

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

**November 12, 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 22, 2018 Board of Education
 - B. November 5, 2018 Board of Education
- V. Reports and Information Items
 - A. Student Representative Report
 - B. CAPP Program for World Languages
 - C. Sponsor Acknowledgement Update
- VI. Insurance Committee
 - A. Discussion and action to approve employee dental insurance renewal.
 - B. Discussion and action to approve employee wellness program.
 - C. Update on remaining items discussed at November 1, 2018 committee meeting.
- VII. Building Committee
 - A. Discussion and action to approve construction change orders over \$25,000.
 - B. Discussion and possible action regarding Intergovernmental Agreement with Village of Germantown.
 - C. Update on remaining items discussed at the November 12, 2018 meetings.
- VIII. New Business
 - A. Discussion and action to approve donations
 - B. Discussion and action to approve high school overnight travel request.
 - C. Discussion and action to approve Resolution Authorizing a Taxable Tax and Revenue Anticipation Promissory Note for Cash Flow Purposes in an Amount Not to Exceed \$5,000,000.
 - D. Discussion and action to approve winter and spring co-curricular coaching contracts.
 - E. Discussion with possible action regarding Performing Arts Center Coordinator.
- IX. Adjourn

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
October 22, 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 7:08 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Barney – yes, Spies – yes, Larson - yes.
2. Motion by Larson, second by Barney to approve the agenda. Motion carried.
3. Motion by Larson, second by Spies to approve the October 8, 2018 Board of Education meeting minutes. Motion carried.
4. Director of Teaching and Learning Brenda O'Brien provided a summer school 2018 update.
5. Director of Human Resources Mike Nowak presented an updated enrollment report.
6. Insurance Committee Chair Tom Barney updated the Board on the status of employee health insurance renewals. A survey is being sent to eligible staff. Insurance Committee will likely meet again prior to the next Board of Education meeting.
7. Positive recommendation from Insurance Committee to approve the renewal of existing ancillary lines of insurance benefits for 2018-2019. Motion carried.
8. Mike Nowak updated the Board on the reduction of cash-in-lieu amounts to a uniform \$4,500 beginning January 1, 2019 and possible future reductions.
9. Building Committee Chair Brian Medved updated the Board on discussions that took place at the committee meeting prior to the Board meeting, including ongoing projects and Owner's Group approvals, and indicated that no change orders were brought forward. The next Building Committee meeting will be November 12, 2018.
10. Recommendation from Finance Committee to approve the bid from Milwaukee Plate Glass for replacement of the high school entrance #33 doors, door frame, and hardware at a cost not to exceed \$17,607 funded through the appropriate accounts in the General Fund 10 maintenance budget. Motion carried.
11. Recommendation from Finance Committee to approve the 2018-2019 final budget and tax levy and adjust the accounts as appropriate for final submission to the Department of Public Instruction as required and certify the tax levies to the municipalities accordingly. Motion carried.
12. The Board reviewed the draft parent survey and provided suggestions for modifications. The changes will be implemented for final review and approval at a special meeting scheduled for November 5, 2018.
13. Motion by Barney, second by Spies to accept the donation of \$1,566.33 from First Bank Financial to the high school boys soccer program, accept the donation of automotive tools valued

at \$400 from Alice Resch to the high school tech ed department, and 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. Motion carried.

14. Motion by Loth, second by Medved to approve the implementation of a lifeguarding course beginning with the 2019-2020 school year. Motion carried.
15. Motion by Spies, second by Borden to approve the 1.0 FTE limited-term contract for Dawn Fulton at \$12, 632. Motion carried.
16. Motion by Larson, second by Spies to approve the travel request for high school choir students, faculty members, and chaperones to attend the 2019 Montreal Choral Festival, June 16-20, 2019 in Montreal, Canada. Motion carried.
17. Motion by Larson, second by Spies to adjourn. Motion carried.
18. Board President Soderberg declared the meeting adjourned at 7:57 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
November 5, 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 4:30 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Barney – yes, Spies – yes, Larson - yes.
2. Motion by Larson, second by Borden to approve the agenda. Motion carried.
3. Motion by Larson, second by Barney to approve the final draft of the parent survey for distribution. Motion carried.
4. Recommendation from Finance Committee to approve switching to WEA Insurance for district health insurance effective January 1, 2019. Motion carried.
5. Motion by Larson, second by Spies to adjourn. Motion carried.
6. Board President Soderberg declared the meeting adjourned at 4:50 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: All Board Members

TOPIC: CAPP Course Proposal

FROM: Brenda O'Brien

BOARD MEETING: November 12, 2018

DATE: October 29, 2018

AGENDA ITEM: V.B.

The Cooperative Academic Partnership Program (CAPP) through the University of Wisconsin - Oshkosh creates an opportunity for students to be awarded retroactive college credits upon successful completion of high school courses. The CAPP program offers an affordable way for high school students to earn concurrent high school and college credit. The first page of the attachment outlines the process for earning college credit in a foreign language. The second page of the attachment explains the differences between a CAPP course and an Advanced Placement (AP) course - another opportunity for students to earn college credit for classes taken in high school.

Mr. Torrey Lauer, Spanish Teacher at Germantown High School, has become certified to teach a CAPP Spanish course at the high school. The outline of the proposed syllabus for the course is attached.

The budget for this class includes the costs associated with purchasing reading materials. This would be a start-up cost and would not recur until updated materials or replacements need to be purchased.

The cost for this proposed five college credit course is \$450 (\$90 per credit). This fee would be paid by the students who enroll in the course.

RECOMMENDATION: For information only. This proposal will be taken to IIC on November 14 and will be brought back to the Board for approval. Mr. Lauer will be attending the November 26 meeting to present the details of the proposal and answer any questions.

Foreign Language Retroactive Credit Policy for Cooperative Academic Partnership Program

Retroactive credits may be awarded to students who successfully complete a foreign language course (Spanish, French, German, or Japanese) taught at the University Wisconsin Oshkosh per the Department of Foreign Languages and Literatures Retroactive Credit and Advanced Placement Policies (10/9/91). To earn this credit a student must:

- A. Be placed in a course above the beginning level on the basis of one of the following:
 1. previous language study (one year high school = one semester university, i.e., student who has completed one year of high school study should enroll in second semester).
 2. Foreign Language Placement Examination results. (Examination is administered by UW Oshkosh Testing Center, Polk 2)
 3. consent of course instructor in consultation with UW Oshkosh faculty liaison.
- B. **AND** earn a grade of B or better in the course where he/she is placed.

Retroactive credit will be granted as follows:

French, German, and Spanish

Complete 204 = 11 retroactive

204	5 credits
110	4 credits
111	4 credits
203	3 credits
TOTAL	16 credits

Complete 204 and 312 = 11 retroactive

204	5 credits
312	5 credits
110	4 credits
111	4 credits
203	3 credits
TOTAL	21 credits

Japanese

Complete 211 = 12 retroactive

211	5 credits
110	4 credits
111	4 credits
210	4 credits
TOTAL	17 credits

Complete 211 and 310 = 12 retroactive

211	5 credits
310	5 credits
110	4 credits
111	4 credits
210	4 credits
TOTAL	22 credits

NOTES:

1. If student receives a grade of D- to a B- in the designated placement course, he/she will receive credit for the course taken, but will earn no retroactive credits. The same course may be taken a second time, and retroactive credits will be granted if a grade of B or better is achieved.
2. A student must earn a B or better in 204 (211 for Japanese) in order to take 312 (310 for Japanese). 310 and 312 are worth 5 credits.
3. No grade is given for the retroactive credits on the student's transcript since the UW Oshkosh courses were not taken. Please allow four to five weeks after grades have been posted to request official transcripts to allow the retroactive credits to be applied. Please view your unofficial transcript in TitanWeb first to guarantee they have been applied before requesting your official transcript. An official transcript must be requested and sent to your college in order to transfer credits. <http://www.uwosh.edu/capp/students/request-transcript>
4. Most UW schools and many private institutions will accept these retroactive credits. Please check with the college's Admissions and/or Foreign Language department. Private institutions may grant credit based upon their own criteria.

Comparison of Cooperative Academic Partnership Program (CAPP) & Advanced Placement (AP)

	Cooperative Academic Partnership Program (CAPP)	Advanced Placement (AP)
Student Requirements	<p>Junior or senior students must meet <u>one</u> of the following requirements to be eligible to enroll:</p> <ul style="list-style-type: none"> • Class rank in top 25 percent or • GPA of at least 3.25 on a 4.0 scale or • ACT of 24 or higher <u>and</u> class rank in top 50 percent <p>Instructors can make recommendations for students exceptional in that area, but not meeting the requirements.</p>	Any student who takes an AP course and/or exam
Type of course	<ul style="list-style-type: none"> • University course listed in official course catalogue, syllabus reviewed by university department faculty • Students held to same standard of achievement as university • Both UW Oshkosh and CAPP are accredited (by North Central Association of Colleges and Schools and National Alliance of Concurrent Enrollment Partnerships respectively) • Offers 56 different courses and growing 	<ul style="list-style-type: none"> • Curriculum suggested, syllabus reviewed by Development Committee • College-level course taught in high school to prepare student for AP national exams • Supported by College Board • Offers 34 different courses and 24 different exams
Credit Earned	<ul style="list-style-type: none"> • Student earns college and high school credit immediately upon successful completion of the course • Credit appears on official UW Oshkosh transcript • Multiple and varied assessments throughout course • Almost all CAPP students, 99%, earn credit for course • Credit recognition by most of the 2,500 colleges in U.S. • Majority of credit recognition is for actual college courses (versus general elective) • Retroactive credits granted for Foreign Language students earning a B or better (earning up to 16 credits with course) 	<ul style="list-style-type: none"> • Earn high school credit and grade based on performance in a high school course • College credit based on summative assessment • Score of 4 or 5 generally needed for exemption or credit at colleges & universities. Occasionally 3 accepted for general elective credit. • According to the College Board, the Wisconsin average score was 3.13 (2012 data). • Wisconsin DPI reported that 20.6% of students taking the AP Exam earn a passing score (3 or higher). • Transferable to some schools that will not take dual credit (Harvard, Notre Dame, Wabash, etc.) • Many private schools beginning to reject AP credit
Parent & Student Support	<ul style="list-style-type: none"> • Assistance with transfer issues, registration, and general questions • Exposure to college: Campus visits, faculty visits, email access, computer learning environment supports, etc. • Access to on campus resources (Polk Library) • Access and borrowing privileges at other UW System libraries 	<ul style="list-style-type: none"> • None
Cost to student	Student fees are \$90 per credit (compared to more than \$300 with fees for UW on campus courses)	Approximately \$90 or more per exam and no guarantee of college credit
Teacher Qualifications	<ul style="list-style-type: none"> • High school teachers who have been approved by the university academic department • Qualifications are set by university academic department - must have Master's degree • Discipline-specific professional development with post-secondary faculty required for NACEP accreditation 	<ul style="list-style-type: none"> • High school teachers selected by the high school • No educational or professional background requirements set by AP • Participation in workshops and conferences strongly encouraged but not required
Teacher Support	<ul style="list-style-type: none"> • Training sessions and mentoring from university professor at no expense to teacher required for NACEP accreditation • Annual professional development workshop at no expense to teacher • Teacher appointed Adjunct Lecturer at UW O • Classroom visit from UW O faculty every semester during the time the course is taught • UW O graduate course reimbursement • Professional development funds available each year • University resources and programs available • Cost = none 	<ul style="list-style-type: none"> • Workshop taught by college professor: workshop fee charged due to Educational Testing Service • Participation in workshops and conferences encouraged but not required • Online training, consultants available • Cost = AP workshop fee, unless school pays
School Support	<ul style="list-style-type: none"> • Direct connection to UW Oshkosh • Professional development opportunities to assist teachers finish degree in order to teach CAPP • Clearinghouse for information about university, state level, & national level issues • Guarantee of program quality through national accreditation of National Alliance for Concurrent Enrollment Partnerships (NACEP) • Cost = One day's substitute pay for teachers attending the annual workshops and transportation for campus visits 	<ul style="list-style-type: none"> • Student test scores validate student ability; no validation for program as a whole • Cost = None, unless school elects to pay teacher AP workshop fees
Benefits to School	<ul style="list-style-type: none"> • Collegial connections and program articulation between high school and college • Save on Youth Options (YO) costs • Provide the most competitive opportunities for your students and make your district more attractive to outside students due to rigor and unique programming 	<ul style="list-style-type: none"> • Provide opportunities for your students

Germantown High School
World Languages Department
Spanish V or VI/204 Intermediate Structures and Expressions

Syllabus In-Progress

Instructor:
Classroom:
Office Hours:
Email:

Credit: 5 college credits @
\$90/credit
(\$450 student fee)

Required texts: Either *Enfoques*, *Curso de gramática avanzada del español* or *Lecturas avanzadas*:
Spanish AP Reader

A novel to be used each semester/full School year:

La Celestina

Don Juan Tenorio

El burlador de Sevilla

A short story to be used in each unit that may include:

Un día de estos (Gabriel García Márquez)

Casa tomada (Julio Cortázar)

Carta a una señorita en París (Julio Cortázar)

Axolotl (Julio Cortázar)

La noche boca arriba (Julio Cortázar)

Continuidad de los parques (Julio Cortázar)

Optional: Spanish monolingual dictionary (<http://dle.rae.es/?w=diccionario>)

Description: The Spanish V class is a CAPP course through UW-Oshkosh that allows students to experience a university course's rigor, coursework and commitment. The course will focus on grammars such as tense and mood as well as exploring short stories and one novel. Reading, according to Dr. Krashan, is the number one way to acquire a second language, and to this end, the short stories and the novel will be the platform from which we study the advanced grammar of the course.

To demonstrate new acquisition of Spanish, students will complete several compositions, an oral assessment, quizzes, tests and end-of-semester exams.

Students are expected to come to class prepared with homework completed, speaking in Spanish only, and class materials (texts, notebook, binder, folder, dictionary, pens, pencils). Pop quizzes may be given. Unit quizzes and tests will be announced within three days of the assessment. A twice to thrice weekly quiz on the short story or novel should be expected.

Students are expected to use Spanish outside the classroom including reading a book checkout from the Germantown Community Library, watching a TV series in Spanish without English subtitles, reading Spanish-language newspapers (ie: www.elpais.com), a language exchange, tutoring lower level Spanish-learners, volunteering with La Casa de Guadalupe, UMOS, etc.

Tutoring

If a student needs additional help, he or she should come for tutoring. Tutoring will start at 2:30pm and end at 3:15pm on Thursdays. If you do not drive yourself, you will need to make arrangements for someone to pick you up. If a student cannot attend tutoring, he or she may always email me with any questions. Keep in mind that I do have other responsibilities after school, but I will always try my hardest to respond at my first opportunity.

Expectations and Rules

- Follow all administration and building rules for Germantown High School.
- Per GHS Policy and the Cell Phone Policy in the Student Handbook electronics are **not** permitted to be used in class. If they are used during class for any reason the consequences listed in the Student Handbook will be followed.
- Come to class on-time and **be seated** when the bell rings. Once the door is closed, students are not permitted to enter without late pass from attendance office.
- Passes are not issued during class (unless an emergency). Use the restroom during the transition between classes.
- No food or beverages, except for water bottles, are allowed in the classroom.
- Water bottles must be filled before during transition. Passes to fill water bottle during class will not be permitted.
- Coats or jackets are not allowed in the classroom. Bring a sweater, sweatshirt or hoodie if you find the need, and bring it with you to class. Passes to your locker to retrieve such items will not be permitted.
- Bring everything you need for class, including packets of Kleenex, hand sanitizer, etc.
- Backpacks, briefcases, purses or other similar items are not permitted in classrooms. Store them in your locker.
- Start warm-up and follow onboard instructions.
- Always bring your supplies to class such as: at least one (1) pencil or pen every day, notebook or loose leaf paper for notes, a folder or binder for class notes and papers.
- Take notes in your notebook every day.
- Speak to the teacher and classmates in **Spanish only**, even before the bell rings. Speaking any language other than Spanish in class will result in a lower participation grade.

- Complete written work and assessments in Spanish, unless instructed otherwise.
- Participate in all class activities in a courteous manner.
- Computer translation programs are **not allowed**. You may use a printed dictionary, the textbook's glossary, or www.wordreference.com outside of school hours.
- All work must be done **by you** without the use of an online translator. All students are expected to follow academic honesty policy. Using a computer or online translation tool/program constitutes cheating and goes against any academic policy. Assignments completed and turned in from plagiarism (copying verbatim, copying others' ideas in your own words without citing it) or self-plagiarism (ie: using a translator to translate your own sentences from English to Spanish) will receive a zero on the work (ie: work may be homework, project, essay, journal entry, quizzes, tests, exams, or any other means of classwork), parents notified, ineligible for letters of recommendation from GHS faculty, Office referral, and if happens again, will receive a F and removal from class the rest of the semester.

Assessments

Students will be assessed in a number of ways. These assessments demonstrate your mastery in the language according to the objectives of the unit. Assessments may be unit tests, a section quiz, written and oral presentations, a video or an activity from a class period assigned activity. Quizzes will be given bi-weekly in addition to end-of-unit summative assessments. Quizzes may be on a grammatical point and/or on the reading.

Make-up tests must be scheduled the first day returning to back to school, and must be completed within one week of missing the test. If the assessment is a project, the student will have the same one week to complete the assessment, but it will need to be scheduled after school within the one week make-up window. I will communicate in class the date of all assessments, and will try to communicate the assessment date by emailing it to students and parents, texted out through the remind.com program (Don't forget to sign up!), or posted on Google Classroom. Make-ups outside of this timeframe are not permitted unless an excused absence is in the system, **no exceptions**. Please note, homework counts as part of your grade; Therefore, it is in your best interest to do all the homework on time.

Attendance

Attendance and tardiness greatly interfere with one's ability to learn and be successful. It is expected that you be in your seat ready to learn, and starting the warm-up when the bells rings. Late work, including assessments, is not accepted due to an unexcused absence. If you are absent, it is **YOUR RESPONSIBILITY** to find out what you missed from another student and make it up as soon as possible. At a minimum, attendance directly affects your participation grade. If you are not in class, you are not able to earn a participation grade. Participation cannot be made up. If you miss class, for any reason, excused or unexcused, participation cannot be made up. As a young person learning to take on adult responsibilities, this is a responsibility that is critical to understand, learn and accept. This responsibility directly transfers to future jobs, as companies expect that you be at work on-time every day you are scheduled. High school is your current job. Take it seriously.

Homework

Homework is due at the start of class. It may not be worked on during class, either at the start of, during or at the end of class. If homework is not completed at the start of class, a zero will be given. Students who accurately complete it and turn it in before the unit assessment may earn up to 70 percent.

Spanish in the Classroom

As all levels of Spanish at Germantown High School are taught through immersion, the same is true for Spanish CAPP courses. As expected in all levels of Spanish in Germantown High School, students are expected to use Spanish only in the classroom. This includes speaking to classmates and the teacher in Spanish. As an upper level Spanish course, the use of Spanish is required at all times. It is also expected that when someone else, student or teacher, is speaking, that you actively listen. A critical skill to learn is to listen attentively and to respond appropriately.

Topics

As an upper level Spanish course, the course prepares you to listen, comprehend, read, produce and think critically in Spanish about topics that some may consider sensitive. As such, it is absolutely vital and expected that everyone respect each other's opinions. This course may challenge beliefs, but the course is graded, not on what you think, but how you use the Spanish language. Grammatically accurate verbal and written responses demonstrate your mastery and proficiency in Spanish. The instructor will serve as a moderator only and not take sides on sensitive topics. Students may be expected to debate a topic and may be assigned a particular side of the debate that is against their beliefs. This is similar to a "debate club" in that one is to argue the side they are assigned based on the evidence and research, and under no circumstance is it expected or graded on whether a student changes his or her belief. This is not the purpose or goal of the debate, research or discussion activity. Students may not change sides, and failure to debate the side assigned will result in a zero. Again, the purpose of such an activity is to use Spanish language to debate, discuss and write, according to ACTFL national standards.

Schedule:

Term 1 Textbook pages

Capítulos Preliminar - 2

Activities

Homework

Grammar points

Los ámbitos temporales

El aspecto progresividad

El aspecto perfectividad

El contraste entre el pretérito y el imperfecto

Contraste entre ser y estar

Composition

Readings

Term 2 Textbook pages

Capítulos 3-4

Activities

Homework

Grammar points

Los modos verbales

El subjuntivo en cláusulas dependientes nominales

El subjuntivo en cláusulas dependientes adjetivales

El subjuntivo en cláusulas dependientes adverbiales

El subjuntivo en las oraciones condicionales

La regla de la secuencia de tiempos

Pronombres de sujeto

Pronombres de objeto directo

Pronombres de objeto indirecto

La colocación y la secuencia de los pronombres de objeto

Los pronombres de objeto de una preposición

Notas adicionales: léismo, agente, paciente y dativo de interés

Composition

Readings

Term 3 Textbook pages

Capítulos 5-6

Activities

Homework

Grammar points

Los reflexivos

El se accidental

El se en construcciones de significado pasivo

El se en construcciones de significado impersonal

Falta de mención del agente; otras formas impersonales

Las preposiciones

Preposiciones de sentido vago: a

Preposiciones de sentido vago: de

Preposiciones de sentido vago: en

Las preposiciones por y para

Composition

Readings

Term 4 Textbook pages

Capítulos 7-9

Activities

Homework

Grammar points

La coordinación, la subordinación y las comparaciones

Las conjugaciones coordinantes

Las conjugaciones subordinantes

Las conjugaciones comparativas
 Los conectores pragmáticos
 Las cláusulas relativas: tipos
 Los conectores relativos: pronombres
 Los conectores relativos: adjetivos y adverbios
 Los participios
 Sustitución de la cláusula relativa por un adjetivo
 El uso del diccionario bilingüe
 El uso del diccionario monolingüe
 Formas españolas correspondientes al gerundio inglés
 El uso de los adjetivos
 Factores extratextuales, registros, diferentes estilos

Composition
 Readings

Grade scale: GHS

UWO

A	93-100	93-100
A-	90-93	90-93
B+	88-89	88-89
B	83-87	83-87
B-	80-82	80-82
C+	78-79	78-79
C	73-77	73-77
C-	70-72	70-72
D+	68-69	68-69
D	63-67	63-67
D-	60-62	60-62
F	0-59	0-59

Grade Breakdown: Exams	40%
Tests	20%
Homework/Quizzes/Pop-quizzes	10%
Research paper	20%
Participation and Preparation	10%

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Dental Insurance Renewal
FROM: Michael Nowak **BOARD MEETING:** November 12, 2018
DATE: November 8, 2018 **AGENDA ITEM:** VI.A.

As a follow-up to recent discussions about ancillary lines of insurance, we have received information regarding a renewal with Delta Dental. The increase for dental insurance for the 2019 plan year is 2.5%. The Insurance Committee supported a 93% employer / 7% employee contribution to the premium cost.

RECOMMENDATION: Approve the 2019 dental insurance renewal with Delta Dental.

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	District Wellness Program
FROM:	Michael Nowak	BOARD MEETING:	November 12, 2018
DATE:	November 8, 2018	AGENDA ITEM:	VI.B.

At a meeting of the Board of Education on September 12, 2018, a document was provided which summarized wellness offerings and expectations for Germantown School District employees during the 2018 plan year. Employee participation in these events serves as the requirement for insured staff members to receive the wellness incentive benefit. With the recognition that there is potential benefit for everyone, the events are open to non-insured staff members as well.

The Insurance Committee supported a wellness incentive benefit for the 2019 health insurance plan year that would require employees to complete biometric screening, a health-risk assessment, a district wellness activity, and two additional wellness activities in order to receive the wellness incentive benefit. The Wellness Committee is engaged in the process of designing wellness offerings for the current school year and intends to publicize activity options for employees in the near future.

RECOMMENDATION: Pending discussion by the Board of Education.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Construction Change Order Items
Over \$25,000

FROM: Ric Ericksen **BOARD MEETING:** November 12, 2018

DATE: November 7, 2018 **AGENDA ITEM:** VII.A.

BC Agenda Item: VII.A.1

Board Governance:

Recent action by the Board of Education requires change orders exceeding \$25,000 to come to the full board for approval.

CD Smith has informed me that as of this date there are not any to act on, however, it could be the case that an item(s) could be brought the day of the meeting most likely due to an emergency.

Recommendation to the Board of Education from the Building Committee:

Pending discussions at the Building Committee, the Building Committee brings forward to the Board of Education with a positive recommendation to approve the change orders presented below:

Background:

Building Committee members and CD Smith officials will help in the explanation of this change order.

Change Order # - NONE

Attachment(s):

CD Smith change order(s) detail.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Intergovernmental Agreement
(IGA)

FROM: Ric Ericksen

BOARD MEETING: November 12, 2018

DATE: November 7, 2018

AGENDA ITEM: VII.B.

BC Agenda Item: VI.C.

Jeff will lead discussions.

Recommendation to the Board of Education from the Building Committee:
Pending discussions at the Building Committee.

Background/Attachment(s):
None

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Donations

FROM: Jeff Holmes

BOARD MEETING: November 12, 2018

DATE: November 7, 2018

AGENDA ITEM: VIII.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 an Apple iPad and Moko Keyboard Case (value unknown) to Stephanie Braun's Rockfield classroom via Donors Choose.
2. Accept the donation of \$10,000 from the Brady Corporation for tech ed equipment at Germantown High School.

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

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Travel Request AP History
FROM: Joel Farren **BOARD MEETING:** November 12, 2018
DATE: November 7, 2018 **AGENDA ITEM:** VIII.B.

High School Social Studies teacher Michael Pfeiffer has submitted a travel request for past or current AP History/AP European History students to travel to Paris and Rome June 13 – 20, 2019. Mr. Pfeiffer and at least one parent will accompany the students as chaperones. All costs will be paid by the participants.

RECOMMENDATION: Approve the travel request for high school AP History/AP European History students and chaperones to travel to Paris and Rome June 13-20, 2019.

GERMANTOWN HIGH SCHOOL

OVERNIGHT FIELD TRIP REQUEST FORM

Name of Person Completing this Form:

Michael Pfeiffer

Date Submitted to Building Principal:

11/2/2018

Date Submitted to Superintendent's Office:

Explanation of Field Trip:

8 day tour of Paris and Rome. This tour is a voluntary enrichment activity open to students that are or have taken either AP US History or AP European history. The trip and all costs are being paid for by the traveling students and their families.

Location of Field Trip (Be Specific):

See Attached Material for detailed itineray. Day 1 Travel to Paris. Paris 2-5 days, Rome days 5-8 return from Rome Day

Number of Students on Field Trip: 6 and 1 parent

Date(s) of Field Trip: June 13-June 20 2018

Number of Advisors on Field Trip: 1

BREAKDOWN OF FIELD TRIP COSTS FOR STUDENT AND FOR ADVISOR

	FOR STUDENTS		FOR ADVISORS	
	Board Funding Portion	Club Funding Portion	Board Funding Portion	Club Funding Portion
Registration	\$ -	\$ -	\$ -	\$ -
Transportation	\$ -	\$ -	\$ -	\$ -
Lodging	\$ -	\$ -	\$ -	\$ -
Meals	\$ -	\$ -	\$ -	\$ -
Other (please list)	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Total Cost	\$ -	\$ -	\$ -	\$ -
Total Students or Advisors from Above	6 and 1 parent	6 and 1 parent	1	1
Cost Per Student or Advisor	#VALUE!	\$3,721.00	\$ -	\$4,071
Grand Total Cost	\$ -			



Paris & Rome

explorica.com/Pfeiffer-246

June 13 - June 20, 2019

Day 1 Start tour

Day 2 Bonjour Paris

Meet your tour director and check into hotel
Paris city walk: Île de la Cité, Notre Dame Cathedral visit, Île St. Louis, Latin Quarter visit
Dinner in Latin Quarter

Day 3 Paris landmarks

Paris guided sightseeing tour: Arc de Triomphe, Champs-Élysées, Eiffel Tower, Champ de Mars, École Militaire, Les Invalides, Conciergerie, Tuileries, Place Vendôme, Opera House
Crêperie dinner
Optional Versailles guided excursion : State Apartments, Hall of Mirrors, Gardens of Versailles

Day 4 The art of Paris

Louvre visit
Montmartre tour director-led sightseeing
Seine River cruise

Day 5 Paris--Rome

Musée d'Orsay visit
Lunch
Overnight train to Milan

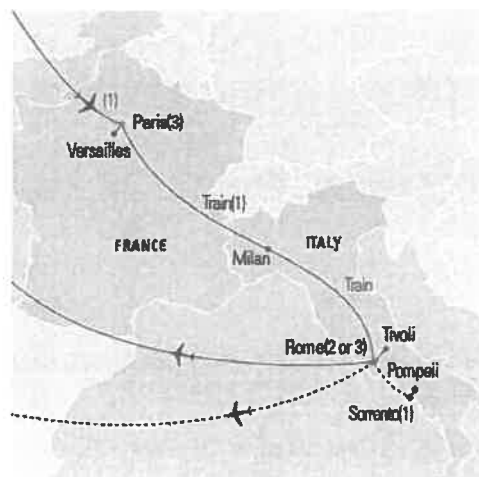
Day 6 Rome landmarks

Rome city walk: Spanish Steps, Trevi Fountain, Pantheon, Piazza Navona
Optional Tivoli guided excursion

Day 7 Rome

Rome guided walking sightseeing tour with Whisper headsets: Vatican Museums & Sistine Chapel visit, St. Peter's Basilica visit, Colosseum visit, Piazza Venezia, Forum Romanum visit
Authentic trattoria dinner

Day 8 End tour



Reserve your Spot!



Tour Center ID: Pfeiffer-2463
Registration deadline: September 21, 2018

What's included

We provide everything you need for a remarkable trip:

- Round-trip airfare
- 5 overnight stays (7 with extension) in hotels with private bathrooms
- 1 overnight stay in couchette sleeping berths
- Full European breakfast daily
- Dinner daily
- Full-time services of a professional Tour Director
- Guided sightseeing tours and city walks as per itinerary
- Visit to select attractions as per itinerary
- Guided sightseeing tours with high-tech headset as per itinerary
- Tour Diary™
- Note: On arrival day only dinner is provided; on departure day, only breakfast is provided
- Note: Tour cost does not include airline-imposed baggage fees, or fees for any required passport or visa. Please visit our Fees FAQ page for a full list of items that may not be included in the cost of your tour.

Tour investment

Students (travelers under the age of 23): \$3,721
Adults (age 23 and over): \$4,071

Price reflects savings of \$100 scholarship. Sign up by 9/21/2018 and enter code Pfeiffer2019 in order to take advantage of this limited-time offer!

Automatic monthly payment plan

Pay just \$50 upon enrollment and the balance will be divided into equal monthly payments, charged automatically to your credit card or checking account. As of July 19, 2018, your monthly payment would be just \$407.89.

Manual plan also available; learn more on explorica.com/paymentplans.

Travel protection

Most Explorica travelers protect their investment with one of our trusted plans, starting from just \$12 per day. To learn more, visit explorica.com/cfar.

Enroll online,
by phone, or by mail



explorica.com/Pfeiffer-2463



1.888.310.7121



Download and complete
a paper application on
explorica.com/resources



145 Tremont Street
Boston, MA 02111

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Line of Credit Resolution
FROM: Ric Ericksen **BOARD MEETING:** November 12, 2018
DATE: November 7, 2018 **AGENDA ITEM:** VIII.C.

Recommendation to the Board of Education:

Adopt the resolution as presented.

Background:

This topic was discussed at the last finance committee meeting – attached.

Due to the current analysis, I needed to bring this directly to the Board of Education.

Current cash flow estimates indicate a need for the November 30 payroll cycle – attached.

The district bond counsel has provided and reviewed the JP Morgan chase documents that are attached and all is in order – the credit commitment is attached. This extract of the full set of closing documents captures the salient points of the resolution (which will be brought to Monday's meeting).

Attachments:

All appropriate documents as described above.

			Cummulative
Chase & LGIP-01 book balance @ 10/31/18:	1,292,916.99	formula	1,292,916.99
			1,292,916.99
			1,292,916.99
			1,292,916.99
			1,292,916.99
11/5 Sept Food Service Aid	24,129.50		1,317,046.49
			1,317,046.49
			1,317,046.49
			1,317,046.49
11/15 PR	(1,230,000.00)	estimated	87,046.49
11/15 AP	(380,000.00)	estimated	(292,953.51)
11/15 IDEA Claim Payment	104,186.23		(188,767.28)
Nov Site Receipts	18,875.00	estimated	(169,892.28)
			(169,892.28)
11/19 Spec Ed Aid	250,000.00	estimated	80,107.72
11/28 Oct Food Service Aid	30,000.00	estimated	110,107.72
Nov Food Service	100,315.00	estimated	210,422.72
11/30 PR	(1,100,000.00)	estimated	(889,577.28)
11/30 AP	(950,000.00)	estimated	(1,839,577.28)
11/30 WRS	(306,740.02)		(2,146,317.30)
			(2,146,317.30)
12/3 Equalization Aid	2,700,000.00	estimated	553,682.70
12/14 PR	(1,100,000.00)	estimated	(546,317.30)
12/14 AP	(380,000.00)	estimated	(926,317.30)
12/17 Spec Ed Aid	250,000.00	estimated	(676,317.30)
Dec Site Receipts	14,353.00	estimated	(661,964.30)
Dec Food Service	72,500.00	estimated	(589,464.30)
12/28 PR	(1,120,000.00)	estimated	(1,709,464.30)
12/28 AP	(900,000.00)	estimated	(2,609,464.30)
12/30 WRS	(295,000.00)	estimated	(2,904,464.30)
12/28 Nov Food Service Aid	30,000.00	estimated	(2,874,464.30)
Jan Site Receipts	5,425.00	estimated	(2,869,039.30)
Jan Food Service	32,345.14	estimated	(2,836,694.16)
1/15 PR	(1,100,000.00)	estimated	(3,936,694.16)
1/15 AP	(380,000.00)	estimated	(4,316,694.16)
1/15 Tax Levy	14,000,000.00	estimated	9,683,305.84

GERMANTOWN SCHOOL DISTRICT

TO: Finance Committee

FROM: Ric Ericksen, Director of Business & Auxiliary Services

AGENDA ITEM: VI.B. – 2018/2019 Cash Flow Review

Reported at the October 22 FC meeting:

Current Update

Everything that was reported previously still stands, except that I added \$20,000 to the final budget for interest expenses.

I will be meeting with Chase Bank officials on October 31st to discuss line-of-credit options.

Below was reported previously

A review of our cash flow needs reveals a possible short fall \$2.0 - \$3.0 million. This could occur as early as mid-November.

I will likely bring a more comprehensive analysis to the October 22, 2018 Finance Committee meeting.

Strategies include the issuance of TRANS (tax & revenue anticipation notes) and bank line-of-credit or short-term loan.

Strategies that may not be considered. Using funds available in the debt or construction funds (bank accounts).

The preliminary adopted budget does not include a budgeted amount in the category of short term interest expense.

ATTACHMENT(S): None.

RECOMMENDATION: None.

**CREDIT COMMITMENT FOR
GERMANTOWN SCHOOL DISTRICT**

JPMorgan Chase Bank, N.A. (the "Bank") is pleased to provide Germantown School District (the "Borrower") with a financing Commitment for a Taxable Revolving Line of Credit for \$5,000,000.00 (the "Commitment"). This Commitment is subject to the acceptance by the Borrower of the following terms and conditions.

Taxable Revolving Line of Credit

<u>Borrower:</u>	Germantown School District
<u>Type of Credit:</u>	Taxable Revolving Line of Credit
<u>Loan Amount:</u>	\$5,000,000.00
<u>Purpose:</u>	Working Capital: Immediate expenses of operating and maintaining the public instruction during the Borrower's fiscal year.
<u>Interest Rate:</u>	1 Month Libor + 1.10% [which rate will be adjusted monthly on the 1st day of the month].
	Notwithstanding the foregoing, at no time during the loan term shall the interest rate exceed 8%. In addition, in no event will the interest rate exceed that permitted by any applicable law. Interest shall be payable from the day any amount is drawn on the Taxable Revolving Line of Credit. Interest shall be payable at the time any disbursement or draw is repaid
<u>Loan Fees:</u>	The Bank will assess an undrawn fee of 20 basis points (.20%) on the Unused Loan Amount.
<u>Interest Basis:</u>	Actual/360
<u>Closing Date:</u>	November 14 th , 2018
<u>Disbursements/ Draws:</u>	The Taxable Revolving Line of Credit is revolving so principal can be drawn and repaid in any amount(s) and/or at any time(s) during the term of the loan provided that no draw on the Taxable Revolving Line of Credit may be made after January 17 th , 2019.
<u>Closing Costs:</u>	The Bank will not assess any closing costs.

- Collateral:** The Borrower shall pledge taxes for operation and maintenance of the Borrower heretofore levied and other available current fiscal year revenues, including state aids (the "Revenues"), sufficient to pay the Taxable Revolving Line of Credit, together with the interest thereon, when due. The Revenues shall be deposited in a special fund.
- Maturity/Term:** On January 17th, 2019 (the "Maturity Date") the entire principal balance outstanding plus all accrued and unpaid interest is due on the Maturity Date.
- Amortization:** N/A
- Prepayment:** The Taxable Revolving Line of Credit may be repaid in whole or in part at any time without penalty.
- Conditions:** The Taxable Revolving Line of Credit shall be subject to the following requirements:
- (1) The School Board of the Borrower approves a resolution (the "Resolution") authorizing temporary borrowing pursuant to Section 67.12(8)(a)(1), Wisconsin Statutes at a lawfully called and conducted meeting.
 - (2) Quarles & Brady LLP, Bond Counsel to the Borrower, gives an approving legal opinion stating that the Taxable Revolving Line of Credit has been lawfully authorized and is a valid and enforceable obligation of the Borrower in accordance with its terms (subject to reasonable exceptions relating to the rights of creditors)
 - (3) A transcript of proceedings (including certifications from the Borrower as to its budget for the current fiscal year, including its tax levy and anticipated state aids, a no-litigation certification and certifications confirming the name and titles of the officers of the borrowing and confirming that all of the loan documents were duly and properly authorized and executed on behalf of the Borrower by such officers) is delivered at the time the Borrower receives its first disbursement or draw on the Taxable Line of Credit.
 - (4) The Taxable Revolving Line of Credit is evidenced by a tax and revenue anticipation promissory note (the "Master Note") duly authorized, issued and executed by the Borrower under Section 67.12(8)(a)(1), Wisconsin Statutes. Any disbursements or draws on the Taxable Revolving Line of Credit shall be evidenced by a "Disbursement Request".
 - (5) The Borrower provides its most recent audited financial statements.

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

**Expiration of
Commitment:**

This Commitment shall be accepted by official action of the School Board of the Borrower at a meeting duly called noticed, held and conducted in a manner established by the School Board and required by the pertinent Wisconsin Statutes. Unless accepted or terminated, this Commitment shall expire on November 14th, 2018. If the loan documentation required by the Bank hereunder is not completed and the Taxable Revolving Line of Credit has not been extended by the Bank to the Borrower for any reason by November 14th, 2018 then this Commitment shall expire on said date.

Very truly yours,

Signature: Wade Mickey

Name: Wade Mickey

Title: Authorized Officer

ACCEPTANCE

This Commitment as outlined above was accepted by action of the School Board on

_____, 20__.

District President

District Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Winter/Spring Coaching Contracts
FROM: Sara Unertl and Michael Nowak **BOARD MEETING:** November 12, 2018
DATE: November 8, 2018 **AGENDA ITEM:** VIII.D.

The Director of Activities is requesting that the attached winter and spring coaching co-curricular contracts be issued for the 2018-2019 school year.

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

RECOMMENDATION: Approve the attached winter and spring coaching contracts.

2018-2019 Germantown School District Coaches/Advisors

Activity	Season	Rate	Cost	Coach's Name	Building	
HIGH SCHOOL LEVEL ATHLETICS						
<i>Winter Athletics</i>						
Basketball - Boys Head Coach	Nov - Mar	13%	\$ 4,600.00	Steven Martin	GHS	Teacher-GHS
Basketball - Boys Assistant Coach	Nov - Mar	9%	\$ 3,200.00	Cole Reindl	GHS	Non Teacher
Basketball - Boys Assistant Coach	Nov - Mar	9%	\$ 3,200.00	Jason Baumann	GHS	Teacher-GHS
Basketball - Boys Assistant Coach	Nov - Mar	9%	\$ 3,200.00	TBD	GHS	
Basketball - Girls Head Coach	Nov - Mar	13%	\$ 4,600.00	Matthew Stuve	GHS	Teacher-GHS
Basketball - Girls Assistant Coach	Nov - Mar	9%	\$ 3,200.00	Stephanie Milmoie	GHS	Teacher-GHS
Basketball - Girls Assistant Coach	Nov - Mar	9%	\$ 3,200.00	Vincent Daniels	GHS	Teacher-GHS
Basketball - Girls Assistant Coach	Nov - Mar	4.5%	\$ 1,600.00	Kate Benson	GHS	Teacher-GHS
Basketball - Girls Assistant Coach	Nov - Mar	4.5%	\$ 1,600.00	Shane Cox	GHS	Teacher-GHS
Cheerleading Coach		10%	\$ 3,500.00	Veronica Rudychev	GHS	Non Teacher
Cheerleading Coach - Assistant		5%	\$ 1,800.00	Caitlin Krieg	GHS	Non Teacher
Gymnastics Co-Coach	Nov - Mar	13%	\$ 4,600.00	Jasmyn Bensley	GHS	Non Teacher
Pompons Coach		10%	\$ 3,500.00	Chelsea Hammett	GHS	Teacher-AB
Pompons Coach - Assistant		5%	\$ 1,800.00	TBD	GHS	
Swimming - Boys Head Coach	Nov - Mar	12%	\$ 4,200.00	Meridith Berghauer	GHS	Teacher-GHS
Wrestling - Co-Head Coach	Nov - Feb	10%	\$ 3,500.00	Jeffrey Szohr	GHS	Non Teacher
Wrestling - Co-Head Coach	Nov - Feb	10%	\$ 3,500.00	Michael Krause	GHS	Non Teacher
Wrestling - Assistant Coach	Nov - Feb	8%	\$ 2,800.00	Joseph Dhein	GHS	Non Teacher
<i>Total High School Athletics - Winter</i>			\$57,600.00			
<i>Spring Athletics</i>						
Baseball - Head Coach	May - July	12%	\$ 4,200.00	Jeffrey Wolf	GHS	Non Teacher
Baseball - Assistant Coach	May - July	8%	\$ 2,800.00	James Doedens	GHS	Non Teacher
Baseball - Assistant Coach	May - July	8%	\$ 2,800.00	TBD	GHS	
Golf - Boys Head Co-Coach	Mar - May	2%	\$ 700.00	Troy Schmidt	GHS	Non Teacher
Golf - Boys Head Co-Coach	Mar - May	7%	\$ 2,500.00	Benjamin Laubusch	GHS	Non Teacher
Golf - Boys Assistant Coach	Mar - May	7%	\$ 2,500.00	Thomas Kujawa	GHS	Teacher-GHS
Golf - Boys Assistant Coach	Mar - May	7%	\$ 2,500.00	Michael Pfeiffer	GHS	Teacher-GHS
Soccer - Girls Head Coach	Mar- June	10%	\$ 3,500.00	Paul Sikinger	GHS	Non Teacher
Soccer - Girls Assistant Coach	Mar - June	8%	\$ 2,800.00	Eric Vivoda	GHS	Teacher-GHS
Soccer - Girls Assistant Coach	Mar - June	4%	\$ 1,400.00	Robert Huss	GHS	Non Teacher
Soccer - Girls Assistant Coach	Mar - June	4%	\$ 1,400.00	Jamie Janczak	GHS	Non Teacher
Softball - Head Co-Coach	Mar - June	5%	\$ 1,800.00	Kurt Raguse	GHS	Non Teacher
Softball - Head Co-Coach	Mar - June	5%	\$ 1,800.00	Dru Sumwalt	GHS	Non Teacher
Softball - Assistant Co-Coach	Mar - June	4%	\$ 1,400.00	Tammie Kochevar	GHS	Non Teacher
Softball - Assistant Co-Coach	Mar - June	4%	\$ 1,400.00	Thomas Otto	GHS	Non Teacher
Softball - Assistant Co-Coach	Mar - June	8%	\$ 2,800.00	Diane Seramur	GHS	Teacher-GHS
Tennis - Boys Head Coach	Mar - June	9%	\$ 3,200.00	Vincent Daniels	GHS	Teacher-GHS
Tennis - Boys Assistant Coach	Mar - June	7%	\$ 2,500.00	TBD	GHS	Teacher-GHS
Track - Boys Head Coach	Mar - June	12%	\$ 4,200.00	Jared Foerch	GHS	Teacher-GHS
Track - Boys Assistant Coach	Mar - June	8%	\$ 2,800.00	Robert Fliss	GHS	Teacher-GHS
Track - Boys Assistant Coach	Mar - June	8%	\$ 2,800.00	Nicholas Foti	GHS	Non Teacher
Track - Girls Head Coach	Mar - June	12%	\$ 4,200.00	Jessica Reece	GHS	Teacher-GHS
Track - Assistant Coach	Mar - June	8%	\$ 2,800.00	Harris Jones	GHS	Teacher-GHS
Track - Assistant Co-Coach	Mar - June	4%	\$ 1,400.00	Jeremy King	GHS	Teacher-GHS
Track - Assistant Co-Coach	Mar - June	4%	\$ 1,400.00	Brian Kuhlenbeck	GHS	Non Teacher
Track - Assistant Coach	Mar - June	8%	\$ 2,800.00	Patrick Pretty	GHS	Non Teacher
Track - Assistant Coach	Mar - June	8%	\$ 2,800.00	Kathleen Orr	GHS	Teacher-GHS
<i>Total High School Athletics - Spring</i>			\$67,200.00			
MIDDLE SCHOOL LEVEL ATHLETICS						
<i>Non-Fall Athletics</i>						
Basketball - Boys Coach	Nov - Jan	8%	\$ 2,800.00	Robert Fliss	KMS	Non Teacher
Basketball - Boys Coach	Nov - Jan	8%	\$ 2,800.00	Thomas Wilcox	KMS	Teacher-KMS
Track Coach - Co-Ed	Apr - May	7%	\$ 2,500.00	Benjamin Schuh	KMS	Teacher-KMS
Track Coach - Co-Ed	Apr - May	7%	\$ 2,500.00	Thomas Wilcox	KMS	Teacher-KMS
Track Coach - Co-Ed	Apr - May	7%	\$ 2,500.00	Leslie Delain	KMS	Teacher-KMS
Track Coach - Co-Ed	Apr - May	7%	\$ 2,500.00	Robert Wehner	KMS	Non Teacher
Volleyball Coach	Jan - Mar	7%	\$ 2,500.00	Jeff Gillen	KMS	Teacher-KMS
Volleyball Coach	Jan - Mar	7%	\$ 2,500.00	James Cannestra	KMS	Teacher-KMS
Wrestling Coach	Nov - Jan	7%	\$ 2,500.00	John C Will	KMS	Non Teacher
Wrestling Coach	Nov - Jan	7%	\$ 2,500.00	Garrett Kuhn	KMS	Teacher-KMS
Softball-none						
<i>Total Middle School Athletics - Non-Fall</i>			\$25,600.00			