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

October 22, 2018 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. October 8, 2018 Board of Education
- V. Reports and Information Items
 - A. Summer School Update
 - B. Enrollment Report
- VI. Insurance Committee
 - A. Discussion and possible action regarding health insurance renewal.
 - B. Discussion and possible action regarding ancillary lines of insurance benefits.
 - C. Discussion and possible action regarding cash-in-lieu of insurance.
 - D. Update on remaining items discussed at October 18, 2018 Insurance Committee meeting.
- VII. Building Committee
 - A. Update on items discussed at the October 22, 2018 meetings.
- VIII. Finance Committee
 - A. Discussion and action to approve purchases over \$15,000.
 - B. Discussion and action to approve final 2018-2019 budget and tax levy.
 - C. Update on remaining items discussed at October 22, 2018 Finance Committee meeting.
 - IX. Unfinished Business
 - A. Discussion and action to approve parent survey.
 - X. New Business
 - A. Discussion and action to approve donations.
 - B. Discussion and action to approve lifeguarding course proposal.
 - C. Discussion and action to approve teacher contracts.
 - D. Discussion and action to approve high school choir travel request.
 - XI. Adjourn

GERMANTOWN SCHOOL DISTRICT GERMANTOWN, WISCONSIN 53022 MINUTES OF THE BOARD OF EDUCATION October 8, 2018

- 1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Offices Board Room at 7:48 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg yes, Loth yes, Barney yes, Spies yes. Board Members Medved, Borden, and Larsen were absent (excused).
- 2. Motion by Barney, second by Spies to approve the agenda. Motion carried.
- 3. Motion by Barney, second by Spies to approve the September 24, 2018 Budget Hearing and Annual Meeting minutes with correction to G6 and the September 24, 2018 Board of Education meeting minutes. Motion carried.
- 4. Student Representative Avi Bhavsar reported on student activities in the district.
- 5. Eight Germantown High School students that took part in the 2018 summer Healthcare Career Academy along with advisor Diane Seramur reported on their experience and thanked the Board for the opportunity to job shadow in many different areas of healthcare.
- 6. Director of Educational Systems Rick Grothaus provided an update on the \$250,000 Department of Workforce Development grant received by the district.
- 7. Recommendation from Building Committee to approve the installation of an All Star screw drive funded out of Fund 41 Capital Projects. Motion carried.
- 8. Recommendation from Building Committee to approve Change Order #66 for sprinkler piping and duct work at Germantown High School. Motion carried.
- 9. Recommendation from Building Committee to approve Change Order #37 for MacArthur Elementary School lighting. Motion carried.
- 10. Recommendation from Building Committee to approve Change Orders #69 and #70 for control panels and valves in an amount not to exceed \$35,000. Motion carried.
- 11. Michael Loth provided an update on remaining items discussed in committee including water leaks, plastic window film, the high school sign, a CD Smith report, an Amy Belle construction update, the donor wall, MacArthur traffic flow, and a sign for the middle school.
- 12. Recommendation from Policy Committee to approve new Policies 7510.02 Performing Arts Center Facility Use Policy, 7510.03 Pool Facility Use Policy, and 7510.04 Fieldhouse Facility Use Policy. Motion carried.
- 13. Motion by Spies, second by Loth to accept the donation of three Big Joe Roma bean bag chairs from Bethann Ambrose via DonorsChoose valued at \$557.23 for use in the high school special education department, accept the donation of a Bunn coffee brewer and airpots valued at \$550 from high school functional skills teacher Heidi Timm as start-up for a student run coffee shop at the high school, accept the donation of \$1500 from an anonymous donor for high school boys and girls track and field, accept the donation of \$1000 from an anonymous donor to high school girls cross country, accept the donations of \$250 from Pichler Painting, \$250 from Contrology Center, \$625 from MickMaster Improvements, and

\$500 from the Pawlak family to high school girls swim and dive program, accept a \$1000 KMS PTA grant for a 6th grade field trip to Junior Achievement's Biz Town, accept a \$500 KMS PTA grant for the middle school PBIS All-School Acknowledgement Day, accept a \$750 KMS PTA grant for a middle school AODA presenter, and accept a donation from the Brady Corporation to the Destination Imagination program. Motion carried.

- 14. Motion by Barney, second by Spies to approve the .6 FTE limited-term contract for Jill Lehnen at \$13,570. Motion carried.
- 15. Motion by Barney, second by Loth to approve the Early College Credit Program and Start College Now requests. Motion carried (Spies abstained).
- 16. Motion by Spies, second by Barney to table discussion and action regarding the parent survey until all Board members are present. Motion carried.
- 17. Motion by Spies, second by Barney to award the purchase of hot transport carts to Fein Brothers in an amount not to exceed \$75,240, funded through the appropriate Food Service accounts.

 Motion carried.
- 18. Motion by Spies, second by Loth to adjourn. Motion carried.
- 19. Board President Soderberg declared the meeting adjourned at 8:40 p.m.

Jayne Borst	
Recording Secretary	
	Lester Spies
	School Board Clerk

TO: All Board Members TOPIC: Summer School 2018

FROM: Brenda O'Brien BOARD MEETING: October 22, 2018

DATE: October 3, 2018 **AGENDA ITEM:** V.A.

The Summer School 2018 report was submitted to DPI. The Germantown School District reported 744 resident students and seven non-resident students. We reported 35 FTEs in 2018. Each FTE equates to approximately \$13,000 in state aid over a three-year period. In 2017, we reported 765 resident students and three non-resident students with a total of 34 FTEs.

While our membership (students attending) decreased slightly this year, our total FTEs increased. This increase is most likely the result of the state lifting the maximum number of instructional minutes per course. In previous years, the maximum number of minutes we could claim for any course was 270. While there was no maximum number of minutes this year, we were careful to calculate only the minutes of instruction provided by licensed teachers.

For Summer School 2019, we will look for opportunities to increase our course offerings and include the new facilities in our planning.

RECOMMENDATION: For information only.

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TO: Board of Education TOPIC: Health Insurance Renewal

FROM: Michael Nowak BOARD MEETING: October 22, 2018

DATE: October 18, 2018 **AGENDA ITEM:** VI. A.

The Insurance Committee was provided with a document created by Associated Benefits and Risk Consulting (ABRC) which provides an overview of health insurance providers who have submitted bids to provide service to the Germantown School District for the 2019 plan year. Similar to last year, each of the health insurance plans being considered offer eligible employees three options for coverage based on individual needs and preferences. The attached document provides relevant information in regard to unique aspects of each plan design

Recommendation: Pending discussion by the Insurance Committee.

Germantown School District

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Germantown School District

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Declined to quote: Humans

Plan information shown is for comparison purposes only and does not represent all features or limitations. If any discrepancy exists between the health. Shown and care and services from an acceptance subject to Unless specifically otherwise provided in a written agroement created between the parties, ABRC's standard of care and legal duty to its clients to provide insurance products and services is: to follow the instructions of the insured, in good faith.

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Germantown School District Associated

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Germantown School District

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Plan information shown is for comparison purposes only and doos not represent all features or limitations. If any discrepancy axists between banefits shown and carriers' proposals, the currier proposal controls. Final rates and acceptance subject to actual enrollment and effective date. Uniess specifically otherwise provided in a written agreement created between the parties, ABRC's standard of ears and legal duty to its clients to provide insurance products and services is: to follow the insuretions of the insured, in good faith.

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TO:

Board of Education

TOPIC: Ancillary Lines of Benefits

FROM:

Michael Nowak

BOARD MEETING: October 22, 2018

DATE:

October 18, 2018

AGENDA ITEM: VI.B.

The Insurance Committee reviewed renewals for our ancillary lines from National Insurance Services (NIS). The increase for life insurance is 11.1%. This equates to \$4,152.00. Renewals for short-term, long-term and supplemental life insurance are at no increase to the district. An attachment is provided with an overview of the renewals.

Recommendation: Pending discussion by the Insurance Committee



October, 2018

Ric Ericksen
Business Manager
Germantown School District
N104 W13840 Donges Bay Road
Germantown, WI 53022-4499

RE:

Insurance Renewal for Germantown School District, Group # 016126 Life, Madison National Life Insurance Company, Inc. Carrier Policy # 30024, NIS Policy # 9411

Dear Mr. Ericksen:

The Life Insurance renews January 1, 2019. After careful review of the current plan, Madison National Life Insurance Company, Inc. is adjusting the rates as follows:

Life and AD&D

250 South Executive Driv Suite 30 Brookfield, With 5300

Corporate Headquarter

Indiana Offic 9100 Meridian Squar 50 East 91st Strer Suite 31 Indianapolis, IN 4624

Michigan Office 310 East Michigan Avenu Suite 50

Kalamazoo, MI 4900

43120 Utica Roa Suite 40 Sterling Heights, MI 4831

> 120 East Liber Suite 22 Ann Arbor, MI 4810

> > Minnesota Offic

	Life dild ADOD			
Class #	Class Title	Current Rate Per \$1,000 of Coverage	Renewal Rate Per \$1,000 of Coverage	Impact
01	ADMINISTRATORS/PROFESSIONALS/NURSE/TECHNICAL EMPLOYEES	\$0.135/ \$0.02	\$0.15/ \$0.02	Increase/ Pass
02	TEACHERS	\$0.135/ \$0.02	\$0.15/ \$0.02	Increase/ Pass
03	SUPPORT STAFF	\$0.135/ \$0.02	\$0.15/ \$0.02	Increase/ Pass
04	RETIREES	0-64	0.15 1.88	Increase -See table Below
05	SUPERINTENDENT	\$0.135/ \$0.02	\$0.15/ \$0.02	Increase/ Pass

14852 Scenic Heights Roa Suite 21 Eden Prairie, MN 5534 Nebraska Offic 9202 West Dodge Roa Suite 30 Omaha, NE 6811 Pennsylvania Offic 375 Southpointe Blv Suite 22

Canonsburg, PA 1531

Age	Current Rate	Renewal Rate
0-64	Male: \$0.13	Male: \$0.15
	Female: \$0.13	Female: \$0.15
65-69	Male: \$1.88	Male: \$1.88
	Female: \$0.83	Female: \$0.83
70	Male: \$2.56	Male: \$2,56
	Female: \$1.13	Female: \$1.13
71	Male: \$2.79	Male: \$2.79
	Female: \$1.28	Female: \$1.28
72	Male: \$3.03	Male: \$3.03
	Female: \$1.46	Female: \$1.43
73	Male: \$3.34	Male: \$3.34
	Female: \$1.60	Female: \$1.60



74	Male: \$3.66	Male: \$3.66
	Female: \$1.76	Female: \$1.76
75	Male: \$4.22	Male: \$4,22
	Female: \$2.00	Female: \$2.00
76	Male: \$7.13	Male: \$5.49
	Female: \$2.60	Female: \$2.60
77	Male: \$7.13	Male: \$7.13
	Female: \$3.38	Female: \$3.38
78	Male: \$9.27	Male: \$9.27
	Female: \$4.39	Female: \$4,39
79	Male: \$12.05	Male: \$12,05
	Female: \$5.71	Female: \$5.71
80	Male: \$15.67	Male: \$15.67
	Female: \$7.43	Female: \$7.43
81	Male: \$20.37	Male: \$20,37
	Female: \$9.65	Female: \$9.65
82	Male: \$26.48	Male: \$26.48
	Female: \$12.54	Female: \$12.54
83	Male: \$34.42	Male: \$34,42
	Female: \$16.30	Female: \$16.30
84	Male: \$44.74	Male: \$44,74
	Female: \$21.16	Female: \$21.16
85	Male: \$58,16	Male: \$58.16
	Female: \$27.54	Female: \$27.54
86	Male: \$66.00	Male: \$66.00
	Female: \$34.42	Female: \$34.42
87	Male: \$67.00	Male: \$67.00
	Female: \$43.02	Female: \$43.02
88	Male: \$68.00	Male: \$68.00
	Female: \$53.77	Female: \$53.77
89	Male: \$69.00	Male: \$69.00
	Female: \$65.00	Female: \$65.00
90-99	Male: \$70.00	Male: \$70.00
	Female: \$66.00	Female: \$66.00

These rates are guaranteed for 1 Year until January 1, 2020, assuming no changes to the current benefit structure.

We believe our level of commitment to you is most evident in our ongoing efforts to secure both competitive pricing and extended rate guarantees. We truly appreciate your business and the opportunity to continue negotiating on your behalf. By signing below, you are acknowledging your reciprocal 1 Year commitment to National Insurance Services.

Please complete the bottom portion and return a copy to National Insurance Services as indication of your acceptance of the renewal. Thank you for your continued business. Please do not hesitate to call me if you have any questions.

Sincerely,

Denise Yanny Account Representative



cc: Suzie Kaiser	
The January 1, 2019 renewal of Group Life	Insurance as outlined above is accepted.
Signature & Title	Date

Insurance Renewal for Germantown School District, Group # 016126 Life, Madison National Life Insurance Company, Inc. Carrier Policy # 30024, NIS Policy # 9411



October, 2018

Ric Ericksen
Business Manager
Germantown School District
N104 W13840 Donges Bay Road
Germantown, WI 53022-4499

RE:

Insurance Renewal for Germantown School District, Group # 016126

Life, Madison National Life Insurance Company, Inc.

Carrier Policy # 30024, NIS Policy # 9432

Dear Mr. Ericksen:

The Life Insurance renews January 1, 2019. I am pleased to inform you that Madison National Life Insurance Company, Inc. has determined that a rate adjustment is not needed. Your renewal rates are as follows:

Supplemental Life

	Profitcitut Enc		
Class Title	Current Rate Per \$1,000 of Coverage	Renewal Rate Per \$1,000 of Coverage	Impact
All Classes	Age 0-29: 0.07	Age 0-29: 0.07	Pass
	Age 30-34: 0.08	Age 30-34: 0.08	Pass
	Age 35-39: 0.09	Age 35-39: 0.09	Pass
	Age 40-44: 0.13	Age 40-44: 0.13	Pass
	Age 45-49: 0.2	Age 45-49: 0.2	Pass
	Age 50-54: 0.32	Age 50-54: 0.32	Pass
	Age 55-59:0.48	Age 55-59:0.48	Pass
	Age 60-64: 0.66	Age 60-64: 0.66	Pass
	Age 65-69: 1.56	Age 65-69: 1.56	Pass
	Age 70-99: 2.41	Age 70-99: 2.41	Pass

Dependent Life

	Seheunetti File			
Class #	Class Title	Current Rate Per Unit Per Month	Renewal Rate Per Unit Per Month	Impact
05	DLF AND SLF FOR EMPLOYEES OF CLASSES 1 OR 2 IN POLICY 9411 Option 1 Option 2	\$1.80 \$3,60	\$1.80 \$3.60	Pass Pass
06	DLF AND SLF FOR EMPLOYEES OF CLASS 3 IN POLICY 9411 Option 1 Option 2	\$1.80 \$3.60	\$1.80 \$3.60	Pass

Corporate Headquarter 250 South Executive Driv

Suite 30 Brookfield, With 5300

Indiana Offic

9100 Meridian Squar 50 East 91st Stree Suite 31 Indianapolis, IN 4624

Michigan Office

310 East Michigan Avenu Suite 50

Kalamazoo, MI 4900

43120 Utica Roa Suite 40 Sterling Heights, MI 4831

> 120 East Liber Suite 22 Ann Arbor, MI 4810

Minnesota Offic 14852 Scenic Heights Roz Suite 21 Eden Prairie, MN 5534

> Nebraska Offic 9202 West Dodge Roa Suite 30 Omaha, NE 6811

Pennsylvania Offic 375 Southpointe Blv Suite 22 Canonsburg, PA 1531



These rates are guaranteed for 1 Year until January 1, 2020, assuming no changes to the current benefit structure.

We believe our level of commitment to you is most evident in our ongoing efforts to secure both competitive pricing and extended rate guarantees. We truly appreciate your business and the opportunity to continue negotiating on your behalf. By signing below, you are acknowledging your reciprocal 1 Year commitment to National Insurance Services.

Please complete the bottom portion and return a copy to National Insurance Services as indication of your acceptance of the renewal. Thank you for your continued business. Please do not hesitate to call me if you have any questions.

Sincerely,

Denise Yanny Account Representative

cc: Suzie Kaiser

The January 1, 2019 renewal of Group Life Insurance as outlined above is accepted.

Signature & Title Date

Insurance Renewal for Germantown School District, Group # 016126 Life, Madison National Life Insurance Company, Inc. Carrier Policy # 30024, NIS Policy # 9432



October, 2018

Ric Ericksen **Business Manager** Germantown School District N104 W13840 Donges Bay Road Germantown, WI 53022-4499

RE:

Insurance Renewal for Germantown School District, Group # 016126 Long-Term Disability, Madison National Life Insurance Company, Inc. Carrier Policy # 7352, NIS Policy # 9407

Dear Mr. Ericksen:

The Long-Term Disability Insurance renews January 1, 2019. I am pleased to inform you that Madison National Life Insurance Company, Inc. has determined that a rate adjustment is not needed. Your renewal rates are as follows:

Long-Term Disability

Class Title	Current Rate Per \$100 of Covered Payroll	Renewal Rate Per \$100 of Covered Payroll	Impact
All Classes	\$0.312	\$0.312	Pass

These rates are guaranteed for 1 Year until January 1, 2020, assuming no changes to the current benefit structure.

Minnesota Offic We believe our level of commitment to you is most evident in our ongoing efforts to secure both competitive pricing and 14852 Scenic Heights Ros extended rate guarantees. We truly appreciate your business and the opportunity to continue negotiating on your behalf. Suite 21 Eden Prairie, MN 5534 By signing below, you are acknowledging your reciprocal 1 Year commitment to National Insurance Services.

Please complete the bottom portion and return a copy to National Insurance Services as indication of your acceptance of the renewal. Thank you for your continued business. Please do not hesitate to call me if you have any questions.

9202 West Dodge Roa

Sincerely,

Denise Yanny Account Representative

cc: Suzie Kaiser

The January 1, 2019 renewal of Group Long-Term Disability Insurance as outlined above is accepted.

Signature & Title

Date

Insurance Renewal for Germantown School District, Group # 016126 Long-Term Disability, Madison National Life Insurance Company, Inc. Carrier Policy # 7352, NIS Policy # 9407

Corporate Headquarter 250 South Executive Driv Suite 30

Brookfield, With 5300

Indiana Offic

9100 Meridian Squar 50 East 91st Stree Suite 31

Indianapolis, IN 4624

Michigan Office

310 East Michigan Avenu Suite 50

Kalamazoo, Mi 4900

43120 Utica Roa

Suite 40 Sterling Heights, MI 4831

> 120 East Liber Suite 22

Ann Arbor, MI 4810

Nebraska Offic

Omaha, NE 6811

Suite 30

Pennsylvania Offic

375 Southpointe Blv Suite 22

Canonsburg, PA 1531



October, 2018

Ric Ericksen Business Manager Germantown School District N104 W13840 Donges Bay Road Germantown, WI 53022-4499

RE:

Insurance Renewal for Germantown School District, Group # 016126 Short-Term Disability, Madison National Life Insurance Company, Inc. Carrier Policy # 7353, NIS Policy # 9408

Dear Mr. Ericksen:

Corporate Headquarter 250 South Executive Driv Suite 30 Brookfield, With 5300

> Indiana Offic 9100 Meridian Squar

50 East 91st Strei Suite 31 Indianapolis, IN 4624

Michigan Office

310 East Michigan Avenu Suite 50

Kalamazoo, MI 4900

The Short-Term Disability Insurance renews January 1, 2019. I am pleased to inform you that Madison National Life Insurance Company, Inc. has determined that a rate adjustment is not needed. Your renewal rates are as follows:

43120 Utica Roa Suite 40

Sterling Heights, MI 4831

Class #	Class Title	Current Rate Per Person Per Month	Renewal Rate Per Person Per Month	Impact	120 East Libe Suite 2
31	ALL OTHER ELIGIBLE EMPLOYEES				Ann Arbor, MI 481
	Option 3	\$9.07	\$9.07	Pass	, , ,
	Option 4	\$10.58	\$10.58	Pass	Minnesota Offi
	Option 5	\$13.59	\$13.59	Pass	14852 Scenic Heights Ro
	Option 6	\$16.63	\$16.63	Pass	Suite 2
	Option 7	\$18.14	\$18.14	Pass	Eden Prairie, MN 553
	Option 8	\$21.67	\$21.67	Pass	
	Option 9	\$25.20	\$25.20	Pass	Nebraska Offic
	Option 10	\$27.72	\$27.72	Pass	9202 West Dodge Ro
	Option 11	\$30.24	\$30.24	Pass	Omaha, NE 681
	Option 12	\$34,78	\$34.78	Pass	
	Option 13	\$39.99	\$39.99	Pass	Pennsylvania Offic
	Option 14	\$45.99	\$45.99	Pass	375 Southpointe Bl
	Option 15	\$52.89	\$52.89	Pass	Suite 22
	Option 16	\$60.82	\$60.82	Pass	Canonsburg, PA 153
	Option 17	\$69.95	\$69.95	Pass	
	Option 18	\$80.44	\$80.44	Pass	
	Option 19	\$92.50	\$92.50	Pass	
32	SUPPORT STAFF			1 110	1
	Option 3	\$9.07	\$9.07	Pass	
	Option 4	\$10.58	\$10.58	Pass	
	Option 5	\$13.59	\$13.59	Pass	
	Option 6	\$16.63	\$16.63	Pass	
	Option 7	\$18.14	\$18.14	Pass	
	Option 8	\$21.67	\$21.67	Pass	
	Option 9	\$25.20	\$25.20	Pass	

\$27.72

Option 10

Pass

\$27.72



	Option 11	\$30.24	\$30.24	Pass
	Option 12	\$34.78	\$34.78	Pass
	Option 13	\$39.99	\$39.99	Pass
	Option 14	\$45.99	\$45.99	Pass
	Option 15	\$52.89	\$52.89	Pass
	Option 16	\$60.82	\$60.82	Pass
	Option 17	\$69.95	\$69.95	Pass
	Option 18	\$80.44	\$80,44	Pass
	Option 19	\$92.50	\$92,50	Pass
33	ALL EMPLOYEES WITH GRANDFATHERED WEEKLY BENEFIT AMOUNTS - CLOSED			
	Option 1	\$3.55	\$3.55	Pass
procession of the same of the	Option 2	\$4.97	\$4.97	Pass

These rates are guaranteed for 1 Year until January 1, 2020, assuming no changes to the current benefit structure.

We believe our level of commitment to you is most evident in our ongoing efforts to secure both competitive pricing and extended rate guarantees. We truly appreciate your business and the opportunity to continue negotiating on your behalf. By signing below, you are acknowledging your reciprocal 1 Year commitment to National Insurance Services.

Please complete the bottom portion and return a copy to National Insurance Services as indication of your acceptance of the renewal. Thank you for your continued business. Please do not hesitate to call me if you have any questions.

Sincerely,

Denise Yanny Account Representative

cc: Suzie Kaiser

The January 1, 2019 renewal of Group Short-Term Disability Insurance as outlined above is accepted.

Signature &	Title	Date

Insurance Renewal for Germantown School District, Group # 016126 Short-Term Disability, Madison National Life Insurance Company, Inc. Carrier Policy # 7353, NIS Policy # 9408

TO:

Board of Education

TOPIC:

Cash In Lieu of Insurance

FROM:

Michael Nowak

BOARD MEETING: October 22, 2018

DATE:

October 18, 2018

AGENDA ITEM: VI.C.

In October of 2017 the Germantown School District made modifications to the cash-in-lieu of insurance amounts provided to employees who qualify for health insurance but elect to waive the benefit. The decision was made to unify all employee groups to a consistent cash-in-lieu amount of \$4,500 per year beginning January 1, 2019. An overview of area cash-in-lieu amounts for school districts that offer this benefit is being provided for review. A summary of Germantown School District's total cash-in-lieu payment for 2018 and a projected total for cash-in-lieu for 2019 is provided as well.

RECOMMENDATION:

Pending discussion by the Insurance Committee

Milwaukee Metropolitan School Districts - Cash-In-Lieu Annual Benefit Amounts 2018

School District		Administrator	
w/Cash in Lieu	Teachers	S	Support Staff
Grafton	\$3,000	\$3,000	\$3,000
Muskego-Norway	\$3,000	\$3,000	\$3,000
Mukwonago	\$3,000	\$3,000	\$3,000
Germantown	\$4,000	\$5,600	\$4,500
Kewaskum	\$4,000	\$4,000	\$4,000
Swallow	\$4,000	\$4,000	\$4,000
Pewaukee	\$4,000	\$4,000	\$4,000
South Milwaukee	\$4,800	\$4,800	\$4,800
Oconomowoc	\$5,000	\$5,000	\$5,000
Port-Saukville	\$5,400	\$5,400	\$5,400
Mequon-Thiensville	\$5,500	\$5,500	\$5,500
Merton	\$6,000	\$6,000	\$6,000
Stone Bank	\$6,500	\$6,500	\$6,500
Franklin	\$6,800	\$6,800	\$6,800
Greendale	\$3,000	\$3,000	\$3,000
Menomonee Falls	\$3,300	\$7,287	\$3,000
Oak Creek-Franklin	\$4,000	\$4,000	\$4,000
Brown Deer	\$5,200	\$5,200	\$5,200
Northern Ozaukee	\$6,000	\$6,000	\$0
Maple Dale-Indian			
Hill	\$6,000	\$6,000	\$6,000
Whitefish Bay	\$8,713	\$8,713	\$8,713

GERMANTOWN SCHOOL DISTRICT

Cash-in lieu ,			2018			Projected 2	2019	
	number		benefit	total	number	benefit		total
Administrators	9	\$	5,600.00	\$ 50,401.44	9	\$ 4,500.00	\$	40,500.00
Teachers	93	\$6,6	537/\$4,000	\$ 437,923.44	93	\$ 4,500.00	\$	418,500.00
Support Staff	12	\$	4,539.12	\$ 54,469.44	12	\$ 4,500.00	\$	54,000.00
GRAND TOTAL				\$ 542,794.32			\$	513,000.00

TO:

Board of Education

TOPIC:

Purchases Over \$15,000

FROM:

Ric Ericksen

BOARD MEETING: October 22, 2018

DATE:

October 17, 2018

AGENDA ITEM:

VIII.A.

FC Date:

September 24, 2018, 2018

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. --

\$17.607.00: Buildings & Grounds: Germantown High School Door Replacement

Recommendation to the Board of Education and Finance Committee:

Bring forward to the Board of Education with a positive recommendation to purchase and replace the door frame, hardware and doors with Milwaukee Plate Glass for \$17,607 and fund using the appropriate accounts in the General Fund 10 maintenance budget.

Background:

The doors #33 on the east side of Germantown High School are in need of replacement. The left door has been adjusted several times and no longer closes properly creating a safety and security issue. Most of the hardware on the doors has been problematic as well. Door stops have been ripped out of the top of the doors and re-attached several times over the life of the doors.

Quotes were requested to replace the door frame, hardware and doors at entrance #33. LaForce declined to quote after looking at the doors. Milwaukee Plate Glass quoted \$17,607 and Klein Dickert for \$19,200.

\$49,674.00: Buildings & Grounds: DOJ Grant Window Safety Film

Recommendation to the Board of Education and Finance Committee:

Bring forward to the Board of Education with a positive recommendation to move forward with Midwest Glass Tinters and the 3M S800 installation as presented below and fund using the appropriate accounts in the General Fund 10 funded by the Department of Justice Safety Grant.

Background:

As discussed at the October 8th Building Committee meeting, the approved grant for the window safety film is \$51,164. Quotes have been provided by through the Cesa 2 program, Midwest Glass Tinters and Shade Tree Window Tinting. Cesa 2 has multiple vendors to pick from will install the safety film for \$15.00 per square foot. Midwest Glass Tinters have matched the \$15.00 per square foot for \$49,674 estimated total price using the 3M S600 which will be upgraded to the 3M S800 if the work starts in December. The cost includes caulking to adhere the film to the window frame providing a stronger hold. Shade Tree Window Tinting has provided a quote at \$10.00 per square foot using Johnson Trident film which does not include the caulking cost. The caulking can be added bringing the cost to \$15.00 per square foot. The recommendation is to move forward with Midwest Glass Tinters and the 3M S800 product.

TO:

Board of Education

TOPIC: Final 2018-2019 Budget & Levy

FROM:

Ric Ericksen

BOARD MEETING: October 22, 2018

DATE:

October 17, 2018

AGENDA ITEM: VIII.B.

FC Date:

October 22, 2018

· FC Agenda Item(s): VI. A. – Final 2018/2019 Budget & Tax Levy

Recommendation to the Board of Education:

Bring forward to the Board of Education with a positive recommendation to approve the 2018/2019 Final Budget and Tax Levy as presented in the Executive Summary and adjust the accounts as appropriate on the report identified as the Adoption Format for final submission to the Department of Public Instruction as required and certify the tax levies to the municipalities accordingly.

Highlights at a Glance (as it relates to figures presented at the annual meeting)

- In the next 3 months, the Board of Education should consider exercising its authority to issue an additional \$1.0 million in debt to cover maintenance investments field repairs, concrete work, asphalting, and roofing. The authority was received during the Amy Belle \$3.970 million bonding process.
- Less state aid than originally budgeted will be received in the amount of \$5,669.
- A new aid category was established under the title "Exempt Personal Property" and is included in this final budget. The <u>additional-new</u> amount is \$187,732.
- Due to a number of factors, including a change in the state imposed revenue control formula, the <u>tax levy will decrease</u> by about \$100,202.
- The equalized value is greater than projected by 1.32%.
- The tax impact on the average home of \$250,000 will be less by about \$37 compared to the previous estimate.

Annual Meeting

At the annual meeting the voters approved all resolutions with respect to the tax levy.

Revenue Controls

The state imposed revenue control formula has been reworked based on the 3rd Friday pupil count and resulted in a greater overall limit authority than was presented at the annual meeting by \$162,006.

Revenue and Expenditure Accounts

Additional details are shown in the Executive Summary.

ATTACHEMENT(S): Executive Summary

NOTE: Due to formatting the October certified Revenue Control and State Aid worksheets will be only be posted at the <u>Finance Committee district web links</u>, along with an updated Budget Detail and Budget Adoption report. *In other words, each is best viewed on line*.

EXECUTIVE SUMMARY FOR FINAL BUDGET ADOPTION: COMPARES "OCTOBER FINAL PROPOSED" TO ANNUAL MEETING FIGURES

October 22, 2018 Finance Committee and Board of Education Meetings

	THAT DODGET INFORMATION: MEYENOR AIND EAFE	ENDITURES ADJUSTE	MENTS - GE	ND EXPENDITURES ADJUSTMENTS - GENERAL FUND ONLY - HIGHLIGHTS
	Presented at the September 24, 2018 Annual Meeting for the	October Final Proposed Budget	DELTA	Comments:
Revenue Catogories relative to State Imposed Formula	2018/2019 Fiscal Year	2018/2019 Fiscal Year	Annual Mtg	ins notes below compare annual meeting to this final October draft, as opposed to comparing to the prior year.
Tax/General Aid Adjustment based on State Imposed Formula	.\$81,083	\$80,923	\$162,006	The dollar increase is due to: 1) increase in Sept 3rd Friday pupil count over projection;
				2) changes in the non-recurring exemptions: open enrollment, private vouchers, private special education vouchers.
Property Tax: Account 211	\$29,298,523	\$29,198,321	-\$100,202	Down due to state imposed revenue variables, i.e. recategorizing Computer Aid
State Equalized Aid: Accounts 618/621 Computer Aid & New Personal Property Exemptions: Account 691	\$10,094,159 \$131.976	\$10,088,490 \$319.708	.\$5,669	Insignicant change. Reminder the aid loss from the previous year is \$-1,774,743. Nonnectionary item and state immosed resemble changes and instance.
				states to the contract of a second contract of the contract of
Revenue General Categories				
Froperty Lax Unarge Backs, Student Fees & Misc. Accounts 212292291	\$583,000	\$644,103	\$61,103	Adjusted tax chargebacks to actual, increased fees due to GHS parking expansion.
Open Enrollment (Ald In): Account 345	\$734,208	\$572,102	-\$162,106	Less students coming in than original estimate. Original figure was aggressive.
Date of Luperty. Account 600	0**	0\$	0\$	Only showing as a reminder.
Den constitution of				
Appenditures Onen Envallment (Aid Out): Assessed 20000	4			
Tetanost on Chout Town Domonium 4	\$839,324	\$729,498	-\$109,826	Less students leaving that original estimate.
test on prior Levin borrowing: Account 882	099	\$20,000	\$20,000	Per previous FC discussions.
Maintenance nepair Duaget: Account 324,204000	\$400,000	\$460,000	\$60,000	Originally reduced over prior year, very concerned about project needs.
тироуее Сопрепваноп: Ассоин я <i>100.200</i>	\$29,817,502	\$29,885,514	\$68,012	Adjustments for Dean of Students, 2 second grade teachers, health room aids,
				salory increase reduced to 2.0%, LTD reduced to 0%, life increased by 11.1%.
Fund Balance Impact: Projected Surplús	\$40,118	\$18,124	-\$21,994	Cause and effect of items above factored in.
				Please see page 1, line 6 for further information relative to the Board's commitment for the use of the General Fund Balance.
				8
	TA	TAX INFORMATION		
	Presented at	i		
	the September 24, 2018	Description of the Lines	TATE TO A	
	for the	for the	from	
	2018/2019 Fiscal Year	2018/2019 Fiscal Year	Annual Mtg	
Equalized Value	\$3,465,9	\$3,510,442,202	\$44,463,596	v October Certification by the Department of Revenue.
Percent Change over prior year		4.67%	1.32%	
Tax Levy Total	\$32,7	\$32,692,458	-\$100,202	Down due to impact of State Imposed Revenue Controls & General Aid Increase
The I am Date am 61 000		9.32%	-0.33%	as noted in revenue section.
1ax Levy have per \$1,000 Tax on Home with \$250 000 Market/Remalized Value	\$9.46	\$9.31	.\$0.15	
tan di trome west quece, des matanchiquandes y alue Portont Chango anter mion sean		\$2,528.23	-\$37.09	
t of control of the form of the form year.	0.20%	4.00%	-1.67%	

TO: Board of Education

TOPIC: GSD Parent Survey

FROM:

Jeff Holmes

BOARD MEETING: October 22, 2018

DATE:

October 19, 2018

AGENDA ITEM: IX.A.

As follow-up to the Staff Survey, district administration was directed to develop a Parent Survey to be administered this fall. Attached to this background is a draft for Board consideration that was developed from samples of other districts in Wisconsin and beyond. It additionally includes questions specific to the Germantown School District that should help the Board with having a better understanding of stakeholder sentiment regarding our District's initiative.

RECOMMENDATION: Approve administering the GSD Parent Survey in the first week of

November.



Draft GSD Parent Survey Oct 2018

2018 GSD Parent Survey

Germantown School District invites you to participate in our school district survey for parents. We ask these questions in order to provide feedback to our Board and staff about your child's school experiences for the purpose of continuous improvement.

Responses to the survey questions are completely anonymous, and your participation in this survey is voluntary. You may take this survey for each of your children attending a school within the District.

If you have any questions or concerns about the survey content, please contact Jeff Holmes jholmes@gsdwi.org or 262-253-3905.

indinies@gsumorg or ada ada ada ada.	
* 1. How many children do you have attending in Gern	nantown School District?
	□ 4
2	5
3	6 or more
* 2. Please select the grade level of your child for whic	h you are taking this survey.
Early Childhood	6
K	7
1	8
2	9
3	<u> </u>
4	<u> </u>
5	12
3. What is your preference for receiving information fi	rom the District?
Via email	Via postal service
Via text messaging (SMS)	Via paper copies in your child brings home
Via phone	Via Skyward messaging
-	

Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Very dissatisfie
	0	\circ	0	\circ
Comment		_		
5. How satisfied are	you with the communicati	ion from your chi	ild's school?	
Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Very dissatisfie
\bigcirc	\bigcirc	\bigcirc	()	\bigcirc
Comment	0	~		
Comment				
	you with communication f			
Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Very dissatisfie
\circ	\bigcirc	\circ		\bigcirc
Comment				
Comment				

	Frequently	Fairly Often	Sometimes	Rarely	Never
Check your child's Skyward account	\circ	\circ	\circ	\circ	\circ
Call your child's teacher	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Email your child's teacher	\circ	\bigcirc	0	0	\circ
Attend Parent/Teacher conferences	\circ	\bigcirc	\circ	\circ	\circ
Attend school-related events/performances held after the school day that your child participates in	0	0	0	0	0
Attend PTA events	\bigcirc	\bigcirc	\circ	\bigcirc	\bigcirc
Volunteer in the classroom	\circ	\circ	\circ	\bigcirc	0
Volunteer at school day events	\circ	\circ	\circ	\circ	\circ
Volunteer at after-school events	\circ	\circ	\circ	\circ	\circ
comment					

8. How often does this					
	Frequently	Fairly often	Sometimes	Rarely	Never
Read to your child	\circ	0	\circ	0	\circ
Listen to your child read aloud	\circ	\bigcirc	0	\circ	\circ
Encourage your child to read	\circ	\circ	\circ	\circ	0
Remind them to do their homework	\bigcirc	\circ	\circ	0	\circ
Remind them to work hard at school	\circ	\circ	\circ	0	\circ
Monitor or supervise your child's homework	0	\circ	\circ	\bigcirc	\circ
Ask them about their day at school	\circ	\circ	0	\circ	\circ
The staff at my child's school do all they can to make my child's school experience a good one.	n in regard to the Strongly agree	following statemen Somewhat agree	t? Neutral	Somewhat disagree	Strongly disagr
The staff at my child's school do all they can to make my child's school	Strongly agree	Somewhat agree	Neutral	Somewhat disagree	Strongly disagr
The staff at my child's school do all they can to make my child's school experience a good one.	Strongly agree	Somewhat agree	Neutral	Somewhat disagree	0
The staff at my child's school do all they can to make my child's school experience a good one.	Strongly agree	Somewhat agree	Neutral	0	0

	Excellent	Good	Fair	Poor	
Your child's classroom(s)	0	\circ	\circ	\circ	
Computer/technology access	0	\circ	\circ	\circ	
IMC/Library	\circ	\circ	\bigcirc	\bigcirc	
Gymnasium(s)	\bigcirc	\bigcirc	\bigcirc	0	
Playgrounds	\circ	\circ	\circ		
Food services	\circ	\circ	\circ	\circ	
Overall cleanliness of building(s)	0	\circ	0	\circ	
Sports fields	\bigcirc	\bigcirc	\bigcirc	\bigcirc	
2. How likely would you	recommend Germa	ntown School Distric	t to another parent loo	oking for a school	
2. How likely would you	recommend Germa	ntown School Distric Unlikely Very un	,	king for a school	
2. How likely would you neir child?	recommend Germa	(Unlikely	,	oking for a school	
2. How likely would you neir child? Very likely Likely	recommend Germa	(Unlikely	,	oking for a school	
Likely Neutral	recommend Germa	(Unlikely	,	king for a school	
2. How likely would you neir child? Very likely Likely Neutral Comment 3. Overall, how satisfied		Unlikely	likely		
2. How likely would you neir child? Very likely Likely Neutral Comment 3. Overall, how satisfied		Unlikely Very un	likely		
2. How likely would you neir child? Very likely Likely Neutral Comment 3. Overall, how satisfied istrict?		Unlikely Very un ucation your child is	likely		
2. How likely would you neir child? Very likely Likely Neutral Comment 3. Overall, how satisfied istrict? Very satisfied		Unlikely Very un ucation your child is	likely receiving through Ger		

Strongly agree	Somewhat agree	Neutral	Somewhat disagree	Strongly disagree
\bigcirc	\circ	\circ	\circ	\circ
Comment				
15. Based on signification	ant feedback from the co	mmunity about w	hat would benefit our stu	dents the most in
_	sential Success Factors	-		
and 3) know how to 0	COLLABORATE. What is	s your level of agr	eement that these Esser	ntial Success Fact
are important for your	r child to develop for his/	her life success?		
Strongly agree		Son	newhat disagree	
Somewhat agree		() Stron	ngly disagree	
Neutral				
Comment				
6. In December of 20	013, the Board directed t	he district adminis	stration to no longer use	the Common Core
	er of the Germantown Se		_	
	e - to more intentionally p	_		
=	system, which is made u	-		
_	t Card, is not supported	-		
	agreement with the scho			
nd theretore toque le	ess on the Common Core	related standard	ized testing and school r	report card rating
system?				
		O Some	ewhat disagree	
system?			ewhat disagree gly disagree	
system? Strongly agree				
Strongly agree Somewhat agree Neutral				
Strongly agree Somewhat agree				
Strongly agree Somewhat agree Neutral				

TO: Board Members TOPIC: Donations

FROM: Jeff Holmes BOARD MEETING: October 22, 2018

DATE: October 16, 2018 **AGENDA ITEM:** X.A.

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

- 1. Accept the donation of \$1,566.33 from First Bank Financial to the high school boys soccer program.
- 2. Accept the donation of automotive tools valued at \$400 from Alice Resch to the high school tech ed department.
- 3. Accept the donation of \$1,500 from Jon Friess of Helgesen Industries in Hartford to the high school metal fabrication, manufacturing, and basic welding courses.

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

TO:

All Board Members

TOPIC: Lifeguarding Course Proposal

FROM:

Brenda O'Brien

BOARD MEETING: October 22, 2018

DATE:

October 11, 2018

AGENDA ITEM: X.B.

At the February 26, 2018 Board meeting, Greg Siegert presented several course proposals for physical education beginning with the 2019-20 school year. One of the courses presented was tabled for further discussion - Lifeguarding. This course proposal is being brought back to the Board for consideration.

Students in grades 11 or 12 will have the opportunity to earn a certification through the American Red Cross as a Professional Lifeguard. This course will be capped at 15 students during any instructional period. Students will earn 0.5 credits.

Budget Impact: \$11,940 for equipment required by the American Red Cross; \$290 for each lifeguard certification (cost per staff member - we plan to train at least two staff members); \$300 and travel expenses for each Lifeguard Instructor Certification (cost per staff member - we plan to train at least two staff members)

Total budget: \$13,720

There will be a student fee of \$67 for the course.

RECOMMENDATION: Approve the Lifeguarding course beginning with the 2019-20 school year as presented.

TO:

Board of Education

TOPIC:

Teacher Contracts

FROM:

Michael Nowak

BOARD MEETING: October 22, 2018

DATE:

October 18, 2018

AGENDA ITEM:

X.C.

The administration is recommending the approval of the following limited-term contract for the 2018-19 school year.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Dawn Fulton	Dawn is the filling		Limited-Term	
First Grade Teacher	vacancy created by a	1.0	(60 Days)	\$12,632
County Line Elementary School	recent FMLA leave		(60 Days)	

RECOMMENDATION:

Approve the 1.0 FTE limited-term (60 day) contract for Dawn Fulton

at \$12,632.

TO:

Board of Education

TOPIC: Summer 2019 Choir Trip

FROM:

Joel Farren

BOARD MEETING: October 22, 2018

DATE:

October 9, 2018

AGENDA ITEM:

X.D.

The Germantown Choirs have been invited to participate in the 2019 Montreal Choral Festival from June 16th-20th in Montreal, Canada. This opportunity will allow our students to see a unique culture, in an international city, and to perform, while respecting the financial challenges of some of our students. The cost of our trip will be approximately \$1700, which is half of what it would cost to do a similar trip to Europe.

Students will be given ample opportunity to fundraise, and trip payments will be spread out throughout the year. There will be no cost to the school district, and students/faculty will not miss any school as a result of going on this adventure. Student safety is of greatest concern. We will have two faculty members on tour, and will have enough chaperones to maintain a 6:1 chaperone to student ratio. Chaperones will receive a reduced rate, as they will not be singing in the festival.

RECOMMENDATION:

Approve the travel request for choir students, faculty members, and chaperones to attend the 2019 Montreal Choral Festival from June 16-20, 2019 in Montreal, Canada.

GERMANTOWN HIGH SCHOOL

OVERNIGHT FIELD TRIP REQUEST FORM

Name of Person Completing this Form:

Jonathan Brooks

Date Submitted to Building Principal:

0/8/2018

Explanation of Field Trip:

Travel to Montreal Canada to Participate in the Montreal

Choral Festival, singing Faure's Requiem

Date Submitted to Superintendent's Office:

10/8/2018

Location of Field Trip (Be Specific):

Montreal Canada (Specific hotel TBD)

Number of Students on Field Trip:

ca. 40

Number of Advisors on Field Trip:

8

Date(s) of Field Trip:

6/16/19 - 6/20/19

BREAKDOWN OF FIELD TRIP COSTS FOR STUDENT AND FOR ADVISOR

	FOR STUDENTS			FOR ADVISORS			RS	
		Board Funding Portion		Club Funding Portion	Fu	oard nding rtion	Fi	Club inding ortion
Registration Transportation Lodging Meals Other (please list) Total Cost Total Students or Advisors from Above Cost Per Student or Advisor		40 VALUE!	\$ in \$ \$ \$ \$ \$ \$ \$ ca.	cluded 400.00 1,300.00 cluded - - - - 1,700.00 40	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$		\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	
Grand Total Cost		1,700.00	i.	VALUE! \$1,700.00 668,000.00	\$	-	\$ Directo	r Travel is

Germantown High School Choirs



Montreal Trip Proposal June 16-20 2019



Parents, Students, Administrators and Board Members,

The Germantown Choirs have been invited to participate in the 2019 Montreal Choral Festival from June 16th-20th in Montreal, Canada. During our trip will be have the opportunity to sing the masterwork "Requiem" by Gabrielle Faure under the baton of world renown conductor-music educator, Elena Sharkova, and with the Montreal Choral Festival Orchestra. This is an opportunity that our students will remember for a lifetime.

I have been looking for an appropriate travel experience for our choir students for some time. This opportunity will allow our students to see a unique culture, in an international city, and to perform a truly great piece of music, while respecting the financial challenges of some of our students. The cost of our trip will be approximately \$1700.00, which is half of what it would cost us to do a similar trip to Europe, while gaining the international travel experience that is so important for our students.

Students will be given ample opportunity to fundraise, and trip payments will be spread out throughout the year. There will be no cost to the school district, and students/faculty will not miss any school as a result of going on this adventure.

Student safety while on tour is of my greatest concern. We will have two faculty members on tour, and will have enough chaperones to maintain a 6:1 chaperone to student ratio. Chaperones will receive a reduced rate, as they will not be singing in the festival.

I strongly urge you to consider approving this trip, and allowing our wonderful singers to participate in this once-in-a-lifetime musical experience.

Thank you,

Jonathan Brooks