

**GERMANTOWN SCHOOL DISTRICT**  
**NOTICE OF BOARD OF EDUCATION MEETING**  
**County Line Elementary School Cafetorium**  
**W159 N9939 Butternut Road**  
**Germantown, WI 53022**

**November 26, 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. November 12, 2018 Board of Education
- V. Reports and Information Items
  - A. Parent Survey Results
  - B. State Standardized Assessments Report
- VI. Finance Committee
  - A. Discussion and action to approve purchases over \$15,000.
  - B. Update on remaining items discussed at the November 26, 2018 meetings.
- VII. New Business
  - A. Discussion and action to approve CAPP Program for Spanish V.
  - B. Discussion and action to approve Performing Arts Center Coordinator hire.
  - C. Discussion and action to approve Special Education staff FTE increases.
  - D. Discussion and action to approve contracted nursing services revisions.
  - E. Discussion and action to approve teacher contracts.
- VIII. Closed Session: The Board of Education will entertain a motion to convene in closed session, pursuant to s. 19.85(1)(c), (f), and/or (g), as appropriate, to discuss organizational issues concerning school district athletics and activities, as they relate to personnel matters, individual persons' conduct, and possible, related legal issues. The Board may take action in closed session. Following the closed session, the Board will entertain a motion to reconvene in open session and will take further action, if necessary and appropriate. Thereafter, the Board will entertain a motion to adjourn.

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
November 12, 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 Medved to approve the agenda. Motion carried.
3. Motion by Larson, second by Barney to approve the October 22, 2018 Board of Education meeting minutes and the November 5, 2018 meeting minutes with corrections. Motion carried.
4. Student Representative Aidan Cummins reported on students events in the district.
5. Director of Teaching and Learning Brenda O'Brien provided background on the Cooperative Academic Partnership Program (CAPP) and advised that a proposal to add a CAPP Spanish course at the high school will be brought to the Board for approval at the next meeting.
6. Director of Educational Systems Dr. Rick Grothaus provided an update on new donations and sponsorships to technology education in the district.
7. Recommendation from Insurance Committee to approve the 2019 Delta Dental renewal as presented with 93% of premium paid by the District and 7% paid by the employee and offer employees "buy up" plan option(s) with the employee paying 100% of the extra premium amount. Motion carried.
8. Recommendation from Insurance Committee to approve a wellness incentive benefit for the 2019 health insurance plan year with a biometric screening, a health risk assessment, and three district wellness activities required to receive the wellness incentive benefit. Motion carried.
9. Building Committee Chair Brian Medved updated the Board on items discussed in committee including a new buildings tour scheduled for Wednesday, November 28, 2018 at 4:00 p.m. that will be posted as open to the public and informed the Board that no change orders were presented.
10. Motion by Larson, second by Spies to thank all donors for their generosity and approve the donation of an Apple iPad and Moko Keyboard Case (value unknown) to Stephanie Braun's Rockfield classroom via Donors Choose and the donation of \$10,000 from the Bradley Corporation for technology education equipment at Germantown High School. Motion carried.
11. Motion by Spies, second by Barney to approve the overnight travel request for high school AP History and AP European History students to travel to Paris and Rome June 13-20, 2019 with all District rules on international travel in place. Motion carried.
12. Motion by Barney, second by Spies to approve the Resolution Authorizing a Taxable Tax and Revenue Anticipation Promissory Note for Cash Flow Purposes in an Amount Not to Exceed \$5,000,000. Motion carried.

13. Motion by Spies, second by Barney to approve 2018-2019 winter and spring coaching contracts. Motion carried.
14. Director of Human Resources Mike Nowak, provided a status update on the hiring of a Performing Arts Center Coordinator and informed the Board that a recommendation will be coming to the next meeting.
15. Motion by Larson, second by Medved to adjourn. Motion carried.
16. Board President Soderberg declared the meeting adjourned at 8:05 p.m.

Jayne Borst  
Recording Secretary

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Lester Spies  
School Board Clerk

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** Parent Survey Results

**FROM:** Jeff Holmes

**BOARD MEETING:** November 26, 2018

**DATE:** November 21, 2018

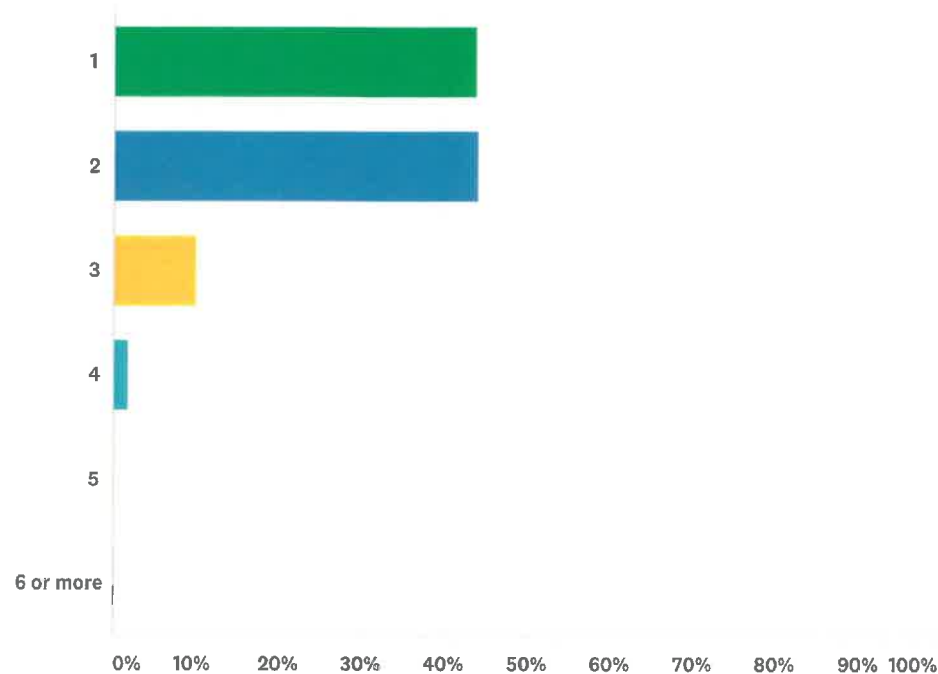
**AGENDA ITEM:** V.A.

Attached to this cover sheet, please find the cursory Parent Survey Results. By and large the metrics provided by the survey are indicative of favorable responses to the District's operations and purposes. While there is much to celebrate with the results, areas of improvement certainly exist and, in conjunction with the staff survey, work is already taking place to address many of the concerns associated with the parent survey responses. The superintendent is working to coalesce the multitude of comments provided by parents and will work with the Board on dissemination of those at a later date.

**RECOMMENDATION: None; for informational purposes at this juncture.**

Q1 How many children do you have attending in Germantown School District?

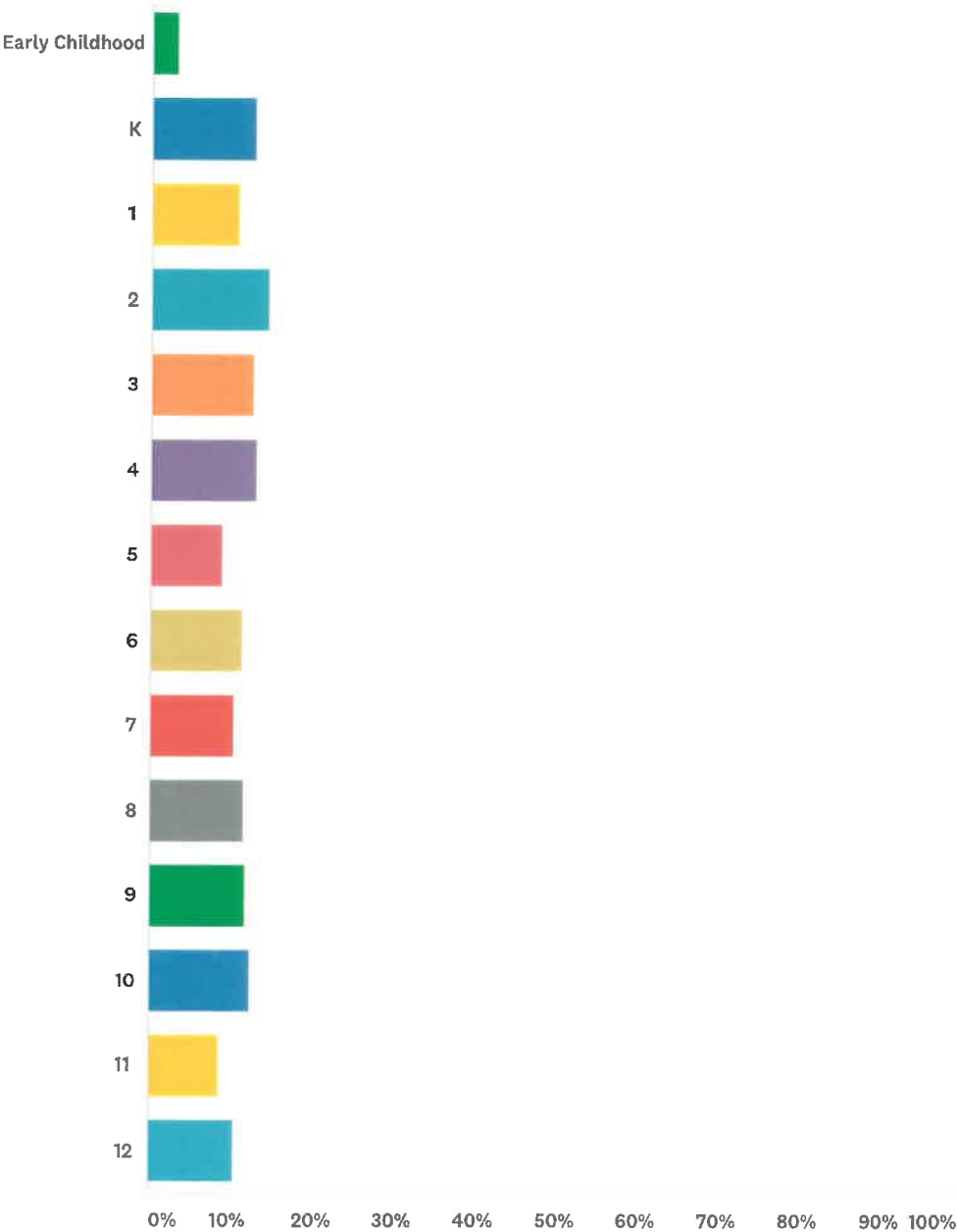
Answered: 943 Skipped: 0



ANSWER CHOICES	RESPONSES	
1	43.80%	413
2	44.01%	415
3	9.97%	94
4	1.91%	18
5	0.21%	2
6 or more	0.11%	1
TOTAL		943

Q2 Please select the grade level of your child for which you are taking this survey.

Answered: 943 Skipped: 0



ANSWER CHOICES

Early Childhood

K

1

2

RESPONSES

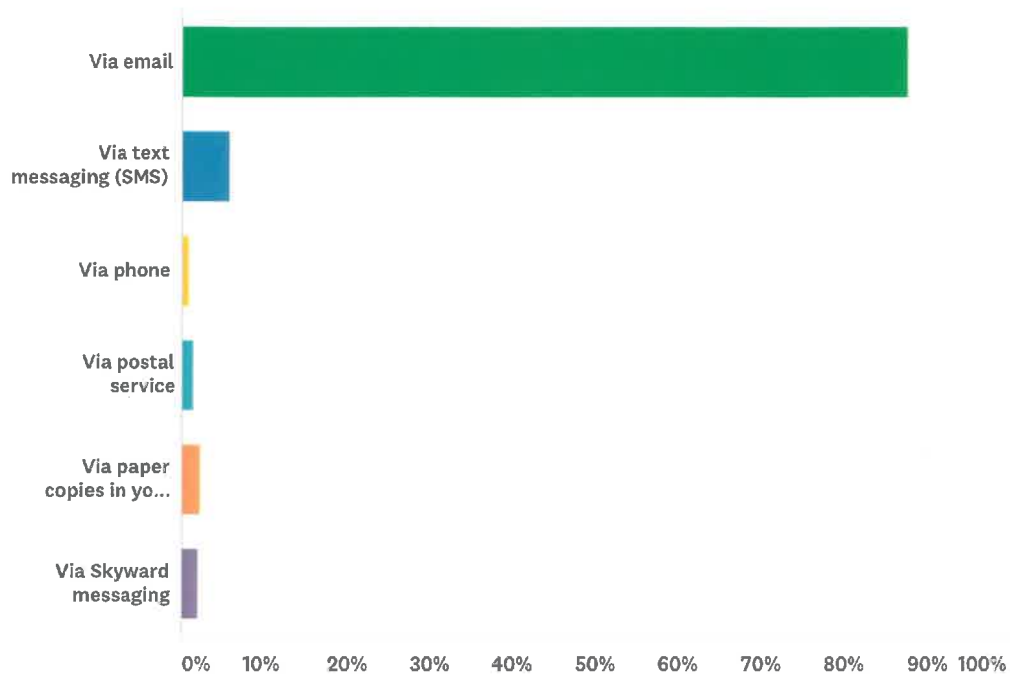
3.18%	30
12.73%	120
10.60%	100
14.53%	137

## Germantown School District Parent Survey November 2018

3	12.51%	118
4	12.94%	122
5	8.80%	83
6	11.24%	106
7	10.29%	97
8	11.56%	109
9	11.66%	110
10	12.30%	116
11	8.48%	80
12	10.39%	98
Total Respondents: 943		

### Q3 What is your preference for receiving information from the District?

Answered: 938 Skipped: 5



#### ANSWER CHOICES

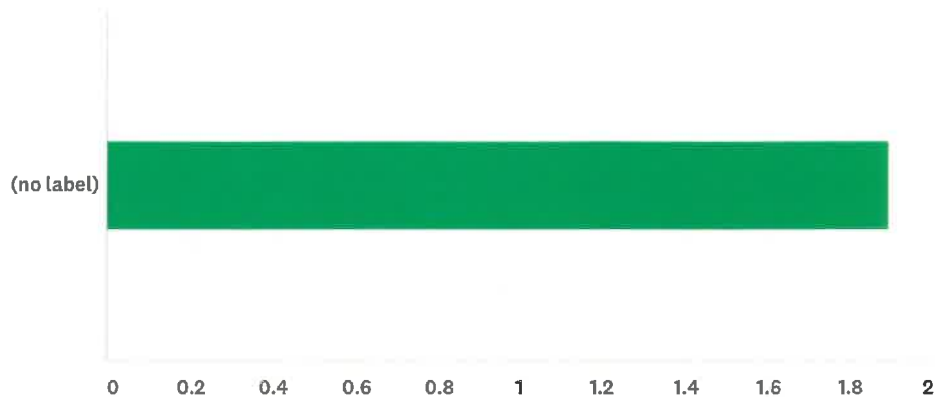
#### RESPONSES

Via email	87.74%	823
Via text messaging (SMS)	5.76%	54
Via phone	0.85%	8
Via postal service	1.39%	13
Via paper copies in your child brings home	2.24%	21
Via Skyward messaging	2.03%	19
<b>TOTAL</b>		<b>938</b>



## Q4 How satisfied are you with the communication from the District?

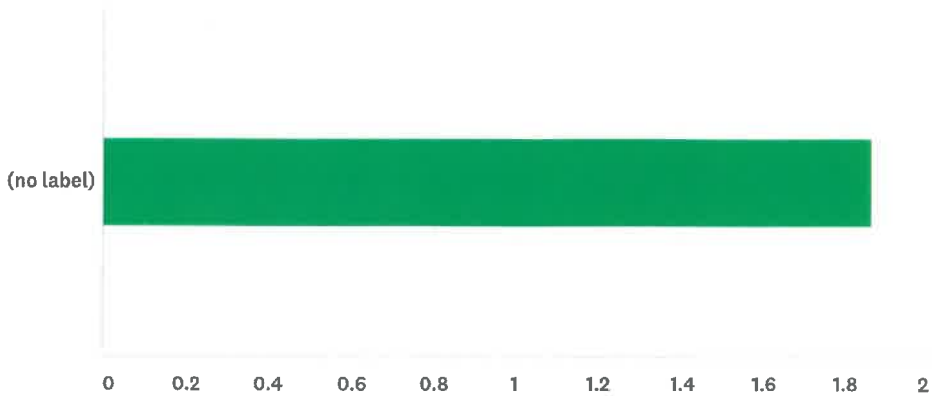
Answered: 939 Skipped: 4



	VERY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	40.89% 384	37.27% 350	15.44% 145	4.79% 45	1.49% 14	0.11% 1	939	1.89

Q5 How satisfied are you with the communication from your child's school?

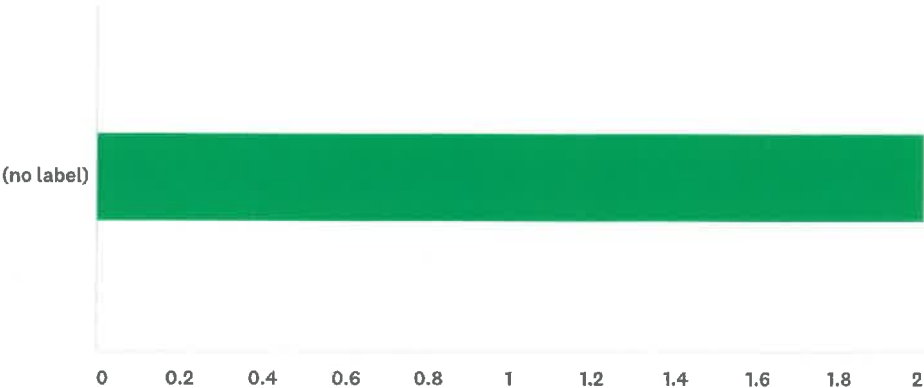
Answered: 937    Skipped: 6



	VERY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	43.54% 408	36.07% 338	11.85% 111	7.26% 68	1.17% 11	0.11% 1	937	1.86

Q6 How satisfied are you with communication from your child's teacher(s)?

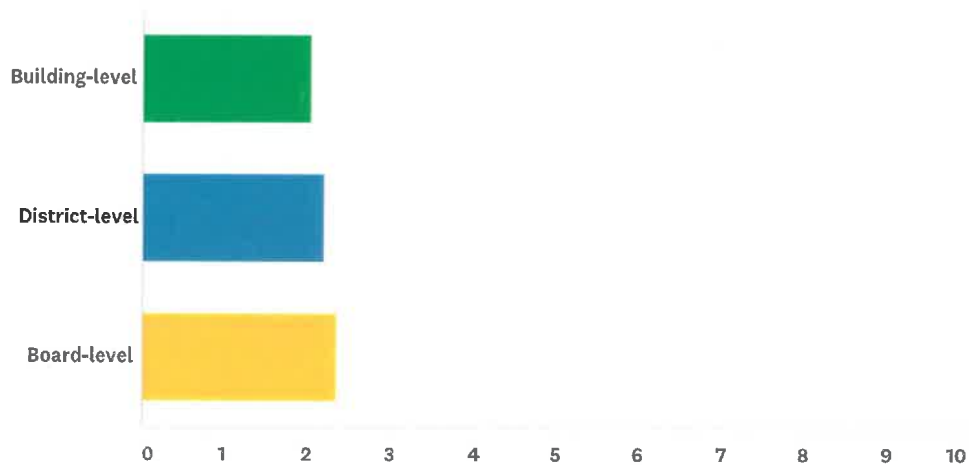
Answered: 941 Skipped: 2



	VERY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	43.04% 405	26.35% 248	19.66% 185	7.65% 72	2.76% 26	0.53% 5	941	2.00

## Q7 How satisfied are you with Germantown School District leadership in the following areas?

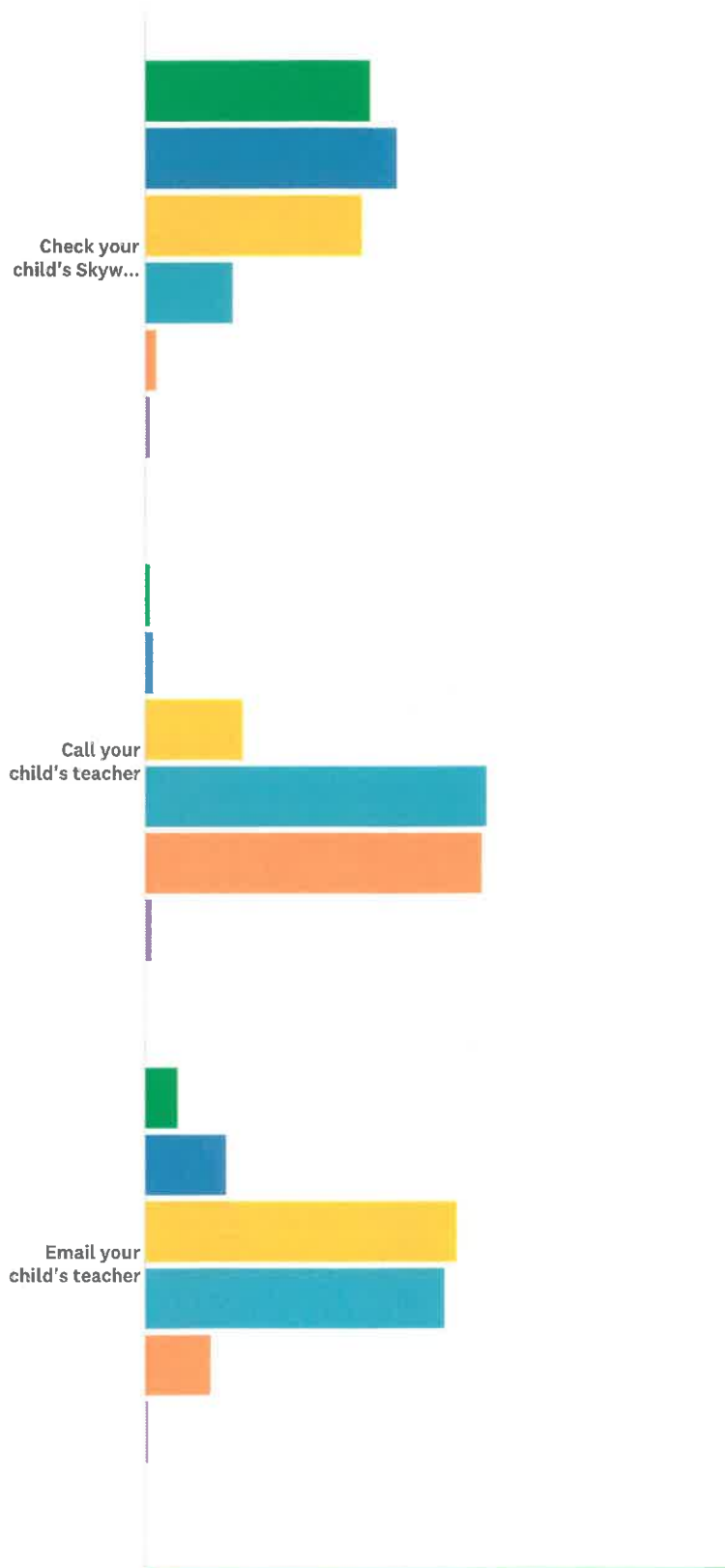
Answered: 943 Skipped: 0



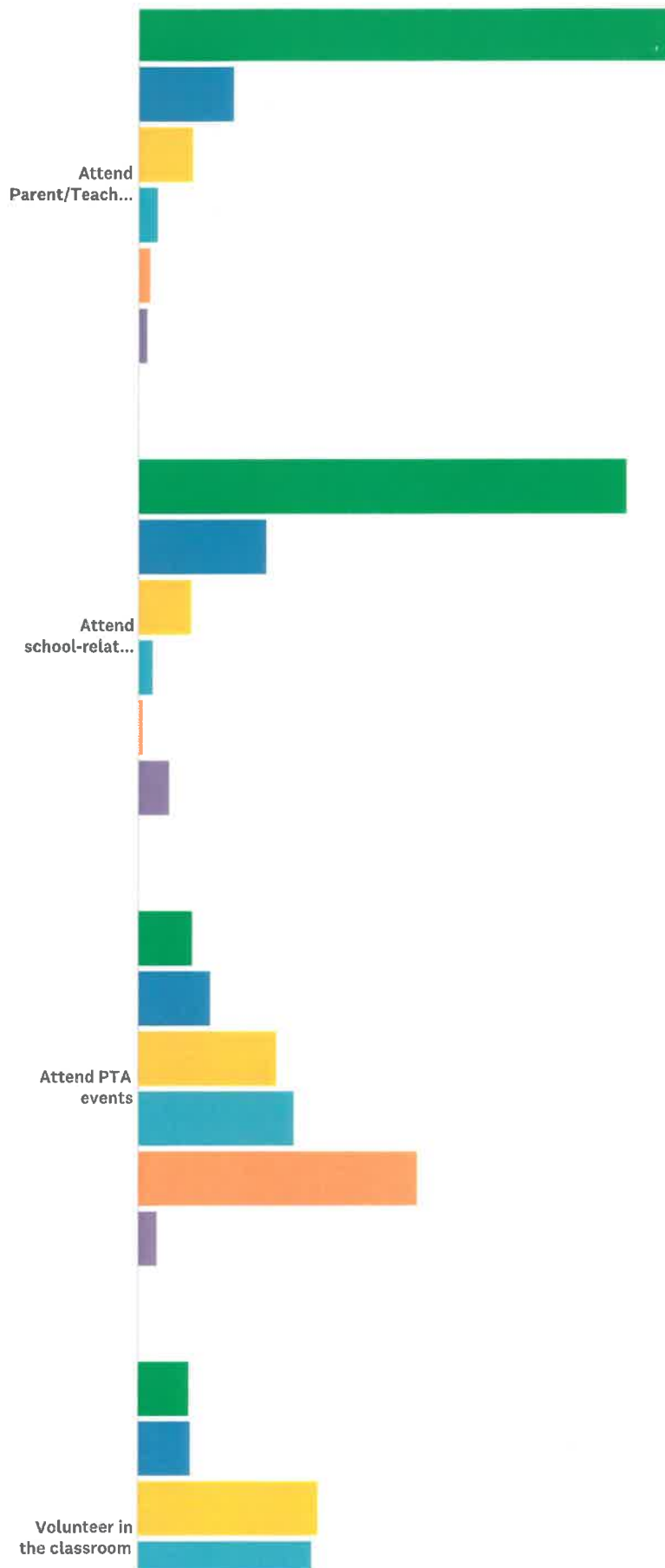
	VERY SATISFIED	SOMEWHAT SATISFIEDL	NEUTRAL	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Building-level	37.66% 354	30.21% 284	19.26% 181	7.87% 74	2.23% 21	2.77% 26	940	2.04
District-level	26.01% 244	34.86% 327	26.44% 248	6.93% 65	1.92% 18	3.84% 36	938	2.21
Board-level	21.41% 201	30.46% 286	31.31% 294	7.24% 68	3.62% 34	5.96% 56	939	2.37

## Q8 How often do you do the following?

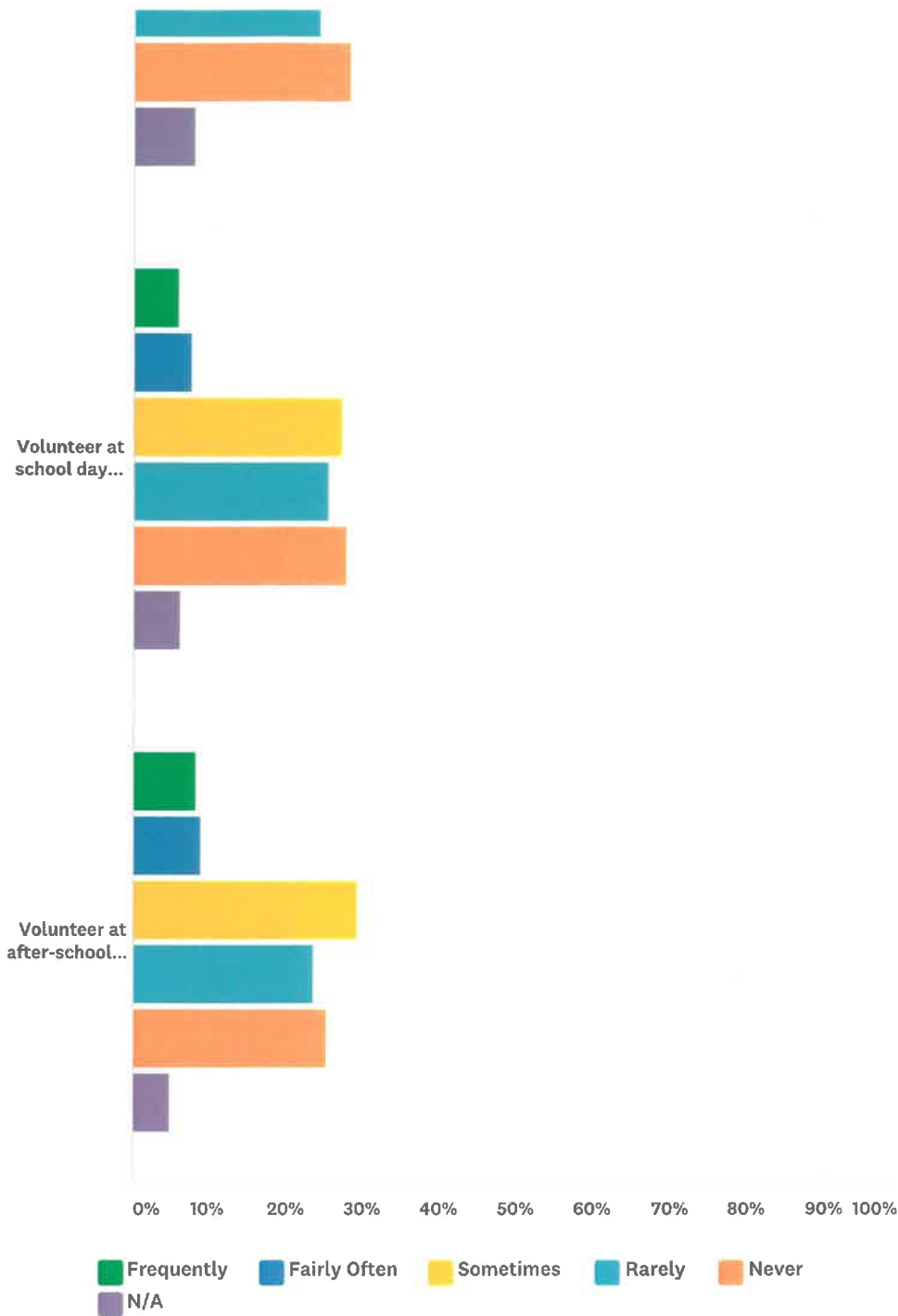
Answered: 942 Skipped: 1



# Germantown School District Parent Survey November 2018



# Germantown School District Parent Survey November 2018



	FREQUENTLY	FAIRLY OFTEN	SOMETIMES	RARELY	NEVER	N/A	TOTAL
Check your child's Skyward account	28.30% 266	31.60% 297	27.13% 255	11.06% 104	1.38% 13	0.53% 5	940
Call your child's teacher	0.64% 6	0.96% 9	12.26% 115	42.96% 403	42.32% 397	0.85% 8	938
Email your child's teacher	4.26% 40	10.33% 97	39.19% 368	37.59% 353	8.31% 78	0.32% 3	939
Attend Parent/Teacher conferences	73.78% 695	13.16% 124	7.43% 70	2.76% 26	1.70% 16	1.17% 11	942

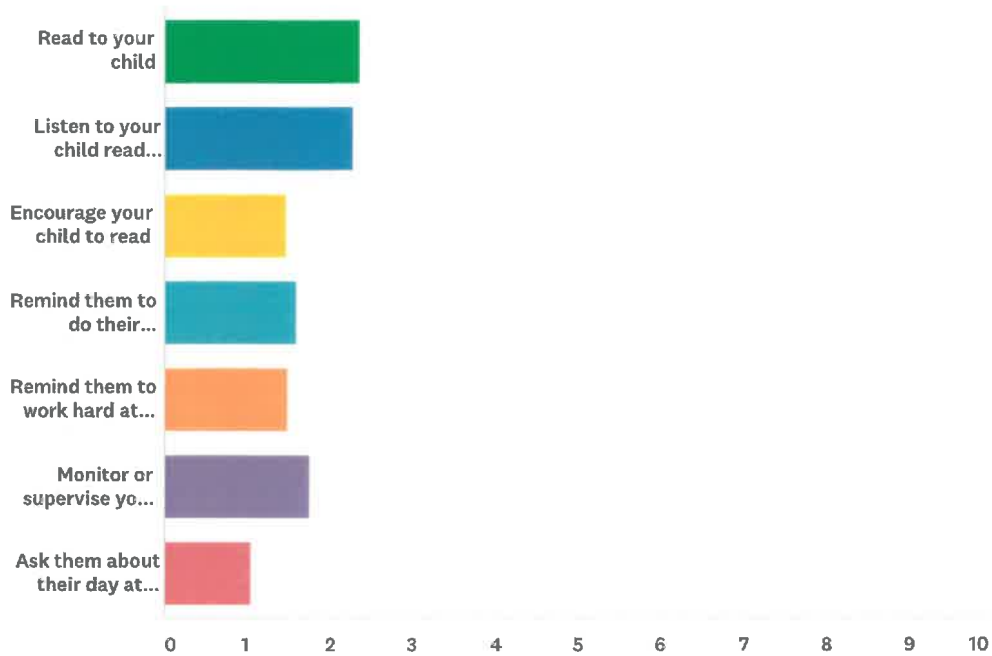
### Germantown School District Parent Survey November 2018

Attend school-related events/performances held after the school day that your child participates in	67.94% 640	17.73% 167	7.22% 68	2.12% 20	0.53% 5	4.46% 42	942
Attend PTA events	7.54% 71	9.98% 94	19.21% 181	21.66% 204	38.85% 366	2.76% 26	942
Volunteer in the classroom	7.01% 66	7.33% 69	25.19% 237	24.34% 229	28.16% 265	7.97% 75	941
Volunteer at school day events	5.96% 56	7.55% 71	27.13% 255	25.43% 239	27.87% 262	6.06% 57	940
Volunteer at after-school events	8.17% 77	8.70% 82	29.19% 275	23.67% 223	25.37% 239	4.88% 46	942



## Q9 How often does this occur at home with your child or children?

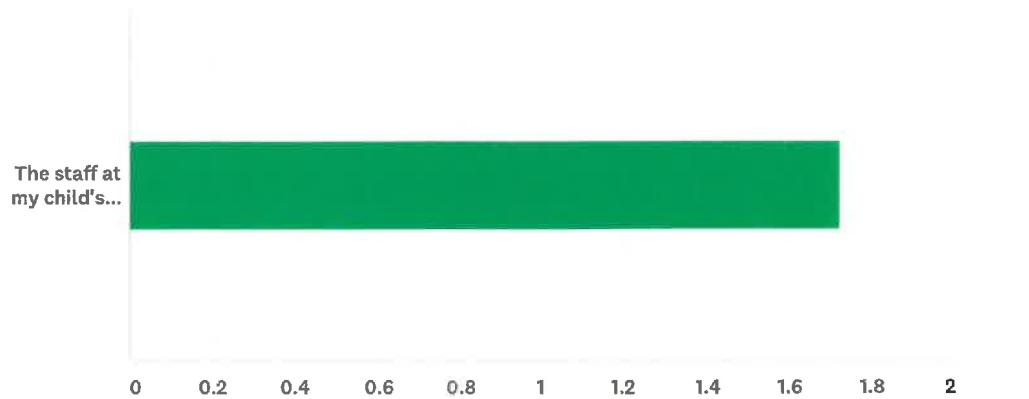
Answered: 941 Skipped: 2



	FREQUENTLY	FAIRLY OFTEN	SOMETIMES	RARELY	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
Read to your child	38.38% 360	12.05% 113	14.93% 140	12.58% 118	10.13% 95	11.94% 112	938	2.36
Listen to your child read aloud	36.53% 343	15.55% 146	17.36% 163	9.90% 93	8.31% 78	12.35% 116	939	2.29
Encourage your child to read	66.31% 622	18.66% 175	9.28% 87	1.49% 14	0.96% 9	3.30% 31	938	1.47
Remind them to do their homework	68.30% 642	13.19% 124	7.23% 68	5.00% 47	3.62% 34	2.66% 25	940	1.59
Remind them to work hard at school	70.03% 659	17.00% 160	5.95% 56	3.29% 31	2.13% 20	1.59% 15	941	1.48
Monitor or supervise your child's homework	57.77% 543	18.40% 173	10.74% 101	6.81% 64	3.30% 31	2.98% 28	940	1.76
Ask them about their day at school	94.90% 893	4.46% 42	0.32% 3	0.00% 0	0.00% 0	0.32% 3	941	1.05

## Q10 What is your opinion in regard to the following statement?

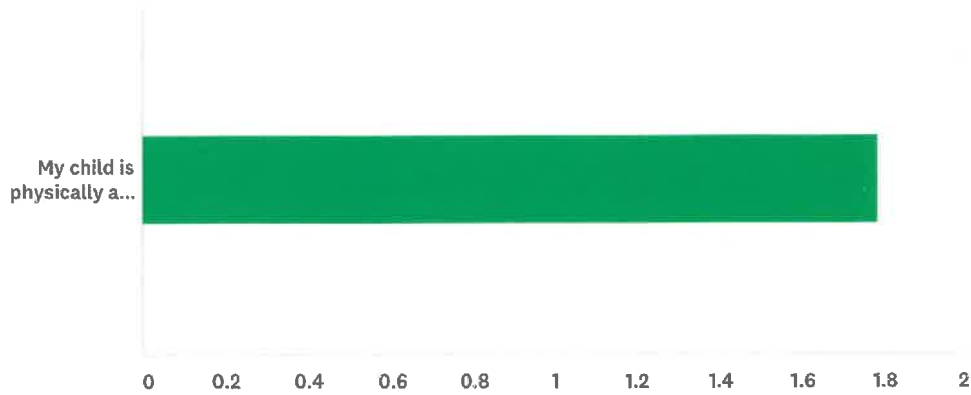
Answered: 942 Skipped: 1



	STRONGLY AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
The staff at my child's school do all they can to make my child's school experience a good one.	49.26% 464	36.31% 342	8.49% 80	4.35% 41	1.27% 12	0.32% 3	942	1.72

## Q11 What is your opinion in regard to the following statement?

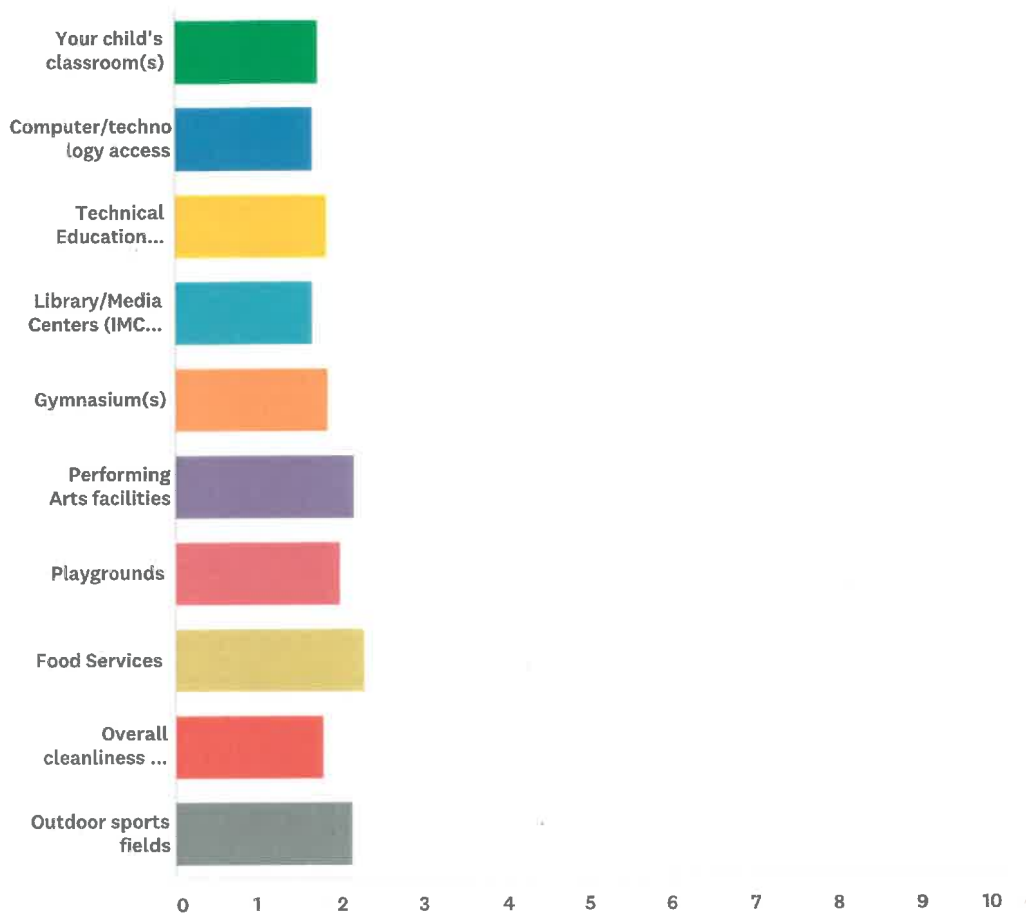
Answered: 941 Skipped: 2



	STRONGLY AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My child is physically and emotionally safe at school.	46.55% 438	38.04% 358	7.65% 72	6.06% 57	1.49% 14	0.21% 2	941	1.78

## Q12 How would you rate the quality of the following areas at your child's school?

Answered: 941 Skipped: 2



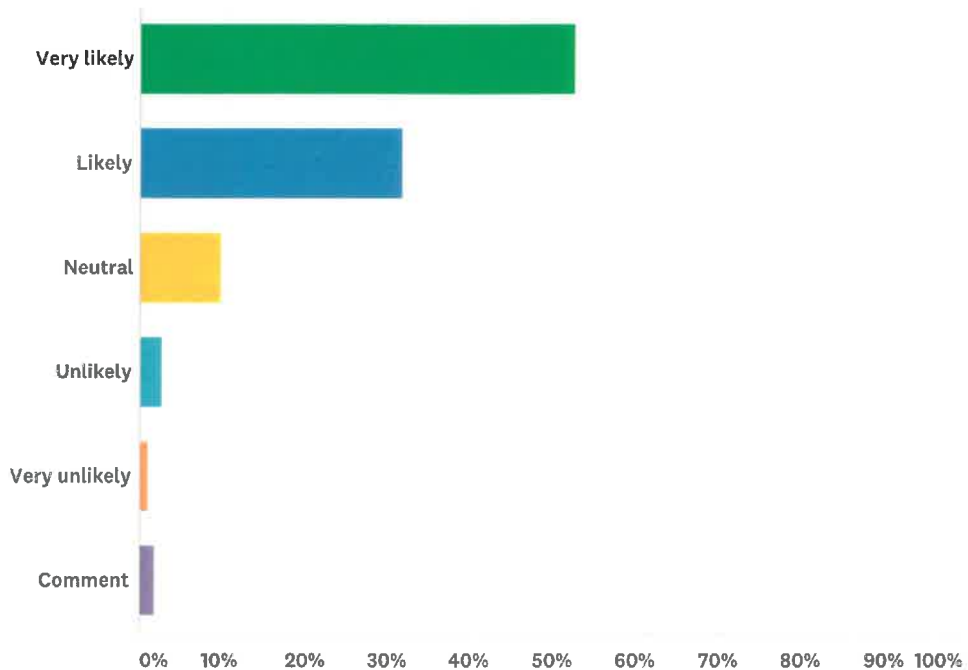
	EXCELLENT	GOOD	FAIR	POOR	N/A	TOTAL	WEIGHTED AVERAGE
Your child's classroom(s)	36.85% 346	48.99% 460	8.84% 83	0.75% 7	4.58% 43	939	1.72
Computer/technology access	40.49% 377	45.01% 419	6.55% 61	1.18% 11	6.77% 63	931	1.66
Technical Education access	27.71% 258	44.79% 417	9.02% 84	1.72% 16	16.76% 156	931	1.82
Library/Media Centers (IMC, LMC, or Library)	41.72% 388	44.84% 417	6.99% 65	1.18% 11	5.27% 49	930	1.66
Gymnasium(s)	37.15% 347	42.93% 401	13.38% 125	4.28% 40	2.25% 21	934	1.84
Performing Arts facilities	20.73% 193	30.29% 282	15.15% 141	8.38% 78	25.46% 237	931	2.15
Playgrounds	22.84% 214	34.58% 324	12.81% 120	4.38% 41	25.40% 238	937	1.98

## Germantown School District Parent Survey November 2018

Food Services	17.40%	40.60%	23.95%	9.45%	8.59%		
	162	378	223	88	80	931	2.28
Overall cleanliness of building(s)	36.24%	49.73%	10.63%	1.70%	1.70%		
	341	468	100	16	16	941	1.77
Outdoor sports fields	17.33%	45.45%	17.33%	5.56%	14.33%		
	162	425	162	52	134	935	2.13

## Q13 How likely would you recommend Germantown School District to another parent looking for a school for their child?

Answered: 940 Skipped: 3



### ANSWER CHOICES

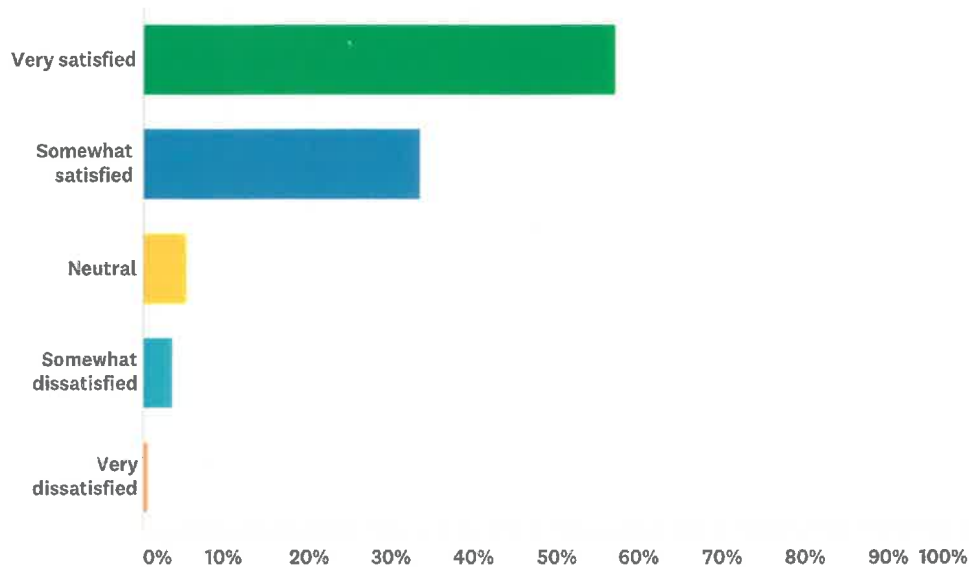
Very likely  
Likely  
Neutral  
Unlikely  
Very unlikely  
Comment  
TOTAL

### RESPONSES

52.77%	496
31.81%	299
9.89%	93
2.66%	25
0.96%	9
1.91%	18
	940

## Q14 Overall, how satisfied are you with the education your child is receiving through Germantown School District?

Answered: 938 Skipped: 5



### ANSWER CHOICES

Very satisfied

Somewhat satisfied

Neutral

Somewhat dissatisfied

Very dissatisfied

TOTAL

### RESPONSES

57.04%

33.48%

5.33%

3.52%

0.64%

535

314

50

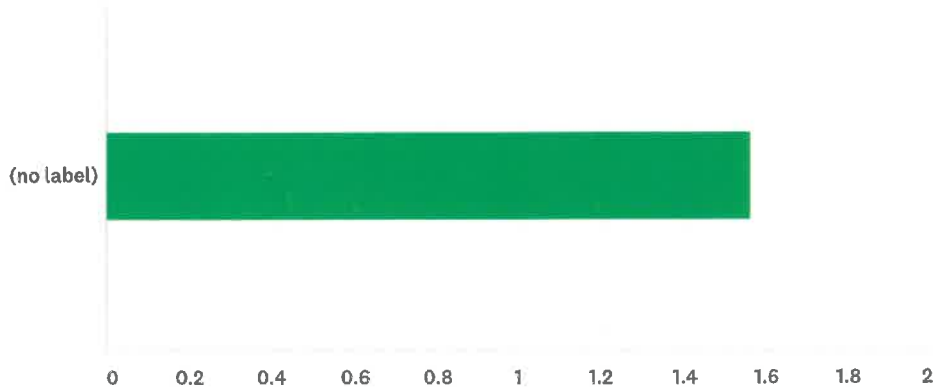
33

6

938

**Q15 The District Initiative is, “Building a foundation for SUCCESS within every child.” The goal is to develop within our students what it takes to be successful at whatever they choose to do in life. What is your level of agreement with this goal?**

Answered: 937 Skipped: 6

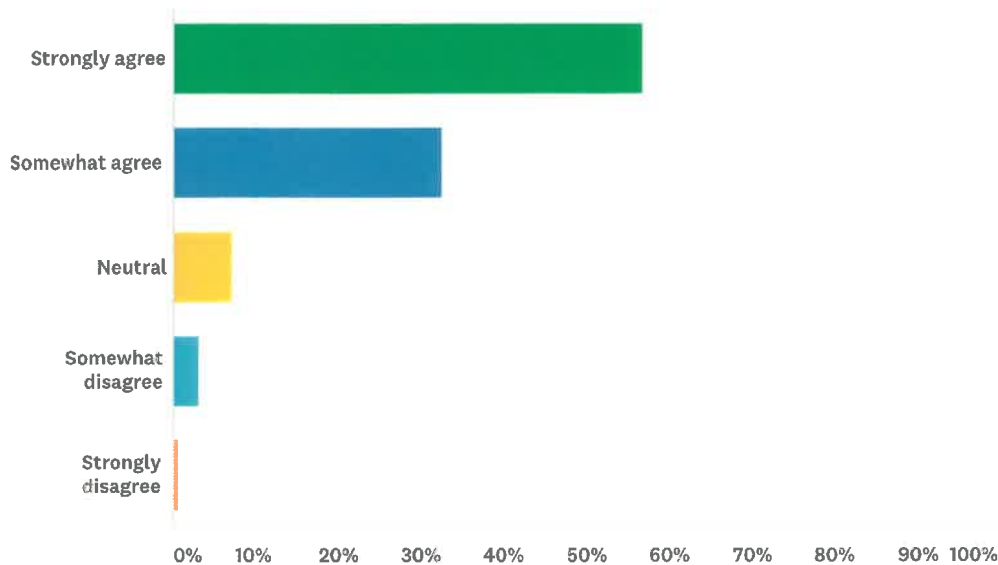


	<b>STRONGLY AGREE</b>	<b>SOMEWHAT AGREE</b>	<b>NEUTRAL</b>	<b>SOMEWHAT DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>TOTAL</b>	<b>WEIGHTED AVERAGE</b>
(no label)	60.41% 566	28.28% 265	7.04% 66	3.42% 32	0.85% 8	937	1.56



**Q16 Based on significant feedback from the community about what would benefit our students the most in their future, three Essential Success Factors were defined: 1) Know THEMSELVES, 2) know HOW to learn, and 3) know how to COLLABORATE. What is your level of agreement that these Essential Success Factors are important for your child to develop for his/her life success?**

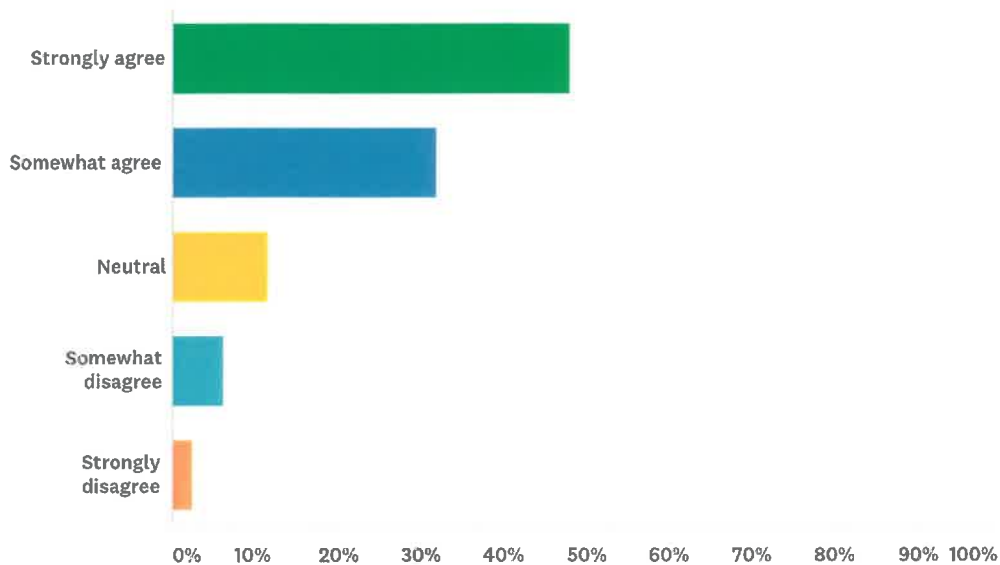
Answered: 935 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly agree	56.79%	531
Somewhat agree	32.41%	303
Neutral	7.17%	67
Somewhat disagree	3.10%	29
Strongly disagree	0.53%	5
TOTAL		935

**Q17 State and Federal student assessment devices and the current school accountability system (District/School Report Card), which reflect mandated standards-based testing results, are not necessarily supported by research in terms of preparing students for life success in a modern age or accurately portraying the overall quality of a district or school. What is your level of agreement with the Board's directive to move toward an educational system that de-emphasizes standardized testing with a greater focus on those factors identified by the District that more likely impact a student's opportunity for future success in a modern age?**

Answered: 938 Skipped: 5



**ANSWER CHOICES**

Strongly agree  
Somewhat agree  
Neutral  
Somewhat disagree  
Strongly disagree  
TOTAL

**RESPONSES**

47.97%	450
31.77%	298
11.41%	107
6.29%	59
2.56%	24
	938

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education                      **TOPIC:** State Standardized Assessments Report  
**FROM:** Jeff Holmes                      **BOARD MEETING:** November 26, 2018  
**DATE:** November 21, 2018                      **AGENDA ITEM:** V.B.

Please find the 2017-18 Detailed District Report Card and ACT Report for Board consideration. These metrics reflect scores attained by our students in the last school year in relation to the State's and College Board's weighted system for scoring those assessments. Please know that the State, once again, changed the manner in which scores are determined. While the District did improve overall from last year's scores, two of our schools were significantly impacted as a result of those changes within how sub-groups are tallied. The press release associated with this year's District scores is also attached to this background document.

**RECOMMENDATION: For informational purposes only at this juncture.**



Contact: Jeff Holmes, District Administrator

Tele: 262-253-3900

Email: [jholmes@gsdwi.org](mailto:jholmes@gsdwi.org)

**FOR RELEASE ON NOVEMBER 13, 2018**

#### Germantown School District's State School Report Card Results for 2017-18

The 2017-18 Germantown School District (GSD) and schools report cards were released publicly by DPI on Tuesday, November 13, 2018. In the seventh year of School Report Cards for Wisconsin public school districts, the District continues to perform exceptionally well (4 Stars) and improved upon last year's overall results. Germantown School District received a score of 79, to which the District continues to exceed expectations in accordance with the State's school report card criteria.

In a cursory review of the data and in comparison to other K-12 districts, Germantown School District continues to fare well in a highly competitive atmosphere created by the School Report Card system. While there is always room for academic improvement and we do not intend to rest on our laurels, we are mindful of this past year's scores as they somewhat reflect the hard work of resilient students, parents, and staff during these challenging and evolutionary times for public school districts; however, the scores do not necessarily reflect a complete picture. We do intend to appropriately utilize the metrics provided to get better. Germantown School District will continue to improve as we move toward a more modern, comprehensive, and systemic setting in a purposeful manner.

The Village and Town of Germantown, the Village of Richfield, Town of Polk, and Village and Town of Jackson are served by the dedicated Germantown School District Staff and Board of Education. Students receive outstanding educational opportunities through the District's six schools, which include: Amy Belle Elementary, County Line Elementary, MacArthur Elementary, Rockfield Elementary, Kennedy Middle School and Germantown High School. The District's rigorous curriculum, led by highly-skilled faculty, is complemented by specialized programs and co-curricular activities that empower and inspire every student to success.

###



## Germantown

### District Report Card | 2017-18 | Summary

#### Overall Score



**Exceeds Expectations**

Overall Accountability Ratings	Score
Significantly Exceeds Expectations	83-100 ★★★★★
Exceeds Expectations	73-82.9 ★★★★☆
Meets Expectations	63-72.9 ★★★★☆
Meets Few Expectations	53-62.9 ★★★☆☆
Fails to Meet Expectations	0-52.9 ★★☆☆☆

#### District Information

Grades	PK-12
Enrollment	3,888
Within District Mobility	0.2%
Between District Mobility	2.2%
<i>Race/Ethnicity</i>	
American Indian or Alaskan Native	0.2%
Asian	5.2%
Black or African American	3.7%
Hispanic/Latino	4.5%
Native Hawaiian or Other Pacific Islander	0.1%
White	82.5%
Two or More Races	3.8%
<i>Student Groups</i>	
Students with Disabilities	12.5%
Economically Disadvantaged	14.8%
English Learners	1.5%

Priority Areas	District Score	Max Score	State Score	Max Score
<b>Student Achievement</b>	<b>79.8/100</b>		<b>63.0/100</b>	
English Language Arts (ELA) Achievement	39.1/50		32.1/50	
Mathematics Achievement	40.7/50		30.9/50	
<b>District Growth</b>	<b>65.1/100</b>		<b>66.0/100</b>	
English Language Arts (ELA) Growth	27.3/50		33.0/50	
Mathematics Growth	37.8/50		33.0/50	
<b>Closing Gaps</b>	<b>71.8/100</b>		<b>67.9/100</b>	
English Language Arts (ELA) Achievement Gaps	17.5/25		17.8/25	
Mathematics Achievement Gaps	17.3/25		17.3/25	
Graduation Rate Gaps	37.0/50		32.8/50	
<b>On-Track and Postsecondary Readiness</b>	<b>91.5/100</b>		<b>85.0/100</b>	
Graduation Rate	38.5/40		36.3/40	
Attendance Rate	37.4/40		36.7/40	
3rd Grade English Language Arts (ELA) Achievement	7.8/10		6.3/10	
8th Grade Mathematics Achievement	7.8/10		5.7/10	

#### Priority Area Weights

#### Percentage Weight

Student Achievement	38.5%
District Growth	11.5%
Closing Gaps	25.0%
On-Track and Postsecondary Readiness	25.0%

Note: For details about how weights are determined, see weighting calculator:

[https://oea-dpi.shinyapps.io/overall\\_weighting\\_calculator/](https://oea-dpi.shinyapps.io/overall_weighting_calculator/)

#### Student Engagement Indicators

#### Total Deductions: 0

Absenteeism Rate (goal <13%)	Goal met: no deduction
Dropout Rate (goal <6%)	Goal met: no deduction

#### Test Participation Information

Includes Forward Exam (grades 3-8), ACT (grade 11), and Dynamic Learning Maps (grades 3-8 and 11)

Group	ELA 1-Year	ELA 3-Year	Math 1-Year	Math 3-Year
All-Students Rate	98.4%	98.6%	98.3%	98.5%
Lowest Subgroup Rate: Black	90.6%	96.2%	90.6%	96.2%

^Note: Outlier score fluctuation is noted by ^ when any school or district report card has a 10-point or greater change (up or down) in its Overall Score. This amount of change in a single year is considered an outlier, and may or may not be reflective of actual school/district change in performance. Careful and cautious review of the report card and all supplemental pages is recommended. For assistance in better understanding this report card, contact the Office of Educational Accountability: [reportcardhelp@dpi.wi.gov](mailto:reportcardhelp@dpi.wi.gov).



## Germantown

### District Report Card Detail | 2017-18 | Accountability Summary

#### Accountability Summary

#### Supplemental Data

School performance on this page is provided for informational purposes only. This information is not used to determine district accountability scores. The performance of all students in the district, including those in alternate accountability schools, is combined to determine the district accountability score and rating.

##### Summary of Overall Accountability Ratings for Schools in the District

Rating Category	Number of Schools	Percent of Schools
Significantly Exceeds Expectations	1	16.7%
Exceeds Expectations	4	66.7%
Meets Expectations	1	16.7%
Meets Few Expectations	0	0.0%
Fails to Meet Expectations	0	0.0%
Alternate Accountability - Satisfactory Progress	0	0.0%
Alternate Accountability - Needs Improvement	0	0.0%
Alternate Accountability - No Score	0	0.0%

##### Summary of Priority Area Scores for Schools in the District

Does not include Alternate Accountability schools

Priority Area	Low Score	Average Score	High Score	Maximum Score
Overall Accountability	70.2	78.3	88.7	100
Student Achievement	76.7	81.2	87.6	100
School Growth	57.5	73.7	83.2	100
Closing Gaps	41.0	63.0	97.9	100
On-Track and Postsecondary Readiness	88.4	91.8	96.3	100

##### Summary of Student Engagement Indicator Deductions for Schools in the District

Does not include Alternate Accountability schools

Number of Deductions	Number of Schools	Percent of Schools
Zero	6	100.0%
One	0	0.0%
Two	0	0.0%



## Germantown

### District Report Card Detail | 2017-18 | Student Achievement

#### Student Achievement

**Total Score: 79.8/100**

**English Language Arts Achievement Score: 39.1/50**

Performance Level	Points Multiplier	2015-16			2016-17			2017-18		
		Students		Points	Students		Points	Students		Points
		Count	Percent		Count	Percent		Count	Percent	
Advanced	1.5	282	13.8%	423	214	10.6%	321	221	11.0%	331.5
Proficient	1.0	909	44.6%	909	883	43.9%	883	859	42.8%	859
Basic	0.5	659	32.3%	329.5	705	35.0%	352.5	692	34.5%	346
Below Basic	0.0	188	9.2%	0	211	10.5%	0	235	11.7%	0
Total Tested	-	2,038	100.0%	1,661.5	2,013	100.0%	1,556.5	2,007	100.0%	1,536.5

**Mathematics Achievement Score: 40.7/50**

Performance Level	Points Multiplier	2015-16			2016-17			2017-18		
		Students		Points	Students		Points	Students		Points
		Count	Percent		Count	Percent		Count	Percent	
Advanced	1.5	287	14.1%	430.5	235	11.7%	352.5	314	15.7%	471
Proficient	1.0	959	47.1%	959	904	44.9%	904	918	45.8%	918
Basic	0.5	589	28.9%	294.5	641	31.8%	320.5	541	27.0%	270.5
Below Basic	0.0	200	9.8%	0	234	11.6%	0	233	11.6%	0
Total Tested	-	2,035	100.0%	1,684	2,014	100.0%	1,577	2,006	100.0%	1,659.5

#### Notes

- Details on student achievement calculations can be found at <https://dpi.wi.gov/accountability/resources>
- Student Achievement is based on Wisconsin Student Assessment System (WSAS) results for full academic year (FAY) students in all tested grades in the district.
- Scores are based on student performance on WSAS mathematics and English language arts statewide assessments.
- Points displayed in the tables above are weighted so that larger numbers of students and more recent years contribute more to the score for the Priority Area.





## Germantown

### District Report Card Detail | 2017-18 | Student Achievement

## Student Achievement

## Supplemental Data

Group performance is provided on this page for informational purposes only. These data are not used to determine the Student Achievement scores used in the accountability system.

### English Language Arts Supplemental Data

Group	2015-16					2016-17					2017-18				
	Total Tested	Percent Advanced	Percent Proficient	Percent Basic	Percent Below Basic	Total Tested	Percent Advanced	Percent Proficient	Percent Basic	Percent Below Basic	Total Tested	Percent Advanced	Percent Proficient	Percent Basic	Percent Below Basic
All Students: State	437,905	8.6%	33.8%	34.8%	22.8%	444,382	9.4%	34.1%	34.3%	22.2%	445,203	8.1%	33.5%	34.7%	23.8%
All Students: District	2,038	13.8%	44.6%	32.3%	9.2%	2,013	10.6%	43.9%	35.0%	10.5%	2,007	11.0%	42.8%	34.5%	11.7%
American Indian or Alaskan Native	<20	*	*	*	*	<20	*	*	*	*	<20	*	*	*	*
Asian	99	27.3%	42.4%	24.2%	6.1%	107	14.0%	42.1%	33.6%	10.3%	110	20.0%	42.7%	28.2%	9.1%
Black or African American	88	0.0%	26.1%	46.6%	27.3%	87	1.1%	23.0%	39.1%	36.8%	69	2.9%	21.7%	34.8%	40.6%
Hispanic/Latino	106	8.5%	29.2%	45.3%	17.0%	107	7.5%	29.0%	43.0%	20.6%	84	4.8%	29.8%	40.5%	25.0%
Native Hawaiian or Other Pacific Islander	<20	*	*	*	*	<20	*	*	*	*	<20	*	*	*	*
White	1,679	13.6%	47.2%	31.3%	7.9%	1,650	11.1%	46.3%	34.3%	8.3%	1,665	11.1%	44.4%	34.7%	9.8%
Two or More Races	62	27.4%	33.9%	29.0%	9.7%	57	12.3%	36.8%	36.8%	14.0%	76	10.5%	43.4%	31.6%	14.5%
Students with Disabilities	236	3.0%	19.5%	37.7%	39.8%	224	1.3%	17.9%	40.2%	40.6%	222	3.2%	15.3%	39.2%	42.3%
Economically Disadvantaged	306	5.6%	32.0%	45.1%	17.3%	299	5.0%	28.4%	46.8%	19.7%	352	4.0%	33.0%	40.6%	22.4%
English Learners	54	13.0%	33.3%	35.2%	18.5%	46	13.0%	26.1%	32.6%	28.3%	48	14.6%	18.8%	45.8%	20.8%

### Mathematics Supplemental Data

Group	2015-16					2016-17					2017-18				
	Total Tested	Percent Advanced	Percent Proficient	Percent Basic	Percent Below Basic	Total Tested	Percent Advanced	Percent Proficient	Percent Basic	Percent Below Basic	Total Tested	Percent Advanced	Percent Proficient	Percent Basic	Percent Below Basic
All Students: State	439,081	7.9%	33.1%	32.7%	26.3%	445,061	8.1%	33.2%	32.5%	26.2%	445,804	8.7%	33.3%	31.9%	26.1%
All Students: District	2,035	14.1%	47.1%	28.9%	9.8%	2,014	11.7%	44.9%	31.8%	11.6%	2,006	15.7%	45.8%	27.0%	11.6%
American Indian or Alaskan Native	<20	*	*	*	*	<20	*	*	*	*	<20	*	*	*	*
Asian	99	23.2%	51.5%	21.2%	4.0%	107	14.0%	47.7%	28.0%	10.3%	110	25.5%	42.7%	23.6%	8.2%
Black or African American	88	0.0%	27.3%	36.4%	36.4%	87	0.0%	23.0%	40.2%	36.8%	69	5.8%	14.5%	42.0%	37.7%
Hispanic/Latino	106	6.6%	35.8%	35.8%	21.7%	107	6.5%	33.6%	39.3%	20.6%	83	8.4%	32.5%	33.7%	25.3%
Native Hawaiian or Other Pacific Islander	<20	*	*	*	*	<20	*	*	*	*	<20	*	*	*	*
White	1,676	14.6%	48.6%	29.0%	7.9%	1,651	12.5%	46.6%	31.4%	9.4%	1,665	15.9%	48.1%	26.1%	10.0%
Two or More Races	62	21.0%	48.4%	17.7%	12.9%	57	10.5%	43.9%	24.6%	21.1%	76	14.5%	43.4%	28.9%	13.2%
Students with Disabilities	236	4.7%	19.9%	40.3%	35.2%	225	3.6%	16.9%	41.8%	37.8%	223	2.7%	20.6%	31.8%	44.8%
Economically Disadvantaged	305	4.6%	34.1%	42.3%	19.0%	299	4.0%	30.8%	42.1%	23.1%	352	7.7%	34.9%	36.9%	20.5%
English Learners	54	13.0%	46.3%	24.1%	16.7%	46	8.7%	30.4%	34.8%	26.1%	48	14.6%	33.3%	33.3%	18.8%





## Germantown

### District Report Card Detail | 2017-18 | District Growth

#### District Growth

**Total Score: 65.1/100**

The following growth scores are derived from a value-added model. Value-added growth estimates how much student scores are expected to change based on actual growth of similar students. It then compares the change in the student's scores to that estimate. If the student's performance improved more than predicted by the model, we say her district had high value-added. That is, the district's impact on student learning resulted in higher-than-predicted growth.

**English Language Arts Growth Score: 27.3/50**

**Mathematics Growth Score: 37.8/50**

Group	English Language Arts		Mathematics	
	Count	Value-Added Score	Count	Value-Added Score
All Students: District	1,353	2.4	1,352	3.5

#### District Growth Supplemental Data

Group performance provided in the table below is for informational purposes only. Supplemental value-added scores are calculated when 10 or more students are included in a group.

Group	English Language Arts		Mathematics	
	Count	Value-Added Score	Count	Value-Added Score
All Students: State	286,382	3.0	286,346	3.0
American Indian or Alaskan Native	<20	*	<20	*
Asian	76	2.4	76	3.4
Black or African American	55	2.4	55	3.6
Hispanic/Latino	63	2.0	62	3.3
Native Hawaiian or Other Pacific Islander	<20	*	<20	*
White	1,115	2.4	1,115	3.5
Two or More Races	43	2.1	43	3.5
Students with Disabilities	137	2.9	138	3.8
Economically Disadvantaged	249	2.6	249	3.4
English Learners	39	2.8	39	3.2

**\*Note**

Counts will display for districts with 10-19 students in a group, but they are not included in scoring, as the cell size rule for report cards is 20 students or more.

Growth scoring requires at least two consecutive years of test scores. Up to four years of test data on three growth intervals are used in the calculation, when available, to improve the validity and reliability of value-added calculations.



# Germantown

## District Report Card Detail | 2017-18 | Closing Gaps

### Closing Gaps

**Total Score: 71.8/100**

#### Closing Achievement Gaps - English Language Arts | Score: 17.5/25

District Target Group Points-Based Proficiency Rates						State Comparison Group Points-Based Proficiency Rates					Rate of Change		Difference in Rate of Change	
Group	2013-14 Points	2014-15 Points	2015-16 Points	2016-17 Points	2017-18 Points	Group	2013-14 Points	2014-15 Points	2015-16 Points	2016-17 Points	2017-18 Points	District Target Group		State Comparison Group
American Indian or Alaskan Native	NA	NA	NA	NA	NA	White	NA	NA	NA	NA	NA	NA	NA	NA
Asian	0.833	1.000	0.955	0.799	0.868		0.658	0.826	0.723	0.740	0.717	-0.005	0.003	-0.008
Black or African American	0.452	0.442	0.494	0.443	0.435		0.658	0.826	0.723	0.740	0.717	-0.003	0.003	-0.006
Hispanic/Latino	0.580	0.724	0.646	0.617	0.571		0.658	0.826	0.723	0.740	0.717	-0.005	0.003	-0.008
Native Hawaiian or Pacific Islander	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Two or More Races	NA	0.724	0.895	0.737	0.750		NA	0.826	0.723	0.740	0.717	-0.024	-0.031	0.007
Students with Disabilities	0.430	0.417	0.428	0.400	0.396	Students without Disabilities	0.634	0.802	0.694	0.709	0.683	-0.009	0.001	-0.010
Economically Disadvantaged	0.586	0.607	0.629	0.594	0.592	Not Economically Disadvantaged	0.710	0.877	0.770	0.785	0.768	0.000	0.002	-0.002
English Learners	0.574	0.857	0.704	0.620	0.635	English Proficient	0.608	0.766	0.662	0.675	0.651	-0.001	0.000	-0.001
"All 3" Supergroup	NA	NA	NA	NA	NA	Not in "All 3" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"SwD-ECD" Supergroup	NA	NA	NA	NA	NA	Not in "SwD-ECD" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"SwD-EL" Supergroup	NA	NA	NA	NA	NA	Not in "SwD-EL" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"ECD-EL" Supergroup	NA	NA	NA	NA	NA	Not in "ECD-EL" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA

#### Closing Achievement Gaps - Mathematics | Score: 17.3/25

District Target Group Points-Based Proficiency Rates						State Comparison Group Points-Based Proficiency Rates					Rate of Change		Difference in Rate of Change	
Group	2013-14 Points	2014-15 Points	2015-16 Points	2016-17 Points	2017-18 Points	Group	2013-14 Points	2014-15 Points	2015-16 Points	2016-17 Points	2017-18 Points	District Target Group		State Comparison Group
American Indian or Alaskan Native	NA	NA	NA	NA	NA	White	NA	NA	NA	NA	NA	NA	NA	NA
Asian	1.000	1.000	0.970	0.827	0.927		0.797	0.772	0.705	0.711	0.721	-0.030	-0.021	0.059
Black or African American	0.695	0.315	0.455	0.431	0.442		0.797	0.772	0.705	0.711	0.721	-0.062	-0.021	-0.041
Hispanic/Latino	0.727	0.603	0.637	0.631	0.620		0.797	0.772	0.705	0.711	0.721	-0.024	-0.021	-0.003
Native Hawaiian or Pacific Islander	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Two or More Races	NA	0.776	0.887	0.719	0.796		NA	0.772	0.705	0.711	0.721	-0.018	-0.015	-0.003
Students with Disabilities	0.637	0.387	0.470	0.431	0.406	Students without Disabilities	0.768	0.737	0.665	0.668	0.676	-0.055	-0.025	-0.030
Economically Disadvantaged	0.774	0.548	0.621	0.579	0.649	Not Economically Disadvantaged	0.851	0.823	0.750	0.754	0.772	-0.029	-0.023	-0.006
English Learners	0.851	0.786	0.778	0.609	0.719	English Proficient	0.737	0.704	0.633	0.637	0.645	-0.044	-0.025	-0.019
"All 3" Supergroup	NA	NA	NA	NA	NA	Not in "All 3" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"SwD-ECD" Supergroup	NA	NA	NA	NA	NA	Not in "SwD-ECD" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"SwD-EL" Supergroup	NA	NA	NA	NA	NA	Not in "SwD-EL" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"ECD-EL" Supergroup	NA	NA	NA	NA	NA	Not in "ECD-EL" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA



## Germantown

### District Report Card Detail | 2017-18 | Closing Gaps

#### Closing Gaps

**Total Score: 71.8/100**

**Graduation Rate Gaps Score: 37.0/50**

**Closing Graduation Gaps - Four Year | Score: 12/25**

District Target Group Graduation Rates						State Comparison Group Graduation Rates						Rate of Change		Difference in Rate of Change
Group	2012-13 Graduation Rate	2013-14 Graduation Rate	2014-15 Graduation Rate	2015-16 Graduation Rate	2016-17 Graduation Rate	Group	2012-13 Graduation Rate	2013-14 Graduation Rate	2014-15 Graduation Rate	2015-16 Graduation Rate	2016-17 Graduation Rate	District Target Group	State Comparison Group	
American Indian or Alaskan Native	NA	NA	NA	NA	NA	White	NA	NA	NA	NA	NA	NA	NA	NA
Asian	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Black or African American	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Hispanic/Latino	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Native Hawaiian or Pacific Islander	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Two or More Races	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Students with Disabilities	0.912	0.800	0.806	0.738	0.833	Students without Disabilities	0.904	0.912	0.912	0.910	0.917	-0.023	0.002	-0.025
Economically Disadvantaged	NA	0.936	0.875	0.810	0.878	Not Economically Disadvantaged	NA	0.938	0.939	0.936	0.940	-0.025	0.000	-0.025
English Learners	NA	NA	NA	NA	NA	English Proficient	NA	NA	NA	NA	NA	NA	NA	NA
"All 3" Supergroup	NA	NA	NA	NA	NA	Not in "All 3" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"SwD-ECD" Supergroup	NA	NA	NA	NA	NA	Not in "SwD-ECD" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"SwD-EL" Supergroup	NA	NA	NA	NA	NA	Not in "SwD-EL" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"ECD-EL" Supergroup	NA	NA	NA	NA	NA	Not in "ECD-EL" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA

#### Closing Graduation Gaps - Six Year | Score: 25/25

District Target Group Graduation Rates						State Comparison Group Graduation Rates						Rate of Change		Difference in Rate of Change
Group	2012-13 Graduation Rate	2013-14 Graduation Rate	2014-15 Graduation Rate	2015-16 Graduation Rate	2016-17 Graduation Rate	Group	2012-13 Graduation Rate	2013-14 Graduation Rate	2014-15 Graduation Rate	2015-16 Graduation Rate	2016-17 Graduation Rate	District Target Group	State Comparison Group	
American Indian or Alaskan Native	NA	NA	NA	NA	NA	White	NA	NA	NA	NA	NA	NA	NA	NA
Asian	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Black or African American	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Hispanic/Latino	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Native Hawaiian or Pacific Islander	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Two or More Races	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA	NA	NA
Students with Disabilities	0.913	0.906	0.971	0.893	0.938	Students without Disabilities	0.927	0.928	0.934	0.936	0.934	0.004	0.002	0.160!
Economically Disadvantaged	NA	NA	NA	NA	NA	Not Economically Disadvantaged	NA	NA	NA	NA	NA	NA	NA	NA
English Learners	NA	NA	NA	NA	NA	English Proficient	NA	NA	NA	NA	NA	NA	NA	NA
"All 3" Supergroup	NA	NA	NA	NA	NA	Not in "All 3" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"SwD-ECD" Supergroup	NA	NA	NA	NA	NA	Not in "SwD-ECD" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"SwD-EL" Supergroup	NA	NA	NA	NA	NA	Not in "SwD-EL" Supergroup	NA	NA	NA	NA	NA	NA	NA	NA
"ECD-EL" Supergroup	1.000	1.000	0.900	0.978	0.939	Not in "ECD-EL" Supergroup	0.946	0.952	0.957	0.960	0.958	-0.013	0.003	0.160!





## Germantown

### District Report Card Detail | 2017-18 | Closing Gaps

## Closing Gaps

**Total Score: 71.8/100**

#### Notes - Prior Three Pages

- Details on Closing Gaps calculations can be found at <https://dpi.wi.gov/accountability/resources>.
- Closing Graduation Gaps is based on graduation data from prior years because data from the most recent year are not yet available. For graduation calculations, prior-year data are the most current.
- The points-based proficiency rate is calculated by multiplying the number of students with scores in the advanced category by 1.5, proficient by 1.0, basic by 0.5 and below basic by 0.0.
- The count of students for achievement calculations can be found in the Achievement Priority Area of the Report Card.
- If the group's average points-based proficiency rate or graduation rate is greater than or equal to 0.9, the rate of change is adjusted to be equal to the rate of change that would earn the maximum score for that group. This will be indicated on the report card by the symbol "!". This is to ensure that districts with very high achievement or graduation are not penalized with low Closing Gaps scores for small increases in gaps.
- In 2015-16 two new race/ethnicity categories were added: "Native Hawaiian or Other Pacific Islander" and "Two or More Races". Closing Achievement Gaps results for these categories will be calculated as data become available.
- Beginning on 2016-17 report cards, each subgroup included in Closing Gaps calculations is compared to its statewide comparison group using the same number of years of data. For example, if three years of data are available to determine the trend for the students with disabilities subgroup, three years of data are included in the statewide comparison group trend for students without disabilities.

#### About Supergroups

Supergroups are a way to look at closing gaps among groups of students that would ordinarily be too small to include. A supergroup is made up of all the students that belong to any of the groups in the supergroup:

- "All 3" Supergroup: students with disabilities, economically disadvantaged, and limited English proficient students.
- "SwD-ECD" Supergroup: students with disabilities and economically disadvantaged students.
- "SwD-LEP" Supergroup: students with disabilities and limited English proficient students.
- "ECD-LEP" Supergroup: economically disadvantaged and limited English proficient students.

A supergroup is used to evaluate Closing Gaps only when there are fewer than 20 students in each of the individual groups within the supergroup, but more than 20 students in the supergroup. For example, if a district had fewer than 20 students with disabilities and fewer than 20 economically disadvantaged students, but more than 20 students when those groups are combined, the "SwD-ECD" supergroup would be used to evaluate Closing Gaps. Students are not double-counted in a supergroup. In the example above, an economically disadvantaged student with a disability is only counted once in the supergroup.



## Germantown

District Report Card Detail | 2017-18 | On-Track and Postsecondary Readiness

### On-Track and Postsecondary Readiness

**Total Score: 91.5/100**

**2016-17 Attendance Score: 37.4/40**

Group	Enrollment	Attended Days	Possible Days	Rate
All Students	3,633	596,137.0	631,701.0	94.4%
Lowest Group: Economically Disadvantaged	493	79,554.5	85,783.5	92.7%

**2016-17 Graduation Score: 38.5/40**

Group	Four-Year Cohort Graduation Rate			Six-Year Cohort Graduation Rate		
	Students in Cohort	Graduates	Rate	Students in Cohort	Graduates	Rate
All Students	363	347	95.6%	328	318	97.0%

#### On-Track and Postsecondary Readiness Supplemental Data

Group performance is provided for informational purposes only and is not used to determine the On-Track and Postsecondary Readiness scores used in the accountability system.

Group	Four-Year Cohort Graduation Rate			Six-Year Cohort Graduation Rate		
	Students in Cohort	Graduates	Rate	Students in Cohort	Graduates	Rate
American Indian or Alaskan Native	<20	*	*	<20	*	*
Asian	<20	*	*	<20	*	*
Black or African American	<20	*	*	<20	*	*
Hispanic/Latino	22	20	90.9%	<20	*	*
Native Hawaiian or Other Pacific Islander	<20	*	*	<20	*	*
White	295	283	95.9%	285	276	96.8%
Two or More Races	<20	*	*	<20	*	*
Students with Disabilities	36	30	83.3%	32	30	93.8%
Economically Disadvantaged	41	36	87.8%	45	42	93.3%
English Learners	<20	*	*	<20	*	*

#### Notes

- Details on On-Track and Postsecondary Readiness calculations can be found at <https://dpi.wi.gov/accountability/resources>.
- Due to data availability, Attendance and Graduation data are lagged by one year. For this year's report cards, On-Track and Postsecondary Readiness calculations use these data from the prior school year.



## Germantown

District Report Card Detail | 2017-18 | On-Track and Postsecondary Readiness

### On-Track and Postsecondary Readiness

**Total Score: 91.5/100**

#### 2017-18 3rd Grade English Language Arts Achievement Score: 7.8/10

Performance Level	Points Multiplier	2015-16			2016-17			2017-18		
		Students		Points	Students		Points	Students		Points
		Count	Percent		Count	Percent		Count	Percent	
Advanced	1.5	39	14.0%	58.5	20	8.5%	30	27	9.2%	40.5
Proficient	1	128	46.0%	128	104	44.3%	104	131	44.6%	131
Basic	0.5	88	31.7%	44	84	35.7%	42	108	36.7%	54
Below Basic	0	23	8.3%	0	27	11.5%	0	28	9.5%	0
Total Tested	-	278	100%	230.5	235	100%	176	294	100%	225.5

#### 2017-18 8th Grade Mathematics Achievement Score: 7.8/10

Performance Level	Points Multiplier	2015-16			2016-17			2017-18		
		Students		Points	Students		Points	Students		Points
		Count	Percent		Count	Percent		Count	Percent	
Advanced	1.5	47	17.0%	70.5	43	13.4%	64.5	37	13.7%	55.5
Proficient	1	140	50.7%	140	123	38.4%	123	94	34.7%	94
Basic	0.5	66	23.9%	33	116	36.3%	58	91	33.6%	45.5
Below Basic	0	23	8.3%	0	38	11.9%	0	49	18.1%	0
Total Tested	-	276	100%	243.5	320	100%	245.5	271	100%	195

#### Notes

- Details on On-Track and Postsecondary Readiness calculations can be found at <https://dpi.wi.gov/accountability/resources>.
- 3rd Grade English Language Arts and 8th Grade Mathematics Scores are determined in the same way as the Student Achievement Priority Area. However, if there are fewer than 20 students in the most recent year, then the most recent two years of data are combined so that the cell size requirement is met.
- Student achievement is based on Wisconsin Student Assessment System (WSAS) results for full academic year (FAY) students.
- Points displayed in the tables above are weighted so that larger numbers of students and more recent years contribute more to the score for the Priority Area.



## Germantown

### District Report Card Detail | 2017-18 | Student Engagement Indicators

## Student Engagement Indicators

**Goals Met: 2/2**

Both one-year and three-year rates are considered for Absenteeism and Dropout rates. If either the one-year or three-year rate meets the goal then no points are deducted. The three-year rate is based on two years of data when three years are not available.

Indicator	Goal	One-Year District Rate	Three-Year District Rate	Points Deducted
Absenteeism Rate	Less than 13%	3.7%	1.6%	0
Dropout Rate	Less than 6%	1.0%	0.6%	0

### Student Engagement Indicators and Test Participation Data

All districts are expected to meet Student Engagement Indicator goals for Absenteeism and Dropouts rates. The overall accountability score is reduced by five points if the Absenteeism Rate goal or Dropout Rate goal is not met. Absenteeism Rate is the percent of students who are chronically absent (absent at least 16% of the time).

Group	Absenteeism Rate				Dropout Rate				Test Participation Rate			
	One Year		Three Year		One Year		Three Year		(Not Scored)			
	Students	Rate	Students	Rate	Students	Rate	Students	Rate	Students ELA	Rate ELA	Students Mathematics	Rate Mathematics
All Students: District	3,602	3.7%	11,434	1.6%	1,674	1.0%	5,692	0.6%	2,076	98.4%	2,076	98.3%
American Indian or Alaskan Native	<20	*	NA	NA	<20	*	NA	NA	<20	*	<20	*
Asian	194	3.1%	602	1.7%	90	0.0%	284	0.0%	113	99.1%	113	98.2%
Black or African American	142	3.5%	458	2.4%	71	4.2%	232	1.7%	85	90.6%	85	90.6%
Hispanic/Latino	162	10.5%	533	3.8%	83	3.6%	275	1.5%	90	98.9%	90	97.8%
Native Hawaiian or Other Pacific Islander	<20	*	NA	NA	<20	*	NA	NA	<20	*	<20	*
Two or More Races	129	4.7%	380	1.8%	68	0.0%	201	0.5%	77	100.0%	77	100.0%
White	2,965	3.3%	9,420	1.5%	1,358	0.8%	4,684	0.5%	1,706	98.7%	1,706	98.7%
Students with Disabilities	430	6.0%	1,369	2.9%	179	1.1%	625	0.5%	250	91.6%	250	91.6%
Economically Disadvantaged	490	9.4%	1,594	4.4%	224	2.2%	746	1.2%	375	97.9%	375	97.9%
English Learners	90	3.3%	274	1.5%	27	0.0%	96	0.0%	51	100.0%	51	98.0%

Group performance for Test Participation Rates, Absenteeism Rates and Dropout Rates is provided below for informational purposes, to facilitate analysis of achievement gaps, and drive continuous improvement planning. Test Participation data reflect the one-year test participation rates of subgroups. Note that there is no longer a score deduction associated with Test Participation on Report Cards.

# **The ACT Report**

**Germantown High School**

**Class of 2018**



## Historical Performance-ACT

February 27, 2017 Mandatory ACT Administration For Class of 2018:		<b>22.5</b>
Average Composite Score With Additional Tests Taken On Own:		<b>22.6</b>
!	The Class of 2018 had <b>343</b> students take the ACT.	
☆	The Class of 2018 scored <b>+2.1</b> points higher than the State Class of 2018 average for composite score.	
☆	The Class of 2018 scored higher than the State Classes of 2018 in each category: English <b>+2.1</b> , Math <b>+2.3</b> , Reading <b>+2.1</b> and Science <b>+2.0</b> .	
!	The GHS Class of 2018 scored <b>-0.5</b> points lower in comparison to the GHS Class of 2017.	
!	The Class of 2018 scored lower than the Class of 2017 in each category: English <b>-0.6</b> , Math <b>-0.5</b> , Reading <b>-0.3</b> and Science <b>-0.3</b> .	
☆	<b>135</b> students ( <b>39%</b> ) within the Class of 2018 were reported to have taken the ACT at least one other time beyond the mandated State Testing Day.	
☆	The Class of 2018 who took the ACT at least one other time beyond the mandated State Testing Day averaged an <u>individual</u> composite score increase of <b>+1.1</b> points. The difference is based upon the highest score received from subsequent tests.	

### Five Year Trends - Average ACT Scores

Grad Year	Total Tested		English		Mathematics		Reading		Science		Composite	
	District	State	District	State	District	State	District	State	District	State	District	State
2013	324	46,574	23.5	21.5	23.7	22.0	24.3	22.3	24.1	22.2	24.0	22.1
2014	286	46,870	22.8	21.6	22.9	22.0	23.2	22.4	23.3	22.3	23.2	22.2
2015	267	46,738	23.3	21.6	23.2	22.0	24.4	22.5	23.7	22.3	23.8	22.2
2016	365	66,564	21.6	19.7	21.7	20.4	22.7	20.7	22.4	20.7	22.3	20.5
2017	357	66,734	22.5	19.7	23.1	20.4	23.0	20.6	23.1	20.9	23.1	20.5
2018	343	68,000	21.9	19.8	22.6	20.3	22.7	20.6	22.8	20.8	22.6	20.5

**Overall scores from 2000-2018 in rank order and designated by  
“Graduating Class”**

<i>Rank</i>	<i>Score</i>	<i>Year</i>
1	24.1	2013
2	23.9	2002
3	23.8	2015
4	23.7	2004, 2010
6	23.6	2008
7	23.5	2009
8	23.4	2000
9	23.3	2001, 2007,2012
12	23.2	2002, 2014
14	23.1	2015, 2017*
16	23.0	2006
17	22.6	2018*
18	22.3	2016*

\*=Years of Mandatory ACT Tests in the Junior Year

## ACT Exam History: Percentage of ACT-Tested Students College Ready

GHS by Year	College English	College Algebra	College Social Science	College Biology	Meeting All 4
Target Score	18	22	21	23	N/A
2005	82%	63%	69%	47%	39%
2006	81%	56%	65%	47%	38%
2007	84%	62%	66%	45%	35%
2008	85%	66%	72%	52%	44%
2009	83%	60%	71%	47%	38%
2010	86%	60%	71%	56%	41%
2011	83%	61%	70%	51%	41%
2012	84%	64%	70%	47%	35%
2013	89%/75%	70%/54%	65%/53%	61%/47%	46%/33%
2014	85%/75%	62%/54%	57%/51%	58%/49%	40%/34%
2015	85%/74%	66%/52%	67%/53%	59%/49%	45%/35%
2016*	74%/60%	53%/41%	53%/41%	53%/37%	38%/25%
2017*	78%/59%	61%/39%	59%/42%	57%/37%	43%/25%
2018*	75%	60%	56%	52%	38%

District/State % College Ready (since 2013)

\* = Years of Mandatory ACT Tests in the Junior Year

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education                      **TOPIC:** Purchases Over \$15,000  
**FROM:** Ric Ericksen                      **BOARD MEETING:** November 26, 2018  
**DATE:** November 21, 2018                      **AGENDA ITEM:** VI.A.

**FC Date:** November 26, 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. --

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### **\$56,396.83 (37,031.07+19,365.76): Buildings & Grounds: Baycom - DOJ Grant**

#### **Recommendation to the Board of Education and Finance Committee:**

Bring forward to the Board of Education with a positive recommendation to purchase the portable radios, software, and radio infrastructure from Baycom for \$56,396.83 as presented and fund using the appropriate accounts in the General Fund from the Department of Justice Grant.

From Don Erickson, Director of Buildings & Grounds:

The Baycom radio system in the Germantown will be upgraded as part of the DOJ safety grants. The upgrade includes a repeater antenna system at the schools. This will enable the District wide radios to be used at all locations regardless of the base location. 31 additional radios will be purchased and distributed to the schools. Total cost is \$56,396.83.

### **\$47,850: Germantown High School Electronic Message Board**

#### **Recommendation to the Board of Education and Finance Committee:**

Table this item.

On November 12, 2018 the Building Committee approved the purchase and installation of Daktronics 10mm 50" x 8'8" message board and further sends this item to the Finance Committee to determine funding options. *Please see November 12 Building Committee background.*

District officials are not prepared to make a recommendation at this time.

Principal Farren and his team are looking at funding sources at the high school level, as well as working with district office for other funding sources.

5051819080

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when it matters most.**BAYCOM, Inc.**

W239N289D Pewaukee Rd.

Pewaukee, WI 53072

Phone: (414) 456-7628

Email: kpremo@baycominc.com

Date: 11/14/2018

Quote: KP11142018

Prepared for: Germantown School District  
 Attn: Don Erickson  
 Address: N104W13840 Donges Bay Rd  
 City, State, Zip: Germantown, WI 53022  
 Phone: (262) 253-3900  
 E-Mail: [iholmes@gsdwi.org](mailto:iholmes@gsdwi.org)

Qty.	Item ID	Description	Unit Price	Total
		<b>MOTOTRBO Digital Radio System</b>		
6	A	<b>Motorola Digital Radio System Infrastructure</b> * Includes: (1) Motorola SLR5700 50W/UHF/Digital repeater, cabling, RF filtering, ground bar, ground wire,	\$2,911.85	\$17,471.10
6	B	<b>UHF Repeater Antenna System</b> * Includes: Unity gain fiberglass antenna, non-penetrating roof mount, 1/2" hard-line coaxial cable, connectors, and lightning protection system * Customized to provide 2" weather head fitting, not at each antenna location * Based on physical observation of roof structure, 8" diameter hole was cut in roof, 1/2" coax cable out of the exterior wall below that through the roof. To be determined.	\$767.33	\$4,603.96
1	C	<b>System Staging / Programming / Deployment</b> * Includes: Reprogramming of existing portable radios, School building site-walks, signal strength testing, engineering services, system design, meetings, project management, Fleetmap development, programming template creation, radio ID tracking, in-house system staging/programming/testing, subscriber cloning/testing, on-site antenna system and equipment installation, post-install coverage testing, subscriber radio deployment and admin radio training.	\$9,582.00	\$9,582.00
2	D	<b>Frequency Licensing &amp; Coordination</b>	\$2,628.00	\$5,256.00

Item Total: \$36,913.07

Shipping: \$118.00

Sub Total: \$37,031.07

Tax: Exempt

Total: \$37,031.07

Price valid for 60 Days

Quoted by: Kate Premo

Date: 11/14/2018

Accepted by:



Date: 11/15/18

Note: Price quoted for payment by check or ACH transfer

 108827 ~~1111~~ 254300 609  
 323 VJA

FL COMMITTEE

# BAYCOM

serious mobility.  
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**BAYCOM, Inc.**

W239N2890 Pewaukee Rd

Pewaukee, WI 53072

Phone: (414) 456-7628

Email: [lkpremo@baycominc.com](mailto:lkpremo@baycominc.com)

Date: 8/30/2018

Quote: GSD08302018

Prepared for: Germantown School District  
Attn: Jeff Holmes  
Address: N104W13840 Donges Bay Rd  
City, State, Zip: Germantown, WI 53022  
Phone: 262-253-3900  
E-Mail: [jholmes@gsdw.org](mailto:jholmes@gsdw.org)

Qty.	Item ID	Description	Unit Price	Total
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**MOTOTRBO IP SITE Connect Digital Radio System Portables**

19	A	<b>Motorola SL3500e Portable Radio</b> Includes: Stubby Antenna, belt holster, IMPRESS Battery, Standar USB Charger Limited Keypad, 2 Yr Warranty, 4 Watt Output Power MSRP \$768.00 Wisconsin Counties Association Pricing \$617.76	\$558.96	\$10,620.24
12	B	<b>Motorola XPR3500e Portable Radio</b> Includes: Stubby Antenna, belt clip, IMPRESS Battery, Standard Impress Charger Limited Keypad, 2 Yr Warranty, 4 Watt Output Power MSRP \$768.00 Wisconsin Counties Association Pricing \$617.76	\$558.96	\$6,707.52
31	C	<b>Motorola IP Site Connect Software for Portable Radios</b> MSRP \$83.00 Wisconsin Counties Association Pricing \$73.04	\$65.00	\$2,015.00

Date: 8/30/18

Accepted by:



Date

11/14/18

Note: Price quoted for payment by check or ACH transfer

Item Total: \$19,342.76  
Shipping: \$23.00  
Tax: Exempt

Total: \$19,365.76

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** All Board Members

**TOPIC:** CAPP Course Proposal

**FROM:** Brenda O'Brien

**BOARD MEETING:** November 26, 2018

**DATE:** November 19, 2018

**AGENDA ITEM:** VII.A.

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 detailed information regarding the course proposal and differences between Advanced Placement (AP) courses and CAPP can be found in the background information from the Board of Education meeting dated November 12, 2018.

Mr. Torrey Lauer, Spanish Teacher at Germantown High School, has become certified to teach a CAPP Spanish course at the high school, and he will be available at the meeting to answer questions the Board may have on the CAPP proposal.

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 \$500 (\$100 per credit). This fee would be paid by the students who enroll in the course.

**RECOMMENDATION:** Approve the CAPP Spanish V course as presented beginning with the 2020-21 school year.

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

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



## GERMANTOWN SCHOOL DISTRICT

<b>TO:</b>	Board of Education	<b>TOPIC:</b>	PAC Coordinator
<b>FROM:</b>	Michael Nowak	<b>BOARD MEETING:</b>	November 26, 2018
<b>DATE:</b>	November 21, 2018	<b>AGENDA ITEM:</b>	VII. B.

As a final point in a process that began over nine weeks ago, we are forwarding a recommended candidate to the Board of Education for the newly created Performing Arts Center Coordinator position. After an initial screening of applicants and an interview process that included five candidates, Heather Pulkowski emerged as the recommended candidate. She brings a wide range of skills and experiences to the role as the result of extensive training and positions at two highly reputable community performing arts centers. Additionally, she separated herself as a candidate by sharing an interest in being at the forefront of articulating a vision for the Performing Arts Center. In consideration of experiences and comparable positions in the area, Heather has been offered a letter of employment which includes a salary of \$52,250 per year with related benefits.

**RECOMMENDATION:** Approve the letter of employment for Heather Pulkowski as the Performing Arts Center Coordinator with a yearly salary of \$52,250 and related benefits.

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education

**TOPIC:** Early Childhood Teacher and  
Speech Pathologist Increases

**FROM:** Michael Nowak, Todd Lamb

**BOARD MEETING:** November 26, 2018

**DATE:** November 21, 2018

**AGENDA ITEM:** VII.C.

Preschool-aged students often become eligible for Early Childhood and/or Speech Therapy services at the time of their third birthdays and/or following evaluations requested by parents between the ages of 3 and 5 years. As a result, student eligibility occurs throughout the school year and cannot be predicted on an annual basis. Services are provided in students' natural environments whenever appropriate to be compliant with DPI Indicators. Therefore, students may receive services at Rockfield School, the Germantown Community Library, venues of the Germantown Park and Recreation Department, as well as an increasing number of local preschools, depending upon their individual goals and service needs; some students receive services in more than one setting.

Historically, the number of Early Childhood staff have increased during many school years and then decreased in the following falls as students transition into kindergarten. As current staff have looked for creative scheduling solutions, their FTE has remained consistent for the past few years. However, there is no remaining flexibility in their schedules to cover the needs and locations of incoming students. Similarly, our existing Speech Pathologist staffing must be increased in order to meet the needs of incoming students.

Given that enrollment is already higher than typical for this time of year, in combination with the number of pending students currently in the evaluation process, the existing staff should be increased to cover all students' service needs beginning around the time of winter break.

**FUNDING SOURCE:** IDEA Flow-Through

**RECOMMENDATION:** In order to support the needs of additional preschool-aged students known to be enrolling soon, it is recommended that Early Childhood teaching staff be increased by 0.25 FTE and that Speech Pathologist staff be increased by 0.20 FTE.

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education

**TOPIC:** Sunbelt Staffing,  
IEP Nursing Services

**FROM:** Todd Lamb

**BOARD MEETING:** November 26, 2018

**DATE:** November 21, 2018

**AGENDA ITEM:** VII.D.

Our 2018-2019 CESA contract includes nursing services for student specific IEP needs. For nearly the past year, CESA has staffed this need by hiring two part-time nurses. Despite much effort by CESA to hire directly, they needed to contract with a staffing agency (Sunbelt Staffing) to help cover our nursing needs. Given a recent resignation, given the shortage of nurses available to accept a yearlong position, and given the remaining nurse's interest in the full time position, CESA has offered to allow the District the option of contracting directly with the staffing agency in order to minimize any additional costs.

**FUNDING SOURCE:** IDEA Flow-Through (the CESA contract will be revised accordingly for the remainder of the current school year).

**RECOMMENDATION:** Approve the Client Services Agreement with Sunbelt Staffing for the remainder of the 2018-2019 school year at a nurse rate of \$56.76 per hour for services needed.



## Cover Sheet

Please return signed Client Services Agreement to:

Account Executive: Britt Lalley

Sunbelt Staffing, LLC  
3687 Tampa Road, Suite 200  
Oldsmar, Florida 34677

Direct Telephone: 813-792-3412

Secure Fax: 877-831-8513

Account Executive Email: Britt.Lalley@sunbeltstaffing.com

Executed Client Services Agreement to be returned to:

Client Facility: Germantown School District

Client Contract Contact: Todd Lamb

Phone Number: 262-253-3900

Email Address or Fax Number: tlamb@gsdwi.org



## Client Services Agreement School Division

Sunbelt Staffing, LLC, a Florida corporation (hereafter referred to as "Sunbelt") and

Germantown School District

whose location is

*(Client Name)*

N104W13840 Donges Bay Road

Germantown, WI 53022

*(Street Address)*

*(City, State, Zip)*

(hereafter referred to as "Client")

enter into this non-exclusive Client Services Agreement for the purpose of referring and placing Consultants ("Consultants") with Client. This Agreement shall govern the overall terms of the relationship, while a separate Assignment Confirmation (Addendum A) for each placement will outline specifics as to bill rates, personnel, and assignment lengths.

### 1. Scope of Services.

Sunbelt, a licensed staffing agency in the business of providing supplemental staffing to the public and private education sector and not a healthcare provider, will use its commercially reasonable efforts to provide Consultants for assignment with Client. Sunbelt will be responsible for payment of each Consultant's wages and applicable payroll taxes, deductions, and insurance, including workers' compensation, general liability and professional liability coverage for the benefit of the Consultants. If a Consultant is unable to complete the specified assignment, Sunbelt will use its commercially reasonable efforts to find a replacement in a timely manner.

### 2. Independent Contractor.

The parties hereto specify and intend that the relationship of each to the other is that of an independent contractor that each Consultant shall be an employee of Sunbelt and that no qualified Consultant shall at any time be an employee of Client, unless the parties shall otherwise agree in writing. Sunbelt agrees to provide and maintain all payroll services for any qualified Consultant placed with Client, to maintain payroll records and to withhold and remit all payroll taxes and social security payments. Sunbelt does not ordinarily use subcontractors in providing services. Should the need to use a separate staffing firm or independent contractor arise, Sunbelt will notify Client in advance of the assignment in order to receive approval of this arrangement.

### 3. Telepractice Services.

Sunbelt, at Client's specific request, may provide telepractice services through VocoVision. Should utilization of VocoVision occur, Client shall, at that time, receive in addition to Addendum A – Client Assignment Confirmation, an Addendum B – Teleservices Provisions, Addendum C – Duties and Responsibilities and Addendum D – VocoVision Equipment Policies which, collectively, outline specific terms and conditions regarding VocoVision's telepractice services.

### 4. Insurance.

Sunbelt will maintain at least the following minimum amounts of insurance:

General Liability - \$2,000,000 per occurrence and \$4,000,000 aggregate.

Workers Compensation - in accordance with state regulations.

Employers Liability - \$2,000,000.

Excess Liability over General Liability and Employer's Liability - \$5,000,000 per occurrence and \$5,000,000 aggregate.

Professional Liability of \$1,000,000 per occurrence and \$3,000,000 aggregate.

### 5. Competency and Licensing.

Sunbelt will conduct comprehensive pre-employment screening to provide licensed Consultants who meet applicable professional standards. Sunbelt will endeavor to present only Consultants who are qualified for Client's open position(s) on job requirements established by Client either verbally or in writing. While Sunbelt will make every effort to pre-screen job candidates based on these requirements, Client acknowledges the candidate assignment decision is ultimately the responsibility of the Client. To this end, Sunbelt will make available to Client all appropriate Consultant records that Sunbelt may permissibly disclose and will facilitate an interview between Client and Consultant in order to assist Client in the hiring decision. Sunbelt will do its due diligence to ascertain the professional and applicable Department of Education and Wisconsin Department of Public Instruction licensing and certification requirements for the Consultant discipline placed with Client, however, it is ultimately the responsibility of the Client to approve the Consultant's licensure and certifications as acceptable.

### 6. On-Site Responsibility.

Client is responsible for providing all orientation, support, facilities, training, direction, and means for the Consultant to complete the assignment. Client acknowledges that Sunbelt is not providing nursing or healthcare services, but rather is providing candidate



identification and placement services. As such, Client is responsible for the Consultant's adherence to the applicable standard of practice and acknowledges that Sunbelt is not responsible for the Consultant's on-site performance given that Sunbelt does not have the capacity to provide direct, on-site supervision of daily activity. Client acknowledges that any deviation of the Client's policies and procedures as orientated to Sunbelt's Consultant should be reported in writing and directly to Sunbelt immediately so that Sunbelt may be provided an opportunity to offer correction and/or counseling of unacceptable practices by Consultant. Client warrants that its facilities and operations will comply at all times with all federal, state and local safety and health laws, regulations and standards, including OSHA standards, and that Client will be responsible for providing all safety training and equipment, and for each Consultant's compliance with health and safety requirements, including those instituted by Client.

#### **7. Employment of Consultants.**

Client agrees that it will not directly or indirectly, personally or through an agent or agency, contract with or employ any Consultant introduced or referred by Sunbelt for a period of one year after the latest date of introduction, referral, or placement or the conclusion of Consultant's assignment through Sunbelt. If Client or its affiliate enters into such a relationship or refers Consultant to a third party for employment, Client agrees to pay an amount equal to \$22,500 or thirty-five (35) percent (whichever is greater) of the Consultant's first year's annual salary, including any signing bonus, as agreed upon at the time of hiring. Payment is due and payable to Sunbelt upon start date.

#### **8. Equal Opportunity.**

It is the policy of Sunbelt to provide equal opportunity to all Consultants for employment. Sunbelt and Client will screen based on merit only. All Consultants will be free from discrimination due to race, religion, color, sex, national origin, age, or disability.

#### **9. Professional Fees.**

Client will pay Sunbelt based on the service charges specified in the Assignment Confirmation included as an addendum to this Agreement. All hours worked over forty (40) hours in a one-week work period will be billed at one and one-half times the regular bill rate. It is Client's responsibility to notify Sunbelt if pre-approval is required for any or all overtime hours prior to any such hours being worked. Client contract with a Consultant requiring relocation, Client will pay a one-time fee of four hundred dollars (\$400.00) to cover travel and relocation expenses for each Consultant assigned to Client facility(ies).

#### **10. Payment Terms.**

Client will be billed on a weekly basis for all services provided during the previous week. Payment is due within fifteen (15) days of receipt of invoices. Invoices shall be considered past due if not paid by the agreed-upon due date. Client agrees to pay all necessary collection costs of amounts past due, including reasonable attorney's fees and costs. Additionally, Sunbelt reserves the right to approve or to discontinue any extension of credit and the terms governing such credit. Should billing disputes arise, Client shall notify Sunbelt in writing within thirty (30) days of the receipt of the disputed invoice. Once the dispute has been addressed and all required corrections/adjustments have been made the original payment terms and default after 30 days will be in place.

#### **11. Administrative Responsibilities.**

Client shall be responsible for orienting Consultant to Client's policies and procedures regarding the submission of any requisite paperwork which must be tendered for reimbursement by funding entities such as Medicare, Medicaid, or health insurance. Such paperwork may include, but is not limited to, patient care plans, comprehensive patient histories, individual education plans, or Client specific program plans. During the contracted assignment, should Consultant fail to submit paperwork as required per Client's policies and procedures, Client must notify Sunbelt in writing within three (3) business days of alleged failure. Failure to notify Sunbelt within the three (3) day period shall negate any Client claim to withhold payment due to paperwork non-compliance by Consultant. Within three (3) business days following the conclusion of a contracted assignment, Client shall conduct a final review to determine whether the completion of additional paperwork is needed from the Consultant. Failure to notify Sunbelt prior to the fourth (4<sup>th</sup>) day after conclusion of the assignment will negate any Client claim to withhold payment due to paperwork non-compliance by Consultant.

#### **12. Limitation of Liability.**

NEITHER PARTY SHALL BE LIABLE TO THE OTHER WHATSOEVER FOR ANY SPECIAL, CONSEQUENTIAL, INDIRECT, EXEMPLARY OR PUNITIVE DAMAGES, INCLUDING ANY DAMAGES ON ACCOUNT OF LOST PROFITS, LOST DATA, LOSS OF USE OF DATA, OR LOST OPPORTUNITY, WHETHER OR NOT PLACED ON NOTICE OF ANY SUCH ALLEGED DAMAGES AND REGARDLESS OF THE FORM OF ACTION IN WHICH SUCH DAMAGES MAY BE SOUGHT. THE FEES AND BILLINGS DUE UNDER THIS AGREEMENT ARE NOT CONSIDERED SPECIAL DAMAGES OR LOST PROFITS AND SHALL NOT BE LIMITED BY THESE PROVISIONS.



### **13. Incident and Error Tracking.**

Client will report to Sunbelt any performance issues, incidents, errors and other events related to the care and services provided by Sunbelt employees. Sunbelt will document reported incidents in employee's personnel file and track all such events for quality assurance purposes. All supporting documentation is required within seventy-two (72) hours of the occurrence.

### **14. Reporting of Work-Related Injuries.**

Client will maintain a safe working environment and provide all appropriate personal protective equipment as deemed appropriate by the Client and suitable to the setting to which Sunbelt Staffing's Consultant has been assigned. Client ensures compliance with all applicable OSHA obligations to include general training on the reporting of work-place injuries, incidents, and occupational exposure to bloodborne pathogens occurring at Client facility. Records of such occurrences must be maintained by the Client and accessible to Sunbelt Staffing within guidelines set forth by governing entities. In the event of work-place injury, incident or exposure, each affected Consultant will contact their immediate Client-appointed supervisor and report to the applicable treating department as per Client protocol. Consultant shall also report work-place injury, incident or exposure to Sunbelt Staffing concurrently with Client. If Sunbelt Staffing's Consultants are not eligible for treatment of work-place injury, incident or exposure by Client or if reporting requirements change during the term of this Agreement, Client is responsible for written notification of such information to both Sunbelt Staffing and Sunbelt Staffing's Consultant.

### **15. Termination of Contracted Assignment with Cause.**

Immediately upon occurrence, Client has the obligation to report each deviation from the accepted standard of practice, policies and procedures as orientated to Consultant, behavior, and or any incident that would be considered averse to the overall operation of Client. Client may request that Sunbelt facilitate the immediate removal of Consultant due to any of the issues preceding with written and/or verbal notice. The Client, however, may not immediately terminate a Consultant unless Sunbelt has been notified prior to final incident or Client determines, in its sole discretion, that a single incident warrants immediate dismissal prior to Sunbelt's notification. All supporting documentation specifying the reasons and facts of the termination is required within forty-eight (48) hours of termination. If the Client does not report such deviation(s) and subsequently terminates Consultant or if Client does not provide required documentation following a termination within the required timeframe, Client will be assessed as liquidated damages and not as a penalty, an amount equal to one (1) week of billing. The parties agree that Sunbelt's Consultants are an integral part of its operation and a resource that may have been developed over a number of years. Any delay or absence of a written and verbal notice could result in lost revenue or other consequences not foreseen at this time and therefore the liquidated damages are not unreasonable to the probable loss to be suffered by Sunbelt in the event of your breach of this provision. Client will be responsible for all professional fees (and expenses if applicable) up to the point of termination. Termination with cause must be documented prior to termination in accordance with the Incident and Error Tracking procedures set forth in paragraph 14 of this agreement. Sunbelt shall have five (5) business days to refill the position in the event of termination with cause. Should Sunbelt identify a suitable Consultant, Client agrees to original terms or extended terms of the terminated Consultant's assignment.

### **16. Termination of Contracted Assignment without Cause.**

Client may cancel an assignment with sixty (60) days written notice. Client is responsible for all charges and fees prior to cancellation date and through the 60-day period of notice. In the event Client is unable to provide sixty (60) days' notice of termination, Client will be billed for sixty (60) days at the agreed upon regular bill rate and minimum hours. In the event of termination without cause, Client will be responsible for any housing and travel costs actually incurred by Sunbelt as a result of such cancellation.

### **17. Guaranteed Minimum Hours.**

Client agrees to provide Consultant the guaranteed number of work hours per week specified in the attached Assignment Confirmation Addendum A. Cancellation of prescheduled workdays or reduction in work hours by Client will be billed reflecting the guaranteed minimum work hours. Minimum work hours shall be reduced to reflect scheduled school closings for holidays and planning days.

### **18. Paid Sick Leave.**

For those jurisdictions that have passed or will pass legislation requiring Paid Sick Leave, Paid Sick Time will be billed back to Client at the straight-time bill rate for all hours taken by any Consultant assigned to Client. This section is not applicable until the effective date of such legislation has been reached.

### **19. Unscheduled Facility Closure Policy.**

Sunbelt will incur fixed expenses over the entire course of a Consultant's contract assignment with Client related to the Consultant's housing and per diem costs. The parties agree that in the event of an unforeseen or unexpected interruption in a Consultant's assignment resulting from an unscheduled closure, complete or partial, of Client's facilities due to natural or

# Sunbelt Staffing

manmade disasters, such as, and without limiting the generality of the foregoing, fire, storms, flooding, snow events, earthquake, labor unrest, riots, and/or acts of terrorism or war (each an "Unscheduled Closure"), Client will be invoiced and shall pay for each such affected Consultant's services at the reduced rate of \$100 per day for each day that the Consultant (s) is unable to work by virtue of such Unscheduled Closure.

## 20. Multiple Locations.

If client requires Consultant to travel in a personal vehicle to and perform services at more than one location, Client will compensate Sunbelt for travel time between facilities at the regular hourly bill rate and for mileage up to the current acceptable IRS reimbursement rate.

## 21. Issue Resolution.

In the event Client encounters an issue that is not satisfactorily resolved by its Sunbelt representative, Client should escalate the issue to the appropriate Sunbelt manager. The Sunbelt manager contact is:

**Sunbelt Division Director, Telephone:** Kim Western, 813-792-3433

## 22. Indemnification.

To the extent permitted by law, each party will be responsible for damages associated with third party claims to the extent of their respective negligence, willful misconduct or breach of this agreement.

## 23. Confidentiality.

Each party acknowledges that as a result of this Agreement, they will learn confidential information of the other party. Confidential information is defined as that information which is private to each party but is shared by one to the other party as required to accomplish this Agreement and **includes bill rates, fees for permanent placements and terms and conditions of this Agreement**. It is agreed that neither party will disclose any confidential information of the other party to any person or entity. Neither will it permit any person nor entity to use said confidential information. The only exceptions will be: (a) Information shared to the appropriate individuals within the respective organizations as necessary to execute this Agreement, (b) disclosures as required by law. Confidential Information of Sunbelt Staffing shall include, but is not limited to, any and all unpublished information owned or controlled by Sunbelt Staffing and/or its employees, that relates to the clinical, technical, marketing, business or financial operations of Sunbelt Staffing and which is not generally disclosed to the public including but not limited to employee information, technical data, policies, financial data and information to include contract terms and provisions, billing rates, permanent placement fees whether disclosed orally, in writing or by inspection. If the receiving party shall attempt to use or dispose of any of the Confidential Information, or any duplication or modification thereof, in any manner contrary to the terms of the foregoing, the disclosing party shall have the right, in addition to such other remedies which may be available to it, to obtain an injunctive relief enjoining such acts or attempts as a court of competent jurisdiction may grant, it being acknowledged that legal remedies are inadequate.

## 24. Family Education Rights and Privacy Act & Wisconsin Statutes § 118.125.

Sunbelt shall comply with all laws, rules and regulations pursuant to the Family Educational Rights and Privacy Act, 20 USC 1232g ("FERPA") Wisconsin's Pupil Records Law, Wis. Stat. § 118.125 and acknowledges that certain information about the Client's students is contained in records maintained by Sunbelt and the Consultant and that this information can be confidential by reason of FERPA, Wisconsin law, and related Client policies. Both parties agree to protect these records in accordance with FERPA, Wisconsin law and Client policy. To the extent permitted by law, nothing contained herein shall be construed as precluding either party from releasing such information to the other so that each can perform its respective responsibilities. As it applies, Consultants assigned to Client will execute a FERPA Statement of Understanding outlining appropriate guidelines.

## 25. State Retirement System Notice.

Client acknowledges and agrees that if formal notice is required to be given to any Consultant that participation in any such retirement system/pension is either: 1) permitted by Consultant's election; or 2) is required by law, then Client is solely responsible for providing such notice to Consultant s and fulfilling all associated administrative duties. Client shall immediately notify Sunbelt if any Consultant is required to, or voluntarily elects to participate in any such system. In such event, Client shall advise Sunbelt of the withholding obligation percentages (both employer and employee share) so that invoices to Client and payment to the Consultant may be adjusted accordingly. The parties agree that Client shall withhold and pay to the retirement/pension both the employee and employer shares. The parties agree that the applicable employee and employer shares paid to the system by the Client shall be deducted from the amount owed to Sunbelt by the Client hereunder. The parties agree that the applicable employee share paid to the system by the Client shall be deducted from the amount due the Consultant by Sunbelt. The Client and Sunbelt expressly acknowledge and agree that if any Consultant is required to, or elects to participate in a retirement system/pension, the Client shall be solely responsible for: 1) creating an account for Consultant with the appropriate



# Sunbelt Staffing

retirement system/pension; 2) all present and/or future obligations to make employee and employer cash payments/ contributions to the retirement system/pension as required by law and/or set by the retirement system/pension; and 3) otherwise administering all employer functions pertaining to the Consultant's interest in retirement system/pension.

## 26. Conflicts of Interest.

The parties acknowledge their respective obligation to report any conflict of interest and/or apparent conflict of interest that may interfere with their ability to perform their obligations hereunder objectively and effectively. To that end, the Parties hereby certify and represent that their officials, employees and agents do not have any significant financial or other pecuniary interest in the other party's business enterprise, and that no inducements of monetary or other value were offered or given to any officer, employee or agent of the other party. Each party agrees to promptly notify the other in the event it becomes aware of any conflict of interest or apparent conflict of interest.

## 27. Survival.

The parties' obligations under this Agreement which by their nature continue beyond termination, cancellation or expiration of this Agreement, shall survive termination, cancellation or expiration of this Agreement.

## 28. Governing Law.

This Agreement shall be governed by the laws of the state of Wisconsin.

## 29. Entire Agreement.

This Agreement represents the entire agreement between the parties and supersedes any prior understandings or agreements whether written or oral between the parties respecting the subject matter herein. This Agreement may only be amended in a writing specifically referencing this provision and executed by both parties. This Agreement shall inure to the benefit of and shall be binding upon the parties hereto and their respective heirs, personal representatives, successors and assigns, subject to the limitations contained herein. The unenforceability, invalidity or illegality of any provision of this Agreement shall not render any other provision unenforceable, invalid or illegal and shall be subject to reformation to the extent possible to best express the original intent of the parties. This Agreement and attached Assignment Confirmation contain terms that may only be altered when agreed upon in writing by both parties.

National Account Executive: Britt Lalley

Direct Phone Number: 813-792-3412

This Agreement and attached Assignment Confirmation contain terms that may only be altered when agreed upon in writing by both parties. *(Please return all pages of this Client Services Agreement).*

### Germantown School District

Client Name

Client Representative Signature

Date

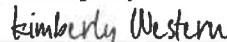
Todd Lamb

Print Name

Title

### SUNBELT STAFFING, LLC

DocuSigned by:



11/20/2018

Sunbelt Representative Signature

Date

Kimberly Western

Print Name

Vice President

Title



**Client Assignment Confirmation (Addendum A)**  
**Schools Division**

Client agrees to pay Sunbelt for hours worked by Consultant on the following terms:

Client Name: \_\_\_\_\_  
 Sunbelt Consultant: \_\_\_\_\_  
 Position: \_\_\_\_\_  
 Assignment Start Date: \_\_\_\_\_ Assignment End Date: \_\_\_\_\_  
 Bill Rate per Hour: \$ \_\_\_\_\_ Over Time Rate per Hour: \_\_\_\_\_  
 Minimum Weekly Hours: \_\_\_\_\_ Weekly Hours: \_\_\_\_\_  
 Expenses: \_\_\_\_\_  
 Miscellaneous: \_\_\_\_\_

- a. Sales tax will be added to professional fees as required by state law and client is not a tax-exempt entity.
- b. Client agrees to indemnify, directly or indirectly, personally or through an agent, agency, contract with or employ Consultant for a period of one year after the latest date of introduction, referral, or completion of the assignment.
- c. If Sunbelt Consultant should be required to travel to other locations for the Client, the Client will be responsible for all expenses incurred.

***Terms and conditions outlined in this Client Assignment Confirmation will be considered agreed upon by all parties unless the following Notice of Change(s) is received by Sunbelt Staffing within forty eight (48) hours of Client's receipt of this Client Assignment Confirmation.***

***If no changes are needed, a signature response is not required.***



**Client Assignment Confirmation (Addendum A)**  
**Schools Division**

**Notice of Change(s)**

Client Name: \_\_\_\_\_  
Sunbelt Consultant: \_\_\_\_\_  
Position: \_\_\_\_\_  
Assignment Start Date: \_\_\_\_\_ Assignment End Date: \_\_\_\_\_  
Bill Rate per Hour: \$ \_\_\_\_\_  
Minimum Weekly Hours: \_\_\_\_\_  
Expenses: \_\_\_\_\_  
Miscellaneous: \_\_\_\_\_

*The above change(s) are to be applied to the travel assignment outlined in the Client Assignment Confirmation.*

\_\_\_\_\_  
Client Signature



## Client HR Requirements

Client: Germantown School District

City, State: Germantown, WI 53022

In an effort to provide all necessary documentation for travel healthcare professionals assigned to your facility, we ask that you complete this form to be used as a reference for all personnel placed in your facility.

### Standard Credentialing Package

As part of our Standard Credentialing Package, Sunbelt will provide the following prior to the start of a contracted assignment.

#### PROFESSIONAL:

Current CV / Resume  
Current Skills Checklist  
References

#### LICENSURE

Professional License  
Professional License Verification

#### EDUCATION:

CDC Guidelines for School Professionals  
FERPA Guidelines  
HIPAA Regulations

#### BACKGROUND:

Criminal Background Check  
EPLS/GSA Exclusion Search  
HHS/OIG Search  
Sexual Offender Search  
OFAC Search

#### MEDICAL:

Hepatitis B Vaccination / Declination Form  
MMR Vaccination / Declination Form  
Physical Examination Waiver  
10-Panel Drug Screen

### Optional Credentialing

If your district requires any of the following in addition to our Standard Credentialing Package, please indicate below.

Credentialing Documents should be:

- ☐ a. Sent to District prior to assignment start  
☐ b. Documented in an Attestation that will be provided to District prior to assignment starts  
☐ c. Held on file by Sunbelt and provided should District request

### Licensing Details

Will the contracted professional be permitted to attend Orientation while license is in process? ☐ YES ☐ NO

Will the contracted professional be permitted to start their assignment while license is in process? ☐ YES ☐ NO

### School Calendar Request

☐ Check box to attach

☐ Check to fax to 877-831-8511

**RATE SCHEDULE****Client Name:** Germantown School District**1. Hourly Rates**

Category	Bill Rate per Regular Hour	
Speech Language Pathologist	\$ 70-90	per hour
Physical and/or Occupational Therapist	\$ 65-85	per hour
SLPA, PTA and/or COTA	\$ 55-75	per hour
CFY	\$ 65-80	per hour
School Nurse – RN/LPN	\$ 50-78	per hour
Psychologist	\$ 70-90	per hour
Behavior Specialist	\$ 50-65	per hour
Guidance Counselor	\$ 50-65	per hour
Social Worker	\$ 60-80	per hour
Special Education Teacher	\$ 55-72	per hour
Life Skills Teacher	\$ 55-72	per hour
Sign Language Interpreter	\$ 55-75	per hour
Teacher of the Visually Impaired	\$ 60-80	per hour
Adaptive Physical Education Teacher	\$ 70-85	per hour
Orientation and Mobility Specialist	\$ 70-85	per hour
Music Therapist	\$ 60-75	per hour
Other: Bilingual	\$ Add \$5-	per hour
Other: VOCO Teletherapy	\$ Add \$10-	per hour
<b>Substitute for any discipline provided</b>	<b>\$ 15.00 per hour additional to rate quoted</b>	

2. Rates will increase by a minimum of \$4.00/hour for each consecutive assignment.

3. **Overtime** All hours worked over forty (40) hours in a one-week work period will be billed at one and one-half times the regular bill rate. Work week is defined as Sunday thru Saturday.

- ☐ No Overtime Hours are authorized under this Agreement

☐ Pre-approval of Overtime Hours Required.

☐ Approval may be given in writing or verbally.

☐ Approval may be given in writing only

4. **Mileage** If assignment involves providing services at more than one facility, travel time between facilities will be billed at the regular hourly rate. Mileage for personal vehicles between facilities will be billed at the currently acceptable IRS reimbursement rate.

Client initials:

Sunbelt initials:



## CONTACT AND INFORMATION SUMMARY

### CLIENT

In an effort to increase efficiency for our Clients, Sunbelt Staffing will email service invoices. Should you wish to opt out of this process, please check here ☐

Client Name: \_\_\_\_\_

Invoicing Contact: \_\_\_\_\_

Invoice Email: \_\_\_\_\_

Invoice Email CC: \_\_\_\_\_

Billing Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_

Staffing Contact

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Accts Payable Contact:

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Credentialing Contact:

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

### SUNBELT STAFFING, LLC

#### Correspondence Address

*Correspondence, Contracts, Contract Addendums, Notices, etc.*

**3687 Tampa Road, Suite 200**

**Oldsmar FL 34677**

Attention: Britt Lalley

Email: [Britt.Lalley@sunbeltstaffing.com](mailto:Britt.Lalley@sunbeltstaffing.com)

Telephone: 813-792-3412

Fax: 877-831-8513

#### Remittance Address

*Only payments should be sent to this address*

**Dept. CH 14430**

**Palatine IL 60055-4430**

Attention: Dionne Allen

Email: [dionne.allen@adecon.com](mailto:dionne.allen@adecon.com)

Telephone: 904-360-2608

Fax: 904-359-8231

#### Billing Disputes and Purchase Orders

Attention: Anne Marie Stinehelfer

Email: [annemarie.stinehelfer@sunbeltstaffing.com](mailto:annemarie.stinehelfer@sunbeltstaffing.com)

Fax: 877-831-8511

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education

**TOPIC:** Teacher Contracts

**FROM:** Michael Nowak

**BOARD MEETING:** November 26, 2018

**DATE:** November 20, 2018

**AGENDA ITEM:** VII.E.

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

<b>Employee Assignment/Location</b>	<b>Rationale</b>	<b>FTE</b>	<b>Contract Type</b>	<b>Salary</b>
David Church Mathematics Teacher Germantown High School	David is filling a vacancy created by an FMLA leave.	1.0	Limited-Ter m (107 days)	\$29,960

**RECOMMENDATION:** Approve the 1.0 FTE limited-term contract for David Church at \$29,960.