

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

**January 15, 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. December 18, 2017 Board of Education
  - B. December 18, 2017 Closed Session
  
- V. Correspondence, Reports, and Information Items
  - A. Student Representative Report
  - B. District Initiative Update
  - C. State Education Convention - Resolutions
  - D. January 29 Board Meeting GHS Tech Ed Center
  
- VI. Insurance Committee
  - A. Update on items discussed at January 8, 2018 committee meeting.
  
- VII. Transportation Committee
  - A. Update on items discussed at January 8, 2018 committee meeting.
    - 1) Elementary attendance area determination prepwork.
    - 2) Riteway ridership.
    - 3) High school schedule change proposal.

- VIII. Building Committee
  - A. Update on items discussed at January 15, 2018 committee meeting.
  
- IX. New Business
  - A. Discussion and action to approve donations.
  - B. Discussion and action to approve teacher resignation.
  - C. Discussion and action to approve new teacher contract.
  - D. Discussion and action to approve additional iPads for art classes.
  - E. Discussion and action to approve summer school courses.
  
- X. Closed Session: The Board will entertain a motion to convene in closed session pursuant to Section 19.85(1)(c)(f) and (g), as well as Section 118.125 of the Wisconsin Statutes, as appropriate, to discuss the status of an employment investigation with related pupil issues, and to confer with legal counsel and administration representatives regarding same. The Board will entertain a motion to reconvene into open session to take further action, if necessary and appropriate, and/or to entertain a motion to adjourn the meeting.

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
December 18, 2017**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:37 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Borden – yes, Barney – yes, Spies – yes, Larson - yes. Board members Loth and Medved were absent (excused).
2. Motion by Larson, second by Barney to approve the agenda. Motion carried.
3. Motion by Larson, second by Spies to approve the November 27, 2017 Board meeting and closed session meeting minutes. Motion carried.
4. District art teacher Jonathon O’Callaghan gave a presentation on the success of using new teaching initiatives and PEAK strategies in his art classes.
5. Superintendent Jeff Holmes informed the Board that Board meeting dates in January 2018 have been changed to January 15<sup>th</sup> and January 29<sup>th</sup>, and that the January 29<sup>th</sup> meeting will be held in the new high school Tech Ed area.
6. Director of Teaching and Learning Brenda O’Brien updated the Board on meetings with representatives from Trane and MATC to move forward with a partnership to develop HVAC curriculum in the high school.
7. Recommendation from Personnel Committee to provide a 2.5% pay increase of current salaries for the 2017-2018 fiscal school year to the support staff group effective July 1, 2017 and direct the administration to proceed to develop a framework for future wage and salary determinations. Motion carried (Barney abstained).
8. Recommendation from Personnel Committee to approve a modification to the teacher handbook language to appropriately recognize staff members who received National Board Certification prior to being employed in the Germantown School District. Motion carried.
9. Personnel Committee Chair Sarah Larson and member Lester Spies indicated that the Personnel Committee had briefly discussed the 2018-2019 student/staff calendar with a proposed change in the number of teaching days for 2018-2018 that will be brought forward to the Board for approval later in the meeting.
10. Recommendation from Finance Committee to renew Measures of Academic Progress (MAP) licenses for 2018 in an amount not to exceed \$21,437.50 to be funded out of the appropriate Teaching and Learning budget. Motion carried.
11. Recommendation from Finance Committee to purchase a backup appliance from DIGICORP in an amount not to exceed \$42,699 to be funded out of the Information Technology budget. Motion carried.
12. Recommendation from Finance Committee to approve purchasing technical education equipment using the funding table documents presented funded out of General Fund 10 fund balance except as otherwise noted on the Optional Sources of the funding table. Motion carried.
13. Recommendation from Finance Committee to move forward with supporting the Village of Germantown TID #7 and direct Ric Ericksen to attend Joint Review Board meetings regarding the TID as school district representation. Motion carried.

14. Tom Barney updated the Board on additional items discussed in committee prior to the Board meeting including the 2016-2017 financial audit and necessary follow-up, and a potential partnership with the Menomonee Falls Swim Club.
15. Motion by Larson, second by Spies to approve the purchase of middle school Literature Circle books at a total cost of \$4,965.84. Motion carried.
16. Motion by Barney, second by Spies to approve the purchase of high school Contemporary Literature books at a total cost of \$186.10. Motion carried.
17. Motion by Borden, second by Barney to approve the donation of \$3,504 from the Germantown Girls Basketball Club to the JV Girls Basketball team for the purchase of new uniforms and thank the donors for their generosity. Motion carried.
18. Motion by Larson, second by Barney to approve Destination Imagination team manager contracts. Motion carried.
19. Motion by Spies, second by Larson to approve the 2018-2019 school calendar with a noted reduction in teacher work days from 191 to 190 for one year only (non-precedent setting), returning to 191 total teaching days in the future. Motion carried.
20. Motion by Spies, second by Larson to provide a 2.5% overall increase in salary compensation for the 2017-2018 school year to the professional/technical and administrative groups, other than the district administrator, the individual amounts to be determined by the district administrator, and direct the administration to proceed to develop a framework for future wage and salary determinations of all employee groups. Motion carried.
21. Motion by Larson, second by Spies to convene in closed session pursuant to Section 19.85(1)(c)(f) and (g), as well as Section 118.125 of the Wisconsin Statutes, as appropriate, to discuss the status of an employment investigation with related pupil issues, to discuss offer(s) from developers to purchase the Donges Bay Road property adjacent to Kinderberg Park, and to confer with legal counsel and administration representatives regarding same. Roll call vote. Motion carried.
22. The Board entered into closed session at 8:31 p.m.
23. The Board returned to open session at 9:26 p.m.
24. Motion by Spies, second by Larson to tentatively accept the offer to purchase the Donges Bay Road property, pending clarification of questions and concerns, and upon the positive results of further negotiations, with Bob Soderberg or his Board officer designee, representing Board negotiations. Motion carried.
25. Motion by Larson, second by Borden to adjourn. Motion carried.
26. Board President Soderberg declared the meeting adjourned at 9:27 p.m.

Jayne Borst  
Recording Secretary

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Lester Spies  
School Board Clerk

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# Germantown School District

## Brand Guide

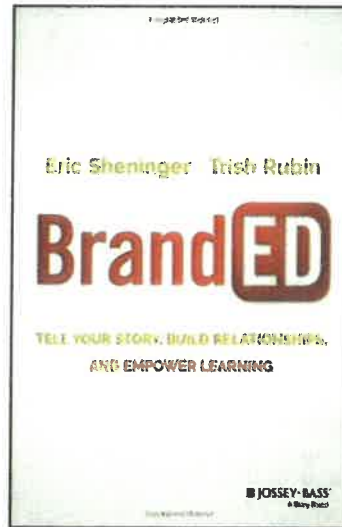
1/15/2018 Draft

“Brand is the sum total of how someone perceives a particular organization. Branding is about shaping that perception.”

(Ashley Friedlein)

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## Potential Branding Development Process



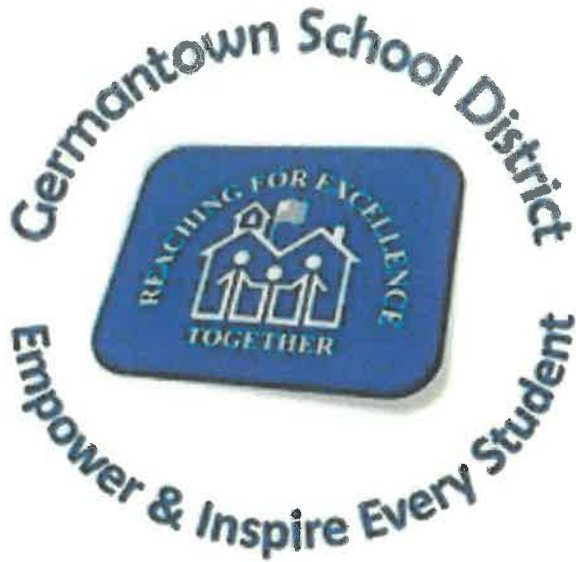
*Valuable brand tool specific to schools*

### ***Begin with the end in mind—S. Covey***

- ◆ Confirm the vision and mission with Board Members
- ◆ Define the key stakeholders (internal & external) and bring them to the table
  - ◆ Establish a communication plan
  - ◆ Create a branding development timeline/calendar
- ◆ Develop a Germantown School District brand design plan and adhere to it
  - ◆ Launch the re-brand

**Figure 1.1** Brand and BrandED Tenets Contrasted

<b>THE TENETS OF BRAND</b>	<b>IMAGE</b> Promoting for selling	<b>PROMISE</b> Satisfy a need or want	<b>RESULT</b> Improves: <ul style="list-style-type: none"> <li>• Sales</li> <li>• Profit</li> <li>• Scale</li> </ul>
<b>THE TENETS OF BRANDED</b>	<b>IMAGE</b> Storytelling to communicate value	<b>PROMISE</b> Accomplish school goals	<b>RESULT</b> Improves: <ul style="list-style-type: none"> <li>• Culture</li> <li>• Performance</li> <li>• Resourcing</li> </ul>



***Remember, logo does not equal BRAND***

**What are some pertinent questions to ask as we work through defining our brand?**

- ◇ Is our brand (image, promise, and [intended] result—*BrandED*) clearly understood by all?
- ◇ Our we clearly distinctive in the services we provide?
- ◇ How does our brand compare to others?
- ◇ Does our brand align with the times?
- ◇ We think we know how others should perceive us; is it accurate?
- ◇ What are our assets associated with our brand?
- ◇ What are the liabilities associated with our brand?
- ◇ Can we be viewed as a leader as an education services provider? What are the metrics? How can they be validated?
- ◇ Do our employees take pride in the organization?
- ◇ Is our brand truly marketable?
- ◇ Is the brand easily and sufficiently communicated?
- ◇ How often are we discussed outside of the organization? Are those discussions good, bad, or indifferent?

## Our Mission

# Empower and Inspire Every Student to Success

*"Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do." Pele*

Our current "brand" for Germantown School District, as perceived by Superintendent Holmes =



First question, "Does the above need to change?"

Initial response from Superintendent Holmes' perspective, "At the very least it should be revisited and modernized."



## Definitions to consider:

**Brand**—A name, term, sign, symbol, design, or a combination of these that identifies the products or services of one seller or a group of sellers and differentiates them from those of competitors (Armstrong & Kotler, 2015).

**BrandED**— An adaptation of the business brand function found in marketing that differentiates a product or service from the competition, brandED is an educator's professional learning strategy for defining [modern] schools through their unique story of core value and for engaging the community in digital and real-time exchange that results in improved school culture, performance, and resources.

# Consider this:

“Branding instead of being branded. Defining instead of being defined. Innovative educators [and Board Members] must stand up for their ideas and actions instead of being judged and branded by external agencies using standardized measures. (Yong Zhao)

## Other terms to be familiar with:

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**Affinity**—The state of good feeling between a brand and its audience that is evident in the long-term engagement and loyalty shown by the audience. (It is up to the brand to deliver its genuine promise in order to keep the affinity of its fan base.)

**Drivers of BrandED Value**—The identified elements of a model-building process, adapted from marketing, that results in a clear BrandED strategy to articulate the school district’s goal and brand message; placed in order for development purposes—*Promise, Strategy, Identity, Business as Unusual, and Engagement.*

**Stakeholder Relationship Management (SRM)**—An adaptation for education leaders that differs from the business tool of customer relationship management, but has the same intention for schools; *the understanding of who are the end users of a brand and how to keep them satisfied and engaged.*

## Consider this:

“Every day in every one of your schools, great things happen. How does your community know? Schools that are *Future Ready* boldly engage their community to build relationships and empower both students and their families.” (Thomas C. Murray)

### What’s next?

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**SWOT Analysis by Board Members and District Leadership Team (DLT)**—An overall evaluation of an organization’s strengths (S), weaknesses (W), opportunities (O), and threats (T). Attached is a SWOT Analysis template for your consideration with the intention of using the previous and following pages within this draft as points of consideration in developing the analysis; additionally, the SWOT template will be in fillable form that Board and DLT Members may complete the analysis in an electronic format.

**Determine a mutually beneficial workday for Board Members and DLT to disseminate the SWOT Analysis in order to take the next step in development of the Germantown School District “RebrandED.”**

## Consider this:

“There are no secrets to success. It is the result of preparation, hard work, and learning from failure.” Colin Powell

### Other terms to be familiar with:

**Promise**—What a school district promises to deliver to its audience of stakeholders; this reflects the core value of the school district’s brand in an authentic and trusted delivery of service.

**Strategy**—The identified clear and decisive plan of action to commit the brand to effective school district improvement efforts (The strategy for BrandED implementation is based on three tangible results; improved school cultures, expanded school performance, and increased school resources.

**Identity**—Telling the story of the brand, which is established in the showcasing of the school district’s promise through stories in online and offline context.

**Business as Unusual**—Rightfully claiming the innovation and creativity evolving in the school district; these are the efforts that sets one’s self apart from others and helps find ways to articulate and communicate the school district’s brand to the world at-large.

**Engagement**—Sustaining brand loyalty; school district leaders and team members determine ways to maintain stakeholders emotional connection to the brand; perception is key.



### Germantown School District "BrandED" SWOT Analysis:

INTERNAL FACTORS	
STRENGTHS (+)	WEAKNESSES (-)



EXTERNAL FACTORS	
OPPORTUNITIES (+)	THREATS (-)



1                   **WISCONSIN ASSOCIATION OF SCHOOL BOARDS, INC.**  
2                                   Madison, Wisconsin  
3                                   November 22, 2017

4  
5                   **REPORT TO THE MEMBERSHIP ON 2018 RESOLUTIONS**  
6                                   WASB Policy & Resolutions Committee  
7                                   Mary Jo Rozmenoski, Black River Falls School Board, Chair  
8

9  
10   **Resolution 18-01: Technical Resolution—Revisions to Repeal Outdated Resolutions**  
11

12    **a) Repeal Resolution 1.24 (a) 190 Days**  
13

14    **Rationale:**

15  
16           The Policy and Resolutions Committee recommended this change noting that Wisconsin  
17           public school boards are no longer subject to a statutory requirement to hold school for at  
18           least 180 days each year. (2013 Wisconsin Act 257 repealed the requirement that school  
19           boards must hold school for at least 180 days each year, but left in place the requirement  
20           that schools must schedule and hold a minimum number of hours of direct pupil  
21           instruction, as further specified by grade level.)  
22

23    **b) Repeal Resolution 4.11 Binding Arbitration Law Changes**  
24

25    **Rationale:**

26  
27           2011 Wisconsin Act 10 made significant changes to the collective bargaining law  
28           affecting school district employees. The statutes no longer contain any final and binding  
29           impasse resolution procedures for parties that were unable to settle a dispute relating to  
30           one or more issues regarding wages, hours and conditions of employment to be included  
31           in a new collective bargaining agreement after a reasonable period of negotiation. The  
32           repeal of interest arbitration by Act 10 means that a school district employer can now  
33           unilaterally implement its final offer on total base wages at the point of impasse.  
34

35    **c) Repeal Resolution 4.12 Impasse Resolution Procedures**  
36

37    **Rationale:**

38  
39           2011 Wisconsin Act 10 made significant changes to the collective bargaining law affecting  
40           school district employees. There are no longer any binding impasse resolution procedures  
41           contained in the statutes (see above). The repeal of interest arbitration by Act 10 means that  
42           a school district employer can now unilaterally implement its final offer on total base wages  
43           at the point of impasse.  
44

1 **d) Repeal Resolution 4.14 Award Settlements**

2  
3 **Rationale:**

4  
5 2011 Wisconsin Act 10 made significant changes to the collective bargaining law affecting  
6 school district employees. There are no longer any binding impasse resolution procedures  
7 contained in the statutes. The repeal of interest arbitration by Act 10 means that a school  
8 district employer can now unilaterally implement its final offer regarding total base wages at  
9 the point of impasse.

10  
11 **e) Repeal Resolution 4.18 Total Compensation Increases**

12  
13 **Rationale:**

14  
15 2011 Wisconsin Act 10 made significant changes to the collective bargaining law affecting  
16 school district employees, including providing that total base wages is the only mandatory  
17 subject of bargaining and that all subjects other than total base wages are prohibited subjects  
18 of bargaining. (“Total base wages” excludes any other compensation, which includes, but is  
19 not limited to, overtime, premium pay, merit pay, performance pay, supplemental  
20 compensation, pay schedules and automatic pay progression.). In addition, under Act 10,  
21 there are no longer any binding impasse resolution procedures contained in the statutes. The  
22 repeal of interest arbitration by Act 10 means that a school district employer can now  
23 unilaterally implement its final offer regarding total base wages at the point of impasse.

24  
25 **f) Repeal Resolution 4.19 Health Care Bargaining**

26  
27 **Rationale:**

28  
29 2011 Wisconsin Act 10 made significant changes to the collective bargaining law affecting  
30 school district employees, including providing that total base wages is the only mandatory  
31 subject of bargaining and that all subjects other than total base wages are prohibited subjects  
32 of bargaining. (“Total base wages” excludes any other compensation, which includes, but is  
33 not limited to, overtime, premium pay, merit pay, performance pay, supplemental  
34 compensation, pay schedules and automatic pay progression.)

35  
36 **g) Repeal Resolution 5.53 Welfare Benefits**

37  
38 **Rationale:**

39  
40 Because of the enactment of both state and federal welfare reform legislation following the  
41 adoption of this resolution, the conditions that gave rise to the concerns underlying this  
42 resolution have been greatly diminished.



1 **Resolution 18-02: *Hours of Instruction***

2  
3 **Repeal and Recreate Resolution 1.24, as follows:**

4  
5 The WASB supports legislation to allow local school districts maximum latitude  
6 in determining what meets the total hours of direct pupil instruction required by  
7 the statutes in order not to be penalized by a reduction in state aid.

8  
9 **Rationale:**

10  
11 2013 Wisconsin Act 257 repealed the requirement that school boards must hold school  
12 for at least 180 days each year, but left in place the requirement that schools must  
13 schedule and hold a minimum number of hours of direct pupil instruction, as further  
14 specified by grade level. Currently, each school board must annually schedule at least  
15 437 hours of direct pupil instruction in kindergarten; at least 1,050 hours of direct pupil  
16 instruction in grades 1 through 6; and at least 1,137 hours of direct pupil instruction in  
17 grades 7 to 12.

18  
19 The WASB's existing resolution 1.24 was last amended at the 2014 Delegate Assembly  
20 in order to allow the WASB to support repeal of the statutory requirement that each  
21 school board hold school for at least 180 days each year. In place of the 180-day  
22 requirement, the 2014 amendment supported allowing school boards to be governed only  
23 by the hours of direct pupil instruction required by statute. At the time there was a  
24 concern on the part of lawmakers and the DPI that without the minimum number of days'  
25 requirement in statute, schools needed some minimum instructional requirement in order  
26 to receive their full share of state aid.

27  
28 Since then, however, a number of school boards have sought flexibility from the hours of  
29 direct pupil instruction requirements.

30  
31 For example, a pair of companion bills, Assembly Bill 221 and Senate Bill 105, have  
32 been introduced this legislative session to create a pilot program under which certain  
33 school districts would not be required to provide the minimum number of hours of direct  
34 pupil instruction required by state statutes. Specifically, these bills would create a pilot  
35 program for the 2018-19 and 2019-20 school years and would apply to school districts  
36 located within CESA 6 that received a rating of significantly exceeds expectations or  
37 exceeds expectations on the most recent school and school district report cards.

38  
39 The WASB's existing resolution 1.24 has prevented the WASB from taking a position on  
40 these bills. This resolution would allow the WASB to support these bills. But more  
41 broadly, it would also allow the WASB to explore ways for local school districts to  
42 maximize local control over how they meet the hours of instruction requirements without  
43 risking the loss of their state aid.

1 **Resolution 18-03: *High-Poverty Aid***

2  
3 **Repeal and Recreate Resolution 2.35 (a)**, to read as follows:

4  
5 The WASB supports legislation allowing each local school district eligible to receive high  
6 poverty aid to receive such aid as a categorical aid outside the revenue limits.

7  
8 **Rationale:**

9  
10 School districts with more than 50 percent of their pupils eligible for free and reduced price school  
11 meals are eligible to receive high poverty aid. This high poverty aid is currently received as a general  
12 (not categorical) aid by eligible districts. This means it is received subject to revenue limits, so it must  
13 be used by the districts that receive it to offset/reduce their gross property tax levy. It cannot be used  
14 to provide additional programming to address the needs of students from poverty backgrounds. This  
15 resolution would put the WASB on record as supporting providing this aid in all cases as a categorical  
16 aid outside of revenue limits.

17  
18  
19 **Resolution 18-04: *FTE Calculation for Revenue Limit***

20  
21 **Amend** existing **Resolution 2.41 (i)** as follows:

22  
23 (i) The WASB supports legislation to provide that a district's revenue limit would  
24 be determined prior to the start of the district's fiscal year. In addition, the WASB  
25 supports ~~allowing each school district with declining enrollment to use a five-year~~  
26 ~~rolling average of enrollment based on enrollment data from the previous five~~  
27 ~~fiscal years to calculate its annual revenue limit, allowing each school district~~  
28 ~~with increasing or stable enrollment to use a three-year rolling average of~~  
29 ~~enrollment based on enrollment data from the previous three fiscal years to~~  
30 ~~calculate its annual revenue limit~~ changing the revenue limit FTE membership  
31 calculation to allow a district to use either a 5-year rolling average, 3-year rolling  
32 average or the current year membership, whichever is greater, and allowing a  
33 district to apply to the Department of Public Instruction for emergency aid or  
34 revenue flexibility.

35  
36 **Rationale:**

37  
38 This resolution would allow the WASB to support legislation allowing local districts to  
39 determine what time frame they wish to use to calculate enrollment (membership) for  
40 revenue limit purposes. Specifically, this amendment would place the WASB in support  
41 of a change that would enable growing enrollment districts to access revenue  
42 commensurate with their current enrollment without delay, while also expressing the  
43 WASB's support for allowing declining enrollment districts the option to use either a  
44 three-year rolling average (i.e., current law) or a five-year rolling average in calculating  
45 their membership for revenue limit purposes in order to cushion the effects of declining  
46 enrollment. Each district could chose the approach most advantageous to it.

1 **Resolution 18-05: *Voucher Transparency***

2  
3 **Create Resolution 2.70 (k) as follows:**

4  
5 The WASB supports legislation to require property tax bills to include information from  
6 the school district in which the property is located regarding the dollar amount (and  
7 percentage change) of the net reduction in state aid, if any, to the school district between  
8 the current year and the previous year as a result of pupils enrolled in the statewide  
9 voucher program, the Racine voucher program, the Milwaukee voucher program, or the  
10 special needs voucher program, as well as the amount of the increase, if any, in property  
11 taxes levied on all property in the school district in the current year and the amount of tax  
12 levied on the individual property in the current year, as the result of pupils enrolled in the  
13 statewide voucher program, the Racine voucher program, the Milwaukee voucher  
14 program, or the special needs voucher program.

15  
16 **Rationale:**

17  
18 This resolution would allow the WASB to support legislation that attempts to inform property  
19 taxpayers about the impact vouchers are having on their public schools' state aid and on their  
20 property taxes. A pair of bills—Senate Bill 183 and Assembly Bill 267—introduced in the  
21 current legislative session would require property tax bills to include information from the school  
22 district where the property is located regarding the dollar amount (and percentage change) of any  
23 net reduction in state aid, as a result of pupils enrolled in the state's four voucher programs. As  
24 written, this resolution would support this legislation in the form it was introduced and would  
25 additionally support including information on property tax bills about the change in the school  
26 district's property tax levy, if any, as the result of voucher-related aid reductions and information  
27 about the tax impact on individual parcels of property, if any, as the result of voucher-related aid  
28 reductions.

29  
30  
31 **Resolution 18-06: *Per Pupil Reimbursement for Transporting Voucher Pupils***

32  
33 **Create Resolution 3.55 (a) as follows:**

34  
35 The WASB supports legislation to require the state to fully fund as a categorical aid the  
36 cost to local public school districts of providing transportation to pupils who attend  
37 private and parochial schools through a taxpayer funded voucher program.

38  
39 **Rationale:**

40  
41 Under current law, pupils who attend private or parochial schools through the assistance of  
42 taxpayer-funded vouchers may be eligible to have their transportation to and from their voucher  
43 school provided and paid for by the public school district in which they reside. This resolution  
44 calls for legislation to have the state fully reimburse school districts for their transportation costs  
45 related to voucher pupils. It applies only to those private school pupils receiving taxpayer-  
46 funded vouchers because the vouchers of pupils who began participating in 2015-16 or later are  
47 funded by deducting state aid from the public school district providing the transportation.

1 **Resolution 18-07: *Safe and Welcoming School Environments***

2  
3 **Create:** The WASB is committed to ensuring that all students are able to learn and thrive in a  
4 safe environment and supports providing an equal opportunity for all students and all school  
5 district employees to develop and reach their full potential.  
6

7 **Rationale:**

8  
9 This resolution would affirm WASB support for the idea that school districts have an obligation  
10 to support all students and staff by providing a safe, positive environment where students and  
11 staff can excel academically and professionally.  
12

13  
14 **Resolution 18-08: *WIAA Autonomy***

15  
16 **Create:** The WASB supports the autonomy of WIAA to govern itself and to determine  
17 regulations and standards for athletics and student eligibility while taking into account the input  
18 of its member schools. The WASB opposes legislative efforts to impose explicit or implicit  
19 mandates on the WIAA or its member schools.  
20

21 **Rationale:**

22  
23 This resolution would affirm WASB support for the autonomy of the Wisconsin Interscholastic  
24 Athletic Association (WIAA) as a voluntary membership, private, non-profit association amid  
25 legislative attempts to meddle in the affairs/policies of the WIAA. These legislative efforts have  
26 included attempts to impose mandates on the WIAA by legislation to limit or prohibit public  
27 schools from participating in WIAA activities, from being members of the WIAA or from paying  
28 dues to the WIAA, unless the WIAA takes or refrains from certain actions.  
29

30  
31 **Resolution 18-09: *Implementation of NCSL “No Time to Lose” Report Recommendations***

32  
33 **Create:** The WASB petitions the Legislature and the Department of Public Instruction to jointly act  
34 with deliberate speed to implement the recommendations of the “No Time to Lose” report produced by  
35 the National Conference of State Legislatures. The recommendations include that our state should:  
36 study and learn from top performing national and state educational systems; create a statewide vision  
37 for reform; benchmark Wisconsin education policies against those of high performing countries and  
38 states; and begin by focusing on one priority area of reform. The WASB further encourages the  
39 Legislature and the Department of Public Instruction to include school board members throughout the  
40 process of investigating and implementing these reforms.  
41

42 **Rationale:**

43  
44 This resolution expresses WASB support for and involvement in implementing the recommendations  
45 of the bipartisan “No Time to Lose” report issued by the National Conference of State Legislatures  
46 (NCSL). This report stems from a study of high performing educational systems throughout the world  
47 that attempted to learn how what is being done in those high performing systems might inform

1 educational reform efforts here in the U.S. Despite numerous state-by-state and largely piecemeal  
2 reform efforts, the report finds that most state educational systems in the U.S. are falling behind the  
3 highest performing nations in a number of international comparisons and as measured by our own  
4 National Assessment of Educational Performance (NAEP), leaving the U.S. underprepared to succeed  
5 in the 21<sup>st</sup> century global economy. The “No Time to Lose.” report contains a number of  
6 recommendations for how to get started with reform. A second report, currently under development,  
7 focuses on implementation of the first report. To conduct this study, the NCSL formed a bipartisan  
8 group (that included Wisconsin state Sen. Luther Olsen) which made recommendations for improving  
9 our state education systems.

10  
11  
12 ***Resolution 18-10: Local Fiscal Control***

13  
14 **Amend existing Resolution 1.00 *Local Fiscal Control* as follows:**

15  
16 The WASB believes that the locally elected school board should have control of its local fiscal  
17 affairs and, ~~within broad state guidelines, be allowed to manage its affairs with provision for~~  
18 ~~interdistrict cooperation.~~ The WASB opposes constitutional amendments efforts that  
19 undermine the fiscal authority of local elected officials, diminish the role of citizens in the  
20 local decision-making process, and hinder the ability of Wisconsin public school boards to  
21 address the changing needs of their students.

22  
23 **Rationale:**

24  
25 This proposed amendment would strengthen the WASB’s position on local control by removing  
26 certain qualifying language from the existing resolution. Often the WASB Government Relations staff  
27 falls back on local control as the reason we take the positions we do on legislation. Because local  
28 control is a bedrock principle of the WASB, clearer and unqualified language may be appropriate. It is  
29 also questionable why the WASB’s resolutions would be specific only to constitutional amendments to  
30 undermine local fiscal authority when the threats to this authority more commonly come from  
31 legislation introduced by state lawmakers.

32  
33  
34 ***Resolution 18-11: Recovery School Districts***

35  
36 **Amend existing Resolution 1.01 *Preserving Powers (b) Recovery School Districts* as follows:**

37  
38 The WASB opposes the creation in Wisconsin of a recovery school district or a similar ~~state-~~  
39 ~~level~~ authority designed to take over public schools or school buildings.

40  
41 **Rationale:**

42  
43 This amendment addresses the current Opportunity School Partnership Program (OSPP) law and the  
44 question of whether a school district takeover mechanism the OSPP law creates based around local  
45 officials would qualify as a “state-level” authority.

1 2015 Wisconsin Act 55 (the 2015-17 state budget) established the Opportunity Schools and  
2 Partnership Program (OSPP). Student achievement and other factors determine whether public schools  
3 in a given school district are eligible for transfer into the OSPP program. Under current law, the OSPP  
4 law applies to a school district that: (1) has a pupil membership greater than 15,000; (2) was assigned  
5 to the lowest performance category on the report cards published for the district in the 2 most recent  
6 school years; and (3) received intra-district transfer aid in the same two most recent school years.

7  
8 Under the OSPP law, an opportunity school is managed and controlled by a program commissioner  
9 appointed by the applicable county executive, not a state-level officer or authority. No schools have  
10 been transferred into the program to date, and the State Superintendent of Public Instruction indicated  
11 that no schools will be eligible for transfer into the program in the 2017-18 school year. In the 2018-19  
12 school year, the Racine Unified School District could have had schools eligible for transfer into the  
13 program had the district's report card scores been in the bottom category.

14  
15  
16 **Resolution 18-12: Referendum Restrictions**

17  
18 **Amend** existing **Resolution 1.25 Authority to Schedule Referenda** as follows:

19  
20 The WASB opposes limits on scheduling referenda. Further, the WASB opposes any  
21 limitation on the duration, scope or effect of school referenda.

22  
23 **Rationale:**

24  
25 In light of the flurry of bills introduced recently on restricting school district referenda or  
26 limiting their effect, this proposed amendment to the existing resolution would take a stronger  
27 stance against all attempts to restrict local control of school district referenda.

28  
29  
30 **Resolution 18-13: Teacher Certification/Licensure**

31  
32 **Amend** existing **Resolution 4.60 General Policy on Certification/Licensure** as follows:

33  
34 ~~The WASB opposes teacher certification controlled by a professional practices board but~~  
35 ~~will support a plan providing for a statutory advisory committee to the state~~  
36 ~~superintendent, including parents, school board members, and other interested groups,~~  
37 ~~providing for final decisions by the state superintendent. (1975-3)~~

38  
39 **(a) Certification**

40  
41 ~~The WASB supports the concept of broader teacher certification to reflect the current or~~  
42 ~~evolving configuration of grades in a school.~~

43  
44 The WASB supports teacher licensure initiatives that foster a highly educated, highly  
45 trained, effective, adequately compensated, professional teaching force to meet the needs  
46 of our members.

1 **Rationale:**

2

3 The Policy and Resolutions Committee believed the WASB needs an updated, more aspirational  
4 policy statement on teacher licensure in general. The most recent state budgets and legislative  
5 sessions have included actual and proposed changes to teacher and administrator licensure  
6 primarily to address shortages. Concerns have been raised that some of those changes have  
7 eroded or threaten to erode the quality and/or professionalism of the teaching force. Additional  
8 concerns have been raised that these changes have diminished the value of a teaching license as  
9 well as the value of enrolling in and completing a teacher education program from an institution  
10 of higher education.

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board Members

**TOPIC:** Donations

**FROM:** Jeff Holmes

**BOARD MEETING:** January 15, 2018

**DATE:** January 9, 2018

**AGENDA ITEM:** IX.A.

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

1. Accept the donation in the amount of \$500 from OTS Appliances, LLC to the high school choir department.
2. Accept the teacher grant (Jeff Thielke) in the amount of \$500 from the Germantown Community Scholarship Fund to the middle school tech ed department.
3. Accept the grant in the amount of \$1500 from Walmart to the middle school AODA program.

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



**GERMANTOWN SCHOOL DISTRICT**

<b>TO:</b>	Board of Education	<b>TOPIC:</b>	Resignations
<b>FROM:</b>	Michael Nowak	<b>BOARD MEETING:</b>	January 15, 2018
<b>DATE:</b>	January 10, 2018	<b>AGENDA ITEM:</b>	IX.B.

Teryn Buchanan recently submitted her letter of resignation effective January 19, 2018. Teryn was hired in August of 2016 in the Germantown School District as a First Grade Teacher at County Line Elementary School

**RECOMMENDATION:** Approve the resignation of Teryn Buchanan and thank her for her 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:** Mike Nowak

**BOARD MEETING:** January 15, 2018

**DATE:** January 10, 2018

**AGENDA ITEM:** IX.C.

The administration is recommending the approval of the following limited-term contract for the 2017-18 school year.

<b>Employee Assignment/Location</b>	<b>Rationale</b>	<b>FTE</b>	<b>Contract Type</b>	<b>Salary</b>
<i>Lisa Bennett</i> <b>Elementary Teacher</b> County Line Elementary School	Lisa is filling the vacancy created by the resignation of Teryn Buchanan	1.0	Limited-Term (91 days)	\$20,542.00

**RECOMMENDATION:** Approve the 1.0 FTE limited-term contract for Lisa Bennett at \$20,542.00.

**GERMANTOWN SCHOOL DISTRICT**

**TO:** All Board Members

**TOPIC:** Technology Request for Art

**FROM:** Brenda O'Brien

**BOARD MEETING:** January 15, 2018

**DATE:** December 19, 2017

**AGENDA ITEM:** IX.D.

Mr. Jon O'Callaghan presented his changes in instructional practice to the Board on December 18, 2017. At that meeting, he indicated a need for additional technology to continue advancing student learning. Below is an outline of the technology requests.

<b>Technology</b>	<b>Amy Belle</b>	<b>County Line</b>
iPads	6 @ \$493 = \$2958	14 @ \$493 = \$6902
ChromaKey Studio Pro iPad apps - Green Screen Video	27 @ \$4.99 = \$134.73 (additional 7 iPads at AB that do not have this app currently)	
Cover for iPad	6 @ \$26.71 = \$160.26	14 @ \$26.71 = \$373.94
Wired Keyboard	6 @ \$57.75 = \$346.50	6 @ \$57.75 = \$346.50
Cobra Clamp Adjustable Mount	8 @ \$59.95 = \$479.60 (two additional clamps for iPads currently resting on the table)	14 @ \$59.95 = \$839.30
Shipping	\$395	\$850

The total budget for all technology being requested is \$13,785.83

**RECOMMENDATION:** Approve the purchase of this technology for art at Amy Belle and County Line.

GERMANTOWN SCHOOL DISTRICT

**TO:** All Board Members                                **TOPIC:** Summer School New Courses  
**FROM:** Brenda O'Brien                               **BOARD MEETING:** January 15, 2018  
**DATE:** January 10, 2018                            **AGENDA ITEM:** IX.E.

Four new courses are being proposed for Summer School, 2018.

**Digital Photography** - Students will learn the basics of digital photography and “rules” of photography, including lighting, negative space, and leading lines. Students will create an online ABC book as a portfolio of their work. Through this book, students will work with Google Drive, Classroom, and Draw/Slides to showcase their learning! Offered during Sessions 2 and 3 (4 weeks) for 70 minutes per period for students in grades 3-8 with a maximum of 12 students per period. Budget = \$0

**NASA Technologies** - Students choosing to accept the mission will create an autonomous, object-avoiding rover. To complete the mission, students will learn control motors, learn how to control the rover’s movement through a distance sensor and calculate distance so the rover avoids touching any objects. Offered during Sessions 2 and 3 (4 weeks) for 140 minutes per period for students in grades 9-12 with a maximum enrollment of 20 students. Budget for maximum 24 students = \$1700.00

**Animal Adventures** - Students enrolling in this class will learn the basics of animal care, safety, and proper handling of animals. Students will make animal toys and treats for their own animals or donate them to the Humane Society. Older students will complete an animal-related research project. Offered during Sessions 2 and 3 (4 weeks) for 70 minutes per period for students in grades K-5 with a maximum enrollment of 15 students per period. Budget for 3 periods = \$200

**LEGO Builders** - Students will use Legos to complete a challenge of the day - building the highest tower, the strongest bridge, the most able to withstand pressures. Students will experience STEM education (Science, Technology, Engineering, Mathematics) through the use of Legos. Offered during Session 2 (two weeks) for 70 minutes per period for students in grades 1-4 with a maximum enrollment of 20 students per period. Budget for 3 periods = \$600

**LEGO Robotics** - Students will use Mindstorm Lego kits to build robots to complete various challenges. Students will experience STEM education through the use of these robots. Offered during Session 2 (two weeks) for 70 minutes for students in grades 5-7 with a maximum enrollment of 20 students per period. Budget for one period = \$2700

Total budget for new courses = \$5,200

### Changes to the Course Offerings

The following is a complete list of the courses being offered for the Summer, 2018:

Game Leaders Training (one week)	Transition to 1st Grade
Jumping into Kindergarten	Learning in Motion - PreK/Kindergarten
Math/Literacy Boosters	Engineering Adventures
High School Credit Recovery	KMS/GHS Band
Healthcare Academy	Physical Education (for credit)
Scrapbooking	Community-based Instruction
Radio News	Fishing (one week)
Algebra Skills	Mandarin For Kids
PE Games	Knitting
Kids Yoga	Gamers Unite
Wilderness Camping	Stirring Up a Story (two weeks)
Games Galore	
Little Chefs (one week)	
Garden Adventures	
Run, Run, Run	

Total budget for complete list of course offerings (not including new courses) = \$1,300

**RECOMMENDATION:** The IIC is bringing the four new course proposals to the Board with a positive recommendation. Approve the four new courses and changes to the complete course offerings list.