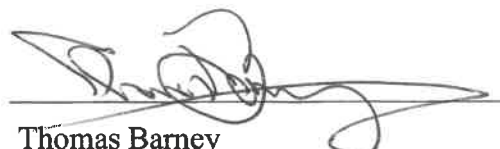


**GERMANTOWN SCHOOL DISTRICT**  
**GERMANTOWN, WISCONSIN 53022**  
**MINUTES OF THE BOARD OF EDUCATION**  
**October 26, 2020**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Performing Arts Center at 7:03 p.m. with the Pledge of Allegiance. Superintendent Brett Stousland read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Barney – yes, Reinemann – yes, Larson – yes (virtual), Borden – yes.
2. Motion by Barney, second by Larson, to approve the agenda. Motion carried.
3. District resident Scott Hefle addressed the Board regarding the 2020-2021 budget and tax levy and concerns he has with COVID costs, operational costs, and state aid, and thanked Director of Business Brittany Altendorf for the budget analysis and state aid updates presented in Finance Committee.
4. Motion by Reinemann, second by Medved to approve the October 12, 2020 Board of Education and Closed Session meeting minutes. Motion carried.
5. Director of Business Brittany Altendorf presented a final referendum project report developed with staff and Director of Buildings and Grounds Don Ericksen. The project report was broken down by projects for each individual site. The Board requested additional information be given to the public regarding actual construction costs, furnishings and equipment, and architectural fees.
6. Recommendation from Insurance Committee to approve renewal with WEA Insurance for eligible employees for the 2021 plan year with rates remaining the same as 2020 for the HSA plan. Motion by Larson, second by Medved to amend the original motion to add “and increase employee contributions by 8.6% for employees choosing the PPO plan for 2021.” Original motion with amendment carried.
7. Recommendation from Policy Committee to approve updates to 88 district policies and delete current Policy 6145 (replaced by Policy 6147). Motion carried.
8. Recommendation from Personnel Committee to approve elimination of the District’s health club membership subsidy for staff, effective December 31, 2020. Motion carried.
9. Recommendation from Personnel Committee to approve modification of part-time employee current cash-in-lieu of health insurance amount which is the same as full-time employees, to a prorated amount in accordance with their employment equivalency, effective January 1, 2021. Motion carried.
10. Recommendation from Personnel Committee to approve winter co-curricular coaching contracts for the high school and middle school for the 2020-2021 school year and include contract language stating “*for the 2020-2021 school year, compensation for coaching and advising contracts will utilize a pro-rated approach based on the number of allowable practices and competitions completed.*” Motion carried.

11. Recommendation from Personnel Committee to eliminate the custodian shift pay differential for second shift custodians effective January 1, 2021. Motion carried.
12. Recommendation from Personnel Committee to approve restructuring of the Buildings and Grounds Department by implementing overlapping start and end times to increase communication from shift to shift, combining two part-time positions into one full-time position, managing the uniform allowance internally, and restructuring lead custodian positions and eliminating head custodians, effective January 1, 2021. Motion carried.
13. Recommendation from Finance Committee to approve the 2020-2021 budget and tax levy and adjust the appropriate accounts identified as the Adoption Format which was presented at the annual meeting for final submission to the Department of Public Instruction as required and certify the tax levies to each of the municipalities within the Germantown School District. Motion carried.
14. Superintendent Brett Stousland presented updated COVID-19 data affecting students and staff in the District and comparisons to neighboring districts. A live dashboard is available on the District website. Amy Belle Principal Katie Kohel presented updates on behalf of the elementary schools. High School Principal Joel Farren presented updates at the high school level. School District Nurse Tammy Mamayak also updated the Board on COVID cases and staff issues in dealing with positive cases, quarantining and contact tracing. Difficulty in finding subs is a District-wide problem. COVID data will continue to be tracked and presented to the Board at Board meetings.
15. Motion by Barney, second by Reinemann to enter into closed session pursuant to Section 19.85(1)(f), 19.85(1)(g), and 19.85(1)(i), for discussion of personnel issues and the 2020-2021 budget. Motion carried with a unanimous roll call vote.
16. The Board entered into closed session at 8:10 p.m. and did not return to open session, adjourning at 9:16 p.m.

Jayne Borst  
Recording Secretary



Thomas Barney  
School Board Clerk