

# Germantown School District Fall 2019 Annual Meeting

**Mission Statement**

*“Empower and Inspire Every Student to Success”*

**Vision Statement**

*“The Germantown School District will be the premier district in Wisconsin”*

**School Board Members**

*Bob Soderberg, President*

*Sarah Larson, Vice-President*

*Michael Loth, Treasurer*

*Lester Spies, Clerk*

*Tom Barney, Director*

*Brian Medved, Director*

*Ray Borden, Director*

*Jeffrey Holmes, Superintendent*

*Richard Ericksen,*

*Director of Business & Auxiliary Services*

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**Serving the Communities of:**

- ◆ Town of Germantown
- ◆ Village of Germantown
- ◆ Town of Jackson
- ◆ Village of Jackson
- ◆ Town of Polk
- ◆ Village of Richfield

**We’re on the web: [germantownschoools.org](http://germantownschoools.org)**

Contact [rericksen@gsdwi.org](mailto:rericksen@gsdwi.org) regarding the contents of this report

## A Letter from the School Board President to the Citizens of Germantown School District

Welcome back to school!

We are all excited about the start of the new school year and I hope that you all have had a very relaxing and enjoyable summer. Welcoming back our almost 4,000 students are many new teachers and staff joining a team of our outstanding and dedicated teachers.



With the construction being completed at both the high school and at Amy Belle, I am pleased to say that we have successfully completed all construction related to the \$84M referendum. Its been a long three years and I want to say thank you to all of you for your patience.

I hope you like the new cafetorium's IMC's, classrooms, gyms and expanded parking at our elementary schools. I hope you like the major renovations and classrooms at Kennedy Middle School. And, I hope you like the expanded commons area, the new classrooms, tech labs, field house, fitness center, pool and PAC at the high school.

The \$84M referendum, along with the Act 32 Energy Savings project and past improvements to Rockfield and new ones for Amy Belle, we will have invested \$100M over the past three years in our schools. This investment will not only benefit our kids by creating new opportunities for them but will also benefit the many communities that are part of the Germantown School District for many years to come and will provide the tools needed to make the Germantown School District a leader academically in our region, state and in the nation.

Speaking of academics, this past year, the Wisconsin Department of Public Instruction (DPI) released the school report card and we scored an Exceeds Expectations. We did extremely well and reaffirms that we have the right tools in place that create opportunities for a high level of learning to occur.

In addition, U.S. News & World Reports magazine ranked Germantown High School #27 in the State of Wisconsin and #971 out of over 29,000 high schools in the United States.

Whether it be our high graduation rates, or our high ACT participation rates and scores, or the high number of Advanced Placement tests being taken, or the percentage of students participating in extracurricular academic, arts, music and athletic activities, please know that we continue to move forward and ensure that we are doing all we can to make our kids career ready.

Again, welcome back to school. We hope you like what you see. On behalf of the entire Germantown School Board, you have our continued commitment that we will always put kids first, as we *Empower and Inspire Every Student to Success*.

## A Letter from the District Administrator to the Citizens of Germantown School District

Dear Germantown School District Constituents:

Germantown School District continues as an exceptional learning and teaching organization. By way of our students, staff, parents, Board, and community, we strive to get better each year in whatever we endeavor and this past year we continued in that regard.

The people of Germantown School District continue to exhibit attributes that certainly aid in moving the District forward as a modern, comprehensive, and systemic entity and will mean much more in preparing our students for life beyond their years in the public school setting. I continue to be grateful and honored to live and work in a community with such good people and a grander purpose than just higher standardized test scores. The community's passage of the referendum to upgrade the facilities of all buildings throughout the District is an example of the forward thinking that is apparent here and, at the writing of this letter, we have nearly completed the construction throughout the District.



Some things going on:

**Establishment of the Board's Ad hoc Curriculum Committee** - With construction nearing completion, the Board has determined that we will move from the focus on "Construction" over the past two and a half years back to "Instruction." Recognizing that Germantown School District is a trendsetter regarding modern and comprehensive educational service delivery, the Ad hoc Curriculum Committee's purpose will be to move the District forward in a more cohesive manner - click [here](#) or visit the following site for more information regarding its upcoming work. [http://bit.ly/Ad\\_hoc\\_CC](http://bit.ly/Ad_hoc_CC)

- **Building upon the good things we do already** – With guidance from our Director of Teaching and Learning Brenda O'Brien, this year will be about building on what we've already started and creating more powerful learning experiences for our students. We want to be sure to continue being intentional about taking the action steps that will lead us to these learning experiences, and we want to continue reporting our progress to all stakeholder groups, including parents.

**Why bolster "Powerful Learning" experiences?** - Each school building developed their own stances in regard to that question and others. The following is Germantown High School's: "Because powerful learning experiences ignite students' passions, foster a deeper understanding of themselves and others, increase perseverance, and promote appropriate risk-taking so all students become productive citizens of a global society."

The above are but a sampling of the things going on and, like last year, I would like to reinforce with our community that we take quite seriously the potential power and responsibility associated with our District's Vision and Mission Statements:

- ***"The Germantown School District will be the premier district in Wisconsin"***  
***"Empower and Inspire Every Student to Success"***

One of the things I have certainly learned during my time with the Germantown School District is that the vast majority of people, who are involved with the education of our children, will do whatever is necessary to ensure that we do the best with what we have...and our positives continue to far outweigh any negatives.

I greatly anticipate the coming school year and look forward to continuing to serve the needs of Germantown School District to the best of my ability - as I would like to finish strong ahead of my impending retirement in June '20 from an exceptional school district.

Respectfully,

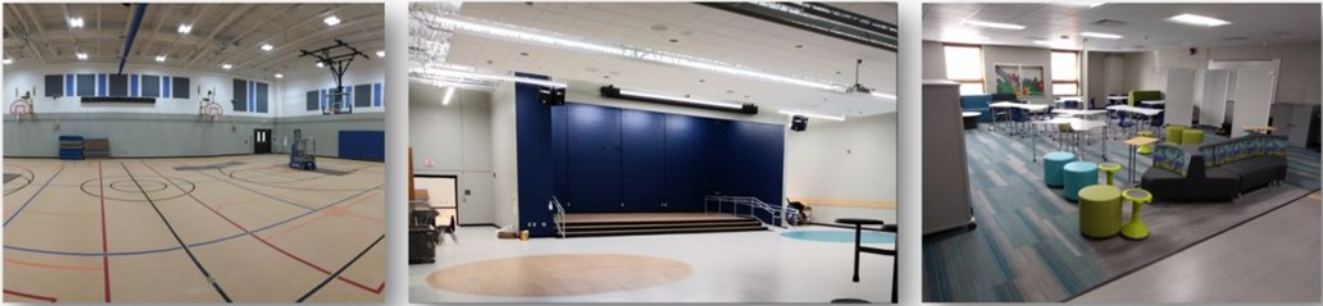
A handwritten signature in black ink that reads "Jeff Holmes". The signature is written in a cursive, slightly slanted style.

Jeff Holmes  
District Administrator

## CONSTRUCTION STATUS THROUGHOUT THE DISTRICT

As of September 2019, the bulk of work has been completed at Amy Belle Elementary, Kennedy Middle School, and Germantown High School. While the high school received the majority of the changes associated with the referendum, all of the work throughout the District has done much to improve upon the educational and extracurricular settings we provide. Additionally, with the Board's decision to maintain Amy Belle Elementary as a three-track school or "three classes per grade level" facility, it allowed for the District to absorb student growth in a more practical and fiscally responsible manner over time. Please peruse the pictures below to gain perspective on the magnitude of the work done since the beginning of 2017 – these are only a sampling of the many projects. Again, thank you to Germantown School District constituents for your support in improving the community in which you live. Stay tuned for an open house at Amy Belle Elementary in early October.

### New Spaces at Amy Belle Elementary: Gymnasium, Cafetorium, & Breakout



### Improvements to GHS: Enhanced Pick-up/Drop-off, Expanded Commons, & Entranceway



## Our Schools

**Amy Belle Elementary School**  
Katie Kohel, Principal  
3294 Willow Creek Road  
Colgate, WI 53017  
Ph: 262-628-7825

**County Line Elementary School**  
Andy Eisenbach, Principal  
W159 N9939 Butternut Road  
Germantown, WI 53022  
Ph: 262-253-3465

**MacArthur Elementary School**  
Dr. Steven Williams, Principal  
W154 N11492 Fond du Lac Ave  
Germantown, WI 53022  
Ph: 262-253-3468

**Rockfield Elementary School**  
Dr. Dana Croatt, Principal  
N132 W18473 Rockfield Road  
Germantown, WI 53022  
Ph: 262-628-7622

**Kennedy Middle School**  
Susan Climer, Principal  
W160 N111836 Crusader Court  
Germantown, WI 53022  
Grades 6-7 Blue Ph: 262-253-3450  
Grade 8 Gold Ph: 262-253-3453

**Germantown High School**  
Joel Farren, Principal W180  
N11501 River Lane Germantown,  
WI  
Ph: 262-253-3400



## Department of Teaching and Learning - Brenda O' Brien, Director



The Germantown School District Initiative is “Building a foundation for SUCCESS within every child.” This foundation includes our Essential Success Factors - the important things we want all students to take away from their school experience that would set them up with the best possible chance at success in life. These factors include:

- To know THEMSELVES – their strengths, learning styles, and opportunities for growth
- Know HOW to learn – thinking critically and solving problems with perseverance
- To be able to COLLABORATE – working well with others and considering multiple perspectives
- Foster a Growth Mindset – believing in one’s ability to learn and grow through effort and practice

One focus for our district work is to continue creating learning environments where all students experience high levels of success – environments where students feel physically and emotionally safe, supported, and respected. Another area of focus for our district work is to learn more about and continue creating the types of learning experiences that teach the Essential Success Factors, foster a Growth Mindset, and develop the competencies necessary for students to be productive citizens. Examples that were recently shared include:

- Teaching students social skills, emotional regulation, and “how the brain works”
- Active goal-setting and student-led conferences
- Field trips and travel experiences
- Performance demonstrations of students’ learning
- Water sampling for the Department of Natural Resources
- Partnerships with local businesses solving problems through design thinking

As teachers continue to create and share more of these learning experiences, students are becoming more passionate and curious about topics of study, developing deeper understandings of important content, and experiencing increased confidence in their skills and abilities – all important factors in the foundation for SUCCESS.

## Pupil Services Department - Todd Lamb, Director



Welcome to the 2019-2020 School Year in the Germantown School District! Whether you are one of the many new families to our District or you have been with our District for many years, your children’s success is our priority. I work closely with the building principals to coordinate special education services, including speech and language therapy, occupational therapy, physical therapy and specially designed physical education when a student's special education team determines a need for such services. In addition, I help to coordinate the services of the school psychologists, school social workers, school counselors, school nurse and teachers for English Language Learning students throughout the district. Through this continuum of student services provided, we pursue our mission to Empower and Inspire Every Student to Success.

The Germantown School District will again be hosting a Special Needs and Mental Health Resource Fair during the evening of November 21st at Germantown High School. This event is for parents of students at all grade levels, including Early Childhood, Elementary, Middle and High School. Vendors representing disability organizations, post-secondary education, adaptive sports, camps, employment services, assistive technology, and more, are anticipated to be present in order to explain their services. Please watch for additional information about this exciting informational event.

In response to changes in our enrollment and to provide consistency in meeting the individual needs of elementary students with disabilities throughout the District, this year we are excited to have added a full time Special Education Teacher position to both County Line and Rockfield Schools.

Reading skills are essential for making progress in many other areas of curriculum. Furthermore, there is evidence to suggest that when students with disabilities are proficient in reading, they have an increased likelihood to graduate from high school and to have improved post-high school outcomes. Therefore, we are renewing our emphasis upon reading interventions and teacher professional development to meet the needs of our students with reading disabilities.

I value partnerships with the students, parents, and staff that I serve. If you have any questions about the services we provide for students with disabilities, language needs, or other individual needs, please feel free to contact me.

## Activities/Athletics Department - Sara Unertl, Director



Congratulations to all students involved in co-curricular activities on a successful 2018-19 school year!

There were certainly many things to celebrate including a Boys' Volleyball Division One State Championship and three Conference Championship Titles in Boys' Volleyball, Boys' Cross Country and Girls' Soccer. Additionally, the Performing Arts Center (PAC) opened with record-setting musical performances and the Wall of Sound finished their competitive season at the Wisconsin School Music Association (WSMA) State Marching Band Championships earning 4th place in AAAA, which was their best performance of the season.

Furthermore, a special congratulations goes to all of our student-athletes and coaches involved in Wisconsin Interscholastic Athletic Association (WIAA) sports. Germantown was one of twenty-seven schools across the state that was honored with a WIAA Award of Excellence award this past school year. Sportsmanship, ethics and integrity were the main criteria for the award. Congratulations to Germantown Student-Athletes, Coaches and the Athletic Program for earning this award for the first time in its three year existence.

As we look to the start of the 2019-20 school year, the addition of a PAC, Field House and Pool will allow teams to compete at the very best level. Unquestionably, there are sure to be more milestones set as the facilities are used. Additionally, fall sports are in full swing with winter sports right around the corner. For up-to-date meet schedules and times, please go to: [greatermetroconference.org](http://greatermetroconference.org). Also, as we prepare for winter and spring sports, please look over the information on the Activities/Athletic website which will be located on the main high school website: <https://gsdwi.org/schools/high/>. A new platform will be coming in the near future. *(The old GoGTown website will direct you to the new high school website for up-to-date information)*

Thank you to those who completed the online registration this year for co-curricular activities. Over 500 fall sport and activity registrations were processed. This was the first year this process was implemented and so far the feedback has been positive. The plan moving forward is to have a way to pay your fee online when you register for co-curricular activities. This is in the works!

The following dates will be the parent/guardian and student-athlete sport information nights at the high school at 6:30pm in the PAC:

Monday, October 21, 2019 (Winter)

Monday, January 27, 2020 (Spring)

Monday, May 11, 2020 (Fall)

Finally, if you are interested in using the pool, fieldhouse or fitness center, the hours for community use will be located on the community website tab off of the main district website. Currently, the pool and fieldhouse are open on Monday, Wednesday and Friday mornings from 5:30-7am for community use. *(We are looking to add more community use options, including the new fitness center, and those additions will be posted on the community website tab.)*

Thank you to all of you for your continued support of Germantown athletics and activities! I look forward to working with you throughout the year. Here is to another GREAT school year!



The Band is hard at work at the summer parade!



Congratulations to the 2018-19 Boys' Division 1 State Volleyball Champions!

## Kennedy Middle School: Home of the Crusaders



Susan Climer, Principal

Enrollment 892

Our staff is looking forward to beginning the 2019-2020 school year at Kennedy Middle School! This year, our building improvement focus will be continuing to strengthen relationships with students/staff and create additional engaging learning opportunities in classrooms. As we work to more clearly define what “powerful learning” for our students looks like, we’ll provide opportunities for staff to share meaningful activities they have already tried, as well as collaborate with colleagues to create new engaging learning experiences to capture students’ interests and passions. In this process, we look forward to eliciting feedback from our students to help determine what they need for optimum learning. Students will continue to set growth goals to share with parents as they lead their own conferences and G-talks during the upcoming school year.

We look forward to establishing close partnerships with parents as we work with your child this year. Our PTA meets the last Tuesday of the month at 6:30 pm in the Gold Activity Center, with the first meeting of the year on September 24. We hope you will join this active organization because together, we can best support students in mastering the skills and dispositions they will need to continue their education through middle school, high school and beyond! Please don’t hesitate to reach out to Ms. Climer, Mr. Kaminski or Mr. Kohl for any assistance you may need throughout the year.

## Germantown High School: Home of the Warhawks

Joel Farren, Principal Enrollment 1340



In the fall of the 2019-20 school year, the GHS construction projects should be completed. Many new areas opened during the 2018-19 school year, including: the Field House, the Pool/Aquatics Center, the Performing Arts Center, the Library/IMC, Manufacturing, multiple new classrooms and lab, the Innovation Center, the new Main Entrance and the new Main Office. During the summer, the Fitness Center was completed, along with the recent completion of the locker rooms and training/physical therapy area. In late August, full completion of the new Main Entrance, opening of the Student Services Office (School Counselors, School Social Worker, etc.), construction of new Special Education spaces and completion of the newly configured Cafeteria/Commons occurred. In addition, the front visitor parking lot, driveway and drop-off/pick-up area were reconfigured. The construction of the parking lot to the west of the Field House will occur in the fall as well. Thank you for your continued understanding and patience during the last 2.5 years of construction projects.

These investments are of great value to our community, parents, students, staff and guests. The changes to the Cafeteria/Commons allows us to finally make changes to our daily schedule, which leads to going from three lunch periods to two and the implementation of a thirty-three minute Resource Period; designed to increase teacher and student contact/assistance, Academic and Career Planning, co-curricular/club meetings, and interest-based sessions.

In 2018-19, GHS offered eighteen Advanced Placement courses. To give you some perspective, in 2012, we offered eight Advanced Placement courses, tested 292 students, and proctored 522 exams. This past May, 417 GHS students took 947 Advanced Placement (AP) tests, which was another new record for us. Beyond Advanced Placement, GHS offers a wide range of academic and interest based programming, including, but not limited to: Project Lead the Way, Building and Construction, Manufacturing, Autos, Woods, multiple Fine Arts, Family and Consumer Science and many others.

GHS students continue to be involved in many co-curricular activities with approximately 79% of students being involved in at least one activity and/or athletic group. This is very high in comparison with other schools our size and the State average is approximately 35%. Once again our athletic, music and activities had a highly successful year and enjoyed the opening of new facilities to display their hard work. With over sixty options for participation, there is something for everyone. Our Activities Director, Mrs. Sara Unertl, continues to advance our high school programs and now our community based programs with the use of our new facilities being available to community members. Thank you to all for the continued strong support of our academics, athletics and activities!

## Amy Belle Elementary School: Home of the Wildcats



Katie Kohel, Principal Enrollment 416

The staff at Amy Belle is excited to start the new school year with amazing upgrades to our facility! These new spaces and renovations will positively impact our ability to create powerful learning opportunities for our students and better meet student needs. We will intentionally focus our efforts on engaging students in real-life learning experiences that build on their curiosities and interests. Our flexible learning spaces will enhance student collaboration and increase student engagement, which are important skills for success.

This year, Amy Belle staff will focus on building a positive learning climate and culture for staff and students. Specifically, we will work to strengthen the relationships between students, staff, and families. We feel strongly that relationships are at the heart of learning and all students should feel a sense of belonging and community. This work will foster an environment that builds trust, provides safety and creates a culture of collaboration with high expectations for all learners.

## County Line Elementary School: Home of the Comets



Andy Eisenbach, Principal Enrollment 466

The staff and students of County Line are excited to usher in the 2019-20 school year! Keeping in line with the District's vision and values, CL will place a greater emphasis on strengthening relationships throughout the school year. We are focusing on relationships between students, between staff and students, and between the school and our families. The increased focus on relationships is not due to there being a need or a current deficiency, but rather an emphasis on what we value and believe will have a profound impact on student achievement. "No significant learning can occur without a significant relationship" (James Comer). "Kids don't learn from people they don't like" (Rita Pierson). We believe that strong relationships are a component of the foundation that allows for powerful learning to occur.

We will continue our emphasis on fostering a growth mindset in all of our students, as well as being purposeful in our planning for maximum student engagement! Also, embedded in all of our curricula are the 3 Germantown School District Essential Success Factors. 1) Students know HOW to LEARN with perseverance, fortitude, and deep cognitive engagement. 2) Students are able to COLLABORATE with others in learning, work, and in personal relations. 3) Students KNOW THEMSELVES, their strengths and passions as learners, leaders, and doers.



## MacArthur Elementary School: Home of the Eagles

Dr. Steven Williams, Principal Enrollment 405



MacArthur Staff is excited to welcome our families to the 2019-20 school year! After a wonderful summer it's exciting to be back! This year, amidst our efforts to help students grow their skills in literacy, mathematics, physical education, and within the musical and artistic realms, our staff and students will also be placing a huge focus on kindness.

Coming out of our Leadership Meetings held on August 19<sup>th</sup> and the 20<sup>th</sup>, our school leadership team decided on developing social emotional learning through kindness. Particularly as students learn the best in highly supportive learning environments (with accompanying high expectations), our emphasis on kindness is timely and will be a lot of fun.

As a part of these efforts, student kindness will be celebrated every time we see it. We will also hold school-wide celebrations as the staff deems appropriate (as opposed to having students collect kindness tickets as they did last spring for the Dr. Williams Kindness Challenge). Also, staff has also committed to the kindness initiative as well. While kindness may seem to be a unique area to focus on, a kind, supportive environment truly sets the stage for learning. We are excited to see good things in this new year!

## Rockfield Elementary School: Home of the Raccoons

Dr. Dana Croatt, Principal Enrollment 346



This year Rockfield's focus is all about building relationships. We believe that with strong, positive, mutually respectful relationships wonderful things may be accomplished. As we continue to build relationships with students and staff, we will also extend our focus on creating *powerful learning* experiences for our students, specifically in the area of writing.

At Rockfield, we love to have a little fun as we build relationships and create learning opportunities in a positive, supportive learning environment. Keeping in mind our district initiative and essential success factors, our Positive Behavior Intervention Support (PBIS) team came up with a variety of ways to build up students' abilities to know themselves as learners, know how to collaborate, learn how to learn and have a growth mindset. In addition to the incredible learning experiences students have in the classroom to build upon the essential success factor, our school comes together during assemblies and our school news broadcasts to learn about the following core values: respect, generosity, kindness, empathy, cooperation, honesty, flexibility, and perseverance. These values tie in nicely to the learning that happens in the classroom by helping students understand their role as a learner and a member of the school community.

## **Annual Legal Notices: (Other Notices are/may be posted at the district's web site)**

### **EQUAL EMPLOYMENT**

The Germantown School District is committed to hiring the best qualified individuals. The district does not discriminate on the basis of sex, race, religion, ancestry, sexual orientation, national origin, pregnancy, marital or parental status or other factors extraneous to the designated role. Job information can be obtained online at: [www.germantownschoools.org](http://www.germantownschoools.org) or by contacting Human Resources at (262) 253-3915.

### **NOTICE OF STUDENT NONDISCRIMINATION POLICY**

The Germantown Board of Education complies with all federal and state laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of the Board that no student on the basis of race, color, religion, national origin, creed, ancestry, sex, marital or parental status, pregnancy, sexual orientation, physical, mental, emotional or learning disability or handicap shall be discriminated against, excluded from participation in, denied the benefits of, or otherwise be subjected to, discrimination in any education program or activity for which it is responsible or for which it receives financial assistance from the U.S. Department of Education. Except as otherwise specifically provided, all inquiries, including Title IX and Title VI shall be directed to Director of Pupil Services at (262) 253-3920.

### **EQUAL EDUCATION OPPORTUNITY**

In accordance with state and federal law, the right of a person to be admitted to a school in the district and to participate in extracurricular, student services, recreational and other programs and activities shall not be influenced by discrimination based upon the person's sex, race, religion, ancestry, sexual orientation, national origin, pregnancy, marital or parental status, or physical, mental, emotional or learning disability. Discrimination is prohibited in the following areas: admissions, standards and rules of behavior; discipline, suspension and expulsion; acceptance or administration of gifts, bequest, scholarships or other aids; selection of instructional and library media materials; testing, evaluating and counseling of students; facilities; opportunities for participation in athletic programs; and food service program. The policy is not intended to prohibit programs or services based on objective standards of individual need or performance. All inquiries shall be directed to Director of Pupil Services at (262) 253-3920.

### **ANNUAL ASBESTOS NOTIFICATION**

Under AHERA (Asbestos Hazard Emergency Response Act), all primary and secondary schools are required to develop and implement a plan for managing all building materials which contain asbestos. Included in the AHERA Act is the requirement to annually notify all workers and building occupants (or their guardians) of asbestos-related activities.

Beginning in 1988, all buildings owned, leased, or "under the control of" the School District were inspected by EPA accredited inspectors, with building material samples analyzed by an independent laboratory. Based on the inspection, the School District prepared and the state approved a comprehensive management plan for managing the asbestos.

Where the asbestos-containing materials are found, the District has in place an Operations and Maintenance program.

The District has accomplished the following compliance mandates regarding the administration of asbestos in school buildings:

- ◆ Environmental Management Consulting, Inc. (EMC) was contracted to be the school's consultant for asbestos for the 2018-2019 school year.
- ◆ The District is continuing with the Operations and Maintenance Program as designed for the School District. This ensures that all asbestos materials are kept in good condition.
- ◆ Periodic "surveillance" in each area containing asbestos has been completed every six months by our consultant.
- ◆ The buildings are re-inspected by an accredited inspector every three years. The last three year re-inspection was conducted in September 2018 by Environmental Management Consulting, Inc.

In the past year and previous year, the District has conducted the following projects that disturbed or removed asbestos containing materials:

- ◆ Kennedy Middle School: Floor tile and mastic
- ◆ Germantown High School: Floor tile, plaster, and mastic.
- ◆ Amy Belle: Floor tile and mastic

The asbestos abatement projects and corresponding inspections were done in compliance with NESHAPS regulations.

All outside contractors shall contact the Facilities Manager before commencing work. Our goal at the Germantown School District is to be in full compliance with all asbestos regulations. A copy of the Asbestos Management Plan is available for review by contacting the District Office. Questions related to this plan or any other asbestos concerns should be directed to the District's Asbestos Designated Person, Mr. Donald Erickson. He may be reached at [\(262\) 253-3930](tel:2622533930).

## **Notice of Budget Hearing and Annual Meeting**

### **Notice of Budget Hearing**

(Section 65.90(4))

Notice is hereby given to the qualified electors of the Germantown School District that the budget hearing for the proposed preliminary 2019/2020 budget and tax levy will be held in the Performing Arts Center (P.A.C.) located in Germantown High School W180 N11501 River Lane, Germantown, Wisconsin, on the 30<sup>th</sup> day of September, 2019, at 7:00 o'clock p.m.

The summary of the budget will be printed in the official district newspaper in the September 18<sup>th</sup> & 25<sup>th</sup> issues. Detailed copies of the budget are available for inspection in the District's office at N104 W13840 Donges Bay Rd. Germantown, WI. 53022 and at the district's web site [www.germantownschoools.org](http://www.germantownschoools.org).

Dated this 12<sup>th</sup> day of September, 2019

Lester Spies — District Clerk

### **Notice for Annual District Meeting**

(Section 120.08(1))

Notice is hereby given to qualified electors of the Germantown School District that the annual meeting of said district for the transaction of business will be held in the Performing Arts Center (P.A.C.) located in Germantown High School W180 N11501 River Lane, Germantown, Wisconsin, on the 30<sup>th</sup> day of September, 2019, at 7:30 o'clock p.m.

Dated this 12<sup>th</sup> day of September, 2019

Lester Spies — District Clerk

## **Notice of Fund 80 Community Services Tax Levy**

### **FUND 80 - COMMUNITY SERVICES REQUIRED REPORTING FOR 2019/2020 BUDGET YEAR**

The Germantown School District Community Services Fund 80 is used to record the following transaction types:

- The \$150,000 property tax levied offsets costs in the following expenditure categories:
  - \* Overhead expenditures, such as utilities, allocated to cover general public usage of facilities and sites, including but not limited to the pool, field house, fitness center, performing arts center, school gyms, and cafeteriums.
  - \* Custodial wages supporting outside group facility usage when not recovered by the facility usage fees
  - \* Partial cost of playground maintenance of equipment
  - \* STEP program - Senior Tax Exchange Program
  - \* The allocation of other minor site maintenance costs to cover heavy usage by outside groups

## Budget Hearing and Annual Meeting Agendas

September 30, 2019

Performing Arts Center  
Germantown High School

W180 N11501 River Lane Rd.  
Germantown, WI 53022

### I. Budget Hearing - 7:00 p.m.

- A. Call Meeting to Order & Introductions: Mr. Robert Soderberg, Board President
- B. Official Meeting Notification: Mr. Jeffrey Holmes, District Administrator
- C. Energy Exemption and Debt Notification: Mr. Richard Ericksen,  
Director of Business & Auxiliary Services
- D. Presentation of Budget:
  - Mr. Jeffrey Holmes, District Administrator
  - Mr. Richard Ericksen, Director of Business & Auxiliary Services
- E. Public Comment
- F. Adjourn Budget Hearing

### II. Annual Meeting - 7:30 p.m.

- A. Call Meeting to Order & Introductions: Mr. Robert Soderberg, Board President
- B. Official Meeting Notification: Mr. Jeffrey Holmes, District Administrator
- C. Elect Chairperson of the Annual Meeting
- D. Report from District Administrator: Mr. Jeffrey Holmes
- E. Report of the Board of Education: Mr. Robert Soderberg, Board President
- F. Treasurer's Report of Fund 10 General Fund: Mr. Michael Loth, Board Treasurer
- G. Resolutions:
  - G1. Vote a Tax for the 2019/2020 school year for the Capital Projects Fund (Fund 41) for the Purpose of Financing, Remodeling, Repair and Improvement at various buildings and sites throughout the District in the amount of \$500,000
  - G2. Vote a Tax for the 2019/2020 school year for the Community Services Fund (Fund 80) in the amount of \$150,000
  - G3. Authorize Tax Levy for the 2019/2020 School Year for All District Operations in the amount of \$35,511,762 (*this includes G1 & G2 referenced above plus the general fund levy, plus the non-referendum debt such as the Energy Exemption levy, plus the referendum debt levy*)
  - G4. Authorize the Board of Education to acquire, by purchase or condemnation, real estate and structures and facilities appurtenant to such real estate necessary for school district purposes.
  - G5. Approve Salaries and Expense Reimbursement of School Board Members
  - G6. Authorize the School Board to Establish the Annual Meeting Date and Location for 2020/2021
- H. Adjourn Annual Meeting



## Treasurer’s Report of the General Fund

	<u>Budgeted 2018/2019</u>	<u>Audited 2018/2019</u>	<u>Adopted 2019/2020</u>
<b>Sources of Revenue</b>			
Beginning Fund Balance	\$ 9,293,798	\$ 9,293,798	\$ 6,604,122
Total General Fund Revenue	<u>45,448,113</u>	<u>45,705,960</u>	<u>47,071,391</u>
<b>Total of Sources</b>	<b><u>\$ 54,741,911</u></b>	<b><u>\$ 54,999,758</u></b>	<b><u>\$ 53,675,513</u></b>
<b>Uses of Revenue</b>			
Ending Fund Balance	\$ 6,747,622	\$ 6,604,122	\$ 4,820,802
Total General Fund Expenditures	<u>47,994,289</u>	<u>48,395,636</u>	<u>48,854,711</u>
<b>Total of Uses</b>	<b><u>\$ 54,741,911</u></b>	<b><u>\$ 54,999,758</u></b>	<b><u>\$ 53,675,513</u></b>

## Financial: \$7.0 Million Energy Exemption/Investment Statement

**ENERGY EFFICIENCY EXEMPTION**

§ 121.91 (4) (o) Revenue Limit Exemption for Energy Efficiencies-Evaluation of the Energy Performance Indicators			
Name of Qualified Contractor	Trane U.S. Inc.		
Performance Contract Length - <i>"up to 10 years"</i>			10
Total Project Cost (including financing)			\$ 8,303,363
Total Project Payback Period (In Years)			18.3
Years of Debt Payments / Years Remaining Debt Payments			10 / 6
Remaining Useful Life of the Facility (In Years)			47
Prior Year Resolution Expense Amount (To Adjust Project or Debt)	Fiscal Year	none	none
Prior Year Related CY (Calendar Year) Debt Levy	Fiscal Year	2018	\$ 797,970
Utility Savings applied in Prior Year to Debt	Fiscal Year	2018	\$ 141,383
Sum of reported Utility Savings to be applied to Debt	Accumulated	2016,2017,2018	\$ 411,915
<b>Anticipated Savings for 2019</b>			
<b>Specific Energy Efficiency Measure or Products</b>	<b>Project Cost Including Financing</b>	<b>Utility Cost Savings</b>	<b>Non-Utility Cost Sav- ings</b>
Calendar Year 2019	\$ 8,303,363	\$ 145,625	\$ 383,379
<b>Energy Efficiency Project/Investment Totals Since Inception</b>			
<b>Measurement Period of 4 Years</b>	\$ 8,303,363	\$ 557,540	\$ 1,467,812

## Financial: Summary of Adopted 2019/2020 Budget by Fund

<b>GENERAL FUND</b>	<b>Audited 2017-18</b>	<b>UnAudited 2018-19</b>	<b>Budget 2019-20</b>
Beginning Fund Balance	10,939,081	9,293,798	6,604,122
<b>Ending Fund Balance</b>	<b>9,293,798</b>	<b>6,604,122</b>	<b>4,820,803</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>			
Transfers-In (Source 100)	0	0	0
Local Sources (Source 200)	28,159,701	30,246,292	31,521,808
Inter-district Payments (Source 300 + 400)	791,192	660,259	740,000
Intermediate Sources (Source 500)	17,462	19,779	21,996
State Sources (Source 600)	14,057,217	13,536,503	13,172,378
Federal Sources (Source 700)	315,405	297,980	290,000
All Other Sources (Source 800 + 900)	552,056	945,147	1,325,209
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>43,893,033</b>	<b>45,705,960</b>	<b>47,071,391</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>			
Instruction (Function 100 000)	20,789,703	21,157,498	21,221,507
Support Services (Function 200 000)	17,032,423	18,546,193	18,732,116
Non-Program Transactions (Function 400 000)	7,716,190	8,691,945	8,901,087
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>45,538,316</b>	<b>48,395,636</b>	<b>48,854,710</b>

<b>SPECIAL PROJECTS FUND</b>	<b>Audited 2017-18</b>	<b>UnAudited 2018-19</b>	<b>Budget 2019-20</b>
Beginning Fund Balance	76,313	73,864	38,793
<b>Ending Fund Balance</b>	<b>73,864</b>	<b>38,793</b>	<b>29,793</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>8,184,177</b>	<b>8,366,705</b>	<b>8,803,592</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>8,186,626</b>	<b>8,401,776</b>	<b>8,812,592</b>

<b>DEBT SERVICE FUND</b>	<b>Audited 2017-18</b>	<b>UnAudited 2018-19</b>	<b>Budget 2019-20</b>
Beginning Fund Balance	4,584,690	2,836,004	739,212
<b>Ending Fund Balance</b>	<b>2,836,004</b>	<b>739,212</b>	<b>908,051</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>3,402,441</b>	<b>5,666,685</b>	<b>7,043,309</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>5,151,127</b>	<b>7,763,477</b>	<b>6,874,470</b>

<b>CAPITAL PROJECTS FUND</b>	<b>Audited 2017-18</b>	<b>UnAudited 2018-19</b>	<b>Budget 2019-20</b>
Beginning Fund Balance	81,194,678	37,917,295	3,903,354
<b>Ending Fund Balance</b>	<b>37,917,295</b>	<b>3,903,354</b>	<b>76,537</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>1,117,002</b>	<b>4,663,383</b>	<b>543,500</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>44,394,385</b>	<b>38,677,324</b>	<b>4,370,317</b>

### Financial: Summary of Adopted 2019/2020 Budget by Fund ... continued

<b>FOOD SERVICE FUND</b>	<b>Audited 2017-18</b>	<b>UnAudited 2018-19</b>	<b>Budget 2019-20</b>
Beginning Fund Balance	514,661	489,311	416,716
<b>Ending Fund Balance</b>	<b>489,311</b>	<b>416,716</b>	<b>338,786</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>1,278,951</b>	<b>1,260,783</b>	<b>1,261,800</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>1,304,301</b>	<b>1,333,378</b>	<b>1,339,730</b>

<b>COMMUNITY SERVICE FUND</b>	<b>Audited 2017-18</b>	<b>UnAudited 2018-19</b>	<b>Budget 2019-20</b>
Beginning Fund Balance	153,560	157,179	107,653
<b>Ending Fund Balance</b>	<b>157,179</b>	<b>107,653</b>	<b>32,753</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>91,781</b>	<b>105,154</b>	<b>166,000</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>88,162</b>	<b>154,680</b>	<b>240,900</b>

#### Total Expenditures and Other Financing Uses

<b>ALL FUNDS</b>	<b>Audited 2017-18</b>	<b>UnAudited 2018-19</b>	<b>Budget 2019-20</b>
<b>GROSS TOTAL EXPENDITURES – ALL FUNDS</b>	104,662,917	104,726,271	70,492,719
<b>Interfund Transfers (Source 100) - ALL FUNDS</b>	6,615,128	7,565,556	7,867,927
<b>Refinancing Expenditures (FUND 30)</b>	0	0	0
<b>NET TOTAL EXPENDITURES – ALL FUNDS</b>	<b>98,047,789</b>	<b>97,160,715</b>	<b>62,624,792</b>

#### PROPOSED PROPERTY TAX LEVY

<b>FUND</b>	<b>Audited 2017-18</b>	<b>UnAudited 2018-19</b>	<b>Budget 2019-20</b>
General Fund	27,207,534	29,198,321	29,773,453
Non-Referendum Debt Service Fund	783,690	646,941	650,000
Referendum Debt Service Fund	1,500,000	2,607,196	4,438,309
Capital Expansion Fund	325,000	150,000	500,000
Community Service Fund	90,000	90,000	150,000
<b>TOTAL SCHOOL LEVY</b>	<b>29,906,224</b>	<b>32,692,458</b>	<b>35,511,762</b>
<b>PERCENTAGE INCREASE -- TOTAL LEVY FROM PRIOR YEAR</b>	<b>5.68%</b>	<b>9.32%</b>	<b>8.62%</b>

## Financial: Tax Schedules

### 13 Year — Tax Levy History Schedule:

	General Operations	Pct. Change	Debt Service	Pct. Change	Capital Projects	Pct. Change	Community Services	Pct. Change	Combined Funds	Pct. Change
<b>2007/2008</b>	\$22,513,587	5.80%	\$2,600,000	-7.13%	\$1,050,000	0.00%	\$165,000	-1.71%	\$26,328,587	4.07%
<b>2008/2009</b>	\$24,082,124	6.97%	\$2,400,000	-7.69%	\$1,200,000	14.29%	\$225,000	36.36%	\$27,907,124	6.00%
<b>2009/2010</b>	\$27,166,383	12.81%	\$2,086,471	-13.06%	\$550,000	-54.17%	\$150,000	-33.33%	\$29,952,854	7.33%
<b>2010/2011</b>	\$28,519,785	4.98%	\$2,085,000	-0.07%	\$450,000	-18.18%	\$100,000	-33.33%	\$31,154,785	4.01%
<b>2011/2012</b>	\$27,627,027	-3.13%	\$2,235,000	7.19%	\$425,000	-5.56%	\$100,000	0.00%	\$30,387,027	-2.46%
<b>2012/2013</b>	\$28,223,504	2.16%	\$735,000	-67.11%	\$425,000	0.00%	\$100,000	0.00%	\$29,483,504	-2.97%
<b>2013/2014</b>	\$27,092,259	-4.01%	\$0	-100.00%	\$1,000,000	135.29%	\$100,000	0.00%	\$28,192,259	-4.38%
<b>2014/2015</b>	\$27,182,811	0.33%	\$0		\$1,000,000	0.00%	\$100,000	0.00%	\$28,282,811	0.32%
<b>2015/2016</b>	\$27,616,344	1.59%	\$0		\$925,000	-7.50%	\$90,000	-10.00%	\$28,631,344	1.23%
<b>2016/2017</b>	\$27,214,320	-1.46%	\$669,058	100.00%	\$325,000	-64.86%	\$90,000	0.00%	\$28,298,378	-1.16%
<b>2017/2018</b>	\$27,207,534	-0.02%	\$2,283,690	241.33%	\$325,000	0.00%	\$90,000	0.00%	\$29,906,224	5.68%
<b>2018/2019</b>	\$29,198,321	7.32%	\$3,254,137	42.49%	\$150,000	-53.85%	\$90,000	0.00%	\$32,692,458	9.32%
<b>2019/2020</b>	\$29,773,453	1.97%	\$5,088,309	56.36%	\$500,000	233.33%	\$150,000	66.67%	\$35,511,762	8.62%
<b>3-Year Average</b>		<b>3.09%</b>								<b>7.87%</b>

### 13 Year — Total Equalized Property Value & Tax Rate History Schedule:

	Property Tax Levy All Funds	Pct. Change	Equalized Value In Thousands (1 & 2)	Pct. Change	Equalized Tax Rate	Pct. Change	Tax on Home Valued At \$250,000	Pct. Change
<b>2007/2008</b>	\$26,328,587	4.07%	\$3,027,699	6.94%	\$8.70	-2.68%	\$2,174	-2.68%
<b>2008/2009</b>	\$27,907,124	6.00%	\$3,111,765	2.78%	\$8.97	3.13%	\$2,242	3.13%
<b>2009/2010</b>	\$29,952,854	7.33%	\$3,123,835	0.39%	\$9.59	6.92%	\$2,397	6.92%
<b>2010/2011</b>	\$31,154,785	4.01%	\$3,029,812	-3.01%	\$10.28	7.24%	\$2,571	7.24%
<b>2011/2012</b>	\$30,387,027	-2.46%	\$2,999,974	-0.98%	\$10.13	-1.49%	\$2,532	-1.49%
<b>2012/2013</b>	\$29,483,504	-2.97%	\$2,860,344	-4.65%	\$10.31	1.76%	\$2,577	1.76%
<b>2013/2014</b>	\$28,192,259	-4.38%	\$2,863,929	0.13%	\$9.84	-4.50%	\$2,461	-4.50%
<b>2014/2015</b>	\$28,282,811	0.32%	\$2,978,741	4.01%	\$9.49	-3.55%	\$2,374	-3.55%
<b>2015/2016</b>	\$28,631,344	1.23%	\$3,130,644	5.10%	\$9.15	-3.68%	\$2,286	-3.68%
<b>2016/2017</b>	\$28,298,378	-1.16%	\$3,233,073	3.27%	\$8.75	-4.29%	\$2,188	-4.29%
<b>2017/2018</b>	\$29,906,224	5.68%	\$3,356,880	3.83%	\$8.91	1.78%	\$2,227	1.78%
<b>2018/2019</b>	\$32,692,458	9.32%	\$3,510,442	4.57%	\$9.31	4.53%	\$2,328	4.53%
<b>2019/2020</b>	\$35,511,762	8.62%	\$3,580,651	2.00%	\$9.92	6.49%	\$2,479	6.49%
<b>3-Year Average</b>		<b>7.87%</b>		<b>3.47%</b>	<b>937.98%</b>	<b>4.27%</b>	<b>234496.13%</b>	<b>4.27%</b>

#### Footers & Terminology:

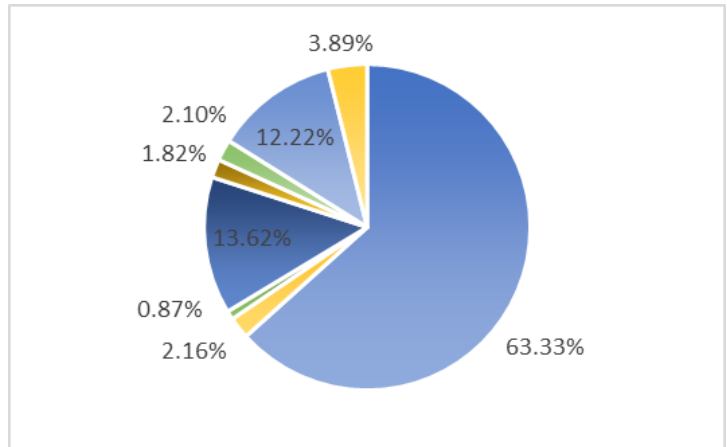
- (1) Calculated by the Department of Revenue.
- (2) The Equalized Value is also referred to as Market Value. These figures represent the total taxable property within the borders of the Germantown School District. Using Market Values allows for tax rate comparisons within or outside our district. The final individual property tax is based on Assessed Value.

The above schedules are intended to show how the district's tax levy impacts the average home-owner assuming a home valued at \$250,000. **Figures are subject to change when the State certifies the equalized value to all school districts at the end of October.**



**Financial: Expenditures Pie Chart**

This graph is for the General Fund only and shows the expenditure budget by several major categories as defined below.



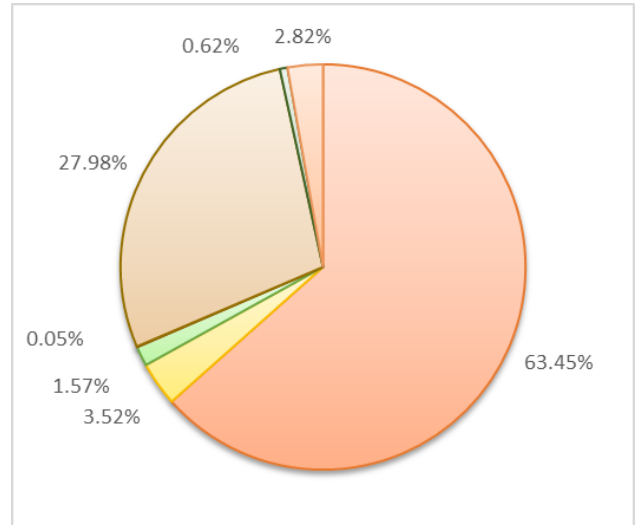
**Expenditures: General Fund Budget Category**

	<u>Percent</u>	<u>Amount</u>
Employee Compensation	63.33%	\$30,939,113
School Site Budgets Combined: Curricular, CoCurricular, and Athletic	2.16%	\$1,054,793
State Grants and Federal ESEA/NCLB Programs (includes employee compensation)	0.87%	\$423,367
District Office: Educational & Instructional Support, Administration Operational	13.62%	\$6,652,539
Capital Debt and Capitalization of Assets	1.82%	\$891,311
Tuition: Open Enrollment, Non-Open Enrollment, Private School Tuition	2.10%	\$1,025,660
To Special Education Fund 27 (covers net cost of special education)	12.22%	\$5,967,927
To Non-Referendum Debt Fund 38 (covers cost of notes/bonds)	3.89%	\$1,900,000
<b>Total</b>	<b>100.0%</b>	<b>\$48,854,711</b>

**Financial: Revenue Pie Chart**

This graph is for the General Fund only and demonstrates the level of funding that the *state* provides. Germantown is at the 1/3rd funding level of 27.98%, down from a year ago of 29.23%.

Some districts can be as high as 2/3rd's funded.



**Revenues: General Fund Budget Category**

	<u>Percent</u>	<u>Amount</u>
Tax Sources	63.45%	\$29,865,453
Student Fees and Other Local Sources	3.52%	\$1,656,355
Inter-District Sources	1.57%	\$740,000
Intermediate Sources	0.05%	\$21,996
State Sources	27.98%	\$13,172,378
Federal Sources	0.62%	\$290,000
Other Sources	2.82%	\$1,325,209
<b>Total</b>	<b>100.0%</b>	<b>\$47,071,391</b>

# 2019 Moody's Rating

## ISSUER COMMENT

30 August 2019

## RATING

General Obligation Aa1

### Issuer Profile

Germantown School District is located in Washington County in southeastern Wisconsin, approximately 20 miles northwest of Milwaukee. The county has a population of 133,967 and a moderate population density of 311 people per square mile. The county's median family income is \$87,686 (1st quartile) and the July 2019 unemployment rate was 3% (1st quartile) <sup>2</sup>. The largest industry sectors that drive the local economy are manufacturing, retail trade, and health services.

### Credit Overview

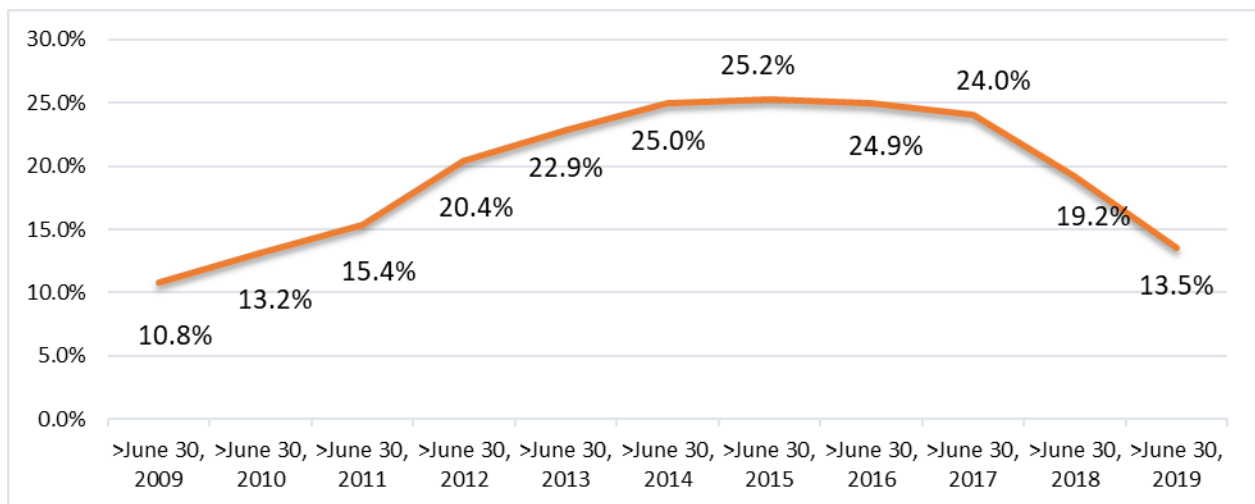
The credit position for Germantown SD is very good, and its Aa1 rating is stronger than the median rating of Aa3 for school districts nationwide. The key credit factors include a robust financial position, a strong wealth and income profile and a solid tax base. It also reflects a moderate pension liability and a sizable debt burden.

## General Fund Balance History (As a percent of General Fund Expenditures)

This graph is for the General Fund only and demonstrates a budgeting process consistent with a policy intended to keep the fund balance within reason of the required expenditures. **This helps to minimize/eliminate the need to short term borrow for cash flow purposes.**

*The reduction in fund balance* demonstrates the Board of Education's commitment to minimizing property taxes. As an alternative to raising taxes it was decided in December of 2017 to use fund balance to invest in equipment purchases for the high school technical education department, Amy Belle additions/septic expansion, Rockfield & MacArthur Elementary schools parking lot expansions, and district wide security and safety. The 13.5% is 1% above board policy/target of 12.5%.

This effort, among other factors, has contributed to a continued strong Moody's bond rating of Aa1— strongest rating for a school system our size.

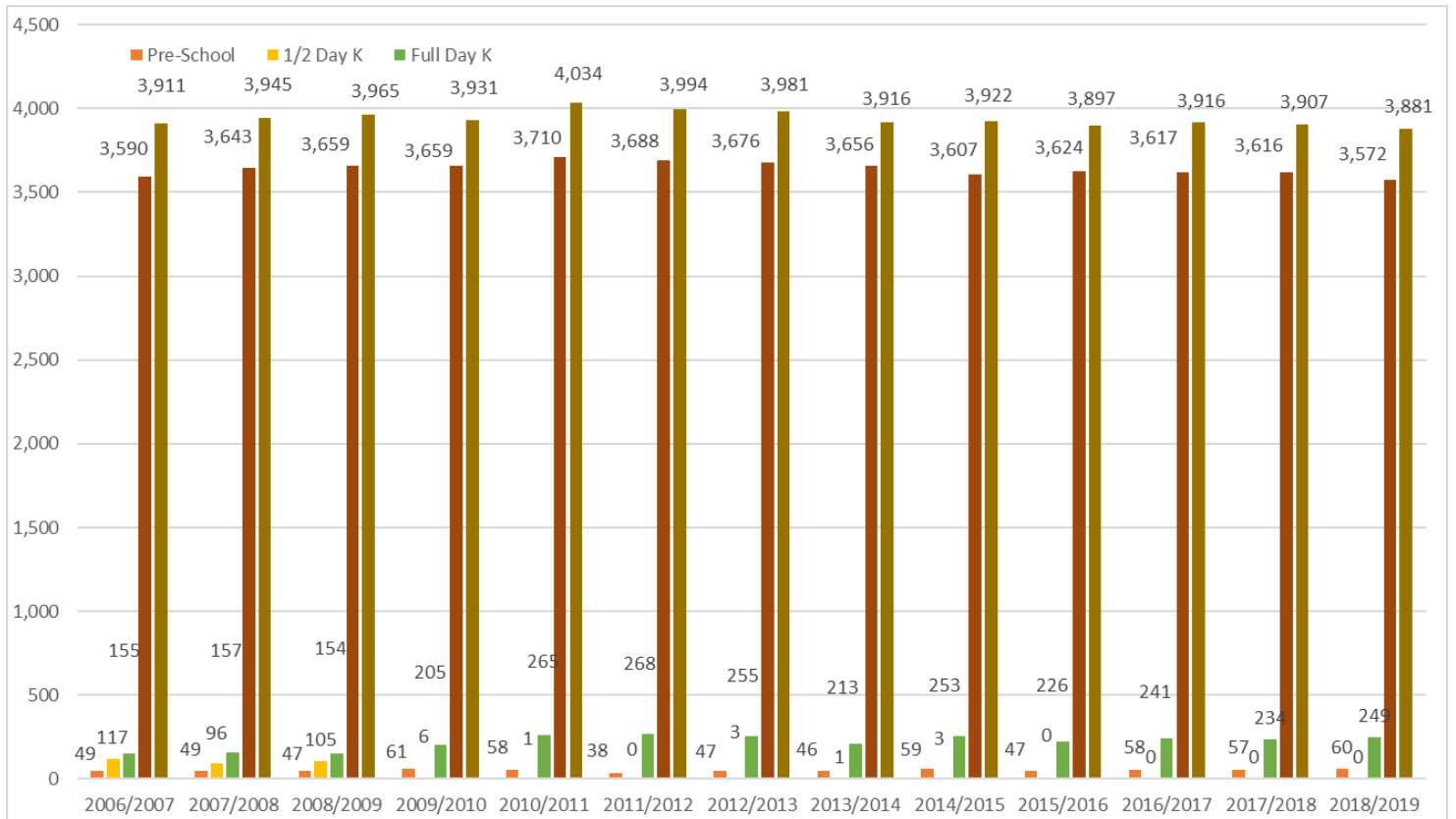


### 13 Enrollment History

This graph shows the enrollment (*physical count, as opposed to full-time equivalency*) over a 13-year period.

**How to read:**

2006/2007 shows 49 pre-school students; 117 half-day kindergarten students; 155 full-day kindergarten students (*first year of full-day K*); and 3,590 grades 1-12 student . Last year the figures were 60, 0, 249, & 3,572 respectively.



2006/2007	49	117	155	3,590	3,911
2007/2008	49	96	157	3,643	3,945
2008/2009	47	105	154	3,659	3,965
2009/2010	61	6	205	3,659	3,931
2010/2011	58	1	265	3,710	4,034
2011/2012	38	0	268	3,688	3,994
2012/2013	47	3	255	3,676	3,981
2013/2014	46	1	213	3,656	3,916
2014/2015	59	3	253	3,607	3,922
2015/2016	47	0	226	3,624	3,897
2016/2017	58	0	241	3,617	3,916
2017/2018	57	0	234	3,616	3,907
2018/2019	60	0	249	3,572	3,881

Germantown School District  
Joint School District #1 Village of Germantown  
N104 W13840 Donges Bay Rd.  
Germantown, WI. 53022-4499

Non-Profit Org.  
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