

**GERMANTOWN SCHOOL DISTRICT
NOTICE OF BOARD OF EDUCATION MEETING
District Administrative Offices Board Room
N104 W13840 Donges Bay Rd
Germantown, WI 53022**

**February 10, 2020
7:00 p.m.**

AGENDA

- 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. January 23, 2020 Closed Session
 - B. January 27, 2020 Board of Education
 - C. January 27, 2020 Closed Session
- V. Reports and Information Items
 - A. Tech Ed Programming Audit and Report
- VI. New Business
 - A. Discussion and action to approve elementary attendance boundaries.
 - B. Discussion and action to approve facility use fee waiver requests.
 - C. Discussion and action to approve retirements.
 - D. Discussion and action to approve Dean of Students positions for 2020-2021.
 - E. Discussion and action to approve contracts.
 - F. Discussion and action to approve Superintendent contract.
 - G. Discussion and action to approve DECA travel request.
- VII. Adjourn

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
January 27, 2020**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:00 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Barney – yes, Spies – yes. Board Member Larson – absent (excused).
2. Motion by Barney, second by Spies to approve the agenda. Motion carried.
3. Former student Rose Dobrogowski addressed the Board regarding former girls' softball coach Kurt Raguse.
4. Motion by Barney, second by Spies to approve the December 16, 2019 Board of Education and Closed Session meeting minutes and the January 14, 15, and 16, 2020 Closed Session minutes. Motion carried.
5. Student Representative Avi Bhavsar reported on student activities in the district.
6. Jeff Holmes informed the Board that three high school senior students met the requirements to graduate early at semester.
7. Jeff Holmes updated the Board on the January 8, 2020 district-wide attendance boundaries public meeting where grandfathering of existing students, cost, and other options were presented to the approximately 14 parents who attended.
8. Finance Committee Chair Michael Loth provided updates to the Board on items discussed at the January 27, 2020 Finance Committee meeting including adding cyber-attack insurance to our policy with R&R Insurance and the retirement of Village TID #4 payment.
9. Motion by Spies, second by Loth to approve naming the outdoor learning space at Amy Belle Elementary School, the Maschman Nature Center and the varsity softball field at Kennedy Middle School, the Kurt Raguse Field, with signage for both locations provided through donated private funding and in accordance with Board Policy 7250. Motion carried.
10. Motion by Barney, second by Spies to approve 13 new regular education open enrollment seats in grade 8 for the 2020-2021 school year. Motion carried.
11. Motion by Spies, second by Medved to approve new summer school courses and the budget for 2020. Motion carried.
12. Motion by Borden, second by Spies to approve the transcribed course for Calculus through UW-Green Bay's College Credit in High School (CCIHS) program beginning with the 2020-2021 school year. Motion carried.
13. Motion by Spies, second by Loth to approve facility use fee waiver requests for Girls On The Run (Rockfield and County Line), Kiwanis Club of Germantown, and the WI School Music Association. Motion carried.

14. Recommendation from Policy Committee to approve the following revisions, additions, and/or deletions of Policies 1630.01, 3111, 3120.04, 3120.10, 3120, 3122, 3132, 3139, 3140, 3160, 3230, 3362, 3430.01, 4120.10, 4430.01, 5111, 5112, 5460, 5772, 7217, and 7530.02. Motion carried.
15. Motion by Barney, second by Spies to approve the donation of \$3,123.01 from the Warhawk Band Boosters to the Grand Piano Campaign and thank them for their generosity. Motion carried.
16. Motion by Spies, second by Barney to adopt the 2020-2021 school year calendar. Motion carried.
17. Motion by Spies, second by Barney to approve Type B contracts for Germantown School District administrators for the 2020-2021 and 2021-2022 school years with salary increases to be determined after July 1, 2020 on an overall percentage amount determined by the Board and individual administrator amounts determined by the new superintendent. Motion carried.
18. Motion Barney, second by Spies to enter into closed session pursuant to Section 19.85(1)(c)(e)(f) to discuss Donges Bay property contractual matter, employee and student matters, superintendent candidate pool, and pending litigation with an attorney present. Motion carried.
19. Board President Soderberg declared the open meeting adjourned at 8:11 p.m. and entered into closed session at 8:15 p.m. The Board did not return to open session and adjourned at 9:19 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Technical Education Audit
FROM: Brenda O'Brien **BOARD MEETING:** February 10, 2020
DATE: February 7, 2020 **AGENDA ITEM:** V. A.

On January 22-24, representatives of the Office of Civil Rights (OCR) conducted an audit of Germantown School District's Technical Education programming at the high school and middle school. Information and results will be provided at the meeting for Board consideration and then disseminated to the public following the February 10 meeting. That everyone's minds may be put at ease, please read the following from the lead official of the audit, "First, let me congratulate you on a successful visit! Your materials were top notch, and only minor consistency and ongoing data analysis findings were uncovered." Corrective actions began immediately to rectify the minor issues discovered.

This was the first audit of this type for the District and we learned much from OCR's three-day visit.

RECOMMENDATION: Informational only.

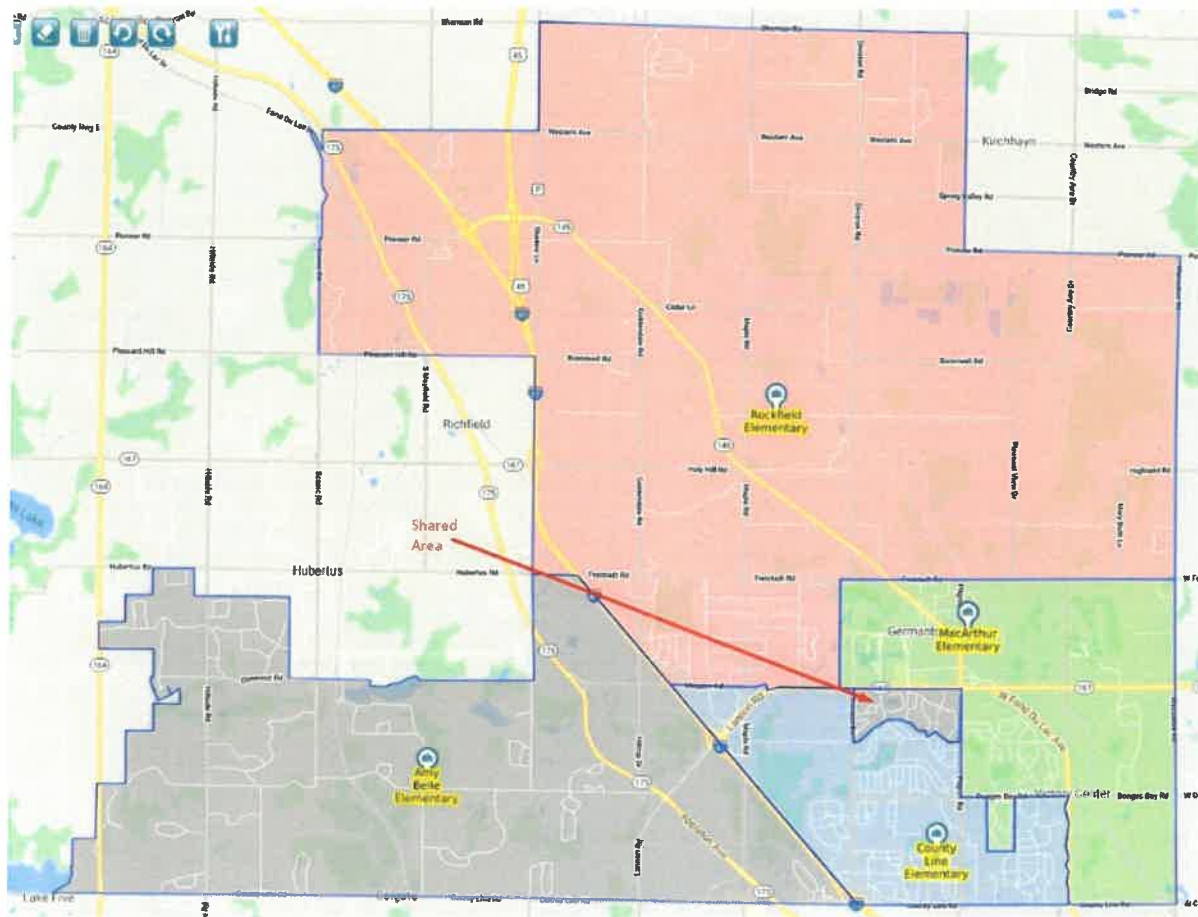
GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Elementary Attendance Boundaries
FROM: Jeff Holmes **BOARD MEETING:** February 10, 2020
DATE: February 7, 2020 **AGENDA ITEM:** VI. A.

In the early months of the 2019-20 school year, we began the process of redrawing the District's elementary attendance boundaries (EABs) for Amy Belle, County Line, MacArthur, and Rockfield Elementary Schools. With the upgrades to all of schools since November 2016, we are beginning to see an increase in enrollments throughout the District. With that in mind and other indicators of continued growth, it became prudent to address the boundaries now in anticipation of that student population growth. Over the course of the past months, the Board, Transportation Committee, GuideK12 consultant, and administration have worked diligently to plan and gain constituent insights on a EABs scenario that best meets the overall needs of Germantown School District stakeholders regarding a multi-faceted topic; which included four school meetings and one district-wide meeting with parents and other community members along the way. With the above considered and based upon the input provided from multiple sources, administration is bringing forth the following recommendation with attached documentation to support it. Please see attached documents: A) Map of new boundaries; B) grandfathering provisions, conditions, and/or stipulations and; C) grandfathering process with form. Additionally, we have attached a riding time analysis from GoRiteway that was requested from our previous Board meeting - these times were developed with the assumption that all eligible grandfathering students would do so.

RECOMMENDATION: Approve the Elementary Attendance Boundaries as indicated on the accompanying map (Document A) with the shared areas remaining intact from the previous boundaries. Additionally, allow for the grandfathering of 2019-20 school year students in grades K-4 (next school year's grades 1-5) with the stipulation that parents, who choose the grandfathering option for those students, are responsible for the transportation associated with grandfathering (Document B) in accordance with the grandfathering process (Document C).

Document A: Proposed EABs Map 2020-21 School Year



Document B: The Board's proposed grandfathering stipulations, conditions, and/or provisions in relation to the new Elementary Attendance Boundaries (EABs)

As presented to constituents at the January 8, 2020 district-wide parent meeting and revisited at the Board's January 27, 2020 meeting:

1. Grandfathering would apply to elementary students currently in kindergarten through 4th grade
2. Any students who are "grandfathered" would not be guaranteed those seats over time.
3. If class sizes at a school reach maximum capacity open-enrollment students are considered for movement first.
4. If, after open-enrollment students are moved, class size remains at maximum capacity, "grandfathered" students in that grade will be selected at random, with one exception; "Grandfathered" students who have a sibling in the same school will be considered for movement after all other grandfathered students in that grade are moved.
5. The district **will not** provide transportation for the students who are approved for grandfathering.

Document C: Proposed Grandfathering Process w/ Form

We send to parents, who would have the option of grandfathering their student(s) to their 2019-2020 school of enrollment, the following bulleted information on the attached form; which will be in an electronic format and generated from the respective elementary school offices:

- Acknowledgement of the parameters of grandfathering.
- Identification of the family and student(s) to grandfather.
- The ability to grandfather some or all of their students. A case where we could see a family grandfather only some of their children is if a child is currently in 4th grade and they have a 1st grade sibling, and another sibling who is below school age. The parents might be okay having split schools for one year now, and none later.
- We would send this form out within seven (7) days of the Board decision to the primary guardian of affected students. After one week, the office of the school of current enrollment would reach out to families who have not completed the form and encourage them to do so. If there are still families one week after that who have not filled it out, District Office officials would reach out to them. If there are still families missing beyond one week after District reaches out, the student(s) would be placed in their new school of enrollment, with a letter being sent via post office as well as a phone call from District Office notifying them of the school change. Please note that the actual process of moving schools for a student is already in place, as we occasionally have students move addresses within the District.
- We would encourage the Board to allow administrators to address the special circumstance created for the few families who ended up going to Rockfield in the 2019-20 school year for kindergarten. Those families will remain within Amy Belle's boundaries post change and we suggest allowing administrators to resolve this issue in a case by case manner with the respective families.

Grandfathering Opt In/Out

Please only fill this form out once per family.

* Required

1. I acknowledge that if I opt to grandfather my student to their 2019-2020 school of enrollment that I am agreeing to transport my student to said school. *

Mark only one oval.

☐ Yes, I acknowledge

2. I acknowledge that if class sizes exceed acceptable numbers that my student may be placed in their new school of residence, regardless of my grandfathering choice. *

Mark only one oval.

☐ Yes, I acknowledge

3. I acknowledge that grandfathering only applies to students who were enrolled in Kindergarten through 4th grade in the 2019-2020 school year. *

Mark only one oval.

☐ Yes, I acknowledge

4. Please type your full name *

5. Please type your home address *

6. Please type your preferred email address *

2/5/2020

Grandfathering Opt In/Out

7. Please choose your current 2019-2020 school of enrollment: *

Mark only one oval.

☐ Rockfield

☐ Amy Belle

8. Please list the full legal name and 2019-2020 grade level each student you wish to grandfather into their 2019-2020 school of enrollment:

9. Please list the full legal name and 2019-2020 grade level of each student you wish to decline grandfathering and have attend their new school of residence:

Powered by



GoRiteway Riding Times Analysis (02/05/2020)

Current Year				
# of buses	Amy Belle	County Line	Rockfield	MacArthur
	10	10	6	8
Length in min.	35	25	50	40
	40	25	40	25
	45	25	50	20
	25	20	45	20
	45	20	50	25
	40	25	45	25
	40	25		30
	30	25		30
	30	40		
	40	25		

No Grandfathering				
# of buses	Amy Belle	County Line	Rockfield	MacArthur
	8	10	7	8
Length in min.	35	20	36	30
	40	30	45	25
	40	30	35	20
	25	20	41	20
	40	20	40	25
	40	35	35	25
	40	20	40	25
	30	25		30
		30		
		20		

Grandfathering 5th Grade Only

Minimal Change to Route Times

Grandfathering 1st thru 5th Grade				
# of buses	Amy Belle	County Line	Rockfield	MacArthur
	10	10	8	8
Length in min.	35	30	40	40
	40	30	45	25
	45	30	40	20
	25	25	45	20
	45	25	40	25
	40	30	45	25
	40	30	45	30
	30	30	45	30
	30	40		
	40	30		

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Facility Use Fee Waiver
Request:

FROM: Ric Ericksen

BOARD MEETING: February 10, 2020

DATE: February 4, 2020

AGENDA ITEM: VI.B.

The following groups are requesting a fee waiver for facility use.

Germantown Community Scholarship Fund – The Germantown Community Scholarship Fund is requesting use of Germantown High School property for the purpose of the Annual Mud Splash event. Use includes green space, soccer practice field, and parking lots. This organization has used the facilities in the past without fees charged.

Milwaukee Kickers Soccer Club – This organization is requesting a fee reduction and a change in the priority group where they were placed, by the Business Manager. They are already using the gyms at the high school, middle school, Amy Belle, County Line and MacArthur schools. This organization has used the facilities in the past without fees charged.

All waiver request forms and fee sheets are attached.

RECOMMENDATION: At the Will of the Board of Education.

Germantown School District

Facility Request-Fee Waiver Form for 2019-2020 School Year

Community groups or individuals may be permitted and are encouraged to use school facilities when such use does not interfere with the regular school program. Use is granted to groups in priority order with the District having first priority (1), the next priority group (3) Germantown School District affiliated groups, community groups, including Parks and Recreation Department(s), with all other organizations or individuals per their designated priority groups in (4, or 5). Any student, student related, civic, or non-commercial group may petition the Germantown School District Board of Education to have fees waived and should be in attendance at the Board meeting that the waiver is considered.

Individuals or groups requesting a fee waiver must complete the following information and submit the request to the Office of Business and Auxiliary Services prior to the first (1st) Monday of each month for consideration by the Board at its 1st regular monthly meeting typically held the second (2nd) Monday of each month. Completed waivers may be dropped off or mailed to the District's Business Office at N104 W13840 Donges Bay Road, Germantown, WI, 53022 or if completing electronically, the form must be saved on your personal device ahead of submitting and emailed to doorsecurity@gsdwi.org

Date Submitted: Jan. 17 2020

I. Contact Information:

Name, Mailing Address, & Email Address of Organization/Individual:

Dani Yegge, GCSF, dyegge@lucidhearing.com

Name, Mailing Address, & Email Address of Main Contact; if different from above:

Dani Yegge, 1104 N11124 Kings Way, Germantown

Primary Cell/Phone Number: 262 442 6984 Secondary Cell/Phone Number: _____

II. Facility Request information:

Date(s) Requested: June 20, 2020 Facility Requested: GHS Parking lot, field

Time of Day Facility is needed (from when to when): 8am - 1pm Area by tennis courts, Soccer field, back parking lot

General Questions:

1. Does this event directly benefit regular school programming? ☒ Yes ☐ No
2. Is this a fundraising civic or non-commercial event? ☒ Yes ☐ No
3. Are you recognized by the IRS as a Non-Profit? ☒ Yes ☐ No

4. What percentage of your organization's membership are GSD residents? 100%/-

5. Does your organization/group charge a membership fee to your participants ☐ Yes ☒ No

III. Briefly describe your reason(s) for requesting a fee waiver in the space below:

The GCSF Mud Run solely funds the GCSF Teacher grant Program. All of the proceeds of the event go right back into school

FOR OFFICE USE ONLY

Fee Waiver Approved	Fee Waiver Denied	Special Conditions if Approved or Reason for Denial - See attached*
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Date Received: 1.17.2020 Confirmed by: _____ Date: _____

Return completed form to: Office of Business & Auxiliary Services, N104 W13840 Donges Bay Road, Germantown, WI, 53022

USE OF FACILITIES FEE STRUCTURE

Fee worksheet to estimate application fee and facility usage charge for gymnasiums and other co-curricular areas.

2 FACILITY/ROOM NEEDS

Green Spaces (3 Areas)	\$18.75	Per Hr.	X	7	hours	\$	131.25
Soccer Field	\$16.25	Per Hr.	X	7	hours	\$	113.75
Practice Field	\$ 6.25	Per Hr.	X	7	hours	\$	43.75
Labs (*Computer Aide Required)	\$	Per Hr.	X	0	hours	\$	-
Classroom	\$	Per Hr.	X	0	hours	\$	-
Kitchen (**Cook required)	\$	Per Hr.	X	0	hours	\$	-

3 EMPLOYEE NEEDS

*Computer Aide	\$	Per Hr.	X	0	hours	\$	-
**Cook	\$	Per Hr.	X	0	hours	\$	-
Custodian (set ups, cleaning, etc.)	\$	Per Hr.	X	0	hours	\$	-

Name of employee in place of custodian: _____

4 ADDITIONAL SERVICES

Priority Group #3

25% of Fee Schedule

Fees Calculated for Event

Day only.

\$ -

Total Charges \$ 288.75

Group Name

Germantown Community
Scholarship Fund

Person In Charge

Dani Yegge

Building Principal

Joel Farren

NOTES:

1.31.2020 bjm

Germantown School District Application for Facility Use

N104 W13840 Donges Bay Road

Germantown, WI 53022

(262) 253-3900

****Must be completed and returned at least 14 days prior to the date(s) being requested, but no earlier than nine (9) month prior to requested day****

Applicant Organization <u>Germantown Community Scholarship Fund</u>			
Applicant First Name <u>Dani</u>		Last Name <u>Yegge</u>	
Address <u>W164N11124 Kings way</u>		City <u>Germantown</u>	State <u>WI</u>
Phone Number <u>262 442 6984</u>		Zip <u>53022</u>	
		Email: (Print Clearly) <u>dyegge@Lucidhearing.com</u>	

Check One: ☐ GSD Curricular or Co-Curricular Group (Must be funded thru GSD)
☒ Non-for-Profit Organization ☐ Business Organization

Attach proof of insurance and non-for-profit status (if applicable)

What is the Title of the Event: GCSE Mud Run

Type of Event: Mudrun Total Expected Participants & Attenders: 500

Date of Use: 6/20/20 (Date range if being used for a seasonal program.) Ending Date of Use: _____

Days of the Week Being Requested: Sunday Monday Tuesday Wednesday Thursday Friday Saturday
(Please Circle)

Start Time: 6 AM / PM Ending Time: 1 AM / PM

If additional time is required for set up prior to the event or tear down after, please give time being requested:

Hours Before: _____ Hours After: _____

Germantown High School, Performing Arts Center (PAC) use must be requested on PAC Request form, which can be obtained by emailing GtownPac@gsdwi.org

What School Building are you requesting: (Please Circle)

Amy Belle County Line MacArthur Rockfield Kennedy Middle Germantown High School

Fields, back 1/2 side parking lot, field by tennis courts, soccer fields

Area/Room you are requesting: (Please Circle)

Cafeteria	Elementary Gym	KMS Blue Gym	KMS Gold Gym
GHS Field House	GHS Main Gym	GHS Fitness Center	GHS Track
FH # of Courts _____	Weights/Yoga/Cardio	Pool	Elem. Art Room
Classroom: Specific Classroom # _____	# of Classrooms _____	Library	Misc

(Classroom use approval is given on an individual basis and not automatically approved.)

Only one door entrance will be programmed for your use, and that entrance will be the door closest to your location use. Per Germantown Board of Education Policy, an adult door monitor must be present for doors unlocked for your use.

Door access points, determined by GSD. If you have questions about your access point, please contact your school office or person you are working with for your requested use.

Do you require any additional items? Chairs _____ Tables _____

What special requirements / needs are you requesting for your use?

garbage cans

Do you require any AV Equipment: (Please Circle)

Speaker System - Yes or No

Screen - Yes or No

Projector - Yes or No

I understand fees may be associated with my use, if I fall under those Board Policy priority groups, and that I must request and submit the proper waiver request forms to the Board of Education within 30 days of my scheduled use.

The undersigned applicant or organization agrees by all policies, rules and regulations of the School District governing the use of building and grounds as a consideration for being permitted to use the school facilities and equipment, and that the rules are obeyed and carried out; to assume responsibility for and make good on any damages what-so-ever resulting from use and further agrees to hold the Board of Education and its officers, agents, and employees free and harmless on any account from any claims arising out of the use of the school facilities controlled by the Board of Education.

Dani Yegge
Applicant Name (Print)

[Signature]
Applicant Signature

1/17/20
Date

Building Principal Name (Print)

Building Principal Signature

Date

Date Received by School/District: <u>1.17.2020</u>	Received By (Initial/Signature) <u>[Signature]</u>	School Dude Schedule ID Assigned: <u>28766</u>
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CERTIFICATE OF LIABILITY INSURANCE

GERMCOM-01

MCKE

DATE (MM/DD/YYYY)

4/17/2015

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Willis of Wisconsin, Inc.
122 E. College Avenue
P.O. Box 877
Appleton, WI 54912-0877

CONTACT NAME: Kelly McEvoy
PHONE (A/C, No, Ext): 262-780-3351 **FAX (A/C, No):** 414-475-0559
E-MAIL ADDRESS: Kelly.McEvoy@willis.com

INSURED Germantown Community Scholarship Fund
W180N11501 River Lane
Germantown, WI 53022

INSURER(S) AFFORDING COVERAGE
INSURER A: SECURA Supreme Insurance Company
INSURER B:
INSURER C:
INSURER D:
INSURER E:
INSURER F:

NAIC #

COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> GENERAL LIABILITY		CP3203160	3/1/2015	3/1/2016	EACH OCCURRENCE \$ 1,000,000
	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY					DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR					MED EXP (Any one person) \$ Excluded
						PERSONAL & ADV INJURY \$ Excluded
	GEN'L AGGREGATE LIMIT APPLIES PER:					GENERAL AGGREGATE \$ 2,000,000
	<input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC					PRODUCTS - COMP/OP AGG \$ 2,000,000
	AUTOMOBILE LIABILITY					
	<input type="checkbox"/> ANY AUTO					COMBINED SINGLE LIMIT (Ea accident) \$
	<input type="checkbox"/> ALL OWNED AUTOS	<input type="checkbox"/> SCHEDULED AUTOS				BODILY INJURY (Per person) \$
	<input type="checkbox"/> HIRED AUTOS	<input type="checkbox"/> NON-OWNED AUTOS				BODILY INJURY (Per accident) \$
	<input type="checkbox"/> UMBRELLA LIAB	<input type="checkbox"/> OCCUR				PROPERTY DAMAGE (PER ACCIDENT) \$
	<input type="checkbox"/> EXCESS LIAB	<input type="checkbox"/> CLAIMS-MADE				
	<input type="checkbox"/> DED <input type="checkbox"/> RETENTION \$					EACH OCCURRENCE \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY					AGGREGATE \$
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N/A				
	If yes, describe under DESCRIPTION OF OPERATIONS below					WC STATUTORY LIMITS \$
						OTH-ER \$
						E.L. EACH ACCIDENT \$
						E.L. DISEASE - EA EMPLOYEE \$
						E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)
Mini Mudder Event Sunday June 28, 2015 at Germantown High School. Germantown, Wisconsin.

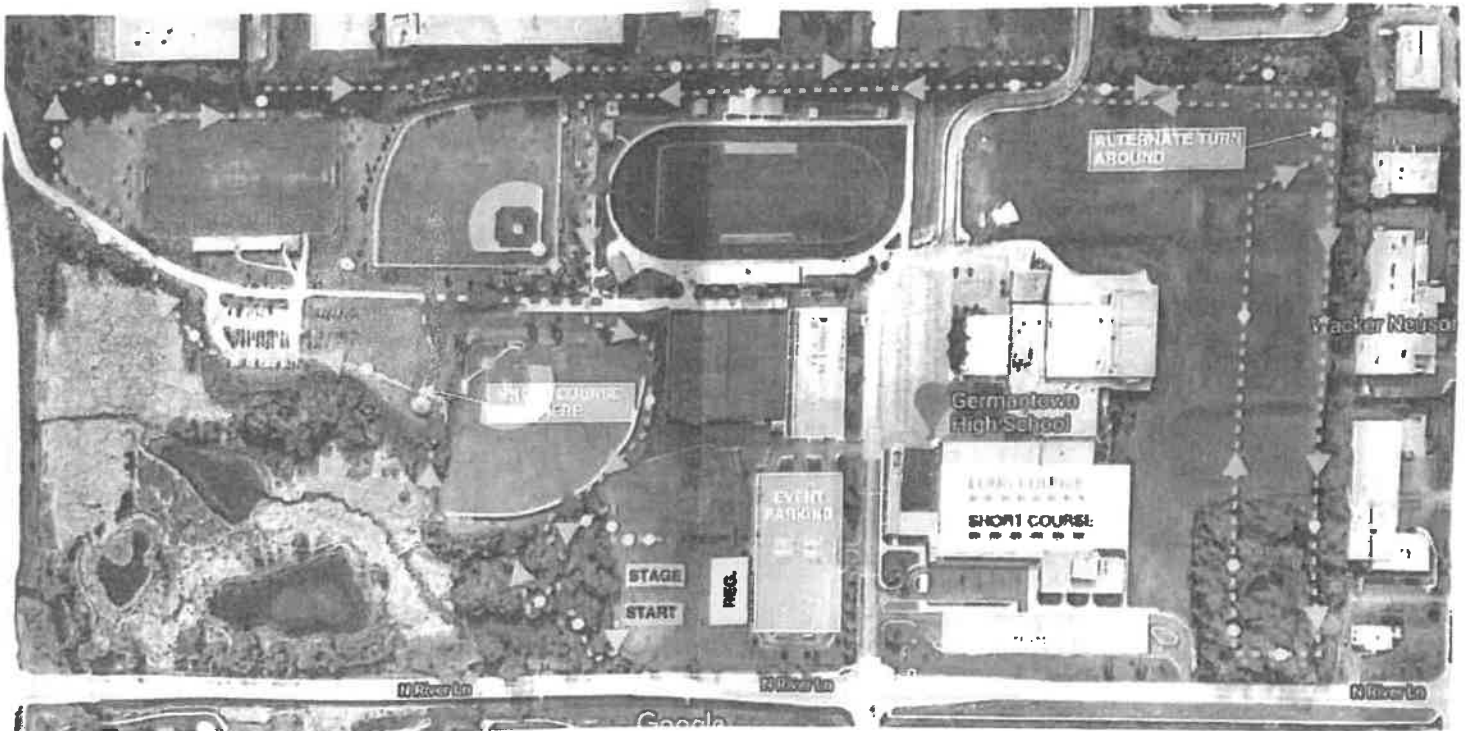
CERTIFICATE HOLDER

Germantown School District
N104W13840 Donges Bay Road
Germantown, WI 53022

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



Germantown School District

Facility Request-Fee Waiver Form for 2019-2020 School Year

Community groups or individuals may be permitted and are encouraged to use school facilities when such use does not interfere with the regular school program. Use is granted to groups in priority order with the District having first priority (1), the next priority group (3) Germantown School District affiliated groups, community groups, including Parks and Recreation Department(s), with all other organizations or individuals per their designated priority groups in (4, or 5). Any student, student related, civic, or non-commercial group may petition the Germantown School District Board of Education to have fees waived and should be in attendance at the Board meeting that the waiver is considered.

Individuals or groups requesting a fee waiver must complete the following information and submit the request to the Office of Business and Auxiliary Services prior to the first (1st) Monday of each month for consideration by the Board at its 1st regular monthly meeting typically held the second (2nd) Monday of each month. **Completed waivers may be dropped off or mailed to the District's Business Office at N104 W13840 Donges Bay Road, Germantown, WI, 53022 or if completing electronically, the form must be saved on your personal device ahead of submitting and emailed to doorsecurity@gsdwi.org**

Date Submitted: 1/31/20

I. Contact Information:

a. Name, Mailing Address, & Email Address of Organization/Individual:

Germantown Soccer Club – we don't have an address – our home fields are Friedenfeld park - the website email is the registrars personal email which will change when a new volunteer takes over – the current Fields Director email is paul.hammond@bmo.com

b. Name, Mailing Address, & Email Address of Main Contact; if different from above:

Primary Cell/Phone Number: 414 531 1962 Fields Director Paul Hammond Secondary
Cell/Phone Number: President Justin Latham 262 527 2109

II. Facility Request information: -

a. Date(s) Requested: multiple dates Jan-April

b. Facility Requested: Gym space at: GHS Main, KMS blue/gold, Amy Belle, County Line, MacArthur

c. Time of Day Facility is needed (from when to when): various evening/daytime hours, mostly 90 min-2hr blocks

d. General Questions:

1. Does this event directly benefit regular school programming? Yes ☒ No
2. Is this a fundraising civic or non-commercial event? Yes ☒ No
3. Are you recognized by the IRS as a Non-Profit? ☒ Yes No
4. What percentage of your organization's membership are GSD residents? >70%
5. Does your organization/group charge a membership fee to your participants x Yes No

III. Briefly describe your reason(s) for requesting a fee waiver in the space below:

From Website – "The Germantown Soccer Club is a volunteer & community driven, non-profit organization dedicated to providing an enjoyable and rewarding experience to youngsters and their families through the game of soccer. Around 400 Germantown children participate in the GSC soccer program each year."

We are affiliated with Milwaukee Kickers but are not Milwaukee Kickers. We pay Milw Kickers to use their facility and be in their leagues. We do not have to be affiliated with them to exist as a club – it's a relationship of convenience for which we pay.

Our club is comprised of Germantown parent volunteers/coaches that split up the duties required to make the club work. We have no designated club address. The volunteer board meets at local Germantown establishments. Larger club meetings have been held in the Library or on private property such as Crossways Church. Through fundraising the club built a storage shed at Friedenfeld park many years ago – that is our only facility.

Currently over 70% of our registrants are Germantown residents/tax payers. We're confident it's quite more than that and will have an accurate number at the time of the board meeting.

FOR OFFICE USE ONLY

Fee Waiver Approved
attached*

Fee Waiver Denied

Special Conditions if Approved or Reason for Denial – See

Date Received: 1.31.2020  Confirmed by: _____ Date: _____

Return completed form to: Office of Business & Auxiliary Services, N104 W13840 Donges Bay Road, Germantown, WI, 53022

USE OF FACILITIES FEE STRUCTURE

Fee worksheet to estimate application fee and facility usage charge for gymnasiums and other co-curricular areas.

2 FACILITY/ROOM NEEDS

Main High School Gym	\$25.00	Per Hr.	X	26	hours	\$ 650.00
KMS Blue & Gold Gyms	\$25.00	Per Hr.	X	23	hours	\$ 575.00
Elem. Gyms (AB,CL,MAC)	\$15.00	Per Hr.	X	71.5	hours	\$1072.50
Cafetorium	\$	Per Hr.	X		hours	\$
Classroom	\$	Per Hr.	X		hours	\$
Kitchen (**Cook required)	\$	Per Hr.	X		hours	\$

3 EMPLOYEE NEEDS

*Saturdays Custodial Coverage	\$35.00	Per Hr.	X	22.5	hours	\$ 787.50
*Sundays Custodial Coverage	\$45	Per Hr.	X	33	hours	\$1485.00
	\$	Per Hr.	X		hours	\$

4 ADDITIONAL SERVICES

Priority Group #4
 Rental of Gyms at:
 Amy Belle, County Line, MacArthur,
 Kennedy Middle School and
 Germantown High School
 Custodial staff arrive 30 mins. prior to
 the event start time and remain 30 mins.
 after users leave for clean up.

Total Charges \$4570.00

Group Name

Wisconsin Youth Soccer
 Association – Milwaukee
 Soccer Club

Person In Charge

Paul Hammond

Building Principal

AB, CL, MAC, KMS, GHS

1.30.2020-bjm

Germantown School District Application for Facility Use

N104 W13840 Donges Bay Road

Germantown, WI 53022

(262) 253-3900

****Must be completed and returned at least 14 days prior to the date(s) being requested, but no earlier than nine (9) month prior to requested day****

Applicant Organization <u>MSSC - Germantown Soccer Club</u>			
Applicant First Name <u>Paul</u>		Last Name <u>Hammond</u>	
21 or older? <u>Y</u>			
Address <u>7101 Good Hope Rd.</u>		City <u>Milwaukee</u>	State <u>WI</u>
Zip <u>53223</u>			
Phone Number <u>414 358 2678</u>		Email: (Print Clearly) <u>Paul.Hammond@BMD.com</u>	

Check One: ☐ GSD Curricular or Co-Curricular Group (Must be funded thru GSD)

☒ Non-for-Profit Organization ☐ Business Organization

Attach proof of insurance and non-for-profit status (if applicable)

What is the Title of the Event: Soccer Practice

Type of Event: Soccer Practice Total Expected Participants & Attenders: 1-3 Adults 5-15 kids per practice

Date of Use: Jan 19 (Date range if being used for a seasonal program.) Ending Date of Use: Apr 19

Days of the Week Being Requested: Sunday Monday Tuesday Wednesday Thursday Friday Saturday
(Please Circle)

For this section - whatever is available

Start Time: _____ AM / PM Ending Time: _____ AM / PM

If additional time is required for set up prior to the event or tear down after, please give time being requested:

Hours Before: .5 Hours After: .5

Germantown High School, Performing Arts Center (PAC) use must be requested on PAC Request form, which can be obtained by emailing GtownPac@gsdwi.org

What School Building are you requesting: (Please Circle)

Amy Belle County Line MacArthur Rockfield Kennedy Middle Germantown High School

whatever is available

Area/Room you are requesting: (Please Circle)

Cafeteria	Elementary Gym	KMS Blue Gym	KMS Gold Gym
GHS Field House	GHS Main Gym	GHS Fitness Center	GHS Track
FH # of Courts _____	Weights/Yoga/Cardio	Pool	Elem. Art Room
Classroom: Specific Classroom # _____	# of Classrooms _____	Library	Misc

(Classroom use approval is given on an individual basis and not automatically approved.)

Only one door entrance will be programmed for your use, and that entrance will be the door closest to your location use. Per Germantown Board of Education Policy, an adult door monitor must be present for doors unlocked for your use.

Door access points, determined by GSD. If you have questions about your access point, please contact your school office or person you are working with for your requested use.

Do you require any additional items? Chairs NO Tables NO

What special requirements / needs are you requesting for your use?

NA

Do you require any AV Equipment: (Please Circle)

Speaker System – Yes or No

Screen – Yes or No

Projector – Yes or No

I understand fees may be associated with my use, if I fall under those Board Policy priority groups, and that I must request and submit the proper waiver request forms to the Board of Education within 30 days of my scheduled use.

The undersigned applicant or organization agrees by all policies, rules and regulations of the School District governing the use of building and grounds as a consideration for being permitted to use the school facilities and equipment, and that the rules are obeyed and carried out; to assume responsibility for and make good on any damages what-so-ever resulting from use and further agrees to hold the Board of Education and its officers, agents, and employees free and harmless on any account from any claims arising out of the use of the school facilities controlled by the Board of Education.

Paul Hammond
Applicant Name (Print)

[Signature]
Applicant Signature

11/25/19
Date

Building Principal Name (Print)

Building Principal Signature

Date

Date Received by School/District: <u>12.2.19</u>	Received By (Initial/Signature) <u>[Signature]</u>	School Dude Schedule ID Assigned: <u>Various</u>
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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
11/25/2019

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	K&K Insurance Group, Inc. 301 Commerce Street, Suite 2370 Fort Worth, TX 76102	CONTACT NAME:	Sports Division	
		PHONE:	(800) 441-3994 FAX: (224)-572-5709	
		E-MAIL ADDRESS:	kk.sports@kandkinsurance.com	
INSURED	Wisconsin Youth Soccer Association, Inc. 10427 West Lincoln Avenue, Suite 1100 West Allis, WI 53227	INSURERS AFFORDING COVERAGE		NAIC #
		Insurer A: National Casualty Company		11991
		Insurer B: Nationwide Life Insurance Company		66869
		Insurer C:		
		Insurer D:		
		Insurer E:		
		Insurer F:		

COVERAGES

CERTIFICATE NUMBER: 19040615

REVISION NUMBER: 0

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADD'L INSRD	SUBR WVD	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YY)	POLICY EXPIRATION DATE (MM/DD/YY)	LIMITS
A	GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC	X		KKO-81158-00	9/1/2019	9/1/2020	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$300,000 MED EXP (Any one person) \$5,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE UNLIMITED PRODUCTS - COMPROP AGG \$1,000,000 PARTICIPANT LEGAL LIABILITY \$1,000,000
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS			KKO-81158-00	9/1/2019	9/1/2020	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
A	UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DEDUCTIBLE RETENTION \$			XKO-81159-00	9/1/2019	9/1/2020	EACH OCCURRENCE \$5,000,000 AGGREGATE \$5,000,000
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in IN) If yes, describe under	Y/N	N/A				WC STATUTORY LIMITS E. L. EACH ACCIDENT E. L. DISEASE - EA EMPLOYEE E. L. DISEASE - POLICY LIMIT
B	PARTICIPANT ACCIDENT MEDICAL			BAX-309029-00	9/1/2019	9/1/2020	\$250,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

This certificate is issued on behalf of Wisconsin Youth Soccer Association, Inc. & Milwaukee Kickers Soccer Club. Certificate Holder is Additional Insured as respects the operations of the Named Insured for sanctioned activities of the state association.

CERTIFICATE HOLDER

Germantown School District
N104 W13840 Donges Bay Road
Germantown, WI 53022

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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ACORD 25(2009/09)

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WISCONSIN DEPARTMENT OF REVENUE
2135 RIMROCK RD
PO BOX 8949
MADISON, WI 53708-8949

State of Wisconsin • DEPARTMENT OF REVENUE

2135 RIMROCK RD • PO BOX 8949 MADISON, WI 53708-8949
PHONE: 608-266-2776 • FAX: 608-267-1030 • TTY: 608-267-1049
EMAIL: sales10@dor.state.wi.us • WEBSITE: www.revenue.wi.gov

December 30, 2010

Letter ID: L0913038528

Batch Index: 1416668896-231

MILWAUKEE KICKERS SOCCER CLUB FOUNDATION INC
7101 W GOOD HOPE RD
MILWAUKEE WI 53223-4612

This is your Wisconsin Sales and Use Tax Certificate of Exempt Status (CES). Purchases made by your organization or entity are taxable unless you provide a properly completed Wisconsin Sales and Use Tax Exemption Certificate (Form S-211), listing the CES number shown below, to your supplier(s).

If your organization makes sales, they may be subject to sales tax collection and you may be required to obtain a Seller's Permit. Information regarding registration requirements can be found in our Publication 206, Sales Tax Exemption for Nonprofit Organizations.

Forms and Publications can be obtained through our web site at www.revenue.wi.gov or through our forms ordering line at (608) 266-1961. Many questions can be answered by reviewing the FAQ pages on our web site. You may also contact us by telephone at (608) 266-2776 or by email at sales10@revenue.wi.gov.

WISCONSIN SALES AND USE TAX CERTIFICATE OF EXEMPT STATUS (CES) (Governmental, Religious, Charitable, Scientific or Educational Organization)

Sales to this organization or entity are exempt from Wisconsin sales and use tax under sec. 77.54(9a) and 77.55(1), Wis. Stats.

This certificate is valid unless cancelled by the Wisconsin Department of Revenue.

MILWAUKEE KICKERS SOCCER CLUB FOUNDATION INC
7101 W GOOD HOPE RD
MILWAUKEE WI 53223-4612

CES NUMBER	011834
DATE ISSUED	3/20/1973

IMPORTANT:

Purchases made by your organization are taxable unless you furnish your supplier with the CES number shown above.

Sales by your organization may be subject to tax. If your organization makes taxable sales, it may be required to obtain a seller's permit and remit sales tax to the Department of Revenue.

Questions: Contact the Department of Revenue by telephone at (608) 266-2776, FAX (608) 267-1030, E-mail sales10@revenue.wi.gov or at our Web site www.revenue.wi.gov

Address any reply to: Federal Building and U. S. Court House, 316 North Robert Street, St. Paul, Minnesota 55101

Department of the Treasury

ID # 23-715250.1



District Director
Internal Revenue Service

Date:

In reply refer to:

February 6, 1971

STP:EC:73-87 GC4:ag

Milwaukee Kickers Soccer Club Foundation,
Inc.
1837 North 83rd Street
Milwaukee, Wisconsin 53213

Accounting Period Ending:
Purpose:

January 31
Charitable - Educational

Gentlemen:

Based on information supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. We have further determined you are not a private foundation within the meaning of section 509(a) of the Code, because you are an organization described in section 509(a)(2).

You are not liable for social security (FICA) taxes unless you file a waiver of exemption certificate as provided in the Federal Insurance Contributions Act. You are not liable for the taxes imposed under the Federal Unemployment Tax Act (FUTA).

Since you are not a private foundation, you are not subject to the excise taxes under Chapter 42 of the Code. However, you are not automatically exempt from other Federal excise taxes.

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes under sections 2055, 2106, and 2522 of the Code.

If your purposes, character, or method of operation is changed, you must let us know so we can consider the effect of the change on your exempt status. Also, you must inform us of all changes in your name or address.

If your gross receipts each year are normally more than \$5,000, you are required to file Form 990, Return of Organization Exempt From Income Tax, by the 15th day of the fifth month after the end of your annual accounting period. The law imposes a penalty of \$10 a day, up to a maximum of \$5,000, for failure to file a return on time.

You are not required to file Federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on Form 990-T. In this letter we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

You need an employer identification number even if you have no employees. If an employer identification number was not entered on your application, a number will be assigned to you and you will be advised of it. Please use that number on all returns you file and in all correspondence with the Internal Revenue Service.

Please keep this determination letter in your permanent records.

Sincerely yours,

R. C. Voskuil
R. C. Voskuil

District Director

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC: Retirements
FROM:	Michael Nowak	BOARD MEETING: February 10, 2020
DATE:	February 6, 2020	AGENDA ITEM: VI.C.

Juli Bussiere, Second Grade Teacher at County Line Elementary School, is requesting that the Board accept her decision to retire at the end of the 2019-20 school year. Juli has taught at County Line Elementary School for the past 37 years. Her 45 years in education includes two years of teaching at St. John's School in Edgar, one year at St. James School in Sussex, one year at St. Agnes School in Milwaukee, and numerous years working as a substitute teacher.

Lisa Guild, Third Grade Teacher at Rockfield Elementary School, is requesting that the Board accept her decision to retire at the end of the 2019-20 school year. Lisa has taught at Rockfield Elementary School for the past 32 years. In her 34 year career, she also taught for one year at St. Rose School in Milwaukee and for one year as a substitute teacher.

Ann Marie Kraemer, Special Education Teacher at Kennedy Middle School, is requesting that the Board accept her decision to retire at the end of the 2019-2020 school year. Ann Marie taught Special Education at Kennedy Middle School for 20 years. Her 32 years in teaching includes 12 years in the Glendale – River Hills School District.

Julia Mink, Special Education Teacher at Amy Belle Elementary School, is requesting that the Board accept her decision to retire at the end of the 2019-20 school year. Julia has served as a Cross Categorical Teacher at various grade levels at Amy Belle Elementary for the past 39 years.

Colleen Schowalter, Third Grade Teacher at Rockfield Elementary School, is requesting that the Board accept her decision to retire at the end of the 2019-20 school year. Colleen has taught in the Germantown School District for the past 30 years. She taught Special Education at Amy Belle Elementary School for 11 years and as a Third Grade Teacher at Rockfield Elementary School for the past 19 years. Her 36 year teaching career also includes six years of teaching Special Education in Oshkosh with CESA 6.

Catherine Short, Special Education Teacher at Rockfield Elementary School, is requesting that the Board accept her decision to retire at the end of the 2019-20 school year. Catherine has served as a Cross Categorical Teacher at Rockfield Elementary School for the past 18 years. Her 29 years of teaching also includes five years in Shorewood and six years in Milwaukee. Additionally, she worked for Easter Seals in their Special Education Program for four years.

RECOMMENDATIONS:	Approve the request for retirement at the conclusion of the 2019-20 school year for Juli Bussiere, Lisa Guild, Ann Marie Kramer, Julia Mink, Colleen Schowalter, and Catherine Short and thank them for their many years of service to our district.
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GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Dean of Students Positions
FROM:	Michael Nowak	BOARD MEETING:	February 10, 2020
DATE:	February 6, 2020	AGENDA ITEM:	V.I.D.

At the conclusion of the 2018-2019 school year, we discussed a mid-year review of the Dean of Students positions at Kennedy Middle School and Germantown High School. Both positions have proven to be invaluable. In regard to student attendance and discipline, the role has enhanced our ability to deal with situations in a prompt and effective manner. Deans at both sites have demonstrated the ability to foster meaningful relationships with students, parents and staff members. Additionally, they have each become involved in school experiences outside of the normal school day. In this regard, visibility and accessibility has been clearly evident. We have included supporting commentary from the principals at each site.

Kennedy Middle School (Principal Susan Climer)

Mr. Kohl is in his second year as a Dean of Students at Kennedy Middle School. During his time in the position he has taken on a wide variety of responsibilities that help to make our school a safer, more effective learning environment for students. He has been tasked with a large share of discipline and attendance work, serving as the primary administrative contact for seventh grade but also as an attendance office for the entire building. With his background as a former special education teacher, he is uniquely qualified to assist as an LEA and also work with special education teachers to most effectively serve students on their caseloads. In addition, we wanted Mr. Kohl to gain some experience in the area of staff supervision, so he has assisted in completing some continuing year mini-observations of staff, as well as working with support staff in their goal setting and evaluation. Mr. Kohl has also assisted in supervising after school activities and performances, presented at a PTA meeting and assisted with parent teacher conferences. He is a valued member of our administrative team.

Germantown High School (Principal Joel Farren)

Mr. Anderson joined the GHS team on November 27, 2019 as the Dean of Students at Germantown High School. During his time within this position, he has taken on many responsibilities that would fall under the categories of safety/security, supervision, discipline and ensuring a positive climate and culture for students and staff. As a result of his efforts, the following statements are a summary of his duties and the impact of those tasks. In his short time at Germantown High School, Mr. Anderson has become a valuable asset to the GHS leadership team:

- Allows Principal and Assistant Principals to increase time to be instructional leaders; adding visibility in the classrooms during the school day. The Principal and Assistant Principals are each responsible for monitoring and evaluating the performance of at least 33 teachers each; this does not include supervision and evaluation of support staff.
- Supervision: increased visibility in newly configured Commons in the mornings for the breakfast program and newly configured lunch periods that average 670 students per lunch.
- Supervision: 150,000 new square feet of space and opening of the Field House Entrance in the morning as a separate Main Entrance. The Dean assists with monitoring the building before school as an added safety measure. In addition, the Dean assists after school for dismissal with the changes to our parking lots.
- The Dean of Students allows for more immediate contact and response to student concerns and/or referrals. This is especially true when the Assistant Principals are out of the office for other meetings and/or evaluations.
- Addressing and enforcing the policy implemented by the Board of Education that all students must wear their student ID cards.
- Help track students who need Attendance/Tuancy meetings, attend meetings as needed and follow up with students and parents.
- Allows the Assistant Principals to be more flexible in the required Local Educational Agency role for all Individualized Educational Plans for the 131 GHS students with disabilities.
- With the increase of students with mental health needs, “safety plans” are being implemented and monitored in addition to IEPs, IHPs, 504 plans. The Dean is an important member of the team to help keep all students safe.
- Allows the Principal and Assistant Principals the ability to attend Leadership Team meetings, meetings with the Greater Metro Conference, CESA #1, the county and other professional organizations without having to access a stand-in administrator.
- Allows flexibility in coverage of co-curricular events, with over 60+ clubs, sports and activities at GHS.

RECOMMENDATION: Approve the Dean of Students positions for Kennedy Middle School and Germantown High School for the 2020-21 school year.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Contract

FROM: Michael Nowak

BOARD MEETING: February 10, 2020

DATE: February 4, 2020

AGENDA ITEM: VI.E.

The administration is recommending the approval of the following limited-term contract for the 2019-20 school year.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Julia Culver English Teacher Germantown High School	Julia is the recommended candidate to fill the vacancy created by an FMLA leave.	1.0	Limited-term (46 days)	\$12,523

RECOMMENDATION: Approve the 1.0 FTE limited-term contract for Julia Culver at \$12,523.

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Superintendent Contract
FROM:	Bob Soderberg	BOARD MEETING:	February 10, 2020
DATE:	February 6, 2020	AGENDA ITEM:	VI.F

As the result of an extensive search, the Board of Education is pleased to forward a recommendation to hire a new Superintendent for the Germantown School District. The process has included an online survey, community and staff focus groups, preliminary interviews, public forums and a final round of interviews. Additionally, reference checks were made to ensure that the selected candidate's skill sets, attributes and qualities are a desired match to the Superintendent Profile created by the Board of Education. The candidate being brought forward for consideration brings successful experience in the role of superintendent. The interview process provided significant insights into the candidate's experiences that support the belief that success will follow in the Germantown School District

RECOMMENDATION: Approve the hire of _____ as the new Superintendent of the Germantown School District with a two-year contract and employment to commence on July 1, 2020.

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	DECA State Conference and Competition Travel Request
FROM:	Joel Farren	BOARD MEETING:	February 10, 2020
DATE:	February 5, 2020	AGENDA ITEM:	VI.G.

The Germantown High School DECA students and advisors Vinny Daniels and Steve Martin, have submitted an overnight travel request to attend the DECA State Conference and Competition March 10-12, 2020 at the Grand Geneva Hotel and Resort in Lake Geneva.

Mr. Daniels has arranged to share chaperoning with female DECA advisors from Slinger to supervise DECA students from Germantown attending the Conference and Competition.

Funding for the trip is outlined in the attached trip request form.

RECOMMENDATION: Approve the overnight travel request for 26 DECA students and two advisors to travel to Lake Geneva March 10-12, 2020 to attend the DECA State Conference and Competition with transportation and advisor costs paid through district funds.

GERMANTOWN HIGH SCHOOL

OVERNIGHT FIELD TRIP REQUEST FORM

Name of Person Completing this Form:

Vinny Daniels, GHS Deca

Explanation of Field Trip:

State DECA Competition

Date Submitted to Building Principal:

4-Feb-20

Date Submitted to Superintendent's Office:

Location of Field Trip (Be Specific):

Grand Geneva Hotel and Resort

Number of Students on Field Trip: 26

Date(s) of Field Trip: 3.10.20-3.12.20

Number of Advisors on Field Trip: 2

BREAKDOWN OF FIELD TRIP COSTS FOR STUDENT AND FOR ADVISOR

	FOR STUDENTS		FOR ADVISORS	
	Board Funding Portion	Club Funding Portion	Board Funding Portion	Club Funding Portion
Registration	\$ -	\$ 2,600.00	\$ 200.00	
Transportation	\$ -		\$ 514.51	
Lodging	\$ -	\$ 2,600.00	\$ 200.00	
Meals	\$ -		\$ -	
Other (please list)	\$ -		\$ -	
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Total Cost	\$ -	\$ 5,200.00	\$ 914.51	\$ -
Total Students or Advisors from Above	26			
Cost Per Student or Advisor	\$ -	\$ 200.00	\$ -	\$ -
Grand Total Cost	\$ 6,114.51			