

**GERMANTOWN SCHOOL DISTRICT**  
**GERMANTOWN, WISCONSIN 53022**  
**MINUTES OF THE BOARD OF EDUCATION**  
**April 26, 2021**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the Kennedy Middle School Gold Activity Center (GAC) at 7:10 p.m. with the Pledge of Allegiance. Superintendent Brett Stousland read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Reinemann – yes, Pawlak – yes. Board Member Barney was absent (excused).
2. Motion by Borden, second by Reinemann to approve the agenda. Motion carried.
3. Board President Soderberg welcomed new Board Member Tracy Pawlak.
4. Kennedy Middle School Principal Susan Climer introduced tech ed teacher Jeff Thielke who presented awards to two students in his class that won monetary rewards writing Wonders of Plastics essays. Mrs. Climer also introduced teacher Carrie Berg who presented updates on the KMS pilot program of restorative practices, called Circles.
5. Student Representative Tatum Catalano reported on student activities in the District.
6. Board President Soderberg read a statement addressing motions made two weeks ago at the last Board of Education meeting and indicated the Board had received a great amount of input both for and against the motion that was made to remove Critical Race Theory from the school district. Though the motions met legal requirements of open meetings law, Mr. Soderberg apologized for not having the issues discussed in a more open manner. Mr. Soderberg also commented on racial incidents that recently have taken place in the district, promising they will not continue and stated that with conversations with our children we can change attitudes and behaviors. Approximately 50 students, parents, teachers, and residents addressed the Board regarding Critical Race Theory, racism, diversity in education, mask wearing, and changes in school start/end times and transportation changes.
7. Motion by Reinemann, second by Borden to approve the April 12, 2021 Board of Education and Closed Session minutes, and the April 13, 2021 Closed Session minutes. Motion carried.
8. Director of Business Brittany Altendorf and Director of Human Resources Mike Nowak presented the monthly COVID expense report including cleaning and personnel costs.
9. Brittany Altendorf and Mike Nowak also presented 3-5 year strategic plans for District finance and goals for staffing and hiring.
10. Superintendent Brett Stousland provided an update on what has taken place regarding the Ad-hoc Curriculum Committee actions at the last Board meeting and indicated that handbook revisions will be brought forward to the Board with updates as in other years. District policies will be modified to reflect the recommended racial language and will be brought to the Board for approval. Regarding the motion to put together a middle school and high school assembly within three weeks, the administration was unable to schedule the desired speakers and it is recommended to rescind this motion to allow time to talk with students about the topics they would and would not like to address to define and facilitate a future assembly.

11. Motion by Reinemann, second by Borden to rescind the motion from April 12, 2021 to schedule an assembly in three weeks to allow more time for better planning with administration and students. Motion carried.
12. Brett Stousland explained that Critical Race Theory in the Germantown School District appears twice in one high school Advanced Placement course and in one high school Critical Thinking course where it is included alongside several other theories including Feminism, Marxism, political and economic theories, and several others. Director of Curriculum Brenda O'Brien provided clarity on Critical Race Theory in the District and why theories are taught to provide a framework for thinking. Teaching students how to understand and respect other viewpoints, even when they don't agree with them, is one of the tools of literary theory. If we begin to ban certain literary theory, we begin to take away the tools that students need to understand another person's viewpoint or interpretation of that text. High School Social Studies teacher Mr. Whitehead shared his perspective that the Board action to ban any discussion of Critical Race Theory without more input from students and teaching staff was not a good choice.
13. Motion by Medved, second by Pawlak to rescind the motion to remove Critical Race Theory and begin modifications to district policies regarding controversial subjects and parental consent with input from the Advocacy Council on Equity (ACE). Motion carried (Loth – no).
14. Recommendation from Finance Committee to approve the lease-purchase of Chromebooks (Option B) in an amount not to exceed \$168,748.48 and finance the lease-purchase through a four-year lease arrangement with US Bank and charge to the appropriate capitalization and lease accounts in the general fund. Motion carried.
15. Recommendation from Finance Committee to approve the lease-purchase of iPads (Option B) in an amount not to exceed \$63,400 and finance the lease-purchase through a four-year lease arrangement with Apple Financing, as presented, and charge to the appropriate capitalization and lease accounts in the general fund. Motion carried.
16. Finance Chair Michael Loth updated the Board on remaining items discussed in Finance Committee including a report from Michael Clark of Robert W. Baird on ways to save money on debt, ESSER/CARES updates, and the March variance report tracking spending compared to last year at the same time.
17. Motion by Borden, second by Loth to approve GoRiteway Option 3, adjusting school start and end times beginning with the 2021-2022 school in direct correlation with transportation route changes. Motion carried (Medved – no, Pawlak – no).
18. Brett Stousland presented the return to school report and indicated that the District continues to consult with area superintendents and health departments and has had discussion with an outside clinic to provide vaccinations to staff and eligible students who have not yet received them.
19. Motion by Loth, second by Medved to make the wearing of masks optional for Summer School 2021 and for the start of the fall semester in September. Motion revised to make the wearing of masks optional for Summer School 2021. Motion carried. Further discussion regarding optional wearing of masks for the remaining spring and fall semesters will take place at the next Board meeting.

20. Motion by Reinemann, second by Medved to approve the new English course, Investigations, beginning with the 2022-2023 school year. Motion carried.
21. Motion by Borden, second by Reinemann to approve the 2021-2022 staffing plan which includes a reduction of five staff through attrition. Motion carried.
22. Motion by Borden, second by Loth to enter into closed session pursuant to s.19.85(1)(e), (f), and (g) for discussion of GEA negotiations, Plunkett Raysich (PRA) issues, and personnel issues. Motion carried with a unanimous roll call vote.
23. The Board entered into closed session at 11:27 p.m. and did not return to open session, adjourning at 11:57 p.m.

Jayne Borst  
Recording Secretary



Thomas Barney  
School Board Clerk