

**GERMANTOWN SCHOOL DISTRICT**  
**GERMANTOWN, WISCONSIN 53022**  
**MINUTES OF THE BOARD OF EDUCATION**  
**May 24, 2021**

1. The meeting of the Board of Education was called to order by Board President Brian Medved in the High School Performing Arts Center at 7:00 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, Pawlak – yes. Board Members Reinemann and Borden absent (excused).
2. Motion by Barney, second by Pawlak to approve the agenda. Motion carried
3. Approximately twenty-five citizens addressed the Board regarding Critical Race Theory, equity, masks and quarantining, transportation, schedule changes, and second shift custodial outsourcing. State Representative Dan Knodl offered resources to the Board and provided an update on potential legislative action to ban Critical Race Theory in schools in the State.
4. Motion by Barney, second by Soderberg to approve the May 10, 2021 Board of Education minutes. Motion carried.
5. Director of Pupil Services Todd Lamb and Director of Teaching and Learning Brenda O'Brien presented 3 to 5 year Strategic Plans for their respective departments including goals, objectives, and long-range plans.
6. Director of Business Brittany Altendorf and Director of Human Resources Mike Nowak presented a COVID cost report including costs for cleaning and sanitizing and costs for substitute teachers and Human Resource expenses.
7. The Board reviewed and agreed to implement the new format and schedule for committee and Board meetings for the 2021-2022 school year with all committee meetings on the second Monday of each month and the Board of Education meetings held on the fourth Monday of each month.
8. The Board also reviewed and will implement the new committee assignments for 2021-2022 unless Board members request changes.
9. Recommendation from Personnel Committee to approve reducing the current cash-in-lieu of insurance benefit amount of \$4,500 to \$4,100 for employees receiving the benefit. Motion carried
10. Recommendation from Personnel Committee to approve reducing the current cash-in-lieu of insurance benefit for spouses receiving \$4,500 by \$1,500 each year, starting July 1, 2021, which will eliminate the benefit totally in two more years, and eliminate the benefit for new hires with spouses in the District effective immediately.
11. Motion by Barney, second by Soderberg to amend the motion and approve eliminating the benefit for new hires with spouses in the District, effective immediately, and reduce the amount for this benefit from \$4,100 to \$3,100 for 2021-2022, from \$3,100 to \$2,000 for 2022-2023, and from \$2,000 to \$1000 for 2023-2024. Starting with the 2024-2025 school year this benefit would no longer be available. Motion carried (Medved – no, Pawlak – no).

12. Recommendation from Personnel Committee to approve eliminating long-term disability benefits for support staff effective July 1, 2021.
13. Motion by Soderberg, second by Pawlak to amend the motion to read approve *eliminating long-term disability benefits for support staff that work 17.5 to 35 hours per week* effective July 1, 2021. Motion carried (Barney abstained).
14. Vote on original recommendation from Personnel Committee to approve eliminating long-term disability benefits for support staff effective July 1, 2021 (Barney abstained).
15. Motion by Pawlak, second by Soderberg to eliminate life insurance for support staff that work 17.5 to 35 hours per week effective July 1, 2021. Motion carried (Barney abstained).
16. Recommendation from Personnel Committee to eliminate longevity pay for support staff effective July 1, 2021. Motion carried (Barney abstained).
17. Recommendation from Personnel Committee to eliminate stand-in administrator stipends effective July 1, 2021. Motion failed.
18. Ad-hoc Curriculum Committee Chair Tracy Pawlak updated the Board on discussion that took place in committee earlier and ACE subcommittee reports. Discussion items included future updates to Board Policies regarding controversial subjects in the schools and parent rights, sub-committee updates, letters for parents to opt-in to elective courses containing Critical Race Theory, hiring, student advocacy, community and professional development, listening libraries for extracurricular reading and an equity page on the website. No action was taken.
19. Recommendation from Finance Committee to approve the 2021-2022 student fee schedule. Motion carried.
20. Recommendation from Finance Committee to approve the 2021-2022 facility use fee schedule. Motion carried.
21. Recommendation from Finance Committee to approve Director of Business Brittany Altendorf to begin negotiations (include background checking and contract increase discussion) with GSF to outsource second shift custodial staff for cleaning services. Motion carried.
22. Recommendation from Finance Committee to approve awarding a contract to Poblocki Paving in an amount not to exceed \$70,473 out of the Buildings and Grounds Fund 10 budget to perform asphalt maintenance at Germantown High School. Motion carried.
23. Finance Committee Chair and Treasurer Michael Loth updated the Board on remaining items discussed and approved including May 2021 Vouchers and the April 2021 Variance report.
24. Transportation Committee members Michael Loth and Brian Medved provided background why the decision was made to combine several bus routes and to change start times to eliminate empty buses running to reduce transportation costs. Cameras are working on all buses and students will be safe. Ride lengths will not be longer than current routes.

25. Brett Stousland presented the return to school report with comparison data from area school districts and burden rate updates.
26. Motion by Barney, second by Loth to make student and staff mask wearing optional effective immediately throughout the district and on buses. Motion carried.
27. Motion by Barney, second by Soderberg to approve the donations of \$250 from Dental Professionals to the high school Choir program, \$250 from Amy Belle Student Arabella Fochs to Amy Belle from her card design contest win, and the anonymous donation of \$750 to County Line students with outstanding fees from struggling with the effects of COVID. Motion carried.
28. Motion by Barney, second by Loth to approve summer school 2021 teacher contracts. Motion carried.
29. Motion by Soderberg, second by Pawlak to approve new 6<sup>th</sup> grade Coordinated Art courses Introduction to Spanish and Introduction to Foods. Motion carried.
30. Motion by Barney, second by Pawlak to enter into closed session pursuant to s. 19.85(e), (f) and (g) Wis. Stats., as appropriate, to discuss GEA Negotiations, Plunkett Raysich (PRA) issues, legal services, and personnel issues. Motion carried with a unanimous roll call vote.
31. Board President Medved declared the meeting adjourned into closed session at 9:24 p.m.

Jayne Borst  
Recording Secretary



Amanda Reinemann  
School Board Clerk