

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

**May 20, 2019
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. Wisconsin law authorizes the school board to receive information from members of the public. Where possible, the Board will 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 which may be injurious to school district personnel or other individuals will not be allowed.**
- IV. Approval of Minutes
 - A. April 29, 2019 Board of Education
 - B. April 29, 2019 Closed Session
- V. Reports and Information Items
 - A. Student Representative Report
 - B. Senior Walk Update
 - C. Human Growth and Development Committee Update
 - D. Board Committee Appointments Update
 - E. Enrollment Report
 - F. Staffing Report
- VI. Building Committee
 - A. Update on items discussed at May 20, 2019 Building Committee meeting.
- VII. Finance Committee
 - A. Discussion and action to approve purchases over \$15,000.
 - B. Update on additional items discussed at May 20, 2019 Finance Committee meeting.
- VIII. New Business
 - A. Discussion and action to approve donations.
 - B. Discussion and action to approve 2019 summer school contracts.
 - C. Discussion and action to approve middle school Literature Circle books.
 - D. Discussion and action to approve facility use fee waiver requests.
 - E. Discussion and action to approve retirements.
 - F. Discussion and action to approve staff survey.
- IX. Adjourn

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
April 29, 2019**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Offices Board Room at 7:00 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Loth – yes, Borden – yes, Barney – yes, Spies – yes, Larson - yes. Board Member Medved absent (excused).
2. Motion by Larson, second by Barney to approve the agenda. Motion carried.
3. Motion by Larson, second by Spies to approve the April 15, 2019 Board of Education and closed session meeting minutes. Motion carried.
4. Motion by Spies, second by Barney to nominate Bob Soderberg for Board President. Motion carried.
5. Motion by Spies, second by Loth to nominate Sarah Larson for Board Vice President. Motion carried.
6. Motion by Barney, second by Spies to nominate Michael Loth for Board Treasurer. Motion carried.
7. Motion by Loth, second by Barney to nominate Lester Spies for Board Clerk. Motion carried.
8. Motion by Soderberg, second by Loth to appoint Lester Spies as CESA #1 Board of Control representative. Motion carried.
9. Director of Educational Systems Dr. Rick Grothaus presented a graduate profile report.
10. Dr. Grothaus also provided an update on student-designed parent/teacher conferences.
11. Board President Soderberg and Michael Loth updated the Board on the Every 15 Minutes event last week at the high school and recognized Ray Borden for all of his help coordinating the program over the past years.
12. Finance Committee Chair Michael Loth updated the Board on items discussed in committee including the 2019-2020 budget, business managers from various districts concerns with declining enrollments, upcoming technology purchases, the Baker Tilley merger with Springsted, capital projects and borrowing, and the American Deposit Management report.
13. Motion by Larson, second by Barney, to approve the donation of \$2,353.40 from the Tool, Die and Machining Association of Wisconsin to the Kennedy Middle School Technology and Engineering Program, and accept the donation of furniture (bookcases, storage units) valued at \$15,384.14 to MacArthur Elementary School from the MacArthur PTA, and thank the donors for their generosity. Motion carried.
14. Motion by Spies, second by Barney to approve issuance of 273 full-time teacher contracts for the 2019-2020 school year and 18 Letters of Intent to part-time employees. Motion carried.

15. Motion by Loth, second by Spies to approve five construction change orders totaling \$68,388. Motion carried. Jeff Holmes will contract Plunkett Raysich to determine the cause of the need for the change orders.
16. Motion by Larson, second by Spies to enter into closed session pursuant to Section 19.85(1)(e), (f), and (g) to discuss GEA negotiations and other staff issues. Motion carried (unanimous roll call vote).
17. The Board entered into closed session at 8:03 p.m. and did not return to open session, adjourning at 8:38 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Senior Walk
FROM: Joel Farren **BOARD MEETING:** May 20, 2019
DATE: May 16, 2019 **AGENDA ITEM:** V.B.

Two parents presented an idea to Mr. Farren, GHS Principal, about potentially having the soon to be graduating seniors return to their previous schools prior to Graduation. Some other districts do this and we began to look at options. Mr. Farren presented the idea during a Leadership Team meeting and there was support to try this for the first time with our four elementary schools only.

On Friday, May 31st, which is the last school day for the Class of 2019, the seniors will be dismissed during 2nd hour to take their class picture. We will then organize them to get on buses to the 4 elementary schools, arriving at approximately 9:00 AM and returning to GHS no later than 10:00. Classes will resume until the Graduation Practice at 12:45 PM in the new Field House.

There have been some logistical issues as not all of our students attended any of our four elementary schools. After much discussion and planning, we have decided to invite them to come along if they so choose and a Google survey was sent out to them to confirm their participation.

As of the writing of this document, we have 7 buses for this trip: 2 to County Line, 2 to MacArthur, 2 to Amy Belle and 1 to Rockfield. The additional students will be placed on buses that have vacant spots. In working with the elementary Principals, one intent of this program, other than having our seniors return to their roots, was stated by Mr. Williams and agreed upon by the others:

Whether a graduating senior attended one of our elementary schools or not, they are a powerful example that hard work and commitment pay off. We would welcome any graduating senior here at MacArthur; they are a part of our broader GSD community.

The Senior Walk is a lovely twofer - it's a celebration of the seniors' accomplishment; additionally, we are looking for this event to simultaneously serve as a motivating event in the eyes of our younger students.

RECOMMENDATION: Informational only.

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Update on Human Growth
and Development

FROM: Brenda O'Brien

BOARD MEETING: May 20, 2019

DATE: May 10, 2019

AGENDA ITEM: V.C.

Per District Policy, the Human Growth and Development Committee reviews this curriculum at least every three years. The committee met to review the current Human Growth and Development curriculum on May 1, 2019.

The minutes of the meeting are attached.

As stated in the minutes, the vision for this curriculum is to bring other topics, resources, and materials under the umbrella of Human Growth and Development/Health. Throughout the process of this integration, the Human Growth and Development Committee will be meeting at least three times next year to review the work and will update the Board on the progress.

This committee is seeking additional representation. Parents, community members, and healthcare representatives are encouraged to contact Brenda O'Brien if they are interested in joining the committee.

RECOMMENDATION: For information only.

Germantown School District
Human Growth and Development Committee
Minutes from May 1, 2019
6:00pm - Board Room at District Office
District Administrative Offices
N104 W13840 Donges Bay Road
Germantown, WI 53022

I. Meeting called to order at 6:03pm.

II. Welcome and Introductions – Present: Rev. Lester Spies (Clergy), Anne Yarnot (Teacher), Erin Jex (Parent), Julia Kranz (Student Representative), Tammy Mamayek (District Nurse), Jennifer Runde (Parent), Summara (Parent), Katie Fedel (Parent), Brenda O'Brien (Director)

Absent: Dr. Dirk Steinert (Medical Representative)

III. Agenda Revisions and Approval: Motion by Spies, Second by Yarnot. Motion carried.

IV. Review the K-12 Human Growth and Development Curriculum – A concern was raised about the topics absent in the health scope and sequence including abortion, masturbation, homosexuality, and peers shaming other peers on choices made. A suggestion was made to provide medically-accurate information for those students who ask questions about these topics. Ms. O'Brien will follow-up with Ms. Yarnot to discuss these materials. Any materials being considered for distribution will be brought to the committee for review and consideration prior to bringing it to the full Board for final approval.

There was also a suggestion made to survey students after the complete the semester of 9th grade health to gain information about additional topics students might want to know more about, current topics that might be eliminated, and which topics might need to be discussed more in-depth. This led to a discussion on the Youth Risk Assessment results. Rev. Spies will work with the Board to provide access to these survey results.

V. Proposal to add Social and Emotional Resources and Materials to the current Human Growth and Development Curriculum

A proposal was made to bring other topics, including but not limited to, Social-Emotional learning, digital citizenship, Growth Mindset, and counseling curriculum, under the umbrella of Human Growth and Development/Health. Currently, these topics are all on separate documents. The vision would be to have one document that would contain all materials/resources for developing the “whole child.”

One discussion point for this vision was the concern over the name of the document. The current understanding of “Human Growth and Development” might be too narrow for the larger topics that will be encompassed within this document.

Another concern raised was the gap in 7th and 8th grade for Human Growth and Development/Health. Once all resources, topics, and materials are added to the document, this might alleviate this concern. When the committee meets next year to review the process of this document, this topic will be continued until the gap can be decreased or eliminated.

The other concern raised is the absence of medications in the curriculum – the purpose of and safe use of it. This may be a topic that is talked about in other programs such as DARE, and it will be reviewed.

VI. Establish next meeting date – We will meet at least three times next year to provide updates on the progress of the integration of the additional “human development areas” to the overall Human Growth and Development/Health curriculum. The first meeting of the year will be proposed around end of October/beginning of November.

VII. Motion to adjourn made by Spies, Second by Fedel. Adjourned at 7:00pm.

GERMANTOWN BOARD OF EDUCATION

V.D.

**COMMITTEE APPOINTMENTS
2019-2020**

FINANCE COMMITTEE	
Chairperson (Board Treasurer)	Treasurer -- Michael Loth
Board Member	Tom Barney
Board Member	Ray Borden
PERSONNEL COMMITTEE	
Chairperson (Board Vice President)	Vice President -- Sarah Larson
Board Member	Lester Spies
Board Member	Brian Medved
POLICY COMMITTEE	
Chairperson (Board Clerk)	Clerk -- Lester Spies
Board Member	Tom Barney
Board Member	Sarah Larson
BUILDING COMMITTEE	
Chairperson	Brian Medved
Board Member	Ray Borden
Board Member	Michael Loth
Community Representative	Mark Koenke
INSURANCE COMMITTEE	
Chairperson	Tom Barney
Board Member	Sarah Larson
Board Member	Lester Spies
TRANSPORTATION COMMITTEE	
Chairperson	Tom Barney
Board Member	Ray Borden
Board Member	Michael Loth
NEGOTIATIONS COMMITTEE (GEA)	
Chairperson	Bob Soderberg
Board Member	Sarah Larson
Board Member	Brian Medved

STANDARDS COMMITTEE	
Chairperson	Brian Medved
Board Member	Sarah Larson
Board Member	Michael Loth
HUMAN GROWTH & DEVELOPMENT COMMITTEE	
Chairperson	Brenda O'Brien
Board Member	Ray Borden
Clergy Member	Lester Spies

OTHER POSITIONS/LIAISONS	
Legislative Liaison	Tom Barney
Instructional Improvement Council	Brian Medved
MATC Representative	Brian Medved
WASB Delegate Assembly (Convention)	Bob Soderberg
CESA #1 Annual Convention Delegate	Lester Spies
Youth Futures	Michael Loth
Special Education/At Risk/Gifted & Talented	Lester Spies
Ad Hoc Chapter 220	Sarah Larson
Technology Committee	Tom Barney
Marketing Committee	Tom Barney
Student Assistance Programs (SAP)	Ray Borden
Park & Recreation Commission	Ray Borden

ENROLLMENT 2018-19 (Revised 5/9/19)									
AMY BELLE (101)	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	TOTAL	Staff	
2016-17	66 22/22/22 3	64 21/21/22 3	80 20/20/20/20 4	64 21/21/22 3	81 27/27/27 3	70 23/23/24 3	425	19	
2017-18	46 15/15/16 3	68 22/23/23 3	65 21/22/22 3	85 21/21/21/22 4	66 21/22/23 3	79 26/26/27 4	409	20	
2018-19	61 20/20/21 3	55 17/18/18 3	74 18/18/18/19 4	66 21/22/22 3	85 21/21/21/22 4	66 22/22/23 3	407	20	
COUNTY LINE (102)	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	TOTAL	Staff	
2016-17	78 20/19/20/19 4	68 *22/23/23 3	85 21/21/21/22 4	76 19/19/19/19 4	70 23/23/24 3	97 24/24/24/25 4	474	22	
2017-18	62 19/21/22 3	83 20/21/21/21 4	71 23/24/24 3	90 22/22/23/23 4	76 25/25/26 3	71 23/24/24 3	453	20	
2018-19	64 21/21/21 3	68 23/23/22 3	85 21/21/21/22 4	80 21/20/20/20 4	90 22/22/22/23 4	77 25/26/26 3	464	21	
MAC ARTHUR (103)	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	TOTAL	Staff	
2016-17	41 21/20 2	62 21/20/23 3	65 22/22/21 3	54 17/18/19 3	70 23/24/23 3	73 24/24/25 3	365	17	
2017-18	64 20/21/23 3	41 21/20 2	67 22/22/23 3	68 23/22/23 3	56 19/19/18 3	68 21/23/24 3	364	17	
2018-19	71 17/17/17/16 4	68 22/22/22 3	50 16/16/17 3	71 23/23/24 3	70 23/24/24 3	58 20/20/20 3	388	19	
ROCKFIELD (104)	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	TOTAL	Incl. EC	
2016-17	58 19/19/20 3	44 22/22 2	58 19/19/20 3	46 23/23 2	68 22/23/23 3	54 27/27 2	328	328	
2017-18	55 19/18/18 3	65 21/22/22 3	46 23/23 2	58 19/19/20 3	52 26/26 2	71 23/24/24 3	347	347	
2018-19	55 19/19/19 3	60 19/20/20 3	60 20/21/21 3	45 22/23 2	57 20/20/20 3	49 25/25 2	326	326	
Totals by Grade	EC	K	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	TOTAL	EC
2016-17	27	243	238	288	240	289	294	1592	1619
2017-18	21	227	257	249	301	250	289	1573	1594
2018-19	24	251	251	269	262	302	250	1585	1609
Springsted Projections		232	248	254	262	272	277	1545	

SCHOOL (301)	Grade 6	Grade 7	Grade 8	TOTAL	GHS (401)	Grade 9	Grade 10	Grade 11	Grade 12	TOTAL
2016-17	311	268	324	903	2016 - 17					
	12	11	12	35		332	342	339	356	1369
	25.9	24.4	27.0							
2017-18	304	318	277	899	2017 - 18	357	328	342	329	1356
	12	11	12	35						
	25.3	28.9	23.1							
2018-19	301	311	324	936	2018 - 19	309	347	323	332	1311
	12	11	12	35						
	25.1	28.3	27.0							
Springsted Projections	295	306	309	910		329	388	343	401	1461

DISTRICT ENROLLMENT TOTALS	
2012 - 13 DISTRICT ENROLLMENT TOTAL	3976
2013 - 14 DISTRICT ENROLLMENT TOTAL	3901
2014 - 15 DISTRICT ENROLLMENT TOTAL	3920
2015 - 16 DISTRICT ENROLLMENT TOTAL	3866
2016 - 17 DISTRICT ENROLLMENT TOTAL	3864
2017 - 18 District Enrollment Total	3828
2018 - 19 District Enrollment Total	3832

ECH	
AB	6
CL	3
Mac	2
RK	8
In G'town Schools	19
Options	5
TOTAL	24
Pending	8

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Staffing Plan for 2019-2020
FROM: Michael Nowak **BOARD MEETING:** May 20, 2019
DATE: May 16, 2019 **AGENDA ITEM:** V. F.

The attached document presents staffing plan projections for the 2019-20 school year as well as staffing plans from the current school year. In regard to the information being provided for the upcoming 2019-20 school year, we are presenting a preliminary projection for an anticipated full-time equivalency (FTE) count necessary at this point in time. We will continue to monitor student enrollment and state budget developments in the upcoming months and provide updates accordingly. Specifically, we will closely monitor grade level enrollments at individual schools relative to district-wide enrollment guidelines.

The proposed staffing plan for the 2019-20 school year is similar to the current year's plan. During the 2018-19 school year, the Germantown School District employed 325 certified employees for a full-time equivalency (FTE) of 308.35, while the 2019-20 plan would include 332 certified employees for a full-time equivalency (FTE) of 313.35. In regard to certified employees, the proposed staffing plan also includes the addition of a Dean of Students at Germantown High School.

While some of the changes from the current year can be specifically attributed to shifts in student enrollment and caseload considerations, increasing facility needs also play a role. The proposed staffing plan calls for an additional 5.5 FTE in the areas of Custodial / Maintenance. This includes 5.0 FTE at Germantown High School (4.0 Custodial / 1.0 Maintenance) and .5 FTE (Custodial) at Amy Belle Elementary School.

RECOMMENDATION: The approval of the staffing plan for the 2019-2020 school year.

CURRENT STAFFING WITH PROJECTIONS FOR 2019-2020

2019-20 All FTE's are based on an 8 hour day.

Building	Adm. FTE	Adm. Count	*Prof & Tech FTE	*Prof & Tech Count	Reg. Ed. Teach FTE	Reg. Ed. Teach Count	Pupil Serv. Teach. FTE	Pupil Serv. Teach. Count	*Special Teach. FTE	*Special Teach. Count	Sec. FTE	Sec. Count	*Aides FTE	*Aides Count	Spec. Ed. Aides FTE	Spec. Ed. Aides Count	*Cust/ Maint. FTE	*Cust/ Maint. Count	Food Service FTE	Food Service Count	FTE Totals	Count Totals
District Wide	6.00	6.00	13.00	13.00	0.00	0	1.00	1	9.80	11	9.63	10	1.00	1	0.00	0	3.3125	4	0.00	0	43.74	46.00
Amy Belle	1.00	1.00	0.00	0.00	20.00	20	5.00	5	5.17	7	1.60	2	4.56	8	5.77	9	2.75	4	1.55	3	47.40	59.00
County Line	1.00	1.00	0.00	0.00	21.00	21	5.25	6	6.40	8	2.00	3	5.06	9	5.69	7	3.00	4	1.13	4	64.80	75.00
Germantown High	4.00	4.00	0.00	0.00	65.30	66	14.50	15	18.50	19	7.81	8	3.625	5	8.94	11	19.8	23	15.40	16	146.35	158.00
Kennedy Middle	2.00	2.00	0.00	0.00	40.22	41	11.30	12	12.20	13	4.44	5	2.775	4	11.38	14	7.90	9	3.88	7	96.09	104
MacArthur	1.00	1.00	0.00	0.00	19.00	19	8.25	9	4.92	6	1.50	2	5.38	10	11.63	16	2.88	4	1.13	4	55.67	71.00
Rockfield	1.00	1.00	0.00	0.00	16.00	16	6.58	9	4.46	8	1.19	2	4.03	8	7.56	11	3.00	4	0.9375	3	44.76	62.00
Graduation Center	0.00	0.00	0.00	0.00	1.00	1	0.00	0	0.00	0	0.00	0	0.75	1	0.00	0	0.00	0	0.00	0	1.75	2.00
Title I	0.00	0.00	0.00	0.00	1.50	3	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	1.50	3.00
Current Totals	16.00	16.00	13.00	13.00	184.02	187.00	51.88	57.00	61.45	72.00	28.17	32.00	27.175	46.00	50.96	68.00	42.64	52.00	24.01	37.00	502.05	580.00

2018-19 (as of 5/16/19) All FTE's are based on an 8 hour day.

Building	Adm. FTE	Adm. Count	*Prof & Tech FTE	*Prof & Tech Count	Reg. Ed. Teach FTE	Reg. Ed. Teach Count	Pupil Serv. Teach. FTE	Pupil Serv. Teach. Count	*Special Teach. FTE	*Special Teach. Count	Sec. FTE	Sec. Count	*Aides FTE	*Aides Count	Spec. Ed. Aides FTE	Spec. Ed. Aides Count	*Cust/ Maint. FTE	*Cust/ Maint. Count	Food Service FTE	Food Service Count	FTE Totals	Count Totals
District Wide	6.00	6.00	13.00	13.00	0.00	0	1.00	1	9.80	11	9.63	10	1.00	1	0.00	0	3.3125	4	0.00	0	43.74	46.00
Amy Belle	1.00	1.00	0.00	0.00	20.00	20	4.00	4	5.17	7	1.60	2	4.56	8	5.77	9	2.25	3	1.55	3	45.90	57.00
County Line	1.00	1.00	0.00	0.00	21.00	21	4.00	4	6.40	8	2.00	3	5.06	9	5.69	7	3.13	4	1.13	4	63.67	73.00
Germantown High	4.00	4.00	0.00	0.00	65.30	66	14.00	14	17.50	18	7.81	8	3.625	5	8.94	11	14.8	18	15.40	16	139.85	151.00
Kennedy Middle	2.00	2.00	0.00	0.00	40.22	41	11.30	12	12.20	13	4.44	5	2.775	4	11.38	14	7.90	9	3.88	7	96.09	104
MacArthur	1.00	1.00	0.00	0.00	19.00	19	8.00	8	4.92	6	1.50	2	5.38	10	11.63	16	3.00	4	1.13	4	55.55	70.00
Rockfield	1.00	1.00	0.00	0.00	16.00	16	5.58	8	4.46	8	1.19	2	4.03	8	7.56	11	3.00	4	0.9375	3	43.76	61.00
Graduation Center	0.00	0.00	0.00	0.00	1.00	1	0.00	0	0.00	0	0.00	0	0.75	1	0.00	0	0.00	0	0.00	0	1.75	2.00
Title I	0.00	0.00	0.00	0.00	1.50	3	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	1.50	3.00
Current Totals	16.00	16.00	13.00	13.00	184.02	187.00	47.88	51.00	60.45	71.00	28.17	32.00	27.175	46.00	50.96	68.00	37.39	46.00	24.01	37.00	491.80	567.00

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Purchases Over \$15,000
FROM: Marc Gabrysiak
 Ric Ericksen **BOARD MEETING:** May 20, 2019
DATE: May 15, 2019 **AGENDA ITEM:** VII.A.

FC Date: May 20, 2019
FC Agenda Item(s): VII. A.

-- The intent is to review due diligence with respect to seeking competitive bids/quotes when possible.
Vetting for the purpose of the purchases may have occurred at other committees. --

Annual Technology Purchase(s)

- **Direct Purchase for \$109,443.89 ****
- **Lease-Purchase for \$322,209.50**

*** The direct purchase will be offset by an estimated \$45,625.00 of PCED grant funding.*

4 yr Lease (\$79,472.45/year P&I Payment) through US Bank

Recommendation to the Board of Education and Finance Committee:

Bring forward to the Board of Education with a positive recommendation to directly purchase Chromebooks, LCD's and cases in an amount not to exceed \$109,443.89 and lease purchase Chromebooks, iPads and PC hardware an amount not to exceed \$322,209.50 and finance the lease-purchase through a 4-year lease arrangement with US Bank, as presented, and charge to the appropriate capitalization & lease accounts in the general fund.

From Director of Information Technology, Marc Gabrysiak

Background:

Please see attached documents/quote(s).

Computer Hardware Proposal 2019

This hardware proposal is somewhat different than those that I have brought to the board in the recent past. The proposal is broken down into hardware that is being obtained via lease, and hardware and associated items being obtained via outright purchase.

Lease Items

1. Chromebooks. This is the second year of the board requested 1 to 1 Chromebook initiative. This will be the first round of replacement CB's. We need to replace 680 Chromebooks to stay on our four year replacement cycle. 315 CB's will be done via lease. The remainder will be purchased outright and I will detail the reasons for that in the hardware purchase section below.
2. 120 PC's. These are for secretarial, IMC, Guidance, District Office, Food Service and Special Ed use.
3. 65 Notebooks. 30 of these are replacements for the PLTW Biology program at GHS. 30 are additional for the PLTW engineering program. The PLTW program has guidelines regarding computer hardware that the district needs to follow in this regard. The other five notebooks are for additional administrative staff in the district.
4. 100 new iPads. These are replacements for the ones currently in grades K-2 at Amy Belle and County line. This continues the 5 iPads per classroom initiative started in 2017-18.

Total cost for the hardware above is \$322,209.50. All of the hardware above with the exception of the iPads are being purchased via competitive bidding, and those bid results are attached for review. Low bidders for the categories are as follows:

1. Chromebooks-Troxell
2. Desktops-Vanguard
3. Notebooks-Technology Resource Advisors (TRA)
4. iPads-Apple

These vendors are all vendors the district currently uses. The bid process worked extremely well this year, and all vendors were evaluated strictly on hardware bid pricing as detailed in the attached hardware RFP's. The exception for the competitive bidding process is the iPad purchase. Apple Computer does not allow resellers to sell to the K-12 education market, we can only purchase direct from Apple.

I propose to lease the equipment over 4 years. The pricing for the equipment was obtained via a RFP and bid process to multiple vendors except for the iPads. The RFP and bid results are attached. The low bidders are highlighted for each item. Leasing will be done through US Bank. Business Manager Ericksen has been involved in the lease evaluation and the district has done business with US Bank previously.

Leasing Information

The \$322,209.50 worth of hardware detailed above was bid out to five prospective leasing vendors, all of which the district has done business with in the past. We obtained bids from all five. The low bidder was US Bank at an annual payment of \$79,472.45. That amount per year actually comes in quite a bit under what was originally projected for this year. The lease bids are attached to this document for review.

Purchase Items

1. 365 Chromebooks. 365 Chromebooks will be purchased outright. With the advent of DPI's Personal Electronic Computing Devices Grant (PECD) in 2018, the district has the ability to recoup \$125 per device purchased for each 9th grade student. Program terms do not allow reimbursement for leased devices. The program requires us to document and prove equipment purchases for each student claimed via the grant. The CB's will be sourced from Troxell along with the leased devices.
2. 38 LCD's. These LCD's are replacements for up to 8 year old LCD's currently being used by secretarial staff throughout the district, along with the administrative offices at GHS. The LCD's will be sourced from GovConnection (GCI).
3. 325 Chromebook cases. These are additional cases needed to support this year's 680 new CB's being rolled out. Students are required to keep and use their device in the case at all times. The CB cases will be sourced from VolumeCases.
4. 100 iPad cases. The district utilizes heavy duty cases to protect the iPads at the K-2 level. Vendor for the cases is SHI.

Total cost for the purchase items detailed above is \$109,443.89. Assuming the projected 9th grade enrollment of 365 is verified by the 3rd Friday count in September, the district will be reimbursed \$45,625.00 by the PECD grant, making the net cost \$63,818.89. All of the purchased items with the exception of the Chromebook cases were bid out along with the lease hardware items. The Chromebook cases are being purchased via last year's low bidder for cases as we are staying with the same case as used previously. Bids for all these items are attached to this document for review.

Funds for this lease proposal are taken entirely from the district's computer lease budget and no new funds are being requested. This lease proposal is a continuation of the long standing existing annual lease program. Leasing offers several positives for the lessee. They include opportunities for continual refresh of equipment at end of lease, **PC equipment never going out of warranty**, thus freeing staff support time, and flexibility for the budget in the form of lower costs. I would recommend that the board approve the proposal as written. Thank you for your consideration.

Marc Gabrysiak
GSD Director of Technology

Vendor Bid Results

2019-20 CB Bids	Chromebook	Management License	Total per CB	TOTAL	Rank
<u>Vendor</u>					
CCB	256.00	23.87	279.87	190311.60	5
CDW-G	Did not bid spec'd device				
SHI	249.00	25.00	274.00	186320.00	2
TRA	254.00	24.00	278.00	189040.00	4
Troxell	236.00	23.30	259.30	176324.00	1
Vanguard	252.14	23.99	276.13	187768.40	3

2018-2019 PC BIDS	120 DT's	DT Cost	Rank
<u>Vendor</u>			
GCI	721.91	86629.20	2.00
IT Savvy	769.78	92373.60	4.00
River Run	787.50	94500.00	5.00
SHI	959.97	115196.40	6.00
TRA	759.00	91080.00	3.00
Vanguard	613.67	73640.40	1.00

2018-2019 LCD BIDS	32 LCD's	LCD Cost	Rank
<u>Vendor</u>			
GCI	110.28	3528.96	1.00
IT Savvy	120.23	3847.36	4.00
River Run	124.20	3974.40	5.00
SHI	116.99	3743.68	2.00
TRA	119.00	3808.00	3-T
Vanguard	119.00	3808.00	3-T

Vendor Bid Results continued

2018-2019 LT BIDS	60 LT's	LT Cost	Rank
<u>Vendor</u>			
GCI	1303.62	78217.20	5.00
IT Savvy	1124.76	67485.60	2.00
River Run	1215.50	72930.00	4.00
SHI	1304.48	78268.80	6.00
TRA	1118.00	67080.00	1.00
Vanguard	1177.38	70642.80	3.00

Lease Bid Results

2018-2019 Lease Bids	Yearly Payment	Rank
American Capital	80,893.61	3
HP Financial	82,053.23	5
PCN	81,020.00	4
US Bank	79,472.45	1
Vantage Financial	80,553.00	2

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Donations

FROM: Jeff Holmes

BOARD MEETING: May 20, 2019

DATE: April 22, 2019

AGENDA ITEM: VIII.A.

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

1. Accept the donations of \$500 from JW Speaker, \$500 from Great Lakes Packaging, and \$500 from Douglas Dynamics to the high school DI Engineering Team, \$900 from Wacker Neuson to the KMS DI Engineering Team, and \$3,500 from Amazon and \$500 from Ellsworth Corporation to the Rockfield DI Engineering Teams.
2. Accept the donation of \$250 from the Richfield Fire Department for the District's Heart Safe Project to purchase updated pads and equipment for AEDs.
3. Accept the donation of \$1,000 from Special Olympics Unified Champion Schools Sports Inclusive Programming, to Germantown High School.
4. Accept the donation of sheet goods, lumber, and materials valued at \$2,615 to the high school Technology Education program.
5. Accept the donations of \$1,000 from Plunkett Raysich Architects, \$1,000 from De Vor Communications LLC, \$200 from Carroll and Jean Merry, and \$50 from Charles and Joan Sawyer to the grand opening of the Performing Arts Center.
6. Accept the donation of \$500 from Children's Hospital to Kennedy Middle School for physical activities.
7. Accept the donation of \$1,000 from the KMS PTA for the Civil War field trip.
8. Accept the donation of \$810.66 from the KMS PTA Book Fair to the school library.

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

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Summer School Contracts

FROM: Brenda O'Brien

BOARD MEETING: May 20, 2019

DATE: May 7, 2019

AGENDA ITEM: VIII.B.

The following contracts are being recommended for approval based on courses that have reached maximum enrollment to date or courses that have sufficient enrollment to run at this time. Additional contracts may be forthcoming in early June when more final enrollment numbers are known.

First and Last Name	Assignment	Hours Not to Exceed
Tami Kiesling	Elementary and Middle	100
Kara Brandl	Elementary and Middle	100
Tricia Berg	Elementary and Middle	100
Amy Willard	Elementary and Middle	100
Julie Mandella	Elementary and Middle	100
Korinna Grasse	Elementary and Middle	100
Chris Cyrzan	Elementary and Middle	100
Garrett Kuhn	Elementary and Middle	100
Peter Schwantes	Elementary and Middle	125
Dena Brown	Elementary and Middle	100
John Osieczanek	Elementary and Middle	100
Carrie Berg	Elementary and Middle	100
Heidi Feucht	Elementary and Middle	100
Lee Schroeder	Elementary and Middle	100
Jen Runde	Elementary and Middle	100
Lisa Radtke	Elementary and Middle	100

Tiffany Brewer	Elementary and Middle	100
Sarah Uselding	Elementary and Middle	100
Ashley Rusch	Elementary and Middle	100
Joni Fletcher	Elementary and Middle	100
Cynthia Goodnetter/Kathy Kannenburg	Elementary and Middle	100
Diane Seramur	High School	100
Dawn Books Kosanke	Elementary and Middle	100
Gina Fricano	Elementary and Middle	100
Yongyan Liu	Elementary and Middle	100
Marilyn Czerwinski	Elementary and Middle	100
Ashley Holtz	Elementary and Middle	100
Eric Neils	Elementary and Middle	100
Zeina Dopierala	Elementary and Middle	100
Matthew Reuter	Elementary and Middle	100
Carissa Tumidajewicz	Elementary and Middle	100
Jocelyn Ritger	Elementary and Middle	100
Cullin Mohn	Elementary and Middle	100
Jennifer Lamb	Elementary and Middle	100
Carly Rubnitz	Elementary and Middle	100
Stephanie Steinert	Elementary and Middle	35
Amy Brehmer	Elementary and Middle	100
Jon Fox	Elementary and Middle	100
Kelsey Shook	Elementary and Middle	102
Jonathan Bell	High School	115

Andrew Stone	High School	90
Lisa Van Zummeren	Elementary and Middle	100
Don McClellan	High School	40
Mark McClellan	High School	40
Todd Krupicka	High School	145
Michael Pfeiffer	High School	100
Jason Kosanke	High School	100
Lisa Stigler/Karen Wunschel	Elementary and Middle	100
Jodie Carroll	Elementary and Middle	100
Marin Siegert	High School	Under consideration as part of 1.0 FTE
Beth Buettner	Elementary and Middle	55
Kayla Schrack	Elementary and Middle	50
Leslie DeLain	Elementary and Middle	95
Stephanie Braun	Elementary and Middle	100
Maureen Warnimont	Aide	90
Courtney Sobjinski	Aide	90
Jodie Graunke	Aide	90
Glenda Egstad	Aide	90
Ann Henning	Aide	90
Patti Hein	Aide	90
Kristyn Brandt	Aide	90
Debra Selstad	Aide	90
Aide - TDB	Aide	90

Lisa Spykstra	Aide	90
Connie Meyer	Special Education Aide	90
Traci Wangerin	Special Education Aide	90
Pam Koskovich	Special Education Aide	90
Joscelin Chizek	Swim Instructor	40
Corrina Dier	Swim Instructor	40
Anna Finley	Swim Instructor	40
Ming Ong	Swim Instructor	40
Jennifer Robbins	Swim Instructor	40
Josh Wu	Swim Instructor	40
Stephanie Milmoe	Swim Instructor	40
Meridith Berghauer	Lifeguard	40
Madison Dier	Lifeguard	40

RECOMMENDATION: Approve the above listed contracts.

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Literature Circle Book

FROM: Brenda O'Brien

BOARD MEETING: May 20, 2019

DATE: May 15, 2019

AGENDA ITEM: VIII.C.

Context for Literature Circle Book Selection: If approved, the following memoir will be used in a Literature Circle during the unit on Civil Rights in 8th grade. This book is of high interest and easily accessible for students who might otherwise struggle with choosing a book.

Recommended Book: *Turning 15 on the Road to Freedom: My Story of the 1965 Selma Voting Rights March* by Elspeth Leacock

Summary Taken from Amazon: As the youngest marcher in the 1965 voting rights march from Selma to Montgomery, Alabama, Lynda Blackmon Lowery proved that young adults can be heroes. Jailed eleven times before her fifteenth birthday, Lowery fought alongside Martin Luther King, Jr. for the rights of African-Americans. In this memoir, she shows today's young readers what it means to fight nonviolently (even when the police are using violence, as in the Bloody Sunday protest) and how it felt to be part of changing American history.

Budget: 80 copies (20 per each house) x \$9 = \$720

RECOMMENDATION: Approve the book selection as presented.

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Facility Use Fee Waiver
Request

FROM: Ric Ericksen

BOARD MEETING: May 20, 2019

DATE: May 15, 2019

AGENDA ITEM: VIII.D.

The following group(s) is/are requesting a fee waiver for facility use.

Germantown Hoops Inc.

1. Waiver for practices and try outs.
2. The Group understands that they should pay for tournament use.
3. Waiver for Organizations that they bring into the facilities.

This group has used the facilities in the past without fees charged. Germantown School District
Waiver request forms & Fee Sheets

RECOMMENDATION: At the will of the Board of Education.

Germantown School District

Facility Request-Fee Waiver Form for Remainder of 2018-19 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 second priority (2) to the Municipalities of Germantown School District Parks and Recreation Department(s), and all other organizations or individuals per their designated priority group (3, 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.

Individuals or groups requesting a fee waiver must complete the following information and submit 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, form must be saved on your personal device ahead of submitting and emailed to doorsecurity@gsdwi.org

Date Submitted: May 1, 2019

I. Contact Information:

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

Germantown Hoops Inc (AKA- Germantown Hawks Boys Basketball),

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

Chad W Privatt, N101 W14570 Sunberry Ct, Germantown, WI 53022, cprivatt1@hotmail.com

Primary Cell/Phone Number: 414-467-3210

Secondary Cell/Phone Number: _____

II. Facility Request Information:

Date(s) Requested: Primarily Oct 2019- March 2020

Facility Requested: GT District Gyms

Time of Day Facility is needed (from when to when): Varies

General Questions:

1. Does this event directly benefit regular school programming? Yes x No
2. Is this a fundraising civic or non-commercial event? Yes x No
3. Are you recognized by the IRS as a Non-Profit? x Yes No
4. What percentage of your organization's membership are GSD residents? 100

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

Please See Attached Facilities Needs Memo from Germantown Hoops Inc (AKA- Germantown Hawks Boys Basketball). It will provide in greater detail the reason for the waiver as well as more specifics on facility usage requirements. We have had a recent meeting with the GT District Leadership Team (Jeff H, Ric E, and Billie Jo M) who can also provide additional background on our past relationship as well. We are looking for waiver regarding our practice time, skills training, and tryouts. We understand that our tournament and new opportunity for hosting WYBL events would not qualify for the waiver, but fall under another section of your facility use fee schedule.

FOR OFFICE USE ONLY

Fee Waiver Approved

Fee Waiver Denied

Special Conditions if Approved or Reason for Denial – See attached*

Date Received: 5.2.19 Confirmed by: _____

Date: _____

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

Germantown Hoops Inc. (AKA- Germantown Hawks Boys Basketball)

Facilities Needs 2019-2020

Club Background & Mission

Germantown HOOPS is a non-profit support group whose mission is to promote, enhance and provide assistance for the Germantown High School basketball program and to recognize the efforts and accomplishments of the student athletes. The organization is 100% made up of players who are residents of the Germantown School District. Our priorities include, but are not limited to the following:

- a. Increase community awareness of basketball*
- b. Broaden involvement of parents and community*
- c. Award scholarships to graduating senior athletes*
- d. Raise funds in support of the basketball program*
- e. Award funds to teams and facilities for items not covered by the school budget*

To this end, our club has donated over a \$100,000 over the last 8 years in support of this mission through establishment of endowment fund for a Germantown Hoops Inc scholarship, funds to support various projects that benefited the facilities (scoreboards, sound system, video equipment, water stations, etc.), purchased uniforms for high school teams, and other miscellaneous items needed for the program (see attached table for breakdown).

Contribution Item	Details	Quantity Information/Pricing	Total Expenditure
Scholarship Program for GT Basketball Players	We have funded this well into the future so farward up to 2 scholarships of \$3,650 each year and several smaller scholarships of \$300	Initial Annuity Investment of \$25,000 4 years ago + yearly funding Also 18 scholarships of \$300 in years prior.	\$36,400
Largest Scoreboard in Main Gym	Purchased approximately 7 years ago		\$23,500
Shooting Machines at High School	One was approximately 8 years ago and the other was about 4 years ago. We have also paid for some maintenance repairs as well	2 @ \$4,250 Each	\$8,500
Uniforms	We bought new Freshman uniforms this season as well as up to 3 additional sets in the last 7 years for the program. Typically purchase 18-20 per set.	One set typical runs about \$2,200.	\$8,800
Ipads, Cam Corders, Video Equipment, Laptops	Equipment used to record games, practices, opponents, etc.	Various Items over the last 8 years	\$3,250
Water Stations	For each end of the court/Includes Serving Cart	2 @ \$450 Each	\$900
Team Water Bottles Each Season	This has been going on for about 7-8 Seasons	\$250 x 8 years	\$2,000
Enhancements to Main gym	Variety of Projects		\$7,500
Misc Expenses Each year	Upgraded Buses, Team Mirals, Custom Logos on warmups, other equipment	\$675 x 8 years	\$5,400
Coaching Education & Training Expenses	Clinics, HUDL, Subscriptions, Etc.	\$475 x 8 Years	\$3,800
Grand Total last 8 Seasons			\$100,050

The Germantown School district has provided us with approximately 70% of our needed gym time each of the last three seasons, while we have gone out and purchased the remaining 30% ourselves, at an additional cost to our program. We would be very grateful if the district would be able to assist us in the closing of this gap for us.

We are hereby requesting a waiver from the recently developed Facility Use fee for the 2019-2020 season and beyond. We believe our status as a 501(c)(3) organization, along with the generous donations and financial support we have given to the district facilities, basketball teams, coaches, families and community of Germantown, should be strongly taken into consideration when considering this waiver request. We want to be able to continue to do these types of projects in the future and have several ideas in mind that we would like to speak to both yourselves and Germantown AD about in the near future. It is important to us to keep the participation costs as reasonable as we possibly can and on par with other community youth basketball programs that we are competing against.

Practice Facts & Hours Requirements

1. We have 11 teams that require 2 practices each week for 1.5 Hours each practice
2. That comes to 33 hours of practice time per week
3. 33 Hours per week x 4 weeks a month = 132 Hours per Month
4. We have four months where we require 132 Hours per month (Nov, Dec, Jan, & Feb)
5. We have two months where we require about 75% of that time (October & March)
6. We started a training program this year put on by the JV coach to further player development. We do this twice a month during the season (20 hours of gym time needed).
7. 1-2 Sundays in August for Tryouts (16 hours of gym time)
8. 1-2 Saturdays for Hosting GT Boys Tournaments (12-24 Hours/ Date TBD)
9. Total Hours required for tryouts, practices, tournament & player training = 788 Hours of Gym time

Specific Facility Usage & Future Needs

The last 3 seasons we have typically been in the GT facilities on 6-7 different days of the week. We would like to see if there is any way to get a more condensed and consistent schedule for our program.

For our club, Rockfield, KMS Gold, County Line, and the GTHS locations work the best based on the size of courts and quality of the floor surfaces (BTW- new surfaces are great!). We are only able to send our youngest teams to MacArthur and Amy Belle, based on the size of those gyms.

Furthermore, KMS Blue is of good size, but the tile floor surface makes it very difficult to have a meaningful full speed practice on (Is there any plan in place to replace this floor anytime soon?)

Our biggest need is more consistent time on Mondays-Thursdays. With that in mind, it is our understanding that our high school basketball teams next season (girls and boys), would go from 3-5pm for their practices in fieldhouse, with the other gender group following from 5-7pm.

That in theory would leave the fieldhouse open from 7:00-9:00 PM or at least 7:30-9:00 pm most evenings, especially on non-game weeknights like Mondays, Wednesdays, and many Thursdays. We would like to be able to get into the field house up to two weekday nights each week next season, as that would allow 4 of our teams to practice all at the same time.

Here is a potential schedule that would fit our needs:

Germantown High School Fieldhouse (all 4 courts)

- Monday and Thursday night from 7:30 to 9:00 pm (7th and 8th Grade)

Kennedy Gold Gym

- Saturday from 4:00 to 7:00 pm (Skills- Twice a month)

Rockfield Gym

- Monday and Thursday night from 6:00 to 9:00 pm (5th and 6th Grade)

MacArthur Gym

- Tuesday and Wednesday night from 6:00 to 9:00 pm (3rd and 4th)

County Line Gym

- Tuesday and Wednesday nights from 6:00 to 9:00 pm (5th and 6th Grade)

Amy Belle Gym

- Monday and Thursday night from 6:00 to 7:30 pm (3rd and 4th)

New Opportunity- Hosting WYBL Events

Lastly, we also have a brand new opportunity this year that we would like to be a part of. The league that our GT youth basketball teams play in is the premier league in all of the State of WI. It has approximately 400 teams at 5 grade levels. They use about 12-20 different high schools in the SE WI area each Sunday to host these games. Many of the facilities are in the Western and Southern parts of the area, and the WYBL league representatives have approached us about hosting some games this upcoming season. They are looking for more gyms in the Northern suburbs to help cut down travel for teams coming from Sheboygan, Ozaukee, Fond du Lac, and

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: MAY 29 2013

GERMANTOWN HOOPS INC
N108 W15033 BEL AIRE LANE
GERMANTOWN, WI 53022

Employer Identification Number:
61-1712091
DLN:
17053187341002
Contact Person:
SHAWN E LAWSON ID# 31661
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
170(b)(1)(A)(vi)
Form 990 Required:
Yes
Effective Date of Exemption:
June 15, 2012
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.

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	\$	Per Hr.	X	0	hours	\$	-
Misc. Gym Use	\$3.75	Per Hr.	X	320	hours	\$	1200.00
IMC/Cafeteria	\$	Per Hr.	X	0	hours	\$	
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-KMS Only	\$35.00	Per Hr.	X	64	hours	\$	2240.00

4 ADDITIONAL SERVICES

Approx. use for last several years
 Use at AB, CL, MAC, ROCK, KMS,
 GHS
 25% of \$15.00/hr. Charge (Current Fee
 Sheet Charge.)
 Group #3

Yearly approx. costs
 that would have been
 charged to the Club \$ 3440.00

Group Name

Germantown Hoops Boys
 Basketball Club

Person In Charge

Chad Privatt

Building Principal

Multiple

5.15.19-BJM

BOARD POLICY MANUAL

GERMANTOWN SCHOOL DISTRICT

Page 2 of 2

LEGAL REF.: Sections 120.10(9) & (10) Wisconsin Statutes 120.13(17), (19) & (21)

CROSS REF.:

830-R	Procedures for Use of School Facilities
830-E(1)	Application and Agreement for Use of Facilities
830-E(2)	Use of Facilities Fee Schedule
830-EA(1)	Village of Germantown Lease Agreement (June, 1972)
830-EA(2)	Germantown Park and Recreation Commission Agreement
321	School Calendar
344	Adult Education
831	Smoking and Other Tobacco Use on School Premises
850	Solicitations in the Schools

APPROVED: March 26, 1979

REVISED:

August 27, 1984
April 14, 1986
October 12, 1987
March 9, 1992
January 11, 1993
April 18, 1994
June 28, 1999
December 15, 2003

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

Field House High School(4 courts)	\$7.50	Per Hr.	X	294	hours	\$ 2205.00
KMS Gold Gym	\$7.50	Per Hr.	X	36	hours	\$ 270.00
Elementary Gyms	\$3.75	Per Hr.	X	520.5	hours	\$ 1951.88
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-KMS Only	\$35.00	Per Hr.	X	48	hours	\$ 1680.00

4 ADDITIONAL SERVICES

Approx. Hrs Projected for 2019-2020
 25% of Hourly Charge-Based off of
 Current Fee Sheet
 Group #3

Approx. Total Charges \$ 6106.88

Group Name	Germantown Hoops Boys Basketball Club
Person In Charge	Chad Privatt
Building Principal	Multiple

BOARD POLICY MANUAL

GERMANTOWN SCHOOL DISTRICT

Page 2 of 2

LEGAL REF.: Sections 120.10(9) & (10) Wisconsin Statutes 120.13(17), (19) & (21)

CROSS REF.:

830-R	Procedures for Use of School Facilities
830-E(1)	Application and Agreement for Use of Facilities
830-E(2)	Use of Facilities Fee Schedule
830-EA(1)	Village of Germantown Lease Agreement (June, 1972)
830-EA(2)	Germantown Park and Recreation Commission Agreement
321	School Calendar
344	Adult Education
831	Smoking and Other Tobacco Use on School Premises
850	Solicitations in the Schools

APPROVED: March 26, 1979

REVISED:

- August 27, 1984
- April 14, 1986
- October 12, 1987
- March 9, 1992
- January 11, 1993
- April 18, 1994
- June 28, 1999
- December 15, 2003

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Retirement

FROM: Michael Nowak

BOARD MEETING: May 20, 2019

DATE: May 15, 2019

AGENDA ITEM: VIII.E.

Susan Wolff, School Counselor at MacArthur Elementary School, is requesting that the Board accept her decision to retire at the end of the 2018-19 school year. Susan has worked in the Germantown School District for the past 23 years. After a one year internship as a Guidance Counselor, Susan served as the Student Assistance Program Coordinator at Germantown High School for seven years. The remaining 15 years of Susan's career with the Germantown School District were spent as the School Counselor at MacArthur Elementary School.

RECOMMENDATION: Approve the request for retirement at the conclusion of the 2018-19 school year for Susan Wolff and thank her for her many years of service to our district.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: 2018-19 Staff Survey

FROM: Jeff Holmes

BOARD MEETING: May 20, 2019

DATE: May 16, 2019

AGENDA ITEM: VIII.F.

As follow-up to last year's benchmarking Staff survey, we were able to duplicate that survey and utilize SurveyMonkey to provide this year's version at a significantly reduced cost.

SurveyMonkey does provide the ability for staff to remain anonymous in their responses and we are utilizing that feature. A PDF copy of that survey is attached to this cover sheet and is provided to the Board for their consideration ahead of releasing to all staff. Results from the survey would be shared with the Board at their June 24, 2019 meeting.

RECOMMENDATION: Approve the 2019 Germantown School District Staff Survey as presented, release the survey to staff for their completion on May 28, and collected on June 14, 2019.

2018-19 Germantown School District Staff Survey

General Information

Thank you for taking the time to complete this year's Staff Survey. Your constructive sentiment and input is greatly appreciated. The results from this year's survey will be shared first with the Board at their June 24, 2019 meeting with dissemination to Staff at a later date.

1. At which location do you spend the most time?

- | | |
|--|--|
| <input type="radio"/> Amy Belle Elementary | <input type="radio"/> Kennedy Middle School |
| <input type="radio"/> County Line Elementary | <input type="radio"/> Germantown High School |
| <input type="radio"/> MacArthur Elementary | <input type="radio"/> District Office |
| <input type="radio"/> Rockfield Elementary | |

2. What best describes your position?

- | | |
|--|---|
| <input type="radio"/> Classroom Teacher | <input type="radio"/> Other Support Staff (Food service, Transportation, Custodial/Maintenance, etc.) |
| <input type="radio"/> Educational Specialist (Counselor, Special Education, Librarian, etc.) | <input type="radio"/> Administration |
| <input type="radio"/> Instructional Aide/Paraprofessional | |
| <input type="radio"/> Other (please specify) | |

2018-19 Germantown School District Staff Survey

Planning

3.

To provide a quality education for all students, please check a maximum of five of your highest priorities:

- | | |
|---|---|
| <input type="checkbox"/> Better prepare students for life after high school—whether this be college or career | <input type="checkbox"/> Increase co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.) |
| <input type="checkbox"/> Develop a Growth Mindset in our students | <input type="checkbox"/> Increase STEM opportunities |
| <input type="checkbox"/> Develop additional community/business partnerships | <input type="checkbox"/> Increase the number of AP/honors courses |
| <input type="checkbox"/> Develop innovative programs to improve student learning | <input type="checkbox"/> Increase the number of hands-on/project-based learning opportunities |
| <input type="checkbox"/> Expand services to students with special needs | <input type="checkbox"/> Provide additional counseling, psychologist and social work services |
| <input type="checkbox"/> Expand students and staff technology access | <input type="checkbox"/> Provide additional intervention/support services for struggling students |
| <input type="checkbox"/> Improve parents and community communications | <input type="checkbox"/> Provide educational opportunities to enhance student life-success skills |
| <input type="checkbox"/> Improve school safety and security | <input type="checkbox"/> Receive more professional development/training opportunities to enhance teacher instructional skills |

2018-19 Germantown School District Staff Survey

Change Readiness

4. Please indicate your level of agreement with the following statement, "Our District has a culture of open dialogue."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Please indicate your level of agreement with the following statement, "There is a process for evaluating the effectiveness of new initiatives."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please indicate your level of agreement with the following statement, "Our District strives to achieve consensus on areas that need improvement."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Please indicate your level of agreement with the following statement, "Our District is committed to making needed improvements as they are identified."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Please enter any comments you may have regarding "Change Readiness."

2018-19 Germantown School District Staff Survey

Student Achievement

9. Please indicate your level of agreement with the following statement, "The social and emotional needs of students are being met."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Please indicate your level of agreement with the following statement, "The academic needs of students are being met."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Please indicate your level of agreement with the following statement, "Students have access to additional support when needed."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Please indicate your level of agreement with the following statement, "Student discipline is handled in a consistent manner by all staff."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Please indicate your level of agreement with the following statement, "Overall, the school offers a high quality academic program."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Please indicate your level of agreement with the following statement, "Growth Mindset is a valuable tool and a long term benefit for our students."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Please enter any comments you may have regarding "Student Achievement."

2018-19 Germantown School District Staff Survey

Engagement

16. Please indicate your level of agreement with the following statement, "I am proud of our District."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Please indicate your level of agreement with the following statement, "I enjoy being involved in District affiliated activities outside of the normal school day."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Please indicate your level of agreement with the following statement, "My work contributes to the success of our District."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Please indicate your level of agreement with the following statement, "My job is personally satisfying."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Please indicate your level of agreement with the following statement, "The amount of work I am asked to do is reasonable."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Please indicate your level of agreement with the following statement, "I would recommend this District to others seeking employment."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Please indicate your level of agreement with the following statement, "It would take a lot to get me to leave this District."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Please enter any comments you may have regarding "Engagement."

2018-19 Germantown School District Staff Survey

Communication

24. Please indicate your level of agreement with the following statement, "School board policies and procedures affecting me are available and clearly communicated."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Please indicate your level of agreement with the following statement, "I have a good understanding of the goals of the District."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Please indicate your level of agreement with the following statement, "The District clearly communicates with me about important issues."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Please indicate your level of agreement with the following statement, "School/department information is communicated effectively to me."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Please indicate your level of agreement with the following statement, "I am kept informed about matters important to my work."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Please indicate your level of agreement with the following statement, "I feel comfortable sharing my ideas and opinions."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. How would you rate the communication from each of the following areas?

	Great	Good	Fair	Poor	N/A
School Board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
District Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching & Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pupil Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Custodians / Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. Please enter any comments you may have regarding "Communication."

2018-19 Germantown School District Staff Survey

Technology

32. Please indicate your level of agreement with the following statement, "The technology in my classroom meets my teaching needs."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Please indicate your level of agreement with the following statement, "I have received professional development to integrate the necessary technology into my teaching practices."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Please indicate your level of agreement with the following statement, "I have had time to integrate the necessary technology into my teaching practices."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. Please indicate your level of agreement with the following statement, "I keep up-to-date with emerging technologies and how they can be used for teaching and learning."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. Please indicate your level of agreement with the following statement, "I was able to provide input regarding the instructional technology purchased for my classroom."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. Please indicate your level of agreement with the following statement, "Technical support is available to me in a timely manner to troubleshoot hardware and software problems."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. Please indicate your level of agreement with the following statement, "The technology provided to my students meets their learning needs."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. Please indicate your level of agreement with the following statement, "I was able to provide input regarding the technology purchased for student use"

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. Please indicate your level of use regarding the following statement, "I use technology to differentiate instruction."

Frequently	Occasionally	Never	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. Please indicate your level of use regarding the following statement, "I utilize technology-based learning activities."

Frequently	Occasionally	Never	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42. Please indicate your level of use regarding the following statement, "I utilize lessons that require students to access online resources."

Frequently	Occasionally	Never	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. Please indicate your level of activity regarding the following statement, "I work with fellow teachers in my school to create, modify and improve my practices for using technology as a learning tool."

Frequently	Occasionally	Never	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. Please enter any comments you may have regarding "Technology."

2018-19 Germantown School District Staff Survey

Work Culture

45. Please indicate your level of agreement with the following statement, "Our district operates as a team."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. Please indicate your level of agreement with the following statement, "Our district is effective at assimilating new employees."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. Please indicate your level of agreement with the following statement, "I can bring about change in the District."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. Please indicate your level of agreement with the following statement, "My co-workers are willing to help me when I have a heavy workload."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. Please indicate your level of agreement with the following statement, "I have the flexibility to do my job the way that I think is most effective."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

50. Please indicate your level of agreement with the following statement, "I have enough time to do my job effectively."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. Please indicate your level of agreement with the following statement, "I feel valued by our community."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. Please indicate your level of agreement with the following statement, "I have opportunities for training/professional development."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

53. The academic expectations of our students are

- ☐ Too high
- ☐ Just right
- ☐ Too low
- ☐ Don't know

54. Please enter any comments you may have regarding "Work Culture."

Building Leadership

55. Please indicate your level of agreement with the following statement, "I trust the leadership in my building."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

56. Please indicate your level of agreement with the following statement, "Building leadership is consistent when administering policies concerning employees."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

57. Please indicate your level of agreement with the following statement, "My Principal is an effective leader."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

58. Please indicate your level of agreement with the following statement, "Communication is timely and clear."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

59. Please indicate your level of agreement with the following statement, "The principal is visible and readily available in the building."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

60. Please indicate your level of agreement with the following statement, "School goals are set and evaluated on their effectiveness on a regular basis"

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

61. Please indicate your level of agreement with the following statement, "Building Administration is able to problem-solve both critical and non-critical situations."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

62. Please indicate your level of agreement with the following statement, "Staff meetings are effective and have a clear agenda."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

63. Please indicate your level of agreement with the following statement, "I have opportunities to participate in decisions that affect me."

Strongly agree	Agree	Disagree	Strongly agree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

64. Please indicate your level of agreement with the following statement, "I receive meaningful and timely feedback that helps me improve my performance."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

65. Please indicate your level of agreement with the following statement, "Expectations are high and consistent within the building with goal of excellence."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

66. Please indicate your level of agreement with the following statement, "I have supplies and classroom materials to adequately teach."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

67. Please indicate your level of agreement with the following statement, "I receive credit and recognition when I do a good job."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

68. Please enter any comments you may have regarding "Building Leadership."

69. Please indicate your level of agreement with the following statement, "I trust the District's leadership."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

70. Please indicate your level of agreement with the following statement, "District administration is consistent when administering policies concerning employees."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

71. Please indicate your level of agreement with the following statement, "The Superintendent/District Administrator presents a positive image to our community."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

72. Please indicate your level of agreement with the following statement, "District administration is responsive to major concerns of employees."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

73. Please indicate your level of agreement with the following statement, "District administration is doing what it takes to make our District successful."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

74. Please indicate your level of agreement with the following statement, "District Administration has a clear vision of where the district stands and future goals."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

75. Please indicate your level of agreement with the following statement, "I am informed about the District's plans and decisions."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

76. Please enter any comments you may have regarding "District Administration."

2018-19 Germantown School District Staff Survey

Teaching & Learning / Director of Educational Systems

77. Please indicate your level of agreement with the following statement, "Learning targets and curriculum objectives for my job assignment are clear."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

78. Please enter your level of agreement with the following statement, "PEAK is a valuable tool."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

79. Please indicate your level of agreement with the following statement, "PEAK training has been adequate."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

80. Please indicate your level of agreement with the following statement, "The grade reporting system is adequate to reflect the student's progress."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

81. Please indicate your level of agreement with the following statement, "The grade reporting system provides parents clear insight to their student's abilities."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

82. Please indicate your level of agreement with the following statement, "The curriculum used is best practice for learning."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

83. Please indicate your level of agreement with the following statement, "The curriculum initiatives are thought out, planned for, and evaluated for their effectiveness."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

84. Please indicate your level of agreement with the following statement, "I have instructional materials and supplies to teach effectively."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

85. Please indicate your level of agreement with the following statement, "Overall the schools offer a high quality academic program."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

86. Please indicate your level of agreement with the following statement, "Communication regarding curriculum and instruction is timely and clear."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

87. Please indicate your level of agreement with the following statement, "We promote systems and programs for collaboration between schools."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

88. Please indicate your level of agreement with the following statement, "We promote systems and programs for collaboration between regular ed and special ed."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

89. Please indicate your level of agreement with the following statement, "I have input to training needs and goals."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

90. Please indicate your level of agreement with the following statement, "I receive the training I need to do my job effectively."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

91. Please indicate your level of agreement with the following statement, "The District's professional training days are organized and well-planned."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

92. Please enter any comments you may have regarding "Teaching & Learning / Director of Educational Systems."

2018-19 Germantown School District Staff Survey

Building & Grounds

93. Please indicate your level of agreement with the following statement, "My school is maintained for a comfortable work and learning environment."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

94. Please indicate your level of agreement with the following statement, "My classroom/school is cleaned and maintained for health and safety."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

95. Please indicate your level of agreement with the following statement, "I have been trained and feel safe at work."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

96. Please indicate your level of agreement with the following statement, "I have access to my classroom when necessary."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

97. Please indicate your level of agreement with the following statement, "Communication from Buildings and Grounds is clear and timely."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98. Please indicate your level of agreement with the following statement, "I feel supported by Buildings and Grounds leadership."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

99. Please enter any comments you may have regarding "Building & Grounds."

2018-19 Germantown School District Staff Survey

Special Education (SPED) / Department of Pupil Services (DPS)

100. Please indicate your level of agreement with the following statement, "I trust the Spec Ed/DPS leadership and knowledge base."

Strongly agree	Agree	Disagree	Strongly agree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

101. Please indicate your level of agreement with the following statement, "SPED/DPS administration promotes open communication and responds in a timely manner."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

102. Please indicate your level of agreement with the following statement, "Communication is clear and informative."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

103. Please indicate your level of agreement with the following statement, "SPED administration is visible throughout the year and readily available for support."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

104. Please indicate your level of agreement with the following statement, "SPED staff is notified of updates with procedures or policies."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

105. Please indicate your level of agreement with the following statement, "There is a clear guideline expectation with IEP process and timelines."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

106. Please indicate your level of agreement with the following statement, "I have the necessary materials and curriculum to complete my work."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

107. Please indicate your level of agreement with the following statement, "I have confidence in the legal and ethical matters associated with SPED."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

108. Please indicate your level of agreement with the following statement, "Cooperative communication is promoted amongst SPED staff members."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

109. Please indicate your level of agreement with the following statement, "I have opportunities to participate in decisions that affect me."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

110. Please indicate your level of agreement with the following statement, "SPED administration is able to problem solve critical situations."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

111. Please indicate your level of agreement with the following statement, "SPED Staff meetings are regular and informative."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

112. Please indicate your level of agreement with the following statement, "Collaboration within and between schools is encouraged."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

113. Please indicate your level of agreement with the following statement, "New staff are proactively hired and trained."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

114. Please indicate your level of agreement with the following statement, "I am aware of my budget and process for acquiring materials for student needs."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

115. Please indicate your level of agreement with the following statement, "My service caseload falls within IEP regulations."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

116. Please indicate your level of agreement with the following statement, "There is consistency across the district for diagnostics, programming, supports or caseloads."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

117. Please indicate your level of agreement with the following statement, "Substitutes are available for SPED to hold state mandated meetings."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

118. Please indicate your level of agreement with the following statement, "SPED Aides are adequately trained for their position."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

119. Please enter any comments you may have regarding "SPED / DPS."

2018-19 Germantown School District Staff Survey

Compensation and Benefits

120. Please indicate your level of agreement with the following statement, "I am satisfied with my pay."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

121. Please indicate your level of agreement with the following statement, "I am satisfied with my benefits."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

122. Please indicate your level of agreement with the following statement, "My pay is fair in relation to my job responsibilities."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

123. Please indicate your level of agreement with the following statement, "My benefits are competitive with similar jobs I might find elsewhere."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

124. Please indicate your level of agreement with the following statement, "Pay practices are administered consistently for all employees."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

125. Please enter any comments you may have regarding "Compensation and Benefits."

2018-19 Germantown School District Staff Survey

School Board

126. Please indicate your level of agreement with the following statement, "The School Board presents a positive image to our community."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

127. Please indicate your level of agreement with the following statement, "The School Board appropriately balances the mission of the District with fiscal responsibility."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

128. Please indicate your level of agreement with the following statement, "The School Board is doing what it takes to make our District successful."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

129. Please enter any comments you may have regarding "School Board."

2018-19 Germantown School District Staff Survey

Overall Satisfaction

130. How would you rate each of the following areas?

	Great	Good	Fair	Poor	N/A
School Board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
District Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching & Learning / Educational Systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SPED / Pupil Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Custodians / Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

131. Please indicate your level of agreement with the following statement, "The District has improved in the past year."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

132. Please indicate your level of agreement with the following statement, "I am satisfied with the financial management of the District."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

133. Please indicate your level of agreement with the following statement, "Our community supports education."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

134. Please indicate your level of agreement with the following statement, "All things considered, this District is a good place to work."

Strongly agree	Agree	Disagree	Strongly disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

135. How would you rate the District compared to neighboring public school districts?

Much better	Better	The same	Worse	Much worse	No opinion
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

136. Please enter any comments you may have regarding "Overall Satisfaction."