

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

**September 10, 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. August 27, 2018 Board of Education
 - B. September 5, 2018 Special Board of Education
- V. Reports and Information Items
 - A. Student Representative Report
 - B. District Initiative Update
- VI. Insurance Committee
 - A. Discussion and action regarding claims update and pre-renewal strategy.
 - B. District Wellness update.
- VII. Building Committee
 - A. Discussion and action to approve construction change orders over \$25,000.
 - B. Update on remaining items discussed at the August 28 and September 10, 2018 meetings.
- VIII. New Business
 - A. Discussion and action to approve teacher resignations.
 - B. Discussion and action to approve teacher contracts.
 - C. Discussion and action to approve District Academic Standards.
 - D. Discussion and action to approve donations.
 - E. Discussion and action to approve purchases over \$15,000.
 - F. Discussion and action regarding Performing Arts Center Director position.
- IX. Adjourn

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
August 27, 2018**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:14 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Loth – yes, Borden – yes, Barney – yes, Larson – yes. Board Member Medved - absent (excused). Board Member Spies arrived at 7:52 p.m.
2. Motion by Larson, second by Barney to approve the agenda. Motion carried.
3. CITIZEN COMMENTS: District resident Sarah Larson addressed the Board and community regarding the proposed Deans of Students and School Resource Officer (SRO) positions and Board of Education procedures. Board member Tom Barney donated a backpack full of school supplies to the District and thanked BMO Harris Bank and GoRiteway for promoting the Stuff the Bus program. District residents Connie Wolfe, Craig Thomas, and Renee Bowerman encouraged the Board to place a full-time SRO at the middle school.
4. Motion by Larson, second by Borden to approve the August 13, 2018 Board of Education and closed session meeting minutes. Motion carried.
5. Director of Pupil Services Todd Lamb presented a Pupil Services Department update and the annual Restraint and Seclusion Report.
6. Director of Teaching and Learning Brenda O'Brien presented a Teaching and Learning Department report and updated the Board on the Elementary Reading Proposal that will be brought to the Board for approval in September.
7. Recommendation from Transportation Committee to approve proceeding with GoRiteway Option C costs for non-mandatory parochial school busing for the 2018-2019 school year in an amount not to exceed \$12,060. Motion carried.
8. Recommendation from Finance Committee to award the sale of \$3,970,000 general obligation promissory notes, series 2018A to J.P. Morgan at an interest rate of 2.6370% for construction at Amy Belle Elementary School . Motion carried (Larson – no).
9. Recommendation from Finance Committee to approve the 2018-2019 preliminary budget. Motion carried.
10. Discussion and action regarding the purchase of thirty additional laptop computers was tabled and will be brought back to the September 10, 2018 meeting with additional information.
11. Motion by Barney, second by Spies to accept the resignations of April Kieler, Maureen Gioffre, and Sarah Riemer and approve posting and filling the vacancies. Motion carried.
12. Motion by Spies, second by Barney to approve the 1.0 FTE regular contract for Emily Jaskowiak at \$40,700 and the 1.0 FTE regular contract for Logan Meyer at \$40,800. Motion carried.
13. Motion by Barney, second by Spies to approve the addition of another grade two section at Amy Belle Elementary School with funding source determined at a later date. Motion carried.

14. Motion by Larson, second by Spies to rescind the motion to approve Deans of Students for Germantown High School and Kennedy Middle School and approve a full-time School Resource Officer to serve at the middle school and act as DARE Officer at County Line and MacArthur, add one Dean of Students to the middle school with an evaluation of the position at the end of the 2018-2019 school year, and include discussion regarding the potential of the Village of Germantown paying for one full-time SRO and the School District paying for the other in the future. Motion carried.
16. Motion by Larson, second by Barney to approve the overnight travel request for 24 Pom and Dance Team students and Coach Chelsea Hammett to attend the Badgerette All Star Talent Tour at Walt Disney World in Orlando, FL February 13-18, 2019, with all costs paid by participants and through club funds. Motion carried.
17. Discussion and action to approve the District Crisis Plan was tabled to allow for review of the final plan in its entirety. The Safety Committee meeting will meet soon so that it can be brought to the September 24, 2018 Board meeting for approval.
18. Motion by Larson, second by Barney to nominate and endorse Board Member Lester Spies to fill the WASB Region 15 Representative vacancy. Motion carried.
19. Motion by Spies, second by Barney to approve, number, and implement the District Anti-Discrimination Policy. Motion carried.
20. Motion by Loth, second by Spies to approve the addendum to the current Technology Acceptable Use Policy. Motion carried.
21. Motion by Larson, second by Spies to adjourn.
22. Board President Soderberg declared the meeting adjourned at 9:22 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
September 5, 2018**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 6:01 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved - yes, Barney – yes, Larson - yes. Board Members Loth and Borden - absent (excused). Board Member Spies arrived at 6:03 p.m.
2. Motion by Barney, second by Medved to approve the agenda. Motion carried.
3. Motion by Barney, second by Spies to hire an additional third teacher for grade two at MacArthur Elementary School.
4. The superintendent is not recommending a third teacher for grade five for Rockfield Elementary School at this time.
5. The Board discussed the Performing Arts Center Director position and prefers a Letter of Employment rather than a contract. Sarah Larson suggested internships and partnering with local universities to provide technical expertise. Bob Soderberg will provide samples of Letters of Employment and Jeff Holmes will contact legal counsel regarding letters versus contracts and the Board will add the PAC Director position to the agenda for Monday, September 10, 2018.
6. Motion by Spies, second by Barney to adjourn.
7. Board President Soderberg declared the meeting adjourned at 6:32 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: District Initiative Update

FROM: Rick Grothaus

BOARD MEETING: September 10, 2018

DATE: September 6, 2018

AGENDA ITEM: V.B.

All certified staff members received three hours of staff development to create their Professional Growth Plan at one of four presentation time slots during the week of September 4-7. The Professional Growth Plan process is one of the main vehicles designed to advance the District Initiative in practice. This is a significant systems change from past practice in contrast to the state Effective Educator initiative. I will provide highlights of the process.

RECOMMENDATION: Information only.

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Claims / Pre-Renewal Strategy
FROM:	Michael Nowak	BOARD MEETING:	September 10, 2018
DATE:	September 6, 2018	AGENDA ITEM:	VI. A.

In January of 2018 the Germantown School District began the practice of offering options to insured members in regard to the health insurance plans. In an initial year of utilizing this type of approach, the district offered the choice of a health savings account, default or low deductible option to qualifying employees through United Healthcare. The current breakdown of employees on respective plans includes 117 employees (44%) on the health savings account plan, 133 employees (50%) on the default plan and 16 employees (6%) on the low deductible plan.

Suzie Kaiser and John Manthy from Associated Benefits and Rick Consulting (ABRC) will be in attendance to discuss the process for our 2019 renewal of benefits. They have provided an up-to-date "Claims vs. Premium" report which will be discussed in detail as it relates to the renewal process. Additionally, they will provide insight into our various plan options and possibilities as we consider renewal and the practice of offering plan options in the future.

Recommendation: Pending discussion by the Insurance Committee

Policy 000909141 - Germantown School District
Number:

Year/Month	Members	Subscribers	Premium	Premium	PMPM	Medical	Capitation Payments	Managed Pharmacy	Total Payments	Claims to Premium	Total Payments PMPM	12 Month Rolling Average PMPM
2016-07	0	0	\$0	\$0	\$0.00	\$193	\$0	\$0	\$193	0.0%	\$0.00	
2016-08	0	0	\$0	\$0	\$0.00	\$193	\$0	\$0	\$193	0.0%	\$0.00	
2016-09	0	0	\$0	\$0	\$0.00	\$193	\$0	\$0	\$193	0.0%	\$0.00	
2016-10	874	329	\$463,489	\$530.31	\$153,337	\$22,089	\$69,746	\$245,172	\$280.52	52.9%	\$280.52	
2016-11	864	325	\$461,763	\$534.45	\$202,209	\$22,039	\$91,031	\$315,279	\$364.91	68.3%	\$364.91	
2016-12	869	326	\$459,947	\$529.28	\$113,916	\$21,983	\$86,466	\$222,365	\$255.89	48.3%	\$255.89	
2017-01	869	327	\$454,790	\$523.35	\$182,909	\$21,238	\$85,370	\$289,517	\$333.16	63.7%	\$333.16	
2017-02	848	323	\$452,458	\$533.56	\$164,268	\$21,055	\$92,777	\$278,100	\$327.95	61.5%	\$327.95	
2017-03	855	322	\$456,267	\$533.65	\$164,857	\$21,129	\$102,374	\$288,359	\$337.26	63.2%	\$337.26	
2017-04	844	319	\$452,111	\$535.68	\$296,851	\$21,037	\$87,076	\$404,964	\$479.82	89.6%	\$479.82	
2017-05	845	320	\$448,689	\$530.99	\$145,353	\$20,836	\$109,490	\$275,679	\$326.25	61.4%	\$326.25	
2017-06	836	317	\$448,664	\$536.68	\$254,108	\$20,836	\$99,752	\$374,696	\$448.20	83.5%	\$448.20	
2017-07	839	319	\$447,884	\$533.83	\$238,649	\$20,688	\$74,423	\$333,759	\$397.81	74.5%	\$397.81	\$354.47
2017-08	855	324	\$446,597	\$522.34	\$332,464	\$20,628	\$119,549	\$472,640	\$552.80	105.8%	\$552.80	\$372.50
2017-09	817	310	\$439,982	\$538.53	\$257,055	\$20,339	\$78,173	\$355,567	\$435.21	80.8%	\$435.21	\$377.49
2017-10	812	309	\$435,487	\$536.31	\$237,535	\$20,113	\$102,840	\$360,489	\$443.95	82.8%	\$443.95	\$391.16
2017-11	806	306	\$432,819	\$537.00	\$243,196	\$19,990	\$78,355	\$341,541	\$423.75	78.9%	\$423.75	\$396.01
2017-12	802	307	\$435,321	\$542.79	\$486,568	\$20,039	\$95,646	\$602,254	\$750.94	138.3%	\$750.94	\$436.53
2018-01	805	308	\$420,195	\$521.98	\$137,787	\$18,802	\$120,644	\$277,232	\$344.39	66.0%	\$344.39	\$438.11
2018-02	812	309	\$418,109	\$514.91	\$214,963	\$18,755	\$92,603	\$326,320	\$401.87	78.0%	\$401.87	\$444.55
2018-03	816	308	\$421,949	\$517.09	\$245,201	\$18,894	\$130,776	\$394,871	\$483.91	93.6%	\$483.91	\$457.08
2018-04	819	306	\$418,693	\$511.23	\$320,167	\$18,871	\$113,767	\$452,805	\$552.88	108.1%	\$552.88	\$463.08
2018-05	822	307	\$417,731	\$508.19	\$322,236	\$18,963	\$136,380	\$477,580	\$581.00	114.3%	\$581.00	\$484.68
2018-06	829	308	\$419,974	\$506.60	\$249,867	\$19,102	\$132,219	\$401,188	\$483.94	95.5%	\$483.94	\$487.72

Total by Experience Period

Current Period	9,834	3,721	\$5,154,742	\$3,285,687	\$235,185	\$1,275,375	\$4,796,248	93.0%	\$487.72
Prior Period	7,704	2,908	\$4,098,178	\$1,678,388	\$192,241	\$824,081	\$2,694,711	65.8%	\$349.78

Average Membership/PMPM Premium and Payments by Experience Period

Current Period	820	310	\$524.18	\$334.12	\$23.92	\$129.69	\$487.72
Prior Period	856	323	\$531.95	\$217.86	\$24.95	\$106.97	\$349.78

% Change

Current Period vs Prior Period	(4.3%)	(4.0%)	(1.5%)	53.4%	(4.2%)	21.2%	39.4%
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GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Employee Wellness
FROM:	Michael Nowak	BOARD MEETING:	September 10, 2018
DATE:	September 6, 2018	AGENDA ITEM:	VI. B.

The Insurance Committee was provided with a chart summarizing wellness offerings and expectations for Germantown School District employees during the spring of 2018. Employee participation in these events serves as the requirement for insured staff members to receive the wellness incentive benefit. With recognition that there is potential benefit for everyone, the events are open to non-insured staff members as well.

As we consider a wellness incentive benefit for the 2019 health insurance plan year, it is noteworthy that 93% of our insured members met the requirements to qualify for the wellness incentive benefit. The district-wide Wellness Committee met on August 21, 2018 to begin the process of designing wellness offerings for the upcoming 2018-19 school year. The potential for modification to the wellness incentive benefit was discussed as part of this meeting.

Recommendation: Pending discussion by the Insurance Committee.

Employees who participate in the District Health Insurance: To continue to receive the Premium Discount, you must complete the required activities. Both activities in Box A are required. In addition you must participate in 2 activities from box B or 1 from Box B and 1 from Box C.

Box A (Both are required)

UHC Rally Health Risk Assessment – Complete on your own

Biometric Screening – being offered at each building



Box B – District Sponsored Events

- *Financial Wellness
- *Nutrition
- *Yoga
- *Fitness Classes
- *Mindfulness
- Spring Poker Run/Walk
- January 12 Indoor walk at each school

*Attend one (1) class

Box C – Independent Activities

- Real Appeal (UHC Program)
- Fitness center attendance**
- 10 Work Outs in 4 weeks**
- 3 Rally Missions
- UHC Coaching Program

** Some activities in Box C will require documentation/proof – more info to come.

LOW DEDUCTIBLE OPTION

\$3,500/\$7,000 Deductible			\$2,500/\$5,000 Deductible			\$500/\$1,000 Deductible		
Employee Count	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost
Single	82	\$654.94	\$35.00	\$619.94	\$794.95	\$55.65	\$739.30	\$880.69
Family	230	\$1,447.85	\$70.00	\$1,377.85	\$1,757.36	\$123.02	\$1,634.34	\$1,946.91
Annual Medical Plan Total	312	\$4,640,527	\$227,640	\$4,412,887	\$5,632,536	\$394,278	\$5,238,259	\$6,240,054
Cost for premium + HSA								
Single				\$724.11				
Family				\$1,586.18				
			4.91%	95.09%	7.00%	93.00%	16.05%	83.95%

LOW DEDUCTIBLE OPTION

		\$3,500/\$7,000 Deductible			\$2,500/\$5,000 Deductible			\$500/\$1,000 Deductible		
	Employee Count	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost
Single	82	\$654.94	\$69.42	\$585.52	\$794.95	\$100.16	\$694.78	\$880.69	\$185.90	\$694.78
Family	230	\$1,447.85	\$153.47	\$1,294.38	\$1,757.36	\$221.43	\$1,535.93	\$1,946.91	\$410.97	\$1,535.94
Annual Medical Plan Total	312	\$4,640,527	\$491,896	\$4,148,631	\$5,632,536	\$709,700	\$4,922,837	\$6,240,054	\$1,317,218	\$4,922,837
Cost for premium + HSA										
Single				\$689.68						
Family				\$1,502.71						
			10.60%	89.40%		12.60%	87.40%		21.11%	78.89%

HSA Funding for \$3,500/\$7,000 Plan Design	Max. Exposure
Single	82
Family	230
	\$677,500

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Employee Wellness

FROM: Michael Nowak

BOARD MEETING: September 10, 2018

DATE: September 6, 2018

AGENDA ITEM: VI. B.

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Box A (Both are required)

UHC Rally Health Risk Assessment – Complete on your own

Biometric Screening – being offered at each building

Box B – District Sponsored Events

- *Financial Wellness
- *Nutrition
- *Yoga
- *Fitness Classes
- *Mindfulness
- Spring Poker Run/Walk
- January 12 Indoor walk at each school

Box C – Independent Activities

- Real Appeal (UHC Program)
- Fitness center attendance**
- 10 Work Outs in 4 weeks**
- 3 Rally Missions
- UHC Coaching Program

** Some activities in Box C will require documentation/proof – more info to come.

*Attend one (1) class

HEALTH INSURANCE OFFERINGS FOR 2018

With Wellness Participation

		HSA OPTION \$3,500/\$7,000 Deductible			DEFAULT OPTION \$2,500/\$5,000 Deductible			LOW DEDUCTIBLE OPTION \$500/\$1,000 Deductible		
	Employee Count	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost
Single	82	\$654.94	\$35.00	\$619.94	\$794.95	\$55.65	\$739.30	\$880.69	\$141.39	\$739.30
Family	230	\$1,447.85	\$70.00	\$1,377.85	\$1,757.36	\$123.02	\$1,634.34	\$1,946.91	\$312.56	\$1,634.35
Annual Medical Plan Total	312	\$4,640,527	\$227,640	\$4,412,887	\$5,632,536	\$394,278	\$5,238,259	\$6,240,054	\$1,001,795	\$5,238,259
Cost for premium + HSA										
Single				\$724.11						
Family				\$1,586.18						
			4.91%	95.09%		7.00%	93.00%		16.05%	83.95%

Without Wellness Participation

		HSA OPTION \$3,500/\$7,000 Deductible			DEFAULT OPTION \$2,500/\$5,000 Deductible			LOW DEDUCTIBLE OPTION \$500/\$1,000 Deductible		
	Employee Count	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost
Single	82	\$654.94	\$69.42	\$585.52	\$794.95	\$100.16	\$694.78	\$880.69	\$185.90	\$694.78
Family	230	\$1,447.85	\$153.47	\$1,294.38	\$1,757.36	\$221.43	\$1,535.93	\$1,946.91	\$410.97	\$1,535.94
Annual Medical Plan Total	312	\$4,640,527	\$491,896	\$4,148,631	\$5,632,536	\$709,700	\$4,922,837	\$6,240,054	\$1,317,218	\$4,922,837
Cost for premium + HSA										
Single				\$689.68						
Family				\$1,502.71						
			10.60%	89.40%		12.60%	87.40%		21.11%	78.89%

HSA Funding for \$3,500/\$7,000 Plan Design

		Max. Exposure
Single	\$1,250	82
Family	\$2,500	230
		\$677,500

GERMANTOWN SCHOOL DISTRICT

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

FROM: Ric Ericksen **BOARD MEETING:** September 10, 2018

DATE: September 5, 2018 **AGENDA ITEM:** VII.A.

Board Governance:

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

Change Order #21 – MacArthur Elementary School

Recommendation to the Board of Education from the Building Committee:

The Building Committee brings forward to the Board of Education with a positive recommendation to approve the change orders presented below:

Background/Attachment(s):

The following motion was approved by the BC at its August 28, 2018 meeting:

Motion by Ric Ericksen to take to the Board of Education with a positive recommendation, as presented, pending the findings from the civil engineer. Seconded by Soderberg. Motion Carried.

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

Attachment(s):

CD Smith change order detail.

Project Name: MacArthur Elementary SchoolJob No: 170141Date: 8/17/2018Change Order Request No: 21

Revision: _____

Description of Change: **AT&T Bill for Parking Lot Overhead and Underground Relocations**Reason for Change: **Owner Directive**

Schedule Adjustment for Change (Days): _____

SUMMARY

A	Materials	\$	-
B	Labor	\$	-
C	Subcontracts	\$	34,595.98
D	Equipment	\$	-
E	General Conditions	\$	-
	Subtotal	\$	34,595.98
F	Overhead and Profit	\$	1,729.80
	Subtotal	\$	36,325.78
G	Bond and Insurance	\$	254.28
	Grand Total		\$36,580



BY: Mitch Kidd

DATE: 8/15/18

CONTRACTOR

BY: Ric Ericksen

DATE:

OWNER

This proposal only covers the direct costs of labor, materials and equipment to execute the changed work described in the proposal. At the present time, we cannot access or evaluate the overall impact of the changed work on our original scope of work. We thereby reserve our rights to claim for any indirect costs which may arise in the future as a result of delays to the work, out of sequence work, inefficiencies, extended contract completion, labor and material escalation and/or acceleration and extended warranties.

Item Description	Calc Type	Quantity	Unit of Measure	Unit Price or Rate	PCT %	Total Amount
A MATERIAL						
Concrete Material						\$ -
Masonry Material						\$ -
TOTAL MATERIAL						\$ -
B LABOR						
REGULAR TIME						
Shop Time	Regular		Unit Price	Hour	70.00	\$ -
Superintendent			Unit Price	Hour	121.60	\$ -
Carpenter Foreman			Unit Price	Hour	83.23	\$ -
Carpenter			Unit Price	Hour	78.07	\$ -
Carpenter Overtime			Unit Price	Hour	102.05	\$ -
Mason Foreman			Unit Price	Hour	83.63	\$ -
Mason			Unit Price	Hour	78.28	\$ -
Mason Overtime			Unit Price	Hour	103.48	\$ -
Ironworker			Unit Price	Hour	81.25	\$ -
Ironworker Overtime			Unit Price	Hour	106.35	\$ -
Painter			Unit Price	Hour	72.60	\$ -
Cement Finisher			Unit Price	Hour	72.67	\$ -
Cement Finisher Overtime			Unit Price	Hour	95.38	\$ -
Operator (inc. grease time)			Unit Price	Hour	90.74	\$ -
Operator (inc. grease time) Overtime			Unit Price	Hour	120.20	\$ -
Laborer			Unit Price	Hour	65.86	\$ -
Laborer Overtime			Unit Price	Hour	87.61	\$ -
TOTAL LABOR						\$ -
C SUBCONTRACTS						
AT&T						\$ 30,106.71
Spectrum / WE Energies						\$ 4,489.27
Total Subcontracts						\$ 34,595.98

Item Description	Calc Type	Quantity	Unit of Measure	Unit Price or Rate	PCT %	Total Amount
D EQUIPMENT						
AERIAL LIFT/BOOM LIFT						
CRANE, LATTICE BOOM						
COMPRESSOR, TOWABLE						
CONCRETE MACHINES						
FORKLIFT						
GENERATOR						
PAYLOADER						
SCISSOR LIFT						
SKID-STEER						
SKID STEER ATTACHEMENT						
TOW MOTOR						
WELDERS						
JOB TRAILERS						
Equipment Delivery/Haul Cost	Lump Sum		Lump Sum			\$ -
Equipment Fuel Costs	Unit Price		Gallons			\$ -
Small Tools	Percent				5.00%	\$ -
TOTAL EQUIPMENT						\$ -
E GENERAL CONDITIONS						
Project Management	Unit Price		Hour	120.00		\$ -
General Superintendent	Unit Price		Hour	130.00		\$ -
Company Vehicle	Unit Price		Miles			\$ -
As-Built Cost	Unit Price		Each			\$ -
Special Insurance	Lump Sum		Lump Sum			\$ -
Fees & Permits	Lump Sum		Lump Sum			\$ -
TOTAL GENERAL CONDITIONS						\$ -
F OVERHEAD AND PROFIT						
Overhead & Profit - Materials	Percent				8.00%	\$ -
Overhead & Profit - Labor	Percent				8.00%	\$ -
Overhead & Profit - Subcontractor	Percent				5.00%	\$ 1,729.80
Overhead & Profit - Equipment	Percent				8.00%	\$ -
Overhead & Profit - General Conditions	Percent				8.00%	\$ -
TOTAL OVERHEAD AND PROFIT						\$ 1,729.80
G BOND AND INSURANCE						
Bond and Insurance	Percent				0.7%	\$ 254.28
TOTAL BOND AND INSURANCE						\$ 254.28
GRAND TOTAL:						\$ 36,580.06

Mitch Kidd

From: Brasile, Charles N <Charles.Brasile@charter.com>
Sent: Thursday, August 16, 2018 9:16 AM
To: Mitch Kidd; Ed Haseltine; Tom Pitzen
Cc: Reddin, Robert; FERRY, GENE E; phil.washington@we-energies.com; Josh Rooker; Darrell Gore
Subject: RE: MacArthur WE Energies / Spectrum / AT&T

Follow Up Flag: Follow up
Flag Status: Flagged

Here is the cost for this project:

	Labor	Material	Total
Construction Labor & Material	\$ 586.07	\$ 105.26	\$ 691.33
Field Engineering Labor	\$ 979.16	\$ -	\$ 979.16
Fiber Splicing Labor & Material	\$ -	\$ -	\$ -
Power Supply Labor & Material	\$ -	\$ -	\$ -
Joint Trench Rates	\$ -	\$ -	\$ -
Design CAP Labor (design & engineering)	\$ -	\$ -	\$ -
Construction CAP Labor	\$ 267.64	\$ -	\$ 267.64
Freight		\$ 3.16	\$ 3.16
JUMPP Labor	\$ -	\$ -	\$ -
Special Circumstance Cost	\$ 2,351.36	\$ -	\$ 2,351.36
Estimated Tax	\$ 190.83	\$ 5.79	\$ 196.62
Total Project Cost			\$ 4,489.27



Charles Brasile / Construction Coordinator
414-908-4822

Charter Communications
1320 N. Dr. Martin Luther King Jr. Dr. Milwaukee, WI 53212-4002
<http://www.charter.com>

From: Mitch Kidd [mailto:mkidd@cdsmith.com]
Sent: Wednesday, August 15, 2018 2:46 PM
To: Ed Haseltine <ehaselti@mi-tech.us>; Tom Pitzen <tpitzen@cdsmith.com>
Cc: Reddin, Robert <Robert.Reddin@we-energies.com>; FERRY, GENE E <gf2431@att.com>; phil.washington@we-energies.com; Josh Rooker <jrooker@cdsmith.com>; Brasile, Charles N <Charles.Brasile@charter.com>; Darrell Gore <dgore@mi-tech.us>
Subject: RE: MacArthur WE Energies / Spectrum / AT&T
Importance: High

I need to know install date, but I need to have pricing for approval from the board next Tuesday. Can I get that from WE and Spectrum?

**Estimate of Cost and Authority to Work
Special Construction Charge and Invoice**

08/15/2018

ACTUAL COST BASIS

Customer Request Number : 197162
Project Number : A01DAB6

Date : 08/15/2018
Customer ID : 148742

Billing Information

Billing Party's Name : CD SMITH CONSTRUCTION INC.

Phone : (920) 979-4215

Billing Address : W154 N11492 FOND DU LAC AVENUE
GERMANTOWN, WI 53022

Contact Name : MITCH KIDD

Phone : (920) 907-6439

Work Description & Engineering Remarks : REQUEST TO REPLACE AND MOVE 1- 400PR BURIED COPPER CABLE 337', REPLACE 2 PEDESTALS, 1 TERMINAL, AND ASSOCIATED SPLICING AT W154 N11492 FOND DU LAC AVE, GERMANTOWN, WI 53022. CUSTOMER'S CONTRACTOR CRUSHED PEDESTAL & HIT CABLE IN 2 SPOTS DIGGING RETENTION POND. AT&T REPAIR TEMP FIXED CABLE.
THIS WORK REQUIRES ADVANCED PAYMENT & SIGNED CONTRACT. QUOTE AUTHORIZED BY MITCH KIDD ON 7/21/18.

Expenses	Amount
Engineering Labor	\$ 6,348.47
Material Cost	\$ 4,095.77
Construction Labor	\$ 14,253.61
Contractor Cost	\$ 5,908.86
Misc. Tax	\$0.00
Credit	\$ 500.00
Total Estimated Costs	\$ 30,106.71

OSPE Representative: GENE FERRY

Title: Customer Contracts Specialist

Phone #: (262) 970-8404

Estimate of Cost and Authority to Work
Special Construction Charge and Invoice

08/15/2018

ACTUAL COST BASIS

Customer Request Number : 197162
Project Number : A01DAB6

Date : 08/15/2018
Customer ID : 148742

DESCRIPTION OF CUSTOM WORK:

REQUEST TO REPLACE AND MOVE 1- 400PR BURIED COPPER CABLE 337', REPLACE 2 PEDESTALS, 1 TERMINAL, AND ASSOCIATED SPLICING AT W154 N11492 FOND DU LAC AVE, GERMANTOWN, WI 53022. CUSTOMER'S CONTRACTOR CRUSHED PEDESTAL & HIT CABLE IN 2 SPOTS DIGGING RETENTION POND. AT&T REPAIR TEMP FIXED CABLE.
THIS WORK REQUIRES ADVANCED PAYMENT & SIGNED CONTRACT. QUOTE AUTHORIZED BY MITCH KIDD ON 7/21/18.

ESTIMATED COST FOR CUSTOM WORK: \$ 30,106.71

Applicant understands that pursuant to the tariffs on file with the FCC and with the State of Wisconsin and/or in order to induce AT&T to relinquish or modify its property right, it is my responsibility to pay these costs incurred by Wisconsin Bell, Inc., d/b/a SBC Wisconsin, a Wisconsin corporation to complete the work requested.

Applicant has asked AT&T to perform the above-described custom work for which Applicant shall pay AT&T the contract price of Thirty Thousand One Hundred Six Dollars And Seventy-One Cents/ \$30,106.71 in advance of the start of any AT&T work.

Applicant shall pay for the work on an "Actual Cost" basis. Upon completion of the work, AT&T will compute the actual cost of the work. Any difference between the amount of advance payment and the actual cost will be either paid by the Applicant to AT&T or refunded to Applicant by AT&T as the case may be. Applicant understands that this amount is only an estimate of approximate costs, and that the actual cost incurred by AT&T and for which the Applicant is responsible may be different.

Charges are calculated in accordance with AT&T's ordinary accounting practices under the Uniform System of Accounts for Class A telephone companies and include allocated costs for labor, engineering, materials, transportation, motor vehicles, tool and supply expenses and corporate overhead loadings.

The estimated amount of Thirty Thousand One Hundred Six Dollars And Seventy-One Cents/ \$30,106.71 is valid for only thirty (30) days and is therefore subject to change/cancellation after September 14, 2018 if AT&T has not received an executed copy of the Application and advance payment by that date.

If Applicant cancels the work prior to completion, Applicant shall pay AT&T for all costs AT&T has incurred before being notified in writing to cease work.


ACCEPTED FOR APPLICANT:

BY:

Printed Name:

Title:

Date Signed:



M. Kidd
Project Manager : CDSmith
8/15/18

SEND PAYMENT PAYABLE TO:

AT&T Midwest - CWO Center
220 Wisconsin Avenue - Floor 2,
Waukesha, WI 53186

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Resignations
FROM: Michael Nowak **BOARD MEETING:** September 10, 2018
DATE: September 6, 2018 **AGENDA ITEM:** VIII.A.

Jessica Tortomasi recently submitted a letter of resignation effective August 26, 2018. Jessica was hired in August of 2012 as a Language Arts Teacher at Kennedy Middle School.

RECOMMENDATION: Approve the resignation of Jessica Tortomasi and thank her for her six years of service to the students, their families and to the Germantown School District. Approve posting and filling the vacancy.

****Teacher contract:** "In the event said Teacher with a signed contract for the ensuing year seeks release to accept other employment after July 1, he/she shall forfeit five hundred dollars (\$500), after August 1, he/she shall forfeit seven hundred fifty dollars (\$750), and after August 15, he/she shall forfeit one thousand dollars (\$1,000) as liquidated damages."

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Contracts

FROM: Michael Nowak

BOARD MEETING: September 10, 2018

DATE: September 6, 2018

AGENDA ITEM: VIII.B.

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

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Lissa Johnson First Grade Teacher Rockfield Elementary School	Lissa is filling the vacancy created by the resignation of Maureen Gioffre	1.0	Regular	\$42,400
Kayla Schrack Kindergarten Teacher MacArthur High School	Kayla is filling the vacancy created by increased enrollment	1.0	Regular	\$41,200
Tara Lewis Second Grade Teacher Amy Belle Elementary School	Tara is filling the vacancy created by increased enrollment	1.0	Limited-Term	\$44,564
Claire Schilling Sixth Grade Science and Language Arts Kennedy Middle School	Claire is filling the vacancy created by the resignation of Ashley Johnson	1.0	Limited-Term	\$41,580

RECOMMENDATION: Approve the 1.0 FTE regular contract for Lissa Johnson at \$42,400, the 1.0 FTE regular contract for Kayla Schrack at \$41,200, the 1.0 FTE limited-term contract for Tara Lewis at 44,564 and the 1.0 FTE limited-term contract for Claire Schilling at \$41,580.

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Student Academic Standards
FROM:	Jeff Holmes	BOARD MEETING:	September 10, 2018
DATE:	Sept 6, 2018	AGENDA ITEM:	VIII.C.

Annually, all school districts must identify at the first meeting of each new school year, the student academic standards in effect and adopted by the Board of Education under Section 118.30(1g)(a)1, and notify parents/guardians of students enrolled in the district.

NOTICE: DECLARATION OF EDUCATIONAL STANDARDS

In accordance with WIS. STATS. §§118.30(1g)(a)1 and 120.12(13), the Board of Education for the Germantown School District has adopted on September 10, 2018, as its minimum academic standards, the standards recommended by the Governor's Council on Model Academic Standards and approved by the Governor in Executive Order No. 326, January 13, 1998.

Also note that the District shall notify the parents and guardians of pupils enrolled in the District of the pupil academic standards that have been adopted for the 2018-2019 school year and shall provide that the notice shall be given by posting the notice or a link to the pupil academic standards on the District's internet site.

RECOMMENDATION: Approve the above identified notice of adopted student academic standards for the 2018-2019 school year and posting the notice as required.

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Donations

FROM: Jeff Holmes

BOARD MEETING: September 10, 2018

DATE: September 6, 2018

AGENDA ITEM: VIII.D.

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

1. Accept the donation of HVAC equipment valued at \$25,000 from Trane to the high school manufacturing lab.

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

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	Purchases Over \$15,000
FROM:	Ric Ericksen	BOARD MEETING:	September 10, 2018
DATE:	September 5, 2018	AGENDA ITEM:	VIII.E.

Recommendation to the Board of Education:

Award the paper bid to office depot in an amount not to exceed \$23,707.20 as presented and fund it from the appropriate accounts in all funds.

Background:

This is the annual paper bid. From time to time this has come directly to the Board due to timing issues. This is again the case this year.

Please see attached bid results.

8.29.18 Paper Bid

		(No BID) Costco	Veritiv/Unisource	Office Depot
92 White, 20 lb., 8.5 x 11"	per case	-	\$ 26.24	\$ 25.90
Color, 20 lb., 8.5 x 11"	per case	-	\$ 37.62	\$ 34.03
Total cases (per truckload)	840			
600 cases of white		-	\$ 15,741.00	\$ 15,540.00
240 cases of color		-	\$ 9,028.80	\$ 8,167.20
Total truckload		-	\$ 24,769.80	\$ 23,707.20

Notes:

--Veritiv/Unisource is current supplier.

Recommendation:

--Select lowest bidder.

Giving lowest bidder a chance due to having Central Office Systems copy machines instead of Xerox. This is the first time we are doing a paper bid with the new equipment. In the past Xerox had been sensitive to paper quality.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Purchases Over \$15,000
FROM: Ric Ericksen **BOARD MEETING:** September 10, 2018
DATE: September 5, 2018 **AGENDA ITEM:** VIII.E.

FC Date: August 27, 2018 (*Original Discussion Date*)
FC Agenda Item(s): VII. A.

Recommendation to the Board of Education:

Approve purchase 30 laptops in an amount not to exceed \$40,740, as presented, and fund it from the sources as stated by board action on December 18, 2017.

Background:

The finance committee discussed this topic and its August 27 meeting and requested additional information. It also deferred the topic for possible action at the September 10, 2018 regular board meeting.

A revised quote is attached. Mr. Mehring and Mr. Stachowiak have provided an updated list of purchases relative to the December 18, 2017 motion. It is attached. One/both will be present to answer questions.

The original presentation is below the line. I would emphasize that the original motion prior to the December 18 meeting (referenced below) was for \$1.2 million to be allocated from the General Fund Balance.

\$49,740 30 HP Elitenotebooks for GHS Technical Education:

Recommendation to the Board of Education and Finance Committee:

Bring forward to the Board of Education with a positive recommendation to purchase 30 laptops in an amount not to exceed \$49,740 (*pricing likely will be lower and an updated quote sheet will be presented*) and fund it from the sources as stated by board action on December 18, 2017.

Background:

On December 18, 2017 the Board of Education approved using fund balance to pay for up to \$1,155,100 high school technology education equipment investments. As of June 30, 2018 \$661,402 was transacted and as of the writing it is estimated that \$50,000-\$75,000 is still available for investments in GHS tech ed.

Additionally, every effort has been/is being made to seek donations and grants to offset this figure. As of this writing \$59,495 has been received in this regards.

The administration feels that this expenditure is in keeping with the original intent and investment strategy of the school board in the GHS technical education department.

TECHNOLOGY RESOURCE ADVISORS, INC.

5381 N. 118th Ct.,
Milwaukee, WI 53225
Phone: 414-276-3300 x105 Fax: 800-407-3226

Update

Number: 11330

Date: 08/29/2018

Bill To:

Marc Gabrysiak
School District of Germantown
N104 W13840 Donges Bay Rd
Germantown, WI 53022
Phone: (262)253-3962
Email: mgabrysi@germantown.k12.wi.us

Ship To:

Marc Gabrysiak
School District of Germantown
N104 W13840 Donges Bay Rd
Germantown, WI 53022
Phone: (262)253-3962
Email: mgabrysi@germantown.k12.wi.us

Item #	Mfr. Part	Description	Price	Qty.	Extended
*1	3RS08UT#ABA	HP EliteBook 850 G5 15.6" LCD Notebook, Intel Core i7 (8th Gen) i7-8550U Quad-core (4 Core) 1.80 GHz, 16GB DDR4 SDRAM, 512GB PCIe NVMe M.2 SSD, Windows 10 Pro 64-bit (English), 1920 x 1080 - In-plane Switching (IPS) Technology, Intel UHD Graphics 620 DDR4 SDRAM, Bluetooth, English Keyboard, Near Field Communication, Infrared Web Camera, IEEE 802.11ac, Gigabit Ethernet, Network (RJ-45) - HDMI - 2 x USB 3.1 Ports - USB Type-C, Three Year Warranty Mfr: Hewlett-Packard UNSPSC : 43211503	\$ 1,299.00	30	\$ 38,970.00
*2	TRA-4YEAR-ED	TRA Notebook Warranty with Accidental Damage Protection – Four Years Mfr: Technology Resource Advisors, Inc.	\$ 59.00	30	\$ 1,770.00
2 item(s)			Sub-Total		\$ 40,740.00
			Freight		\$ 0.00
			Tax @ 0%		\$ 0.00
			Total		\$ 40,740.00
(*) Tax exempted Part(s)					

Quote Valid Until: 09/28/2018

Payment Details

Pay by: Company PO
Payment Term 30 days

Terms and Conditions

Prepared by: **Kelly Pederson**

Email: kpederson@technologyresourceadvisors.com

Phone: 414-276-3300 x105

Shipping and Delivery Details

Shipping via: UPS Ground

Tech Ed equipment purchase orders money spent and equipment delivered

Welding Equipment

		<u>Amount quoted</u>	<u>Amount paid</u>	<u>Received</u>	<u>Y/N</u>
Weld Specialty	Miller Filtrair 130 Portable	1,298.00		Y	
Weld Specialty	Miller 304 welders	52,280.00		Y	

Wood working equipment

James L. Taylor Mfg. Co., Inc.	Panel Clamp				
	1 JLT #312A JLT Roller Spreader				
	1 #79K-6-M Pneumatic Miter Door Clamp				
	1 #79K-6-M Optional Attachment: Holdster Attachment w/ Pin nailer				
	1 #190B-M3 Pneumatic Drawer Box Clamp	14,017.75		N	
Paxton Patterson	Bench, 4-Station Wood Top			N	
	Tool Locker, Woodworking	15,116.00		N	

Metals/woodworking equipment

NEUS #3	Milwaukee tools: Drills, impacts, batteries	3,647.05		Y	
NEUS #2	Woodworking equipment, metal working equipment, etc	27,979.31		Y	
NEUS # 1	Jet equipment, lathes and mills, etc.	209,457.90		Y	
Laguna tools	CNC Router, CNC Plasma, Jointers, etc	52,981.50		2/3 Y 1/3 N	

Auto's Equipment

Northern Equipment company/Hunter	Alignment rack and accesories	28,933.03		Y	
NAPA	tool box and equipment	2,094.67		Y	
Bumper to Bumper	AC machine	2,839.99		Y	

PLTW Robotics

MakerBot Industries	Makerbots and accessories	21,272.94		Y	
Lab Midwest	Fanuc robots and training	226,674.93		Y	
Outlet PC	Computer parts	2,710.28		Y	
Form Labs	3D printer	25,429.55		Y	
FIRST TECHNOLOGIES, INC.	laser engravers	67,550.00		Y	
FARO Technologies Inc	Faro scan tool	50,000.00			
Amazon computer parts	HTC VIVE Virtual Reality System	744.91		Y	

Metals Manufacturing

HAAS/ Gosinger Holdings	CNC lathe, CNC milling machines	168,859.00		Y	
HAAS/ Gosinger Holdings	CNC power upgrade	8,400.00		Y	
CEJET	Water Jet machine	56,234.00		N	
Baileigh	Metal working equipment	84,452.77		Y	
PW Walsh	Moving CNC equipment	5,258.00		Y	

total spent 1,128,231.58

board approved 1,200,000.00

amount left 71,768.42

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	PAC Director
FROM:	Jeff Holmes	BOARD MEETING:	September 10, 2018
DATE:	Sept 6, 2018	AGENDA ITEM:	VIII.F.

In preparation for the Germantown School District Performing Arts Center being turned over to the District on January 1, 2019, it has been determined that the individual to oversee appropriate “managing” of that facility requires an individual that has experience in that area. Based upon what administration currently knows about performing arts center management, the District should seek the services of a qualified candidate to begin the process of booking events, scheduling events, coordinating events, et al duties associated with that management. The Board has been provided with a sample job description and preliminary discussion was held at the September 5, 2018 Board meeting. The Board provided administration with guidance for creation and posting of the “PAC Director” and the parameters associated with the position.

RECOMMENDATION: Approve the creation of the position of “PAC Director,” based upon the current job description with salary/wages to be commensurate with experience and comparable positions in the metro Milwaukee area.