee Members present: Sarah Larson, Brian Medved, and Lester Spies. Superintendent Jeff Holmes, Director of Human Resources Mike Nowak, Director of Business Ric Ericksen and Board President Bob Soderberg were also present.
3. Motion by Spies, second by Medved to approve the agenda. Motion carried.
4. Motion by Spies, second by Medved to approve the August 12, 2019 committee meeting minutes. Motion carried.
5. Motion by Spies, second by Medved to forward to the Board with a positive recommendation, approval of the addition of a middle school News Club with two 2% middle school advisors at \$700 each for a total of \$1400, the addition of United Sound at the high school with two 40 hour contracts at \$660 each for a total of \$1,320, and the addition of two high school 4% contracts for an additional spring intramural season at \$1,400 each for a total of \$2,800. Motion carried.
6. Motion by Spies, second by Barney to forward to the Board with a positive recommendation, approval of dividing Poms and Cheer into two seasons beginning with the 2019-2020 school year with appropriate percentage of time to be determined at a later date. Motion carried.
7. Motion by Spies, second by Medved to forward to the Board with a positive recommendation, approval of middle school and high school winter and spring coaching contracts. Motion carried.
8. Motion by Spies, second by Medved to adjourn. Motion carried.
9. Committee Chair Sarah Larson declared the meeting adjourned at 5:48 P.M.

Jayne Borst  
Recording Secretary

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Personnel Committee

**TOPIC:** Fall Coaching and yearly Advising Contracts

**FROM:** Michael Nowak and Sara Unertl

**BOARD MEETING:** August 10, 2020

**DATE:** August 4, 2020

**AGENDA ITEM:** V . A.

The Director of Student Activities and Director of Human Resources are requesting approval to issue the attached co-curricular advising and coaching contracts for Germantown High School and Kennedy Middle School for the 2020-21 school year. The winter and spring coaching co-curricular contracts will be requested at a later date.

(Contracts for new and existing employees will not be issued until appropriate forms have been received and background checks have been completed.)

Contract language will include the following for this school year. *For the 2020-21 school year, compensation paid for coaching and advising contracts will utilize a pro-rata approach, whereby compensation will be based on the proportion of the season that is completed.*

**RECOMMENDATION:** Will of the Personnel Committee

2020-2021 Germantown School District Coaches/Advisors

| Activity   | Season    | Hours | Staffing Rate | Contract Amount      | Coach/Advisor Name | Building |
|--|-----------|-------|---------------|----------------------|--------------------|----------|
| <b>GHS Fall Athletics (Before School Starts)</b>         |           |       |               | (Base \$34,815)      |                    |          |
| Cheerleading Coach                                       | Jul - Nov |       | 10%           | \$ 3,500.00          | Kathleen Kalupa    | GHS      |
| Cheerleading Coach - Assistant                           | Jul - Nov |       | 5%            | \$ 1,800.00          | TBD                | GHS      |
| Cross Country - Boys Head Coach                          | Aug - Oct |       | 10%           | \$ 3,500.00          | Nicholas Foti      | GHS      |
| Cross Country - Boys Assistant Coach                     | Aug - Oct |       | 8%            | \$ 2,800.00          | Jeremy King        | GHS      |
| Cross Country - Girls Head Coach                         | Aug - Oct |       | 10%           | \$ 3,500.00          | Nancy Pietrowiak   | GHS      |
| Cross Country - Girls Assistant Coach                    | Aug - Oct |       | 8%            | \$ 2,800.00          | Robert Wehner      | GHS      |
| Football - Head Coach                                    | Aug - Nov |       | 12%           | \$ 4,200.00          | Jacob Davis        | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 8%            | \$ 2,800.00          | David Branske      | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 8%            | \$ 2,800.00          | Michael Pfeiffer   | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 7%            | \$ 2,450.00          | Jonathan Davis     | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 7%            | \$ 2,450.00          | Scott Schubert     | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 6%            | \$ 2,100.00          | Robert Beeman      | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 2%            | \$ 700.00            | James (Jim) Davis  | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 6%            | \$ 2,100.00          | Cory McCabe        | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 2%            | \$ 700.00            | Jason Bauman       | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 8%            | \$ 2,800.00          | Robert Fliss       | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 8%            | \$ 2,800.00          | Todd Krupicka      | GHS      |
| Football - Assistant Coach                               | Aug - Nov |       | 2%            | \$ 700.00            | Andrew Waller      | GHS      |
| Golf - Girls Head Coach                                  | Aug - Oct |       | 9%            | \$ 3,200.00          | Thomas Kujawa      | GHS      |
| Golf - Girls Co-Assistant                                | Aug - Oct |       | 7%            | \$ 2,500.00          | Jennifer Catalano  | GHS      |
| Golf - Girls Co-Assistant                                | Aug - Oct |       | 7%            | \$ 2,500.00          | Stephanie Milmoie  | GHS      |
| Pompons Coach  |           |       | 7%            | \$ 2,500.00          | Chelsea Lovell     | GHS      |
| Pompons Coach - Assistant                                |           |       | 4%            | \$ 1,400.00          | Kelly Navin        | GHS      |
| Pompons Coach - Assistant                                |           |       | 4%            | \$ 1,400.00          | Emily Goetz        | GHS      |
| Soccer - Boys Head Coach                                 | Aug - Oct |       | 12.0%         | \$ 4,200.00          | Michael Asen       | GHS      |
| Soccer - Boys Assistant Coach                            | Aug - Oct |       | 7.0%          | \$ 2,500.00          | Tyler Asen         | GHS      |
| Soccer - Boys Assistant Coach                            | Aug - Oct |       | 7.0%          | \$ 2,500.00          | James Davis        | GHS      |
| Swimming - Girls Head Coach                              | Aug - Nov |       | 12%           | \$ 4,200.00          | Lori Bruss         | GHS      |
| Swimming - Girls Assistant Coach                         | Aug - Nov |       | 8%            | \$ 2,800.00          | TBD                | GHS      |
| Swimming - Girls Diving Coach                            | Aug - Nov |       | 8%            | \$ 2,800.00          | Mary Woodson       | GHS      |
| Tennis - Girls Head Coach                                | Aug - Oct |       | 9%            | \$ 3,200.00          | Vincent Daniels    | GHS      |
| Tennis - Girls Assistant Coach                           | Aug - Oct |       | 7%            | \$ 2,500.00          | Michael Kolz       | GHS      |
| Tennis - Girls Assistant Coach                           | Aug - Oct |       | 7%            | \$ 2,500.00          | Laura Suprenand    | GHS      |
| Volleyball - Boys Head Coach                             | Aug - Nov |       | 10%           | \$ 3,500.00          | Brian Rushmer      | GHS      |
| Volleyball - Boys Assistant Coach                        | Aug - Nov |       | 4%            | \$ 1,400.00          | Zach Bohmann       | GHS      |
| Volleyball - Boys Assistant Coach                        | Aug - Nov |       | 4%            | \$ 1,400.00          | Jonathan Smallpage | GHS      |
| Volleyball - Boys Assistant Coach                        | Aug - Nov |       | 8%            | \$ 2,800.00          | Matthew Schultz    | GHS      |
| Volleyball - Girls Head Coach                            | Aug - Nov |       | 11%           | \$ 3,900.00          | Amy Wagner         | GHS      |
| Volleyball - Girls Assistant Coach                       | Aug - Nov |       | 7%            | \$ 2,500.00          | Lisa Stigler       | GHS      |
| Volleyball - Girls Assistant Coach                       | Aug - Nov |       | 8%            | \$ 2,800.00          | Arianna Cohen      | GHS      |
| <b>Total High School Athletics - Fall</b>                |           |       |               | <b>\$ 103,500.00</b> |                    |          |
| <b>HIGH SCHOOL CO-CURRICULAR ACTIVITIES</b>              |           |       |               |                      |                    |          |
| <b>GHS Fall Activities (Before School Starts)</b>        |           |       |               |                      |                    |          |
| Band Advisor (GHS)                                       |           |       | 10%           | \$ 3,500.00          | Jonathan Bell      | GHS      |
| Band Advisor Assistant (GHS)                             |           |       | 9%            | \$ 3,200.00          | Andrew Stone       | GHS      |
| Yearbook (Annual) Advisor                                |           |       | 9.5%          | \$ 3,400.00          | Andrew Kavanaugh   | GHS      |
| Yearbook (Annual) Assistant Advisor                      |           |       | 9.5%          | \$ 3,400.00          | Diane Seramur      | GHS      |
| <b>Total High School Co-Curricular Activities - Fall</b> |           |       |               | <b>\$ 13,500.00</b>  |                    |          |
| <b>GHS Year Long Activities</b>                          |           |       |               |                      |                    |          |
| Choir Advisor  |           |       | 8%            | \$ 2,800.00          | Jonathan Brooks    | GHS      |
| DECA Advisor   |           |       | 7%            | \$ 2,500.00          | Vincent Daniels    | GHS      |
| DECA Assistant Advisor                                   |           |       | 5%            | \$ 1,800.00          | Steven Martin      | GHS      |
| Drama Production 1 - Assistant Advisor/Director          |           |       | 4%            | \$ 1,225.00          | Kelly Korek        | GHS      |
| Drama Production 1 - Head Advisor/Director               |           |       | 7%            | \$ 2,450.00          | Rachel Proite      | GHS      |
| Drama Production 2 - Choreographer                       |           |       | 3%            | \$ 1,075.00          | Jeremy Nickolai    | GHS      |
| Drama Production 2 - Head Advisor/Director               |           |       | 7%            | \$ 2,450.00          | Rachel Proite      | GHS      |
| Drama Production 2 - Pit Director                        |           |       | 5%            | \$ 1,600.00          | Jonathan Bell      | GHS      |
| Drama Production 2 - Scenic Designer                     |           |       | 4%            | \$ 1,500.00          | Brian Wright       | GHS      |
| Drama Production 2 - Vocal Director/Piano Accompanist    |           |       | 3%            | \$ 1,000.00          | Malik Staude       | GHS      |
| FBLA Advisor   |           |       | 6%            | \$ 2,100.00          | Logan Meyer        | GHS      |
| FBLA Assistant Advisor                                   |           |       | 6%            | \$ 2,100.00          | TBD                | GHS      |
| Forensics Advisor  |           |       | 7%            | \$ 2,500.00          | John Plaski        | GHS      |
| Forensics Assistant Advisor                              |           |       | 5%            | \$ 1,800.00          | TBD                | GHS      |

2020-2021 Germantown School District Coaches/Advisors

|   |           |    |         |    |                      |                              |     |
|---|-----------|----|---------|----|----------------------|------------------------------|-----|
| Intramurals Co-Coach  |           |    | 4%      | \$ | 1,400.00             | Stephanie Milmoie            | GHS |
| Intramurals Co-Coach  |           |    | 4%      | \$ | 1,400.00             | Stephanie Milmoie            | GHS |
| Intramurals Co-Coach (Spring)                                 | Spring    |    | 8%      | \$ | 2,800.00             | Stephanie Milmoie            | GHS |
| Peers 4 Peers   |           |    | 6%      | \$ | 2,100.00             | Caryn Hernandez              | GHS |
| Skills USA  |           |    | 2.5%    | \$ | 900.00               | Jon Stachowiak               | GHS |
| Skills USA  |           |    | 2.5%    | \$ | 900.00               | Timothy Mehrling             | GHS |
| Student Council Advisor                                       |           |    | 14%     | \$ | 4,900.00             | Carolyn Solie                | GHS |
| Variety Show Advisor  |           |    | 5%      | \$ | 1,800.00             | Thomas Kujawa                | GHS |
| Weightlifting Co-Coach (Fall)                                 | Fall      |    | 2%      | \$ | 700.00               | Matthew Stuve                | GHS |
| Weightlifting Co-Coach (Spring)                               | Spring    |    | 2%      | \$ | 700.00               | Scott Schubert               | GHS |
| Weightlifting Co-Coach (Winter)                               | Winter    |    | 3%      | \$ | 1,100.00             | Jacob Davis                  | GHS |
| Advisors-Gr 9 #1  |           | 40 | \$16.50 | \$ | 660.00               | Sara Lundbohm                | GHS |
| Advisors-Gr 9 #2  |           | 40 | \$16.50 | \$ | 660.00               | John Julka                   | GHS |
| Advisors-Gr 10 #1   |           | 50 | \$16.50 | \$ | 825.00               | Janel Gliniecki              | GHS |
| Advisors-Gr 10 #2   |           | 50 | \$16.50 | \$ | 825.00               | Heather Zvitkovits           | GHS |
| Advisors-Gr 11 #1   |           | 70 | \$16.50 | \$ | 1,155.00             | Jeremy King                  | GHS |
| Advisors-Gr 11 #2   |           | 70 | \$16.50 | \$ | 1,155.00             | Wesley Hoopes                | GHS |
| Advisors-Gr 11 #3 (prom)                                      |           | 20 | \$16.50 | \$ | 330.00               | Cynthia Collins              | GHS |
| Advisors-Gr 11 #4 (prom)                                      |           | 20 | \$16.50 | \$ | 330.00               | Jordan Ely                   | GHS |
| Advisors-Gr 12 #1   |           | 70 | \$16.50 | \$ | 1,155.00             | Jason Baumann                | GHS |
| Advisors-Gr 12 #2   |           | 70 | \$16.50 | \$ | 1,155.00             | Steven Martin                | GHS |
| Band Tri M Advisor  |           | 40 | \$16.50 | \$ | 660.00               | Jonathan Bell                | GHS |
| Best Buddies  |           | 40 | \$16.50 | \$ | 660.00               | Lisa Densing                 | GHS |
| Best Buddies  |           | 40 | \$16.50 | \$ | 660.00               | Tanya Shaske                 | GHS |
| Black Student Union   |           | 40 | \$16.50 | \$ | 660.00               | John Whitehead               | GHS |
| Cup O Controversy   |           | 40 | \$16.50 | \$ | 660.00               | Catherine Woodson            | GHS |
| Emerging Women  |           | 40 | \$16.50 | \$ | 660.00               | Jennifer Catalano            | GHS |
| Environmental Club  |           | 20 | \$16.50 | \$ | 330.00               | Mark McClellan               | GHS |
| Environmental Club  |           | 20 | \$16.50 | \$ | 330.00               | Stacy Stocklein              | GHS |
| German Honor Society/Club                                     |           | 20 | \$16.50 | \$ | 330.00               | Jennifer Zimmerman           | GHS |
| German Honor Society/Club                                     |           | 20 | \$16.50 | \$ | 330.00               | Jennifer Zimmerman           | GHS |
| Key Club Co-Advisor   |           | 50 | \$16.50 | \$ | 825.00               | Marin Siegert                | GHS |
| Key Club Co-Advisor   |           | 50 | \$16.50 | \$ | 825.00               | Marin Siegert                | GHS |
| Math Club Co-Advisor  |           | 20 | \$16.50 | \$ | 330.00               | Jessica Tummett              | GHS |
| Math Club Co-Advisor  |           | 20 | \$16.50 | \$ | 330.00               | Kelly Korek                  | GHS |
| Model UN  |           | 20 | \$16.50 | \$ | 330.00               | Adam Johnson                 | GHS |
| Multi-Ethnic Student Association                              |           | 40 | \$16.50 | \$ | 660.00               | Michael Aronow               | GHS |
| NHS   |           | 40 | \$16.50 | \$ | 660.00               | Meridith Berghauer           | GHS |
| NHS   |           | 40 | \$16.50 | \$ | 660.00               | Cynthia Collins              | GHS |
| Robotics  |           | 60 | \$16.50 | \$ | 990.00               | Timothy Mehrling             | GHS |
| Robotics  |           | 60 | \$16.50 | \$ | 990.00               | Timothy Mehrling             | GHS |
| Sexual and Gender Equality                                    |           | 40 | \$16.50 | \$ | 660.00               | Catherine Woodson            | GHS |
| Spanish Honor Society   |           | 20 | \$16.50 | \$ | 330.00               | Carrie Lilige                | GHS |
| Spanish Honor Society   |           | 20 | \$16.50 | \$ | 330.00               | Harris Jones                 | GHS |
| Strategists Co-Advisor  |           | 35 | \$16.50 | \$ | 577.50               | Margaret McComack            | GHS |
| Strategists Co-Advisor  |           | 35 | \$16.50 | \$ | 577.50               | Kathleen Orr/Janel Gliniecki | GHS |
| United Sound  |           | 40 | \$16.50 | \$ | 660.00               | Jonathan Bell                | GHS |
| United Sound  |           | 40 | \$16.50 | \$ | 660.00               | Lisa Densing                 | GHS |
| <b>Total High School Co-Curricular Activities - Year Long</b> |           |    |         |    | <b>\$ 69,525.00</b>  |                              |     |
| <b>HIGH SCHOOL GRAND TOTAL</b>                                |           |    |         |    | <b>\$ 186,525.00</b> |                              |     |
| <b>KMS Fall Athletics (Before School Starts)</b>              |           |    |         |    |                      |                              |     |
| Basketball - Girls Coach                                      | Sep - Nov |    | 8%      | \$ | 2,800.00             | Jay Dettlaff                 | KMS |
| Basketball - Girls Coach                                      | Sep - Nov |    | 8%      | \$ | 2,800.00             | Kyle Suprenand               | KMS |
| Cross Country Coach   | Sep - Oct |    | 7%      | \$ | 2,500.00             | Christina Gagan              | KMS |
| Cross Country Coach   | Sep - Oct |    | 7%      | \$ | 2,500.00             | Benjamin Schuh               | KMS |
| Cross Country Coach   | Sep - Oct |    | 7%      | \$ | 2,500.00             | Jared Foerch                 | KMS |
| Cross Country Coach   | Sep - Oct |    | 7%      | \$ | 2,500.00             | Kevin Breitzmann             | KMS |
| <b>Total Middle School Athletics - Fall</b>                   |           |    |         |    | <b>\$ 15,600.00</b>  |                              |     |
| <b>MIDDLE SCHOOL CO-CURRICULAR</b>                            |           |    |         |    |                      |                              |     |
| Yearbook (Annual) - Co-Advisor                                |           |    | 5.5%    | \$ | 2,000.00             | Laura Pilz                   | KMS |
| Yearbook (Annual) - Co-Advisor                                |           |    | 5.5%    | \$ | 2,000.00             | Aaron Gaskell                | KMS |
| Band Advisor  |           |    | 7%      | \$ | 2,500.00             | Jonathan Fox                 | KMS |
| Band Advisor  |           |    | 7%      | \$ | 2,500.00             | Kelsey Shook                 | KMS |
| Chorus  |           |    | 7%      | \$ | 2,500.00             | Lauren Schell                | KMS |

2020-2021 Germantown School District Coaches/Advisors

|   |    |         |    |          |                    |     |
|---|----|---------|----|----------|--------------------|-----|
| Cheerleading Coach (Fall)                           |    | 4%      | \$ | 1,400.00 | Megan Peterson     | KMS |
| Cheerleading Coach (Winter)                         |    | 2%      | \$ | 700.00   | Megan Peterson     | KMS |
| Dramatics - Advisor                                 |    | 7%      | \$ | 2,500.00 | Lauren Schell      | KMS |
| Dramatics - Assistant Advisor                       |    | 5%      | \$ | 1,800.00 | Rannon Tabaska     | KMS |
| Forensics - Head Coach                              |    | 7%      | \$ | 2,500.00 | Kristin Hillshafer | KMS |
| Forensics - Assistant Coach                         |    | 5%      | \$ | 1,800.00 | Corey Ahrens       | KMS |
| News Club   |    | 2%      | \$ | 700.00   | Carrie Berg        | KMS |
| News Club   |    | 2%      | \$ | 700.00   | John Parrish       | KMS |
| Newspaper - Co-Advisor                              |    | 6%      | \$ | 2,100.00 | Wendy Veldboom     | KMS |
| Newspaper - Co-Advisor                              |    | 6%      | \$ | 2,100.00 | Heidi Feucht       | KMS |
| Student Council Advisor                             |    | 6%      | \$ | 2,100.00 | Rebecca Wittermann | KMS |
| Student Council Advisor                             |    | 6%      | \$ | 2,100.00 | Thomas Wilcox      | KMS |
| Variety Show Advisor                                |    | 5%      | \$ | 1,800.00 | Lauren Schell      | KMS |
| Variety Show Advisor                                |    | 5%      | \$ | 1,800.00 | Beth Buettner      | KMS |
| Best Buddies  | 24 | \$16.50 | \$ | 396.00   | Carly Rubnitz      | KMS |
| Best Buddies  | 24 | \$16.50 | \$ | 396.00   | David Stell        | KMS |
| Jr Key Club   | 36 | \$16.50 | \$ | 594.00   | Rannon Tabaska     | KMS |
| Jr Key Club   | 36 | \$16.50 | \$ | 594.00   | Julia McMahon      | KMS |
| Jr Key Club   | 36 | \$16.50 | \$ | 594.00   | Despina Topitzes   | KMS |
| Mathcounts  | 20 | \$16.50 | \$ | 330.00   | Lauren Radish      | KMS |
| Multi-Ethnic Student Association                    | 40 | \$16.50 | \$ | 660.00   | Tracy Rohde        | KMS |
| Ski Club  | 24 | \$16.50 | \$ | 396.00   | Benjamin Schuh     | KMS |
| Ski Club  | 24 | \$16.50 | \$ | 396.00   | Peter Schwantes    | KMS |
| Ski Club  | 24 | \$16.50 | \$ | 396.00   | Karen Wunschel     | KMS |
| Ski Club  | 24 | \$16.50 | \$ | 396.00   | Lisa Stigler       | KMS |
| Ski Club  | 24 | \$16.50 | \$ | 396.00   | Christina Gagan    | KMS |
| Ski Club  | 24 | \$16.50 | \$ | 396.00   | Amy Brehmer        | KMS |
| <i>Total Middle School Co-Curricular Activities</i> |    |         |    | \$       | 41,540.00          |     |
| <b>MIDDLE SCHOOL GRAND TOTAL</b>                    |    |         |    | \$       | 57,140.00          |     |
| <b>GRAND TOTAL (ALL DISTRICT)</b>                   |    |         |    | \$       | 243,665.00         |     |

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Personnel Committee

**TOPIC:** KMS Secretary Positions

**FROM:** Michael Nowak

**BOARD MEETING:** August 10, 2020

**DATE:** August 4, 2020

**AGENDA ITEM:** V. B.

With the recent retirement of the Guidance Secretary, we are requesting a modification of work schedules for secretaries at Kennedy Middle School. The Guidance Secretary and Attendance Secretary positions have historically been 7.0 hours per day, 11 month positions with a health insurance benefit. Administration is proposing to modify the Attendance Secretary role to 8.0 hours per day for 12 months with a health insurance benefit and the Guidance Secretary role to a 6.0 hours per day for 11 months with no health insurance benefit. This would result in an overall cost savings to the district, while still providing the necessary resources to fulfill job responsibilities of the Guidance Secretary role.

**RECOMMENDATION:** Approve the modifications of the Attendance Secretary role at Kennedy Middle School to 8.0 hours per day for 12 months with a health insurance benefit and the Guidance Secretary role to 6.0 hours per day for 11 months with no health insurance benefit.

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Personnel Committee

**TOPIC:** Substitute Teacher Pay

**FROM:** Michael Nowak

**BOARD MEETING:** August 10, 2020

**DATE:** August 4, 2020

**AGENDA ITEM:** V. C.

The current pay rate for substitute teachers in the Germantown School District is \$105 per day during days 1-90 of a school year and \$125 per day after 90 non-consecutive days of a school year. Once the \$125 per day rate is reached, the substitute receives \$125 per working day for the remainder of the current school year and the following school year. However, in order to maintain the \$125 per day pay rate for subsequent years, the substitute must put in 90 working days. We are requesting that the number of days required for the daily rate increase be changed to 30 days with a continuation the following year. This would align us more closely with neighboring districts as referenced in the attached document

During the 2019-2020 school year there were 23 substitutes who worked 30 days or more. In consideration of last year's abbreviated school year, we are also requesting that the proposed 30 day threshold be applied to the 2019-2020 school year for starting substitute pay determination in 2020-2021. In other words, a substitute who worked over 30 days during the 2019-2020 school year would begin the 2020-2021 school year at the daily rate of \$125 per day.

**RECOMMENDATIONS:** 1.) Approve the change in daily pay rate for substitute teaching from \$105 to \$125 after 30 non-consecutive days of a school year with a continuation into the following school year. 2.) If approved, apply the 30 non-consecutive day requirement to the previous 2019-2020 school year with a daily rate change to \$125 per day to occur at the beginning of the 2020-2021 school year.



# Local District Comparison



A Kelly Services Company

| School District | Teacher Rate   | Paraprofessional Rate  |
|-----------------|--|--|
| Germantown      | <u>Days 1-89</u><br>FD: \$105<br>HD: \$52.50<br><u>Days 90+</u><br>FD: \$125<br>HD: \$62.50                                      | FD: \$105<br>HD: 52.50<br>Lunch/Recess Supervision: \$10/hr  |
| xxxxxxx         | <u>Days 1-24</u><br>FD: \$115<br>HD: \$57.50<br><u>Days 25+</u><br>FD: \$125<br>HD: \$62.50<br><u>Retiree Rate</u><br>\$140/\$70 | K4/K5 Para: \$12.92/hr<br>Special Ed Para: \$13.95/hr  |
| xxxxxxx         | <u>Days 1-19</u><br>FD: \$110<br>HD: \$65<br><u>Days 20+</u><br>FD: \$117<br>HD: \$65<br>Retiree FD: \$117<br>Retiree HD: \$65   | \$12.50/hr<br>Teacher qualified subs are paid at the Teacher HD/FD rate when subbing as a Special Ed Aide. |
| xxxxxx          | <u>Days 1-16</u><br>FD: \$103<br>HD: \$51.50<br><u>Days 16+</u><br>FD: \$133<br>HD: \$66.50                                      | \$12.89/hr (<16 days)<br>\$16.63/hr (16+ days)<br>\$15/hr (Retired Admin)                                  |
| xxxxxx          | <u>Days 1-20</u><br>FD: \$105<br>HD: \$52.50<br><u>Days 21+</u><br>FD: \$115<br>HD: \$57.50                                      | \$11/hr  |