

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
November 15, 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 7:10 p.m. with the Pledge of Allegiance. Roll call: Medved – yes, Barney – absent excused, Reinemann – yes, Soderberg – yes, Loth – yes, Borden – yes, Pawlak – yes.
2. Superintendent Brett Stousland read the official meeting notification.
3. Motion by Reinemann, second by Borden to approve the agenda. Motion carried.
4. Student representative, Hannah DeGrace led discussion updating the Board on events taking place at the school buildings. Amy Belle teacher conferences, PTA hosting online shopping, County Line held fall parties, experienced Milwaukee Symphony Orchestra, popcorn for students and staff twice a month, Rockfield is learning about character values with gratitude being this month's character, MacArthur has fun spirit days, senior bingo was a big success, Destination Imagination teams have been determined, spelling bee, and the biggest book fair ever, Kennedy Middle School's virtual conferences went well, after school activities are taking place, and a food drive to benefit St. Gabriel and St. Boniface, Germantown High School had National Honor Society induction ceremony, academic achievement ceremony, blood drive, awarded the WIAA award of excellence, letters of intent for academics took place, and the swim team took 5th place at state.
5. Superintendent Stousland led discussions on the Return to School update, describing the where we are at with COVID numbers, mentioning that it has gone up a bit, school transmission level is what we've focused on, displayed the dashboard and said that sometimes the dashboard might change within the week, because students out might have tested positive, the purpose for the dashboard is to see where we are trending, that he looks at the dashboard every morning, and that the principals are making him aware even before he would see it on the dashboard. He showed a behavior slide, mentioning that we are almost doubled in misbehaviors in our schools, that the elementary buildings are about the same, but at Kennedy Middle School and Germantown High School, we are seeing more harmful language and unkind behavior and that this district doesn't typically have fights, but we've had more this year. With the amount of fights we are seeing, it is still not the majority of the kids, but it is causing us to rethink how we do business. Bus behaviors are continuing, but it has gone down a bit. At the December meeting his planning to bring a plan of things that can be addressed in our schools that need attention, and that this plan will touch on education, consequences, and parent support. He mentioned that everyone needs to be kind, respectful human beings and that consequences are our last resort, but we use them when needed. He gave a brief description of what noncompliance was. Medved mentioned that the Board works very hard and they take things very seriously and they don't ignore those situations and expect

that there will be consequences to those situations, mentioning that when these situations do occur, that the Board has to have confidentiality where student issues are concerned.

6. Superintendent Stousland led discussions on the Virtual Charter School update mentioning that typically Charter Schools start when parents have a strong passion for doing something different, but that the District noticed, and recognized the need, that we are losing students to virtual schools, so we are soliciting parent involvement for the Virtual Charter School. Maureen Haeger and Maureen Fitzgerald further discussed that the Governance Board meets the 3rd Thursday of each month, who attended the meeting, roles those persons are in, how they were contacted, and a little background for each of them. At the November meeting, they plan to approve the bylaws, and that they are looking for as much help as they can get, that there is a GVS (Germantown Virtual School) tab located on the website and that this tab will provide virtual school information. Soderberg thanked them both and let them know it will be very rewarding for them. Medved said it sounds like there are quality people on board and asked if they had any idea how big they expected to be, Haeger said that currently they were looking for a treasurer. Loth thanked all parents. Stousland added that in order to be on the Governance Board that you can not be a school district employee. Stousland mentioned that this is a unique opportunity and approach to teaching and learning. Soderberg added that he would like to thank Brenda O'Brien for doing the heavy lifting on getting this started. Medved mentioned that they will oversee the Governance Board, but that they are not involved, and cannot be in it.
7. Pawlak led discussions on the Instructional Improvement Council (IIC) update, that this council is under the direction of O'Brien and that the Council may change from time to time, but the composition of the Council and responsibilities include, continuous evaluation of curriculum, if there is a need for a specialty or focus and how best to implement that. Pawlak described the positions within the Council, Stousland would be a representative, one principal, teachers from each school, a representative from the Board, and one from the community and that they will start to identify who might be interested from the community to request their participation, by nature Pawlak said this could be a larger group, but that it does need to be manageable. Pawlak mentioned that several people have reached out and glad to see this coming back. Medved asked for clarification that this Council is not replacing the Curriculum Committee. Pawlak said that the Curriculum Committee representatives are not automatically on the Council.
8. Director of Human Resources, Mike Nowak led discussions on the teacher retention report, describing the report that was included in the Boards packet, mentioning the national average, and that the report did not include retirees. Soderberg said that he appreciated Nowak doing this report and that he hopes that it can be kept up to date.
9. The following citizens addressed the Board regarding, topics that are distractions in the classroom, prepackaged teaching tools, higher standards, objective thinking, an annual report for the district and where we are academically, internal tracking, curriculum transparency, quarantining, vaccines, consequences for poor student behavior, showing trust in staff, and not discriminating against them, Kyle Suprenand-GEA representative,

Jean Merry, Melanie Smythe, Alyssa Pollow, Jeni Price, Richard Biank, Sarah Larson, Jodi Graf.

10. Motion by Reinemann, second by Pawlak to approve the October 25, 2021 Board of Education meeting minutes and the October 25, 2021 Closed Session meeting minutes. Motion carried.
11. Loth led discussions and updated the Board on the discussions during the Finance Committee meeting. Motion to move forward with a positive recommendation from the Finance Committee to award a contract to Nelco Electronic Inc not to exceed \$10,850 funded from the Food and Nutrition Department Fund 50 budget to install electric wiring and panel for a dishwasher booster and to award a contract to Hobart Milwaukee not to exceed \$10,906 funded from the Food and Nutrition Department Fund 50 budget to purchase a dishwasher booster heater for Kennedy Middle School kitchen. The motion does not require a second. Brief Board discussion. Motion carried. Motion to move forward with a positive recommendation from the Finance Committee to award Morton Buildings a contract not to exceed \$52,409 and award Brainerd Excavating, Inc. a contract not to exceed \$17,491 for a total of \$69,900 funded from the Buildings and Grounds Fund 10 budget to build a 30' x 60' pole barn at Germantown High School. The motion does not require a second. Motion carried.
12. Pawlak led discussions and updated the Board on the discussions during the Building Committee meeting, highlighting that Commercial Consultants serve as an expert for inspections, review and oversight on our behalf on costs, materials, and that they will be going through our buildings starting next week to perform inspections, with the next one being in the spring. There was also a request to see what else they can help us with in regards to referendum building issues, as an independent help. Pawlak mentioned three big issues hanging out there from the referendum saying that resolution would hopefully come sooner than later. Pawlak mentioned the vacant Citizen Committee seat on the Building Committee that Mark Koenke resigned from. Board members thanked Koenke for his service. Pawlak mentioned that information regarding this vacancy would be available on the website and anyone interested could reach out to him or Don Erickson for assistance.
13. Superintendent Stousland led discussions on the request to revise the current quarantine motion. Medved asked for Board discussion. Motion by Loth, second by Soderberg to approve vaccinated and unvaccinated students if healthy and showing no symptoms are free to come to school, with a positive case of COVID-19 in their home, parents will make the final decision to send their students to school or not, and included vaccinated and unvaccinated teachers, if healthy and showing no symptoms are free to come to work with a positive case of COVID-19 in their home. Board discussion. Reinemann confirmed with Stousland that the District is still requiring a student with two or more symptoms to provide a negative test result to return to school. Motion carried.
14. Director of Business & Auxiliary, Brittany Altendorf led discussions on the final 2020-2022 Professional & Technical, Support Staff, and Administration wage adjustments.

Motion by Loth, second by Reinemann to approve a 1.81% pay rate increase as presented for the 2020-2021 year effective July 1, 2020 and a 1.23% pay rate increase as presented for the 2021-2022 year effective July 1, 2021. Motion carried.

15. Director of Teaching and Learning, Brenda O'Brien led discussions on the Measure of Academic (MAP) success renewal. Motion by Pawlak, second by Borden to approve the MAP renewal for 2022 as presented. Soderberg thank O'Brien and asked how long have we had the plan in place, and did it have a metric component. O'Brien said well over 10 years, and yes it did and we can run reports. Motion carried.
16. Superintendent Stousland led discussion on the anonymous donation of a Meade Telescope. Motion by Reinemann, seconded by Soderberg to thank the donor for their generosity and approve the donation as presented. Motion carried.
17. Motion by Reinemann, second by Pawlak to adjourn.
18. The Board adjourned at 8:43 p.m.

Billie Jo Mohn
Recording Secretary


Amanda Reinemann
School Board Clerk