

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

**December 18, 2017  
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 27, 2017 Board of Education
  - B. November 27, 2017 Closed Session
  
- V. Correspondence, Reports, and Information Items
  - A. Student Representative Report
  - B. District Initiative Update
  - C. Board Meeting Calendar Update
  - D. Trane Partnership Update
  
- VI. Personnel Committee
  - A. Discussion and action regarding support staff pay increases.
  - B. Discussion and action regarding National Board Certification salary enhancement.
  - C. Update on additional items discussed at December 18, 2017 committee meeting.
  
- VII. Finance Committee
  - A. Discussion and action to approve purchases over \$15,000.
  - B. Discussion and action to approve high school technical education equipment purchases.
  - C. Discussion and possible action regarding school district stance on Village TID 7.
  - D. Update on additional items discussed at December 18, 2017 committee meeting.

VIII. New Business

- A. Discussion and action to approve literature purchase for middle school.
- B. Discussion and action to approve literature purchase for high school.
- C. Discussion and action to approve donations.
- D. Discussion and action to approve Destination Imagination team manager contracts.
- E. Discussion and action to approve 2018-2019 school calendar.
- F. Discussion and action to approve salaries for 2017-2018 Professional/Technical and administrative staff.

- IX. 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, 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. 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**  
**November 27, 2017**

1. The meeting of the Board of Education was called to order by Board Vice President Sarah Larson in the District Office Board Room at 7:13 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 Spies, second by Larson to move agenda item V.E. to V.A. and approve the agenda as revised Motion carried.
3. Motion by Larson, second by Barney to approve the November 13, 2017 Board meeting and closed session meeting minutes. Motion carried.
4. District teachers Beth Buettner, Kim Monday, Kary Cumming, and Peter Schwantes provided an update on the implementation of district initiatives in their classes.
5. Superintendent Jeff Holmes informed the Board that 13 high school students have met all criteria and have submitted requests to graduate early at semester in January 2018.
6. Director of Business Ric Ericksen updated the Board on the status of implementation of Guide K12 software for elementary school attendance boundaries and informed the Board that the Transportation Committee will meet in December or January to review the software also before bringing recommendations to the Board of Education.
7. Jeff Holmes updated the Board on District and School Report Card data and indicated that he is waiting for answers from the Department of Public Instruction and the WCER on possible reasons for the drop in scores in Germantown and other districts in the state.
8. Director of Human Resources Mike Nowak presented a current enrollment report.
9. Building Committee Chair Brian Medved updated the Board on discussion that took place at the November 27, 2017 committee meeting regarding the Trane Controls proposal for the district and indicated it is being sent back to the Owners Group for additional discussion before returning to the Building Committee and Board.
10. Recommendation from Finance Committee to approve the purchase of 32 laptop mobile workstations in an amount not to exceed \$59,235.36 from Vanguard Computer with financing through a four-year lease agreement with Providence Capital Network in an amount not to exceed \$14,732 per year, funded out of the appropriate General Fund 10 information technology accounts. Motion carried.
11. Ric Ericksen and Finance Committee Chair Michael Loth updated the Board on committee discussion regarding the Village of Germantown proposed TID. Ric Ericksen will be attending the Joint Review Board meeting regarding the TID as school district representation.

12. Michael Loth also updated the Board on additional items discussed in Finance Committee including high school tech educ purchasing and funding, monthly financial reports, the referendum bid process and schedule of payments, and a possible collaboration agreement with the Menomonee Falls Swim Club.
13. Motion by Larson, second by Spies to approve administering the Washington County Youth Risk Behavior Survey (one time in 2018 only), with parents required to opt IN to have their child take the survey. Motion carried (Medved - no).
14. Motion by Barney, second by Spies to accept the donation of 25 plastic barrels valued at \$1,750 from the Illing Company to Mr. McClellan for the high school Environmental Club/Earth Week rain barrels and thank the Illing Company for their generosity. Motion carried.
15. 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, status of LTC litigation, 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. Motion carried.
16. The Board entered into closed session at 8:35 p.m. and did not return to open session, adjourning at 9:42 p.m.

Jayne Borst  
Recording Secretary

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Lester Spies  
School Board Clerk

## Board of Education and Sub-Committee Meeting Schedule 2017-2018

**Note: meeting dates subject to change with additional committee meetings added as needed.  
Committee meetings typically scheduled between 5:30 and 7:00 p.m. with Board meetings at 7:00 p.m.**

<p><b><u>July, 2017</u></b></p> <p>Monday, July 10      Building Committee Board of Education</p> <p>Monday, July 24      Finance, Board of Education</p>	<p><b><u>January, 2018</u></b></p> <p>Monday, Jan. 15      Building Committee Board of Education</p> <p>Monday, Jan. 29 (at High School Tech Ed Auto)      Finance, Board of Education</p>
<p><b><u>August, 2017</u></b></p> <p>Monday, August 14      Building Committee Board of Education</p> <p>Monday, August 28      Finance, Board of Education</p>	<p><b><u>February, 2018</u></b></p> <p>Monday, Feb. 12      Building Committee Board of Education</p> <p>Monday, Feb. 26      Finance, Board of Education</p>
<p><b><u>September, 2017</u></b></p> <p>Monday, Sept. 11      Building Committee Board of Education</p> <p>Monday, Sept. 25 (at Kennedy)      Finance, Budget/Annual Meeting, Board of Education</p>	<p><b><u>March, 2018</u></b></p> <p>Monday, Mar. 12      Building Committee Board of Education</p> <p>Monday, Mar. 26      Finance, Board of Education</p>
<p><b><u>October, 2017</u></b></p> <p>Monday, Oct. 9      Building Committee Board of Education</p> <p>Monday, Oct. 23      Finance, Board of Education</p>	<p><b><u>April, 2018</u></b></p> <p>Monday, April 9      Building Committee Board of Education</p> <p>Monday, April 23      Finance, Board of Education</p>
<p><b><u>November, 2017</u></b></p> <p>Monday, Nov. 13      Building Committee Board of Education</p> <p>Monday, Nov. 27      Finance, Board of Education</p>	<p><b><u>May, 2018</u></b></p> <p>Monday, May 14      NO MEETINGS</p> <p>Monday, May 21      Building Com, Finance, Board of Education</p>
<p><b><u>December, 2017</u></b></p> <p>Monday, Dec. 11      NO MEETINGS</p> <p>Monday, Dec. 18      Building Com, Finance, Board of Education</p>	<p><b><u>June, 2018</u></b></p> <p>Monday, June 11      Building Committee Board of Education</p> <p>Monday, June 25      Finance, Board of Education</p>









## **\$42,699.00: Backup Appliance Purchase Proposal**

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

Bring forward to the Board of Education with a positive recommendation to purchase the backup appliance from DIGICORP in an amount not to exceed \$42,699.00 to be funded out of the Information Technology budget.

### **From Director of IT, Marc Gabrysiak**

The Germantown School District currently uses a Unitrends hard disk backup system to provide data backup and recovery for all district file servers. That system is in its fourth year of life, and the support on the device is ending. There are two options at this time. One would be to purchase another year of support, and the other which I have chosen to pursue is to upgrade to a larger brand new appliance. The quote for the new appliance is attached to this background. Essentially, we will trade in our current appliance, get the new appliance for \$11,999, and pay \$29,350 for 3 years of support. The support amount is a discounted amount for doing 3 years up front. The savings is \$567 per year as of today, plus whatever the additional amount per year that we would pay for going with yearly support. That is usually in the neighborhood of 1 1/2 % per year. There is also a line item for \$1350 for installation and support. In the past, we have utilized this option, and whatever amount is not used for installation can be used for ongoing support from CPSI/Digicorp. Total amount of the quote is \$42,699. CPSI/Digicorp has arranged for us to be able to spread this amount over two fiscal years. \$22,024 is due at purchase, and the other \$20,675 will be due July 1 2018. This helps lessen the impact on the Technology budget. This purchase has been anticipated and is being done to work with our ongoing compute/storage project, which the board recently approved. Please note that competitive bidding is not possible with this purchase. Unitrends works with partner resellers and will provide discount pricing to only one reseller for any given customer. Our reseller, CPSI/Digicorp is the dealer to receive pricing in this case, so we are working with them. We have purchased both previous Unitrends backup appliances from CPSI/Digicorp, and have utilized them for support on the devices for the entire time. They have been very good to deal with, and I anticipate that to continue going forward.

My recommendation to the Finance Committee is to approve the purchase and move forward to the full board. I will be present at the Finance Committee meeting to answer any questions.

Thank you for your consideration.

Marc Gabrysiak  
GSD Director of Technology

**PROPOSAL / QUOTATION**

VAR: Contingency Planning Solutions, Inc.  
 A Division of Digicorp, Inc.  
 Les Spindler  
 5601 Grand Market Dr. Suite M  
 Appleton, WI 54913  
 (920) 734-0241

Registration # N/A  
 QUOTE # Q-926-3  
 Create Date November 27, 2017  
 QUOTE EXPIRES December 8, 2017  
 END USER: Germantown School District  
 NAME: Marc Gabrysiak  
 ADDRESS: N104 w13840 Donges Bay Rd  
 CITY-STATE: Germantown, WI 53022  
 Phone: (262) 253-3962  
 EMAIL: mgabrysiak@germantown.k12.wi.us

QTY	ITEM #	DESCRIPTION	List Pricing	Extended Pricing
<b>PHYSICAL APPLIANCE</b>				
1	RS-926SPLUNT36	Recovery Series 926S Appliance (MSRP: \$44,999).	\$44,999.00	\$44,999.00
1	NOV PROMO	Hardware Promo w/ TRADE-IN - Expires: 11/30/17 (EXTENDED to 12/8/17)		(\$33,000.00)
<b>Enterprise Backup Physical Appliance total</b>				<b>\$11,999.00</b>
<b>DATA ASSURANCE / SOFTWARE</b>				
1	RS-926SPLUNT36	36 Months of Platinum Support for the Recovery 926. (Annual Renewal MSRP USD 10350 , Year 4 & onwards renewal subject to price increase) Expires: 7/1/2020		\$29,350.00
<b>Data Assurance / Software Total</b>				<b>\$29,350.00</b>
<b>SOLUTION OPTIONS &amp; ADD-ONS</b>				
1	BLK	CPSI Unitrends Hours - To be used for Install, Training, Testing, etc. Approx. 8-10 HRS		\$1,350.00
<b>SPECIAL PAYMENT TERMS: \$22,024 (plus shipping) Due Dec 2017 &amp; \$20,675 Due July 1, 2018</b>				
<b>SOLUTION OPTIONS &amp; ADD-ONS Total</b>				<b>\$ 1,350.00</b>
<b>QUOTE SUMMARY</b>				
<b>Enterprise Backup Physical Appliance total</b>				<b>\$11,999.00</b>
<b>Data Assurance / Software Total</b>				<b>\$29,350.00</b>
<b>SOLUTION OPTIONS &amp; ADD-ONS Total</b>				<b>\$1,350.00</b>
<b>SUB TOTAL BEFORE TAXES &amp; SHIPPING</b>				<b>\$42,699.00</b>
<b>TOTAL BEFORE TAXES &amp; SHIPPING</b>				<b>\$42,699.00</b>

**THANK YOU FOR YOUR BUSINESS!**

*You should be aware that this quote has been prepared based upon information that you provided to CPSI/Unitrends. Performance of the System may vary greatly due to the amount of data to be processed, retention period for such data, and the hardware and software configuration of your data center. If any information which you provided to CPSI/Unitrends changes materially, please notify CPSI/Unitrends immediately to receive a revised quote. If taxes and shipping fees are quoted the amounts are estimates. Actual taxes and shipping fees may vary. CPSI/Unitrends reserves the right to alter product offerings and specifications at any time, without notice. Prices are subject to change at any time prior to CPSI/Unitrends acceptance of a purchase order. CPSI/Unitrends reserves the right to cancel orders arising from pricing or other errors. All offers are subject to availability. See Unitrends Support Agreement for support terms and conditions.*

**Please Notes: Invoice and Payment Processing will come from Digicorp, Inc (Parent Compan**

<b>Date</b>	<b>Print Name</b>	<b>Signature</b>
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5601 Grande Market Dr.  
 Suite M  
 Appleton, WI 54913  
 Toll Free: 888-772-2526  
 Ph: 920-734-0241 Fx: 920-734-0268  
 www.contingencyplans.com



## GERMANTOWN SCHOOL DISTRICT

<b>TO:</b>	Board of Education	<b>TOPIC:</b>	Germantown High School Technical Education Equipment Purchasing
<b>FROM:</b>	Ric Ericksen	<b>BOARD MEETING:</b>	December 18, 2017
<b>DATE:</b>	December 13, 2017	<b>AGENDA ITEM:</b>	VII.B.

This item has been discussed at various venues such as the Owner's Group and regular school board meetings. This topic was again discussed at the December 12, 2017 Owner's Group meeting. The directive was given to make the below recommendation to the Finance Committee.

**Recommendation to the Finance Committee:**

Bring forward to the Board of Education with a positive recommendation to begin purchasing Germantown Technical Education Equipment using the tables below as a general guideline and fund the purchases out of the General Fund 10 fund balance except as otherwise noted on the Optional Sources of Funding table.

*Please note that the intent is to get purchase orders processed and equipment received in a timely manner. The General Fund balance will be replenished from other funding sources in accordance with funds received relative to the Optional Sources of Funding table.*

The administration will update the tables below and add this as a monthly financial report on the Finance Committee agenda in the Reports section.

*Continued next page ...*

**Tech Education Areas at High School – Purchasing and Funding Guidelines**

The investment to modernize programming through the purchase of state-of-art equipment to support woods, manufacturing, fabrication lab, welding, PLTW, and auto mechanics.

THE TOTAL INVESTMENT IS SEPARATED INTO THREE CATEGORIES	
Immediate	\$715,800
Important	\$336,900
Future	\$102,400
	<b><i>\$1,155,100</i></b>

**Investment Timetable**

TECH ED'N AREA	CONSTRUCTION COMPELTION DATE	IMMEDIATE	IMPORTANT	FUTURE
PLTW	12/31/17		\$68,000	
AUTOS	12/31/17	\$45,000	\$21,500	\$22,700
MANUFACTURING	8/31/2018	\$461,600	\$101,600	\$43,700
WELDING	8/31/2018	\$77,900		
FAB LAB	8/31/2018	\$79,600	\$130,900	\$2,000
WOODS	10/31/2018	\$51,700	\$14,900	\$34,000
		<b>\$715,800</b>	<b>\$336,900</b>	<b>\$102,400</b>
				<b><i>\$1,155,100</i></b>

**Optional Sources of Funding**

The current portion of the FF&E high school construction budget will not be enough to cover these investments. Therefore, the Board of Education requested the administration to list possible funding scenarios.

SOURCE	CURRENT AVAILABLE FUNDS	AMOUNT ALLOCATED
Donations from manufacturing sponsorships.	TBD	TBD
Grants	\$20,000 to \$45,000	\$20,000
Current high school construction FF&E budget.	Undetermined	TBD
Adjust high school FF&E budget due to actual construction costs.	Undetermined	TBD
2017/2018 Board Education Contingency Fund	Up to \$100,000	TBD
Any combinations of above.		
2017/2018 and/or 2018/2019 high school site & department budgets	Range is \$15,000 - \$25,000 annually	TBD
<b>2017/2018 General Fund 10 Ending Balance</b>	<b>Up to \$1,155,100</b>	<b>TBD</b>
<b>Any combinations of above.</b>		

**GERMANTOWN SCHOOL DISTRICT**

<b>TO:</b>	Board of Education	<b>TOPIC:</b>	Tax Incremental District #7
<b>FROM:</b>	Ric Ericksen	<b>BOARD MEETING:</b>	December 18, 2017
<b>DATE:</b>	December 13, 2017	<b>AGENDA ITEM:</b>	VII.C.

Please see the October/November Finance Committee packets for information previously reviewed.

**Recommendation to the Finance Committee:**

*Pending discussions, but please know that the purpose of this action item is to allow for the Board of Education to take a stance or position on TID #7 and direct me to communicate to the JRB accordingly at its next meeting.*

Additionally, the FC directed me to gather information relative to other funding options available to the Village or company to develop the area. Page 16 of the attached document discusses some of these options.

Village Administrator, Mr. Kreklow will be in attendance to answer any questions related to the attached report and also review general anticipated economic impacts of the TID. He will be joined by Deborah Reinhold, Business Solution Specialist with Economic Development Washington County (EDWC).

The next scheduled meeting is Jan 2, 2018 – which would be the final JRB meeting.

**ATTACHEMENTS:** Project Plan

November 22, 2017

# Project Plan for the Creation of Tax Incremental District No. 7



Organizational Joint Review Board Meeting Held:	Scheduled for: November 29, 2017
Public Hearing Held:	Scheduled for: November 29, 2017
Consideration for Approval by Plan Commission:	Scheduled for: November 29, 2017
Consideration for Adoption by Village Board:	Scheduled for: December 18, 2017
Consideration for Approval by the Joint Review Board:	Scheduled for: TBD

# Tax Incremental District No. 7 Creation Project Plan

## Village of Germantown Officials

### Village Board

Dean Wolter  
David Baum  
Terri Kaminski  
Alan L. Campbell  
Rick Miller  
Robert L. Warren  
Dennis Myers  
Jeffrey M. Hughes  
Art Zabel

Village President  
Village Trustee  
Village Trustee  
Village Trustee  
Village Trustee  
Village Trustee  
Village Trustee  
Village Trustee  
Village Trustee

### Village Staff

VACANT  
Steven R. Kreklow  
Kim E. Rath  
Jeffrey W. Retzlaff  
Brian Sajdak

Village Clerk  
Village Administrator  
Finance Director  
Community Development Director  
Village Attorney

### Plan Commission

Dean Wolter, Chair  
Lori Johnson  
David Baum  
Benjamin Goetter

Anthony Laszewski  
Peter Nilles  
William Shadid  
Mary Ellen Gray

### Joint Review Board

Village Representative  
Washington County  
Milwaukee Area Technical College District  
Germantown School District  
Public Member



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## SECTION 1: Executive Summary

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### Description of District

#### Type of District, Size and Location

Tax Incremental District (“TID”) No. 7 (the “TID” or “District”) is proposed to be created by the Village of Germantown (“Village”) as an industrial district. A map of the proposed District boundaries is in Section 3 of this plan. The area proposed to be included in the district encompasses 144.2 acres, which is broken into two distinct areas the original J.W. Speaker facility (approximately 57 acres) and the area to be developed by the J.W. Speaker Corporation (approximately 87.2 acres).

#### Estimated Total Project Expenditures.

The Village anticipates making total project expenditures of approximately \$2.69M to undertake the projects listed in this Project Plan. The Village anticipates completing the projects in a single phase. The Expenditure Period of this District is 15 years from the date of adoption of the authorizing Resolution of the Village Board (the “Creation Resolution”). The projects to be undertaken pursuant to this Project Plan are expected to be financed with debt issued by the Village, however, the Village may use other alternative financing methods which may provide overall lower costs of financing, preserve debt capacity, mitigate risk to the Village, or provide other advantages as determined by the Village Board. A discussion and listing of other possible financing mechanisms, as well as a summary of total project financing, is in Section 10 of this plan.

#### Economic Development

Because of the creation of this District, the Village projects that additional land and improvements value of approximately \$26.8 Million will be created because of new development and expansion of the existing Speaker facility. This additional value will be a result of the improvements made and projects undertaken within the District. A table detailing assumptions as to the timing of new development and redevelopment and associated values is in Section 10 of this Plan. In addition, creation of the District is expected to result in other economic benefits as detailed in the Summary of Findings hereafter.

#### Expected Termination of District

Based on the Economic Feasibility Study located in Section 10 of this plan, this District would be expected to generate sufficient tax increments to recover all project costs by the year 2031; eight years earlier than the 20-year maximum life of this District.

### Summary of Findings

As required by Wisconsin Statutes Section 66.1105, and as documented in this Project Plan and the exhibits contained and referenced herein, the following findings are made:

1. That “but for” the creation of this District, the development projected to occur as detailed in this Project Plan: 1) would not occur; or 2) would not occur in the manner, at the values, or

**within the timeframe desired by the Village.** In making this determination, the Village has considered the following information:

- The lands to the west of the Speaker facility sites proposed for development have remained vacant due to a lack of adequate infrastructure. Given that the sites have not developed as would have been expected under normal market conditions, it is the judgment of the Village that the use of Tax Incremental Financing (“TIF”) will be required to provide the necessary infrastructure and inducements to encourage development on the sites consistent with that desired by the Village.
  - To make the areas included within the District suitable for development, the Village will need to make an investment to pay for the costs of installation of utilities; installation of streets and related streetscape items; development incentive payments, and other associated costs. Due to the extensive initial investment in public infrastructure that is required to allow development to occur, the Village has determined that development of the area will not occur solely because of private investment. Accordingly, the Village finds that absent the use of TIF, development of the area is unlikely to occur.
2. **The economic benefits of the Tax Incremental District, as measured by increased employment, business and personal income, and property value, are sufficient to compensate for the cost of the improvements.** In making this determination, the Village has considered the following information:
- As demonstrated in the Economic Feasibility Section of this Project Plan, the tax increments projected to be collected are more than sufficient to pay for the proposed project costs. On this basis alone, the finding is supported.
  - The development expected to occur is likely to generate approximately 132 jobs over the buildout of the Speaker campus. According to wage estimates prepared by J.W. Speaker, the job creation will produce more than \$6 M of additional payroll annually.
3. **The benefits of the proposal outweigh the anticipated tax increments to be paid by the owners of property in the overlying taxing jurisdictions.**
- If approved, the District’s creation would become effective for valuation purposes as of January 1, 2018. As of this date, the values of all existing development would be frozen and the property taxes collected on this base value would continue to be distributed amongst the various taxing entities as they currently are now. Taxes levied on any additional value established within the District due to new construction, renovation or appreciation of property values occurring after January 1, 2018 would be collected by the TID and used to repay the costs of TIF-eligible projects undertaken within the District.
  - Since the development expected to occur is unlikely to take place or in the same manner without the use of TIF (see Finding #1) and since the District will generate economic benefits that are more than sufficient to compensate for the cost of the improvements (see Finding #2), the Village reasonably concludes that the overall benefits of the District outweigh the anticipated tax increments to be paid by the owners of property in the overlying taxing jurisdictions. It is further concluded that since the “but for” test is satisfied, there would, in fact, be no foregone tax increments to be paid in the event the District is not created. As required by Section 66.1105(4)(i)4., a calculation of the share of projected tax increments estimated to be paid by the

owners of property in the overlying taxing jurisdictions has been made and can be found in Appendix A of this plan.

4. Not less than 50% by area of the real property within the District is suitable for industrial sites and zoned for industrial use within the meaning of Wisconsin Statutes Section 66.1101. Any real property within the District that is found suitable for industrial sites and is zoned for industrial use at the time of the creation of the District will remain zoned for industrial use for the life of the District.
5. Based upon the findings, as stated above, the District is declared to be an industrial District based on the identification and classification of the property included within the District.
6. The project costs relate directly to promoting industrial development in the District consistent with the purpose for which the District is created.
7. The improvement of such area is likely to enhance significantly the value of substantially all the other real property in the District.
8. The equalized value of taxable property of the District, plus the value increment of all existing tax incremental districts within the Village, does not exceed 12% of the total equalized value of taxable property within the Village.
9. The Village estimates that none of the territory within the District will be devoted to retail business at the end of the District's maximum expenditure period, pursuant to Wisconsin Statutes Sections 66.1105(5)(b) and 66.1105(6)(am)1.
10. The Project Plan for the District in the Village is feasible, and is in conformity with the master plan of the Village.

## SECTION 2: Type and General Description of District

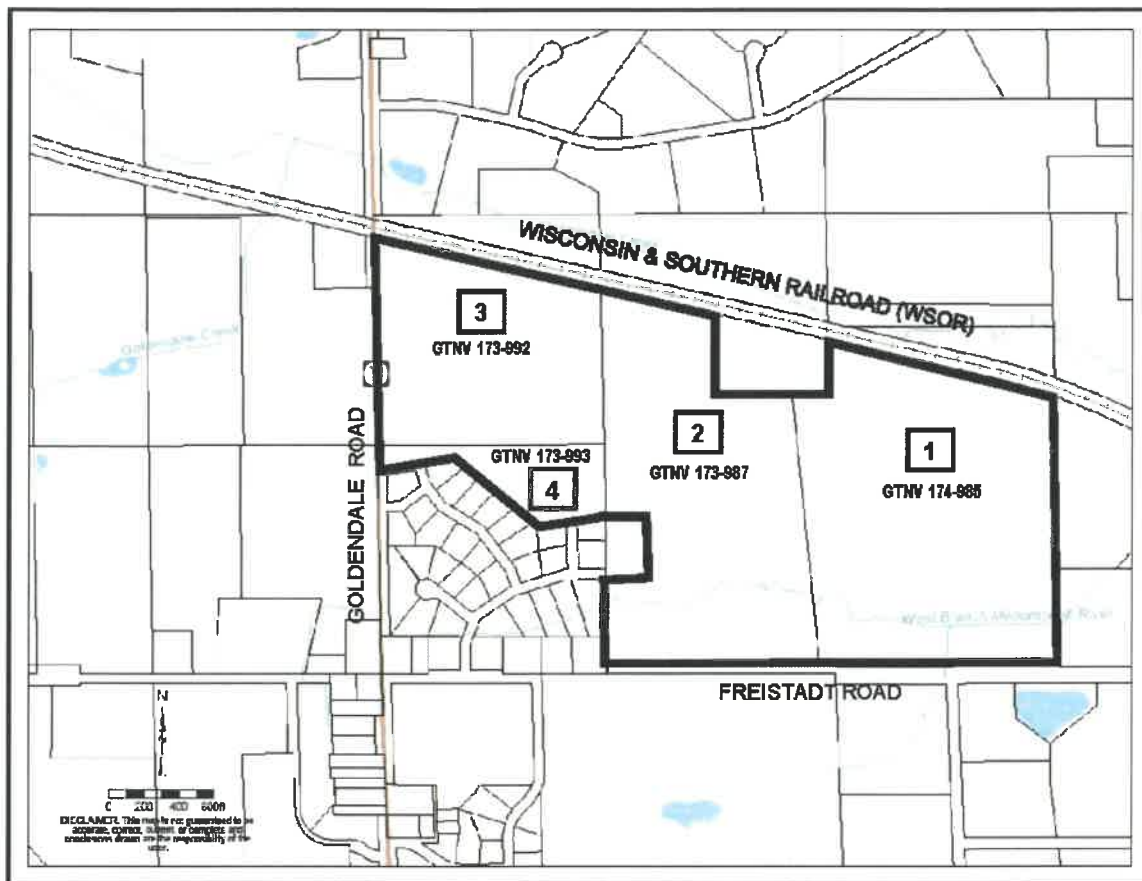
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The District is being created by the Village under the authority provided by Wisconsin Statutes Section 66.1105. This District is created as an "Industrial District" based upon a finding that at least 50%, by area, of the real property within the District is zoned and suitable for industrial sites within the meaning of Wisconsin Statutes Section 66.1101 (See Section 5 of this plan for a breakdown of District parcels by class and calculation of compliance with the 50% test). That area within the TID that is either a stream bed or wetland is hereby excluded from the District.

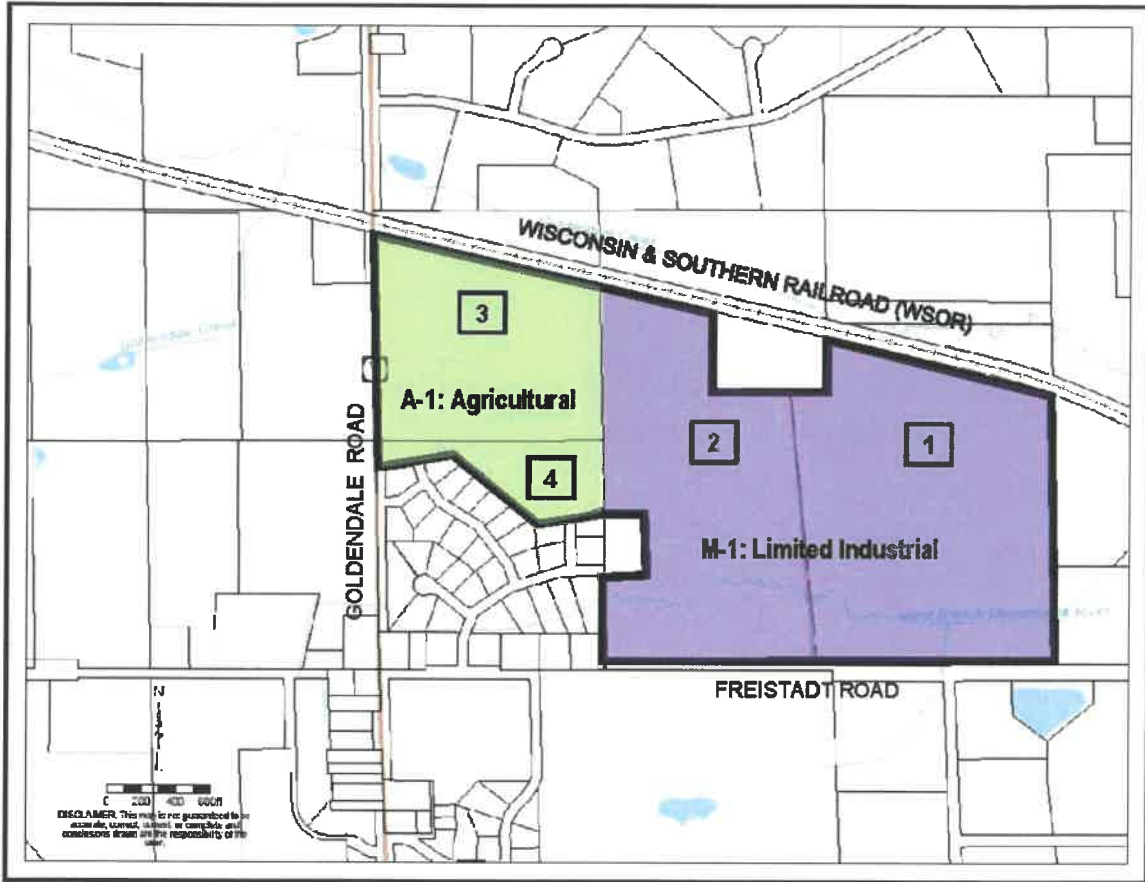
A map depicting the boundaries of the District is found in Section 3 of this Plan. A map depicting the proposed uses of the District is found in Section 8 of this plan. The Village intends that TIF will be used to assure that industrial, distributor and related private development locates in this District. This will be accomplished by installing public improvements, and making necessary related expenditures, to promote industrial development within the District. The goal is to increase the tax base and to provide for and preserve employment opportunities within the Village. The project costs included in this Plan relate directly to promoting industrial development in the District consistent with the purpose for which the District is created.

Based upon the findings, as stated within this Plan, the District is declared to be an industrial District based on the identification and classification of the property included within the district.

# SECTION 3: Preliminary Map of Proposed District Boundary



# SECTION 4: Map Showing Existing Uses and Conditions



# SECTION 5: Preliminary Parcel List and Analysis

Village of Germantown														
Tax Increment District #7														
Base Property Information														
Property Information					Equalized Value				District Classification			Estimate		
Map Ref #	Parcel Number	Street Address	Owner	Acres	Land	Impr	PP	Total	Industrial (Zoned and Suitable)	Commercial/Business	Existing Residential	Newly Platted Residential	Suitable for Mixed Use	
1	174-985	N120 W1964 Freestadt Road	Phylmack LLC	57.08	2,666,800	5,496,300	1,363,700	9,516,700	57.08					57.08
2	173-987	Freistadt Road	Thomas & Joan Roskopf	47.43	102,700	10,100	0	112,800	47.43					47.43
3	173-992	Goldendale Road	Francis & Dolores Mayer	31.10	10,300	0	0	10,300					0.00	Currently Zoned A-1 Agricultural
4	173-993	Goldendale Road	Francis & Dolores Mayer	8.60	2,700	0	0	2,700					0.00	Currently Zoned A-1 Agricultural
					0	0	0	0					0.00	
<b>Total Acreage</b>					<b>149.21</b>	<b>2,782,400</b>	<b>5,496,300</b>	<b>1,363,700</b>		<b>104.51</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>104.51</b>
									<b>72.47%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>72.47%</b>	
									<b>Estimated Base Value</b>		<b>9,642,400</b>			

Version 2

# SECTION 6: Equalized Value Test

The following calculations demonstrate that the Village is in compliance with Wisconsin Statutes Section.66.1105(4)(gm)4.c., which requires that the equalized value of the taxable property in the proposed District, plus the value increment of all existing tax incremental districts, does not exceed 12% of the total equalized value of taxable property within the Village.

The equalized value of the increment of existing tax incremental districts within the Village, plus the base value of the proposed District, totals \$108,006,100. This value is less than the statutory maximum of \$309,297,588 in equalized value that is permitted for the Village. The Village is therefore in compliance with the statutory equalized valuation test and may proceed with creation of this District.

Village of Germantown	
Tax Increment District #7	
Valuation Test Compliance Calculation	
Anticipated Creation/Boundary Amendment	12/4/2017
	Valuation Data
	Est. Creation Date
Total EV (TID In)	2,577,479,900
12% Test	309,297,588
Increment of Existing TIDs	
TID #4	98,164,500
TID #6	199,200
	0
	0
	0
	0
Total Existing Increment	98,363,700
Projected Base of New or Amended District	9,642,400
Total Value Subject to 12% Test	108,006,100
Compliance	PASS

Version 1

## SECTION 7: Statement of Kind, Number and Location of Proposed Public Works and Other Projects

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The following is a list of public works and other TIF-eligible projects that the Village expects to implement in conjunction with this District. Any costs necessary or convenient to the creation of the District or directly or indirectly related to the public works and other projects are considered "Project Costs" and eligible to be paid with tax increment revenues of the District.

### Property, Right-of-Way and Easement Acquisition

#### Property Acquisition for Development

To promote and facilitate development and/or redevelopment the Village may acquire property within the District. The cost of property acquired, and any costs associated with the transaction, are eligible Project Costs. Following acquisition, other Project Costs within the categories detailed in this Section may be incurred to make the property suitable for development and/or redevelopment. Any revenue received by the Village from the sale of property acquired pursuant to the execution of this Plan will be used to reduce the total project costs of the District. If total Project Costs incurred by the Village to acquire property and make it suitable for development and/or redevelopment exceed the revenues or other consideration received from the sale or lease of that property, the net amount shall be considered "real property assembly costs" as defined in Wisconsin Statutes Section 66.1105(2)(f)1.c., and subject to recovery as an eligible Project Cost.

#### Property Acquisition for Conservancy

To promote the objectives of this Plan, the Village may acquire property within the District that it will designate for conservancy. These conservancy objectives include: preserving historic resources or sensitive natural features; protection of scenic and historic views; maintaining habitat for wildlife; maintaining adequate open space; reduction of erosion and sedimentation by preserving existing vegetation; and providing adequate areas for management of storm water. The cost of property acquired for conservancy, and any costs associated with the transaction, are eligible Project Costs.

#### Acquisition of Rights-of-Way

The Village may need to acquire property to allow for installation of streets, driveways, sidewalks, utilities, storm water management practices and other public infrastructure. Costs incurred by the Village to identify, negotiate and acquire rights-of-way are eligible Project Costs.

#### Acquisition of Easements

The Village may need to acquire temporary or permanent easements to allow for installation and maintenance of streets, driveways, sidewalks, utilities, storm water management practices and other public infrastructure. Costs incurred by the Village to identify, negotiate and acquire easement rights are eligible Project Costs.

#### Relocation Costs

If relocation expenses are incurred in conjunction with the acquisition of property, those expenses are eligible Project Costs. These costs may include, but are not limited to: preparation of a relocation plan; allocations of staff time; legal fees; publication of notices; obtaining appraisals; and payment of relocation benefits as required by Wisconsin Statutes Sections 32.19 and 32.195.



## Site Preparation Activities

### Demolition

To make sites suitable for development, the Village may incur costs related to demolition and removal of structures or other land improvements, to include abandonment of wells or other existing utility services.

### Site Grading

Land within the District may require grading to make it suitable for development and/or redevelopment, to provide access, and to control storm water runoff. The Village may need to remove and dispose of excess material, or bring in fill material to provide for proper site elevations. Expenses incurred by the Village for site grading are eligible Project Costs.

## Utilities

### Sanitary Sewer System Improvements

There are inadequate sanitary sewer facilities serving areas of the District. To allow development to occur, the Village may need to construct, alter, rebuild or expand sanitary sewer infrastructure within the District. Eligible Project Costs include, but are not limited to, construction, alteration, rebuilding or expansion of: collection mains; manholes and cleanouts; service laterals; force mains; interceptor sewers; pumping stations; lift stations; wastewater treatment facilities; and all related appurtenances. To the extent sanitary sewer projects undertaken within the District provide direct benefit to land outside of the District, the Village will make an allocation of costs based on such benefit. Those costs corresponding to the benefit allocated to land within the District, and necessitated by the implementation of the Project Plan, are eligible Project Costs.

### Water System Improvements

There are inadequate water distribution facilities serving areas of the District. To allow development to occur, the Village may need to construct, alter, rebuild or expand water system infrastructure within the District. Eligible Project Costs include, but are not limited to, construction, alteration, rebuilding or expansion of: distribution mains; manholes and valves; hydrants; service laterals; pumping stations; wells; water treatment facilities; storage tanks and reservoirs; and all related appurtenances. To the extent water system projects undertaken within the District provide direct benefit to land outside of the District, the Village will make an allocation of costs based on such benefit. Those costs corresponding to the benefit allocated to land within the District, and necessitated by the implementation of the Project Plan, are eligible Project Costs. Implementation of the Project Plan may also require that the Village construct, alter, rebuild or expand water system infrastructure located outside of the District. That portion of the costs of water system projects undertaken outside the District which are necessitated by the implementation of the Project Plan are eligible Project Costs.

### Storm Water Management System Improvements

Development within the District will cause storm water runoff and pollution. To manage this storm water runoff, the Village may need to construct, alter, rebuild or expand storm water management infrastructure within the District. Eligible Project Costs include, but are not limited to, construction, alteration, rebuilding or expansion of: storm water collection mains; inlets, manholes and valves; service laterals; ditches; culvert pipes; box culverts; bridges; stabilization of stream and river banks; and infiltration, filtration and detention Best Management Practices (BMP's). To the extent storm water management system projects undertaken within the District provide direct benefit to land outside of the District, the Village will make an allocation of costs based on such benefit. Those costs corresponding to the benefit allocated to land within the District, and necessitated by the implementation of the Project Plan, are



eligible Project Costs. Implementation of the Project Plan may also require that the Village construct, alter, rebuild or expand storm water management infrastructure located outside of the District. That portion of the costs of storm water management system projects undertaken outside the District which are necessitated by the implementation of the Project Plan are eligible Project Costs.

## **Streets and Streetscape**

### **Street Improvements**

There are inadequate street improvements serving areas of the District. To allow development to occur, the Village may need to construct and/or reconstruct streets, highways, alleys, access drives and parking areas. Eligible Project Costs include, but are not limited to: excavation; removal or placement of fill; construction of road base; asphalt or concrete paving or repaving; installation of curb and gutter; installation of sidewalks and bicycle lanes; installation of culverts, box culverts and bridges; rail crossings and signals; utility relocation, to include burying overhead utility lines; street lighting; installation of traffic control signage and traffic signals; pavement marking; right-of-way restoration; installation of retaining walls; and installation of fences, berms, and landscaping.

### **Streetscaping and Landscaping**

To attract development and/or redevelopment consistent with the objectives of this Plan, the Village may install amenities to enhance development sites, rights-of-way and other public spaces. These amenities include, but are not limited to: landscaping; lighting of streets, sidewalks, parking areas and public areas; installation of planters, benches, clocks, tree rings, trash receptacles and similar items; and installation of brick or other decorative walks, terraces and street crossings. These and any other similar amenities installed by the Village are eligible Project Costs.

## **Miscellaneous**

### **Rail Spur**

To allow for development, the Village may incur costs for installation of a rail spur to serve development sites located within the District.

### **Cash Grants (Development Incentives)**

The Village may enter into agreements with property owners, lessees, or developers of land located within the District for sharing costs to encourage the desired kind of improvements and assure tax base is generated sufficient to recover project costs. No cash grants will be provided until the Village executes a developer agreement with the recipient of the cash grant. Any payments of cash grants made by the Village are eligible Project Costs.

### **Projects Outside the Tax Increment District**

Pursuant to Wisconsin Statutes Section 66.1105(2)(f)1.n, the Village may undertake projects within territory located within one-half mile of the boundary of the District provided that: 1) the project area is located within the Village's corporate boundaries and 2) the projects are approved by the Joint Review Board. The cost of projects completed outside the District pursuant to this section are eligible project costs, and may include any project cost that would otherwise be eligible if undertaken within the District. The Village intends to make the following project cost expenditures outside the District: sewer, water and transportation improvements on Freistadt and Goldendale Roads.

### **Professional Service and Organizational Costs**

The costs of professional services rendered, and other costs incurred, in relation to the creation,

administration and termination of the District, and the undertaking of the projects contained within this Plan, are eligible Project Costs. Professional services include, but are not limited to: architectural; environmental; planning; engineering; legal, audit; financial; and the costs of informing the public with respect to the creation of the District and the implementation of the Plan.

### **Administrative Costs**

The Village may charge to the District as eligible Project Costs reasonable allocations of administrative costs, including, but not limited to, employee salaries. Costs allocated will bear a direct connection to the time spent by Village employees relating to the implementation of the Plan.

### **Financing Costs**

Interest expense, debt issuance expenses, redemption premiums, and any other fees and costs incurred in conjunction with obtaining financing for projects undertaken under this Plan are eligible Project Costs.

With all projects the costs of engineering, design, survey, inspection, materials, construction, restoring property to its original condition, apparatus necessary for public works, legal and other consultant fees, testing, environmental studies, permits, updating Village ordinances and plans, judgments or claims for damages and other expenses are included as Project Costs.

In the event any of the public works project expenditures are not reimbursable out of the special TIF fund under Wisconsin Statutes Section 66.1105, in the written opinion of counsel retained by the Village for such purpose or a court of record so rules in a final order, then such project or projects shall be deleted here from this Project Plan and the remainder of the projects hereunder shall be deemed the entirety of the projects for purposes of this Project Plan.

**The Village reserves the right to implement only those projects that remain viable as the Plan period proceeds.**

Project Costs are any expenditure made, estimated to be made, or monetary obligations incurred or estimated to be incurred, by the Village and as outlined in this Plan. Project Costs will be diminished by any income, special assessments or other revenues, including user fees or charges. To the extent the costs benefit the municipality outside the District, a proportionate share of the cost is not a Project Cost. Costs identified in this Plan are preliminary estimates made prior to design considerations and are subject to change after planning is completed. Prorations of costs in the Plan are also estimates and subject to change based upon implementation, future assessment policies and user fee adjustments.

## SECTION 8: Map Showing Proposed Improvements and Uses

The map below depicts the overall site development plan for the J.W. Speaker campus development. The planned development calls for the SMT Manufacturing, Design Center, Freistadt facility expansion and the Retreat Center being constructed within a two to four-year period. The first general phase of the Speaker campus expansion will be on Parcels one and two. Parcel three, the westernmost parcel of the development would require subsequent Village Board action to rezone the property from A-1 Agricultural to M-1 Limited Industrial to allow the future development of a manufacturing facility.

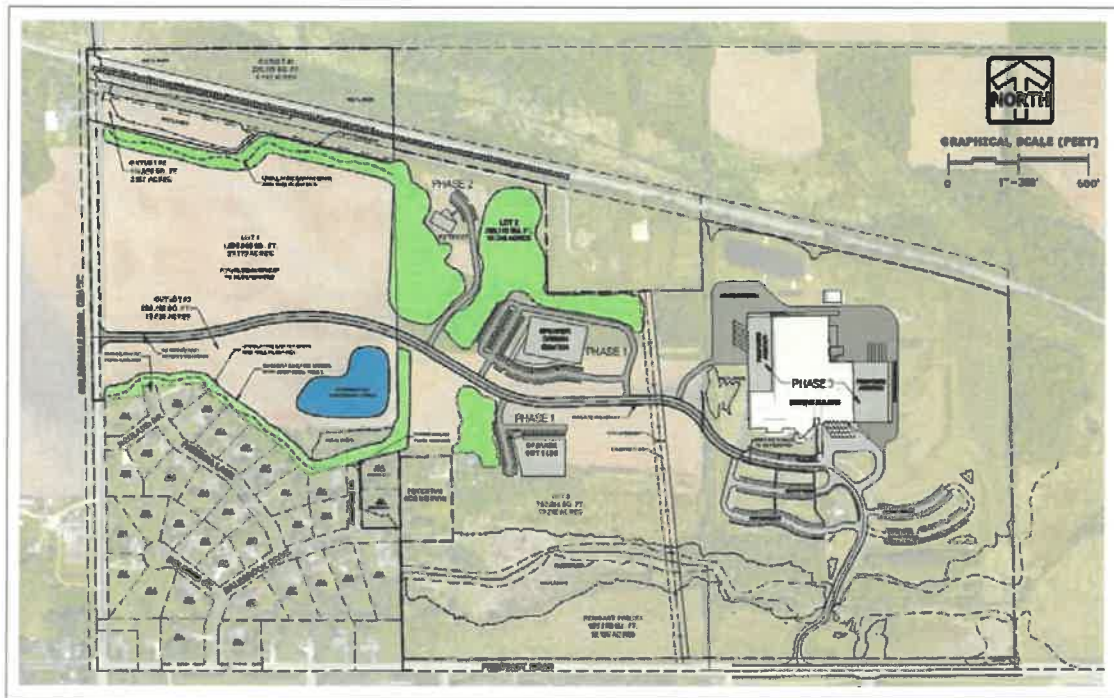


EXHIBIT 'B' J.W. SPEAKER PDD GENERAL DEVELOPMENT PLAN (GDP) VILLAGE OF GERMANTOWN, WI NOV 3, 2017

The following map depicts the infrastructure improvements that will be installed to cause the development of the Speaker campus to move forward. As noted on the map, utility infrastructure will be extended north on Goldendale Road to the Wisconsin and Southern Railroad Right of Way. The water system improvements will be looped into the existing J.W. Speaker facility.

[Map to be inserted]

## SECTION 9: Detailed List of Project Costs

All costs are based on 2017 prices and are preliminary estimates. The Village reserves the right to increase these costs to reflect inflationary increases and other uncontrollable circumstances between 2017 and the time of construction. The tax increment allocation is preliminary and is subject to adjustment based upon the implementation of the Plan.

Village of Germantown			
Tax Increment District #7			
Estimated Project List			
Project ID	Project Name/Type	Phase I Year	Total (Note 1)
1	Sewer Extension	1,188,000	1,188,000
2	Water Extension	610,600	610,600
3	Internal Site Improvements	0	0
4	Development Incentives (Note 2)	708,000	708,000
5	Contingency	179,860	179,860
<b>Total Projects</b>		<b>2,686,460</b>	<b>2,686,460</b>
<b>Notes:</b>			
Note 1	Project costs are estimates per Ratayczak e-mail of 09/13/17		
Note 2	Includes the following items		
	2000 ft of Sewer Infrastructure east of Goldendale	205,000	
	2000 ft of Water Infrastructure east of Goldendale	238,000	
	700 ft of Road Infrastructure east of Goldendale	90,000	
	Additional Earthwork	75,000	
	Landscaping Improvements	50,000	
	Miscellaneous	50,000	
	<b>Total</b>	<b>708,000</b>	
			<b>Version 2</b>

**This Plan is not meant to be a budget nor an appropriation of funds for specific projects, but a framework within which to manage projects. All costs included in the Plan are estimates based on best information available. The Village retains the right to delete projects or change the scope and/or timing of projects implemented as they are individually authorized by the Village Board, without amending the Plan.**

## SECTION 10: Economic Feasibility Study, Financing Methods, and the Time When Costs or Monetary Obligations Related are to be Incurred

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The information and exhibits contained within this Section demonstrate that the proposed District is economically feasible insofar as:

- The Village has available to it the means to secure the necessary financing required to accomplish the projects contained within this Plan. A listing of “Available Financing Methods” follows.
- The Village expects to complete the projects in one or multiple phases, and can adjust the timing of implementation as needed to coincide with the pace of private development. A discussion of the phasing and projected timeline for project completion is discussed under “Plan Implementation” within this Section. A table identifying the financing method for each phase and the time at which that financing is expected to be incurred is included.
- The development anticipated to occur because of the implementation of this Plan will generate sufficient tax increments to pay for the cost of the projects. Within this Section are tables identifying: 1) the development expected to occur, 2) a projection of tax increments to be collected resulting from that development and other economic growth within the District, and 3) a cash flow model demonstrating that the projected tax increment collections and all other revenues available to the District will be sufficient to pay all Project Costs.

### Available Financing Methods

The following is a list of the types of obligations the Village may choose to utilize.

#### General Obligation (G.O.) Bonds or Notes

The Village may issue G.O. Bonds or Notes to finance the cost of projects included within this Plan. The Wisconsin State Constitution limits the principal amount of G.O. debt that the community may have outstanding at any point in time to an amount not greater than five percent of its total equalized value (TID IN).

#### Bonds Issued to Developers (“Pay as You Go” Financing)

The Village may issue a bond or other obligation to one or more developers who provide financing for projects included in this Plan. Repayment of the amounts due to the developer under the bonds or other obligations are limited to an agreed percentage of the available annual tax increments collected that result from the improvements made by the developer. To the extent the tax increments collected are insufficient to make annual payments, or to repay the entire obligation over the life of the District, the Village’s obligation is limited to not more than the agreed percentage of the actual increments collected. Bonds or other obligations issued to developers in this fashion are not general obligations of the Village and, therefore, do not count against the Village’s statutory borrowing capacity.

#### Tax Increment Revenue Bonds

The Village has the authority to issue revenue bonds secured by the tax increments to be collected. These bonds may be issued directly by the Village, or as a form of lease revenue bond by a Community

Development Authority (CDA). Tax Increment Revenue Bonds and Lease Revenue Bonds are not general obligations of the Village and therefore do not count against the Village's statutory borrowing capacity. To the extent tax increments collected are insufficient to meet the annual debt service requirements of the revenue bonds, the Village may be subject to either a permissive or mandatory requirement to appropriate on an annual basis a sum equal to the actual or projected shortfall.

### Utility Revenue Bonds

The Village can issue revenue bonds to be repaid from revenues of the its various systems, including revenues paid by the Village that represent service of the system to the Village. There is neither a statutory nor constitutional limitation on the amount of revenue bonds that can be issued, however, water rates are controlled by the Wisconsin Public Service Commission and the Village must demonstrate to bond purchasers its ability to repay revenue debt with the assigned rates. To the extent the Village utilizes utility revenues other than tax increments to repay a portion of the bonds, the Village must reduce the total eligible Project Costs in an equal amount.

### Special Assessment "B" Bonds

The Village can levy special assessments against benefited properties to pay part of the costs for street, curb, gutter, sewer, water, storm sewers and other infrastructure. In the event the Village determines that special assessments are appropriate, the Village can issue Special Assessment B bonds pledging revenues from special assessment installments to the extent assessment payments are outstanding. These bonds are not counted against the Village's statutory borrowing capacity. If special assessments are levied, the Village must reduce the total eligible Project Costs under this Plan in an amount equal to the total collected.

## Plan Implementation

Projects identified will provide the necessary anticipated governmental services to the area. A reasonable and orderly sequence is outlined on the following page. However, public debt and expenditures should be made at the pace private development occurs to assure increment is sufficient to cover expenses.

It is anticipated developer agreements between the Village and property owners will be in place prior to major public expenditures. These agreements can provide for development guarantees or a payment in lieu of development. To further assure contract enforcement, these agreements might include levying of special assessments against benefited properties.

The order in which public improvements are made should be adjusted in accordance with development and execution of developer agreements. The Village reserves the right to alter the implementation of this Plan to accomplish this objective.

Interest rates projected are based on current market conditions. Municipal interest rates are subject to constantly changing market conditions. In addition, other factors such as the loss of tax-exempt status of municipal bonds or broadening the purpose of future tax-exempt bonds would affect market conditions. Actual interest expense will be determined once the methods of financing have been approved and securities or other obligations are issued.

**If financing as outlined in this Plan proves unworkable, the Village reserves the right to use alternate financing solutions for the projects as they are implemented.**

## Implementation and Financing Timeline

<b>Village of Germantown</b> <b>Tax Increment District #7</b> <b>Estimated Financing Plan</b>			
	G.O. Bond 2018	Municipal Revenue Obligation (MRO) 2018	Totals
<b>Projects</b>			
Phase I	1,978,460	708,000	2,686,460
Phase II			0
Phase III			0
Phase IV			0
Phase V			0
<b>Total Project Funds</b>	1,978,460	708,000	2,686,460
<b>Estimated Finance Related Expenses</b>	55,750		
Capitalized Interest	195,125		
<b>Total Financing Required</b>	2,229,335	708,000	
<b>Estimated Interest</b>	0.25%	0.00%	0
Assumed spend down (months)	6	6	
<b>Rounding</b>	3,138	0	
<b>Net Issue Size</b>	2,230,000	708,000	2,938,000
<b>Notes:</b>			
Percent of overall project costs	75.90%	24.10%	
			<b>Version 2</b>



# Development Assumptions

Village of Germantown										
Tax Increment District #7										
Development Assumptions										
Construction Year		Actual	SMT Manufacturing	Design Center	Freistadt Expansion	Meeting Facility	Future Manufacturing Facility	Annual Total	Construction Year	
1	2018		2,400,000	6,600,000				9,000,000	2018	1
2	2019				5,400,000	1,000,000		6,400,000	2019	2
3	2020							0	2020	3
4	2021							0	2021	4
5	2022							0	2022	5
6	2023							0	2023	6
7	2024							0	2024	7
8	2025							0	2025	8
9	2026							0	2026	9
10	2027						11,400,000	11,400,000	2027	10
11	2028							0	2028	11
12	2029							0	2029	12
13	2030							0	2030	13
14	2031							0	2031	14
15	2032							0	2032	15
16	2033							0	2033	16
17	2034							0	2034	17
18	2035							0	2035	18
19	2036							0	2036	19
20	2037							0	2037	20
Totals		0	2,400,000	6,600,000	5,400,000	1,000,000	11,400,000	26,800,000		

Notes:  
 The SMT, Freistadt Expansion and expansion Mfg Facility are assumed to be valued at 60,00% of construction value (state manufacturing assessment)  
 The Future Manufacturing Facility completion timeline is to be determined and will require other Village approvals

Version 2

In addition to the above real property value additions to the Village, J.W. Speaker Corporation has indicated that over the course of the campus buildout that approximately 132 jobs will be created. Based upon the estimates provided, the average annual compensation will be approximately \$45,000, for a gross payroll addition more than \$6.0 M annually. The multiplier impact of the additional payroll on the overall economy would generally indicate a gross number of somewhere between a 1.5 and 2.0 times impact, which results in an overall economic impact of the new payroll to between \$9.0 M and \$12.0 M.



# Increment Revenue Projections

Village of Germantown										
Tax Increment District #7										
Tax Increment Projection Worksheet										
Type of District	Industrial		Base Value	9,642,400						
Creation Date	December 18, 2017		Appreciation Factor	0.00%		Apply to Base Value				
Valuation Date	Jan 1,	2018	Base Tax Rate	\$17.68						
Max Life (Years)	20		Rate Adjustment Factor	0.00%						
Expenditure Periods/Termination	15	12/18/2032								
Revenue Periods/Final Year	20	2039								
Extension Eligibility/Years	Yes 3		Tax Exempt Discount Rate	3.00%						
Adverse Impact Eligibility			Taxable Discount Rate	4.50%						
Recipient District	No									
Construction Year	Value Added	Valuation Year	Inflation Increment	Total Increment	Revenue Year	Tax Rate	Tax Increment	Tax Exempt NPV Calculation	Taxable NPV Calculation	
1	2018	9,000,000	2019	0	9,000,000	2020	\$17.68	159,103	154,469	152,252
2	2019	6,400,000	2020	0	15,400,000	2021	\$17.68	272,243	411,084	401,553
3	2020	0	2021	0	15,400,000	2022	\$17.68	272,243	660,225	640,119
4	2021	0	2022	0	15,400,000	2023	\$17.68	272,243	902,110	868,411
5	2022	0	2023	0	15,400,000	2024	\$17.68	272,243	1,136,949	1,086,873
6	2023	0	2024	0	15,400,000	2025	\$17.68	272,243	1,364,948	1,295,927
7	2024	0	2025	0	15,400,000	2026	\$17.68	272,243	1,586,307	1,495,979
8	2025	0	2026	0	15,400,000	2027	\$17.68	272,243	1,801,218	1,687,416
9	2026	0	2027	0	15,400,000	2028	\$17.68	272,243	2,009,869	1,870,610
10	2027	11,400,000	2028	0	26,800,000	2029	\$17.68	473,774	2,362,402	2,175,686
11	2028	0	2029	0	26,800,000	2030	\$17.68	473,774	2,704,666	2,467,625
12	2029	0	2030	0	26,800,000	2031	\$17.68	473,774	3,036,961	2,746,992
13	2030	0	2031	0	26,800,000	2032	\$17.68	473,774	3,359,578	3,014,329
14	2031	0	2032	0	26,800,000	2033	\$17.68	473,774	3,672,798	3,270,154
15	2032	0	2033	0	26,800,000	2034	\$17.68	473,774	3,976,895	3,514,962
16	2033	0	2034	0	26,800,000	2035	\$17.68	473,774	4,272,135	3,749,229
17	2034	0	2035	0	26,800,000	2036	\$17.68	473,774	4,558,776	3,973,407
18	2035	0	2036	0	26,800,000	2037	\$17.68	473,774	4,837,068	4,187,932
19	2036	0	2037	0	26,800,000	2038	\$17.68	473,774	5,107,255	4,393,219
20	2037	0	2038	0	26,800,000	2039	\$17.68	473,774	5,369,572	4,589,666
<b>Totals:</b>		<b>26,800,000</b>	<b>0</b>	<b>Future Value of Increment</b>			<b>7,548,557</b>			

Notes:  
 Actual results will vary depending on development, inflation of overall tax rates.  
 NPV calculations represent estimated amount of funds that could be borrowed (including project cost, capitalized interest and issuance costs)

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# Cash Flow

Village of Germantown Tax Increment District #7 Cash Flow Projection - Option 1												
Year	Projected Revenues				Expenditures				Balances			
	Tax Increments	Interest Earnings/ (Cost)	Capitalized Interest	Total Revenues	G.O. Bond 2,230,000	Municipal Revenue Obligation (MRO) 708,000	TID Set Up Admin.	Total Expenditures	Annual	Cumulative	Principal Outstanding	Year
		0.50%	195,125	195,125	Dated Date: Principal	Dated Date: Principal						
2018				39,025	09/01/18	Note 1						2018
2019		656	656	78,050		Note 2	5,000	64,025	131,100	131,100	2,230,000	2019
2020	159,103	244	159,347	78,050			5,000	83,050	(62,395)	48,706	2,230,000	2020
2021	272,243	433	272,676	75,863	125,000	38,341	5,000	271,468	1,209	87,870	2,105,000	2021
2022	272,243	439	272,682	71,488	125,000	65,605	5,000	267,093	5,590	93,460	1,980,000	2022
2023	272,243	467	272,710	67,113	125,000	65,605	5,000	262,718	9,993	103,452	1,855,000	2023
2024	272,243	517	272,760	62,738	125,000	65,605	5,000	258,343	14,418	117,870	1,730,000	2024
2025	272,243	589	272,832	58,275	130,000	65,605	5,000	258,880	13,952	131,822	1,600,000	2025
2026	272,243	659	272,902	53,375	150,000	65,605	5,000	273,980	(1,078)	130,744	1,450,000	2026
2027	272,243	654	272,897	48,125	150,000	65,605	5,000	268,730	4,167	134,911	1,300,000	2027
2028	272,243	675	272,918	42,875	150,000	65,605	5,000	263,480	9,437	144,348	1,150,000	2028
2029	473,774	722	474,495	36,313	225,000	114,170	5,000	380,483	94,013	238,361	925,000	2029
2030	473,774	1,192	474,965	28,438	225,000	30,648	5,000	289,086	185,880	424,241	700,000	2030
2031	473,774	2,121	475,895	20,563	225,000		10,000	255,563	220,332	644,573	475,000	2031
2032	473,774	3,223	476,996	12,688	225,000			237,688	239,309	883,882	250,000	2032
2033	473,774	4,419	478,193	4,375	250,000			254,375	223,818	1,107,700	0	2033
2034	473,774	5,539	479,312	0				0	479,312	1,587,012	0	2034
2035	473,774	7,935	481,709	0				0	481,709	2,068,721	0	2035
2036	473,774	10,344	484,117	0				0	484,117	2,552,838	0	2036
2037	473,774	12,764	486,538	0				0	486,538	3,039,376	0	2037
2038	473,774	15,197	488,971	0		(0)		(0)	488,971	3,528,347	0	2038
2039	473,774	17,642	491,415	0				0	491,415	4,019,762	0	2039
<b>Total</b>	<b>7,548,557</b>	<b>86,430</b>	<b>7,830,112</b>	<b>777,350</b>	<b>2,230,000</b>	<b>708,000</b>	<b>70,000</b>	<b>3,810,350</b>				<b>Total</b>

Version 2

Notes:  
 1. Assumes the debt payment for the Village infrastructure does not exceed 75-90% of the incremental revenues available.  
 2. Assumes the Municipal Revenue Obligation note is payable only from dollars available after Village's debt obligation is paid, and does not accrue interest charges

## **SECTION 11: Annexed Property**

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There are no lands proposed for inclusion within the District that were annexed by the Village on or after January 1, 2004.

## **SECTION 12: Estimate of Property to be Devoted to Retail Business**

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Pursuant to Wisconsin Statutes Sections 66.1105(5)(b) and 66.1105(6)(am)1, the Village estimates that none of the territory within the District will be devoted to retail business at the end of the District's maximum expenditure period.

## **SECTION 13: Proposed Zoning Ordinance Changes**

---

The first three phases of the J.W. Speaker campus expansion will not require any zoning changes. However, future development of the area adjacent to Goldendale Road (Map Ref #3), including the construction/relocation of the J.W. Speaker Whitney Drive Facility and operations, will require that the area be rezoned from A-1: Agricultural to M-1: Limited Industrial prior to development.

The Village further acknowledges that any real property within the District that is found suitable for industrial sites and is zoned for industrial use will remain zoned for industrial use for the life of the District.

## **SECTION 14: Proposed Changes in Master Plan, Map, Building Codes and Village of Germantown Ordinances**

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It is expected that this Plan will be complementary to the Village's Master Plan. There are no proposed changes to the Master Plan, map, building codes or other Village ordinances for the implementation of this Plan.

## **SECTION 15: Relocation**

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It is not anticipated there will be a need to relocate persons or businesses in conjunction with this Plan. In the event relocation or the acquisition of property by eminent domain becomes necessary at some time during the implementation period, the Village will follow applicable Wisconsin Statutes Section chapter 32.

## **SECTION 16: Orderly Development of the Village of Germantown**

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The District contributes to the orderly development of the Village by providing the opportunity for continued growth in tax base, job opportunities and general economic activity. The expansion of the J.W. Speaker facility in this location will enhance the existing J.W. Speaker facility and will allow for limited expansion of the Village's utility footprint. The expansion of the utility footprint is orderly and does not open excessive lands for other development.

## **SECTION 17: List of Estimated Non-Project Costs**

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Non-Project costs are public works projects that only partly benefit the District or are not eligible to be paid with tax increments, or costs not eligible to be paid with TIF funds.

The Village does not expect to incur any non-project costs in the implementation of this Project Plan.

SECTION 18:  
Opinion of Attorney for the Village of Germantown  
Advising Whether the Plan is Complete and Complies with  
Wisconsin Statutes 66.1105

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November 22, 2017

**SAMPLE**

Dean Wolter, Village President  
Village of Germantown  
N112 W17001 Mequon Road  
Germantown, Wisconsin 53022

**RE: Village of Germantown, Wisconsin Tax Incremental District No. 7**

Dear Village President:

As Village Attorney for the Village of Germantown, I have reviewed the Project Plan and, in my opinion, have determined that it is complete and complies with Wisconsin Statutes Section 66.1105(4)(f).

Sincerely,

Attorney Brian Sajdak  
Village of Germantown

Exhibit A:  
**Calculation of the Share of Projected Tax Increments  
 Estimated to be Paid by the Owners of Property in the  
 Overlying Taxing Jurisdictions**

Estimated portion of taxes that owners of taxable property in each taxing jurisdiction overlying district would pay by jurisdiction.						
Statement of Taxes Data Year:		2016				
				Percentage		
County		6,193,167		14.12%		
Technical College		3,026,879		6.90%		
Municipality		13,617,766		31.04%		
School District:		21,030,375		47.94%		
<b>Total</b>		<b>43,868,187</b>				
Revenue Year	County	Municipality	School District	Technical College	Total	Revenue Year
2020	22,462	49,390	76,274	10,978	159,103	2020
2021	38,434	84,511	130,513	18,785	272,243	2021
2022	38,434	84,511	130,513	18,785	272,243	2022
2023	38,434	84,511	130,513	18,785	272,243	2023
2024	38,434	84,511	130,513	18,785	272,243	2024
2025	38,434	84,511	130,513	18,785	272,243	2025
2026	38,434	84,511	130,513	18,785	272,243	2026
2027	38,434	84,511	130,513	18,785	272,243	2027
2028	38,434	84,511	130,513	18,785	272,243	2028
2029	66,886	147,071	227,127	32,690	473,774	2029
2030	66,886	147,071	227,127	32,690	473,774	2030
2031	66,886	147,071	227,127	32,690	473,774	2031
2032	66,886	147,071	227,127	32,690	473,774	2032
2033	66,886	147,071	227,127	32,690	473,774	2033
2034	66,886	147,071	227,127	32,690	473,774	2034
2035	66,886	147,071	227,127	32,690	473,774	2035
2036	66,886	147,071	227,127	32,690	473,774	2036
2037	66,886	147,071	227,127	32,690	473,774	2037
2038	66,886	147,071	227,127	32,690	473,774	2038
2039	66,886	147,071	227,127	32,690	473,774	2039
	<b>1,065,681</b>	<b>2,343,258</b>	<b>3,618,773</b>	<b>520,846</b>	<b>7,548,557</b>	

Notes:  
 The projection shown above is provided to meet the requirements of Wisconsin Statute 66.1105(4)(i)4.

**GERMANTOWN SCHOOL DISTRICT**

**TO:** All Board Members

**TOPIC:** KMS Literature Circle Books

**FROM:** Brenda O'Brien

**BOARD MEETING:** December 18, 2017

**DATE:** December 12, 2017

**AGENDA ITEM:** VIII.A.

The 8th grade team is proposing to add additional literature circle books for use in the ELA/Science class as well as the ELA/Social Studies class. The topic of study for the ELA/Science class is "Earth's Past." The unit of study will focus on prehistoric times but will also make comparisons to more current events, including genetics. These books are high interest, and the unit is sure to be engaging for students.

The unit of study for ELA/Social Studies is Civil Rights. The proposed books portray the different perspectives of people who struggled for equality. One of the books being recommended is written by Andrew Maraniss, the author who spoke to students at Germantown High School and Kennedy Middle School a few weeks ago.

The total budget for all books being requested is \$4,965.84

The attached documents provide a summary of each of the books and the total cost of the books requested. The documents also separate the cost for ELA/Science and ELA/Social Studies.

**RECOMMENDATION:** These books were forwarded from IIC to the Board with a positive recommendation. Approve the books as presented.

## **Book Proposals for 8<sup>th</sup> Grade Civil Right Unit (ELA/Social Studies)**

**Emancipated My Family's Fight for Freedom** by Cheryl Wills (9.99 per book/Total Needed: 60) **Total Cost: \$599.40**

In this passionate, one-of-a kind young adult memoir, well-known New York City television reporter Cheryl Wills tells the story of her beloved father's tragic death and how it impacted her as a teenager growing up in New York City. It is a personal and candid narrative describing how after many personal struggles, Wills comes to terms with her dad's death following the discovery that her great-great-great grandfather was a slave in Tennessee who bravely fought for freedom as a soldier during the Civil War. Young adults will be captivated by this personal narrative based on the author's extensive research into her family's painful past. This book is packed with lessons of perseverance and redemption, *Emancipated: My Family's Fight for Freedom* is relevant to all teenagers today who are learning about the importance of freedom in people's lives.

**Stella by Starlight** by Sharon Draper (\$6.34 per book/Total Needed: 80) – **Total Cost: \$507.20**

Stella lives in the segregated South—in Bumblebee, North Carolina, to be exact about it. Some stores she can go into. Some stores she can't. Some folks are right pleasant. Others are a lot less so. To Stella, it sort of evens out, and heck, the Klan hasn't bothered them for years. But one late night, later than she should ever be up, much less wandering around outside, Stella and her little brother see something they're never supposed to see, something that is the first flicker of change to come, unwelcome change by any stretch of the imagination. As Stella's community—her world—is upended, she decides to fight fire with fire. And she learns that ashes don't necessarily signify an end.

**Midnight Without a Moon** by Linda Williams Jackson (\$5.01/Total Needed 80)  
**Total Cost: \$400.08**

It's Mississippi in the summer of 1955, and Rose Lee Carter can't wait to move north. For now, she's living with her sharecropper grandparents on a white man's cotton plantation. Then, one town over, an African American boy, Emmett Till, is killed for allegedly whistling at a white woman. When Till's murderers are unjustly acquitted, Rose realizes that the South needs a change and that she should be part of the movement. Linda Jackson's moving debut seamlessly blends a fictional portrait of an African American family and factual events from a famous trial that provoked change in race relations in the United States.



**Strong Inside** by Andrew Maraniss

Paperback out 12/26/17 – (\$7.40 per book/Total Needed: 80) **Total Cost: \$560.00**

About two weeks ago, eighth graders had the chance to hear about Andrew Maraniss's experience writing the book *Strong Inside* when he visited Kennedy Middle School (<http://andrewmaraniss.com/strong-inside-trailer/>).

Perry Wallace was born at an historic crossroads in U.S. history. He entered kindergarten the year that the *Brown v. Board of Education* decision led to integrated schools, allowing blacks and whites to learn side by side. A week after Martin Luther King Jr.'s "I Have a Dream" speech, Wallace enrolled in high school and his sensational jumping, dunking, and rebounding abilities quickly earned him the attention of college basketball recruiters from top schools across the nation. In his senior year his Pearl High School basketball team won Tennessee's first racially-integrated state tournament.

The world seemed to be opening up at just the right time, and when Vanderbilt University recruited Wallace to play basketball, he courageously accepted the assignment to desegregate the Southeastern Conference. The hateful experiences he would endure on campus and in the hostile gymnasiums of the Deep South turned out to be the stuff of nightmares. Yet Wallace persisted, endured, and met this unthinkable challenge head on. This insightful biography digs deep beneath the surface to reveal a complicated, profound, and inspiring story of an athlete turned civil rights trailblazer.

Total cost for ELA/Social Studies books = \$2066.68

Shipping = \$207.00

Grand Total = \$2273.68

## **Book Proposals for 8<sup>th</sup> Grade “Earth’s Past” (ELA/Science)**

*Jurassic Park* by Michael (140 copies @ \$8.99)

An astonishing technique for recovering and cloning dinosaur DNA has been discovered. Now humankind’s most thrilling fantasies have come true. Creatures extinct for eons roam Jurassic Park with their awesome presence and profound mystery, and all the world can visit them—for a price. Until something goes wrong. . . .

*House of the Scorpion* by Nancy Farmer (60 copies @ \$7.00)

Matteo Alacrán was not born; he was harvested. His DNA came from El Patrón, lord of a country called Opium--a strip of poppy fields lying between the United States and what was once called Mexico. Matt's first cell split and divided inside a petri dish. Then he was placed in the womb of a cow, where he continued the miraculous journey from embryo to fetus to baby. He is a boy now, but most consider him a monster--except for El Patrón. El Patrón loves Matt as he loves himself, because Matt is himself.

As Matt struggles to understand his existence, he is threatened by a sinister cast of characters, including El Patrón's power-hungry family, and he is surrounded by a dangerous army of bodyguards. Escape is the only chance Matt has to survive. But escape from the Alacrán Estate is no guarantee of freedom, because Matt is marked by his difference in ways he doesn't even suspect.

*Vitro* by Jessica Khoury (60 copies @ \$9.00)

On a remote island in the Pacific, Corpus scientists have taken test tube embryos and given them life. These beings—the Vitros—have knowledge and abilities most humans can only dream of. But they also have one enormous flaw.

Sophie Crue is determined to get to Skin Island and find her mother, a scientist who left Sophie behind years ago. She enlists hunky charter pilot Jim Julien to take her there. But once on the island, Sophie and Jim encounter more than they bargained for, including a charming, brilliant Vitro named Nicholas and an innocent, newly awoken one named Lux. In a race for their lives, Sophie and Jim are about to discover what happens when science stretches too far beyond its reach.

*Maximum Ride: The Angel Experiment* by James Patterson (50 copies @ \$7.00)

In James Patterson's blockbuster series, fourteen-year-old Maximum Ride, better known as Max, knows what it's like to soar above the world. She and all the members of the "flock"--Fang, Iggy, Nudge, Gasman and Angel--are just like ordinary kids--only they have wings and can fly. It may seem like a dream come true to some, but their lives can morph into a living nightmare at any

time...like when Angel, the youngest member of the flock, is kidnapped and taken back to the "School" where she and the others were experimented on by a crew of wack jobs. Her friends brave a journey to blazing hot Death Valley, CA, to save Angel, but soon enough, they find themselves in yet another nightmare--this one involving fighting off the half-human, half-wolf "Erasers" in New York City. Whether in the treetops of Central Park or in the bowels of the Manhattan subway system, Max and her adopted family take the ride of their lives. Along the way Max discovers from her old friend and father-figure Jeb--now her betrayed and greatest enemy--that her purpose is save the world--but can she?

*Michael Vey #1: The Prisoner of Cell 25* by Richard Paul Evans (45 copies @ \$5.00)

To everyone at Meridian High School, fourteen-year-old Michael Vey is nothing special, just the kid who has Tourette's syndrome. But in truth, Michael is extremely special—he has electric powers. Michael thinks he is unique until he discovers that a cheerleader named Taylor has the same mysterious powers. With the help of Michael's friend, Ostin, the three of them set out to discover how Michael and Taylor ended up with their abilities, and their investigation soon brings them to the attention of a powerful group who wants to control the electric teens—and through them, the world.

*The Hunted* by Matt de la Pena (8 copies @ \$9.00)

*For those left living, it's kill or be killed.* When Shy pulled himself from the wreckage of the Paradise Cruise luxury liner, he met Addie. Addie was rich and blond, and with no one else to trust, she told Shy a secret she never should have revealed.

It's a secret that people would kill for—*have* killed for—and she has the piece that could turn everything on its ear. The problem? Shy has no idea where Addie is. Back home in California seems logical, but there are more ways to die back home than Shy could ever have guessed. And thanks to what Shy knows now, he's a moving target.

Total cost for ELA/Science books = \$2,665.60

Shipping = \$266.56

Grand Total = \$2,692.16

**GERMANTOWN SCHOOL DISTRICT**

**TO:** All Board Members                      **TOPIC:** GHS Literature Requests  
**FROM:** Brenda O'Brien                      **BOARD MEETING:** December 18, 2017  
**DATE:** December 12, 2017                      **AGENDA ITEM:** VIII.B.

Jordan Ely, Germantown High School English teacher, is requesting the following books for the Contemporary Literature class. These books would be read by all students in the class.

The total cost for all books is \$186.10

The attached document provides the summary of the books as well as the cost of each of the books.

**RECOMMENDATION:** These books were forwarded from IIC to the Board with a positive recommendation. Approve the books as presented.

*Lock In* by John Scalzi

Price per item: \$8.09

Number of items requested: 10

Estimated total cost: \$80.09

#### Amazon Plot Summary

Not too long from today, a new, highly contagious virus makes its way across the globe. Most who get sick experience nothing worse than flu, fever and headaches. But for the unlucky one percent - and nearly five million souls in the United States alone - the disease causes "Lock In": Victims fully awake and aware, but unable to move or respond to stimulus. The disease affects young, old, rich, poor, people of every color and creed. The world changes to meet the challenge. A quarter of a century later, in a world shaped by what's now known as "Haden's syndrome," rookie FBI agent Chris Shane is paired with veteran agent Leslie Vann. The two of them are assigned what appears to be a Haden-related murder at the Watergate Hotel, with a suspect who is an "integrator" - someone who can let the locked in borrow their bodies for a time. If the Integrator was carrying a Haden client, then naming the suspect for the murder becomes that much more complicated.

But "complicated" doesn't begin to describe it. As Shane and Vann began to unravel the threads of the murder, it becomes clear that the real mystery - and the real crime - is bigger than anyone could have imagined. The world of the locked in is changing, and with the change comes opportunities that the ambitious will seize at any cost. The investigation that began as a murder case takes Shane and Vann from the halls of corporate power to the virtual spaces of the locked in, and to the very heart of an emerging, surprising new human culture. It's nothing you could have expected.

#### Comments

Science fiction as a genre is a great way to talk about contemporary issues that allows all students to feel safe while doing so. This novel explores issues of racism, ability, technology, consent, public funding, capitalism, and gender without requiring students to confront those issues directly, yet still discuss them in a meaningful manner. Non-fiction articles on the above topics round out the curriculum and balance the "sci-fi" for students who are genre-averse.

The book is meant for more mature audiences, as it includes what I'll refer to as "casual swearing." While not integral to the plot, the language serves to establish Agent Vann as a foil to Agent Shane and as a reflection of typical "buddy cop" banter.

Total = \$80.09

Shipping = \$8.00

Grand Total = \$88.09

*No Country for Old Men* by Cormac McCarthy

Price per item: \$8.91

Number of items requested: 10

Estimated total cost: \$89.10

## Amazon Summary

In his blistering new novel, Cormac McCarthy returns to the Texas-Mexico border, setting of his famed Border Trilogy. The time is our own, when rustlers have given way to drug-runners and small towns have become free-fire zones.

One day, a good old boy named Llewellyn Moss finds a pickup truck surrounded by a bodyguard of dead men. A load of heroin and two million dollars in cash are still in the back. When Moss takes the money, he sets off a chain reaction of catastrophic violence that not even the law—in the person of aging, disillusioned Sheriff Bell—can contain.

As Moss tries to evade his pursuers—in particular a mysterious mastermind who flips coins for human lives—McCarthy simultaneously strips down the American crime novel and broadens its concerns to encompass themes as ancient as the Bible and as bloodily contemporary as this morning's headlines.

## Comments

McCarthy is a Pulitzer Prize winning novelist, (admittedly for *The Road* and not for *No Country for Old Men*). While there are scenes of violence, the majority of the novel is framed by the lamentations of such violence by Sheriff Bell, the moral center who is perhaps the definition of decency. The book takes place in 1980, but the question of the state of our society—tolerance or apathy of/toward violence, thematic elements of greed, power, and the battle between good and evil are timeless. Much like Hemmingway, McCarthy's lexile level is low, but his ideas are complex. Students who struggle with reading comprehension and vocabulary can easily navigate the text and are then able to participate in the larger conversations at hand.

Total = \$89.10

Shipping = \$8.91

Grand Total = \$98.01

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board Members

**TOPIC:** Donations

**FROM:** Jeff Holmes

**BOARD MEETING:** December 18, 2017

**DATE:** December 12, 2017

**AGENDA ITEM:** VIII.C.

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 \$3,504 from the Germantown Girls Basketball Club for the purchase of new uniforms for the JV Girls Basketball team.

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

**GERMANTOWN SCHOOL DISTRICT**

**TO:** All Board Members

**TOPIC:** Team Manager Contracts

**FROM:** Brenda O'Brien

**BOARD MEETING:** December 18, 2017

**DATE:** December 12, 2017

**AGENDA ITEM:** VIII.D.

The list below is presented for approval of changes to some contracts for Destination ImagiNation Team Managers for the 2017-18 school year and some additional contracts for new team managers. Background checks have been completed for those individuals listed who have not received a contract.

Bruce Endlich	County Line	Previous \$250; new contract for \$125
Ashley Knudson	County Line	New contract for \$125
Ali Gattoni	County Line	Previous \$250; new contract for \$125
Angie Ahlgren	County Line	New contract for \$125

**RECOMMENDATION:** Approve the changes and additions to the Destination Imagination Team Managers as presented.



## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education

**TOPIC:** School Calendar

**FROM:** Jeff Holmes

**BOARD MEETING:** December 18, 2017

**DATE:** December 14, 2017

**AGENDA ITEM:** VIII. E.

**BACKGROUND:** The Calendar Committee, with Lester Spies as Board representative, is submitting the following and attached information in support of the proposed 2018-19 calendar:

- The proposed calendar includes a start date of September 10, 2018, which allows ample time for construction completion and occupancy. We would normally begin school on September 4th.
- Through limiting professional development days during the school year, the proposed calendar includes a last day of classes on June 11th, which is consistent with other area school districts.
- Easter is considerably late in 2019, which would pose difficulty in regard to our early May AP testing window at the high-school level. For this reason, a Spring Break in the last week of March is proposed.
- The proposed calendar includes off days on the Friday and Monday of Easter weekend (April 19th - 22nd), allowing ample time for travel needs.
- There were efforts made in the area (CESA 1) by Superintendents and Athletic Directors to unify Spring Break in our area.
- Our teacher contracts typically call for 191 total days. Based on the desire to have teachers end their school year on Friday, June 14, 2019, we are proposing that teachers work a total of 190 days. This would be non-precedent setting and we would return to 191 total days in future years.

**RECOMMENDATION:** Adopt as presented for the 2018-19 school year.

# Germantown School District | 2018-2019 STAFF CALENDAR (Proposed)

12/12/17

AUGUST '18						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**29-30** New Teacher Orientation

FEBRUARY '19						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

**18** Inservice – All

T=20      S=19

SEPTEMBER '18						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**3** Labor Day  
**4** Inservice -  
**5** Inservice -  
**6** Inservice -  
**7** Inservice -  
**10** First Day with Students

T=19      S=15

MARCH '19						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**25-29** Spring Break

T=16      S=16

OCTOBER '18						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**18** Conferences - KMS  
**24** Conferences – Elem (4:30-7:30)  
**25** Inservice – Elem Only  
**25** Conferences – Elem (Flexible)  
**25** KMS & GHS – Regular Day  
**26** Inservice – All

T=23      S=21/22

APRIL '19						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

**5** End of Quarter 3 (44)  
**17** Conferences – Elem (4:30-7:30)  
**18** Inservice – Elem Only  
**18** Conferences – Elem (Flexible)  
**18** KMS & GHS – Regular Day  
**19 & 22** Break

T=20      S=19/20

NOVEMBER '18						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**12** End of 1<sup>st</sup> Quarter (44/45)  
**14** Conferences – KMS  
**15** Conferences – GHS  
**22-23** Thanksgiving Break  
**29** Conferences – KMS

T=20      S=20

MAY '19						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**27** Memorial Day

T=22      S=22

DECEMBER '18						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**29-31** Winter Break

T=15      S=15

JUNE '19						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**2** GHS Graduation  
**11** End of Quarter 4 (43/44)  
**11** Last Day with Students  
**12** Inservice –  
**13** Inservice –  
**14** Inservice –

T=10      S=7

JANUARY '19						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**1** New Year's Day  
**24** End of Quarter 2 (44)  
**25** Teacher Inservice – All

T=22      S=21

	E	M/H
Student Days:	175	177
Inservice Days:	12	10
Conferences:	3	3
<b>Total:</b>	<b>190</b>	<b>190</b>

- New Teacher Orientation (2)
- Inservice – All (10)
- Inservice – Elementary (2)
- Staff Non-Work Days (18)
- End of Quarter

**RESULTS OF SPAMM SPRING BREAK SURVEY 12/2018**

School District	Spring Break 2019
Cedarburg	Week prior to Easter
Germantown	Unknown
Grafton	Unknown
Greendale	Last week in March
Hamilton	Last week in March
Kettle Moraine	Last week in March
Kewaskum	Long weekend 4/19-23
Mequon-Thiensville	Week prior to Easter
Merton Community	Last week in March
Messmer	Early April
Milwaukee	Week prior to Easter
Mukwonago	Last week in March
Muskego-Norway	Week after Easter
Nicolet	Last week in March
Northern Ozaukee	Unknown
Oak Creek/Franklin Jt	Week after Easter
Oconomowoc	Last week in March
Pewaukee	Last week in March
Port Washington/Saukville	Week prior to Easter
South Milwaukee	Week after Easter
Swallow	Last week in March
University School	March 18
Watertown	Last week in March
Waukesha	Last week in March
Wauwatosa	Last week in March
West Allis (Tentative)	First week in April
Whitefish Bay	Last week in March

Last Week in March	13
Week prior to Easter	4
Week after Easter	3

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education      **TOPIC:** Professional/Technical/Admin Compensation  
**FROM:** Jeff Holmes      **BOARD MEETING:** December 18, 2017  
**DATE:** December 14, 2017      **AGENDA ITEM:** VIII. F.

### **BACKGROUND:**

Regarding potential Professional/Technical and Administrative staff compensation increases, please be reminded that the Business Manager, Ric Ericksen, included a potential 2 1/2% increase in the 2017-18 budget to allow for your consideration at the appropriate time - it was determined during the State's budget process that we should wait until this juncture to ensure that the District's budget could support this proposal ahead of making this recommendation. Like support staff, I recommend these salary increases. The efforts of professional/technical and administrative personnel over the past year in not only maintaining the educational system of Germantown School District, but working diligently in enhancing it further on multiple levels, should lead to us being considered an innovative and conscientious learning and teaching organization. Their continuing hard work, with increased collaboration throughout the system, have bolstered our ability to move forward in a productive manner that leads to us becoming that modern, comprehensive, and systemic education organization as directed by the Board in December of 2013. I believe that a major indication of confidence in our people in what is occurring in Germantown School District is the passage of last year's facilities referendum and that our folks will continue to endeavor for improvement at every level.

**RECOMMENDATION:** Provide a 2 1/2% overall increase in salary compensation for the 2017-18 school year to the professional/technical and administrative groups, other than the district administrator, with the individual amounts to be determined by the district administrator.