

**GERMANTOWN SCHOOL DISTRICT
NOTICE OF BOARD OF EDUCATION MEETING
Germantown High School
Performing Arts Center
W180 N11501 River Lane
Germantown, WI 53022**

**March 14, 2022
7:00 p.m.**

AGENDA

The Germantown School District Board of Education will hold its Board Meeting at the District PAC. As with past Board Meetings it will be recorded and provided for public viewing as soon as possible following the meeting. A link to the webcast will be available just prior to the scheduled meeting and can be located at <https://www.gsdwi.org>

- I. Meeting Called to Order and Pledge of Allegiance
 - A. Official Meeting Notification
 - B. Roll Call

- II. Approval of Agenda

- III. Reports
 - A. Student Representative Report.
 - B. Amy Belle School Presentation.
 - C. Leadership, Germantown – Germantown High School Greenspace/Greenhouse Project
 - D. Technology Department Update

- IV. Citizen Comments: **Community members/residents of the Germantown School District** are invited to share their questions, comments, or concerns with the School Board. When speaking, citizens should state their name and address for the record. The presentation time frame shall be determined by the Board President, once an indication of the number of people wishing to speak is made. Speakers should keep comments to **three minutes or less** to allow for others to speak. Wisconsin law authorizes the school board to receive information from members of the public. Where possible, the Board may answer factual questions immediately or may provide a written response if information is not available. If a response would involve discussion of Board Policy or decisions which might be of interest to citizens not present at the meeting, the Board may place the item on a future meeting agenda. Comments that may be injurious to school district personnel or other individuals will not be allowed.

- V. Approval of Minutes
 - A. February 28, 2022 Board of Education

- VI. Building Committee
 - A. Update from March 14, 2022 meeting.

- VII. Finance Committee
 - A. Update from March 14, 2022 meeting.
 - B. Discussion and action to approve the 2022-2023 Student Fee Schedule.
 - C. Discussion and action to approve the district wide lawn mowing contract.

- VIII. Old Business
 - A. Discussion and possible action regarding the Germantown Virtual Charter School.

- IX. New Business
 - A. Discussion and action to approve dean of student's letter of employment.
 - B. Discussion and action to approve administrator contracts.
 - C. Discussion and action to approve teacher retirement.
 - D. Discussion and action to approve Early College Credit Program (ECCP)/Start College Now.
 - E. Discussion and action to approve 2022 Summer School Courses.

- X. Adjourn

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Greenspace/Greenhouse

FROM: Brett Stousland

BOARD MEETING: March 14, 2022

DATE: March 8, 2022

AGENDA ITEM: III. C.

A member from Leadership Germantown will present the work they have been doing to support the Greenspace/Greenhouse project at Germantown High School (GHS). The school board approved Phase 1 of this project when the GHS Environmental Club brought it forward last spring. A sub-group of Germantown Leadership chose this endeavor as their class project to help propel it to a reality. Germantown Leadership's Project Purpose and Goals are on the following page. The Leadership Germantown will present a more detailed Master Plan to the Building Committee on April 11th for consideration of approving the next phases.

RECOMMENDATION: No action, information item only.

Germantown High School Courtyard Greenspace Project

WHO: Leadership Germantown is a unique leadership training program that offers an opportunity for community members to get involved in giving back to Germantown, WI through service. Leadership Germantown 2022 has selected a community project in partnership with Germantown High School / Environmental Club and is working on a comprehensive project approach that will utilize community resources to achieve its vision.

WHAT: The Courtyard Green Space Project will accomplish the following:

- 1) **Courtyard Improvement:** Provide safe student and community access to the GHS Courtyard for future students. Currently, no outdoor access to 6900 square feet of Courtyard greenspace is permitted because access is not code compliant or safe for students. The Courtyard is located off the lunch/commons area. Spending time outdoors is consistently demonstrated to improve moods, improve self-esteem, improve attention, lower stress, and improve cooperation.
- 2) **Greenhouse:** The GHS Environmental Club has a goal to get a greenhouse constructed in a portion of this space, advance place-based learning and promote healthy eating. A classroom greenhouse would benefit business, economics, engineering, art, foods, science and tech ed classes.



DETAILS: Project Phase 1: Courtyard Master Plan – **In Progress Est. Completion 2/27.** This phase will develop high-level budgets for safety and code compliance issues, facility improvements to gain access to the courtyard and expanded cafeteria space, greenhouse construction and landscape beautification. In addition, a line-by-line budget breakdown of each facet of the project in order for our group to see how we can leverage local businesses to be part of the project (e.g., cost of removing trees from the courtyard).

Project Phase 2: Complete Facility Improvements to Gain Access to the Courtyard. Complete Phase 1 of landscape beautification to make space usable

Project Phase 3: Construct Greenhouse and complete landscape/beautification plan.

WHEN: 2022- 2023

WHERE: Germantown High School: W180N11501 River Lane, Germantown, WI 53022

Project Contacts:

Brett Stousland, bstousland@gsdwi.org

Jamie Ludovic, Jamie.Ludovic@washcowisco.gov

Scott Metcalf, smetcalf@shorewest.com

Jennifer Sanders, Jennifer.sanders@froedtert.com

Catherine Pierce, cpierce@germantownpolice.org

Mark McClellan, mmcclellan@gsdwi.org

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
February 28, 2022

1. The meeting of the Board of Education was called to order by Board Vice President Tom Barney in the High School Performing Arts Center at 7:00 p.m. with the Pledge of Allegiance. Roll call: Medved – absent excused, Barney – yes, Reinemann – yes, Soderberg – yes, Loth – yes, Borden – yes, Pawlak – yes.
2. Superintendent Brett Stousland read the official meeting notification.
3. Motion by Pawlak, second by Borden to approve the agenda. Loth mentioned that the verbiage ‘This meeting will be held with social distancing measures in place; i.e. limited audience, webcast, etc.’ can be removed from the agenda, because we are no longer following those procedures. Motion carried.
4. Student representative, Hannah DeGrace led discussion updating the Board on events taking place at the school buildings. Amy Belle students are focusing on respect and kicked off the month with a souper bowl challenge collecting cans of soup with proceeds going to the Ronald McDonald House and the St. Boniface/St. Gabriel Food Pantry, Dinner with the Arts, and a PTA movie night kicking off their Read-a-thon week. County Line school students had a February filled with fun festivities, hosting bingo night, hosting an auction for education, and celebrating Read Across America. Rockfield students are having fun with the winter weather and being creative in the snow, and working on cooperation while building forts and more. MacArthur kindergarten & first grade students are focusing on friendships and caring, the 5th graders are finishing their learners resume, the PTA MAC Carnival , and students enjoyed Flannel Fridays, wearing their favorite flannels. Kennedy Middle School’s newly formed FBLA club participated in a regional competition, forensics team has attended several meets with an additional one in March, girls volleyball is in full swing and the keyclub ran a lollipop sale raising over \$1000 to donate to the American Heart Association. Germantown High School had a student council resource door decoration competition, trivia scavenger hunt, the juniors are preparing for the ACT testing, FBLA had 60 qualify for the state conference, HOSA had 14 qualify for state, Germantown Pom and dance traveled to LaCrosse WI to compete in the WACPC state dance competition and placed 5th in D1 Jazz, and 3rd in D2 Poms, girls basketball clinched their 4th straight greater metro conference championship, wrestling had a very successful season with Maev Michalak placing 5th at the first ever WIAA female wrestling state championship and for boys swim Charlie Ragland competed at the state meet. Stousland added Talan Schutte became state runner up in wrestling and Ethan Riddle was the state champion in wrestling. Reinemann thank Hannah for updating the Board and congratulated all Germantown students for being amazing.
5. Superintendent Stousland asked Kennedy Middle School Principal, Susan Climer to come forward to introduce the award winning middle school tech ed department.

Kennedy Middle School was chosen as the 2021 Wisconsin Middle School Technical Education Outstanding Program of the year, mentioning that teachers Jon Parrish and Jeff Thielke were nominated. Climer said that Thielke and Parrish have a cutting edge approach in their tech ed program and classrooms. Thielke and Parrish came forward and thanked the Board and Administration for their support. Thielke described the portfolio that they needed to provide in order to be considered for award. Middle school students Hailey Luedtke, Naina Sagar, Cameron Pawlak, and Jameer Mueller describe their experiences, their classes and what they liked about the technology classes. Reinemann led discussions and said that they deserved a standing ovation, Soderberg thanked them for what they have done, Loth asked about the chocolate molds, with Thielke saying it is probably the most popular project.

6. Superintendent Stousland led a brief discussion on the Return to School update. Stousland mentioned that the numbers have really fallen off, and that they will be taking the dashboard down from the website, but that we will still continue to monitor it and if the numbers go up, the dashboard will be reinstated.
7. Director of Teaching and Learning, Chris Reuter came forward and described what he has been doing in the last month. Building tours, classroom visits watching teaching and learning in action, plans to meet with each buildings team, Building Leadership Teams that he has met with, and others that he will meet with, meeting with Pawlak, and discussing the Ad Hoc Curriculum Committee, IIC and the background on those committees, summer school courses and other curriculum course approvals that he will be bringing forward, a tour that he took at JW Speaker, pilots, meeting with the current 4K team, professional development planning with principals, meeting with the elementary literacy committee and plans to meet with them again in the next couple weeks. Soderberg asked what the Board can do to make Reuter more successful. Reuter mentioned conversations that he and Pawlak had regarding how the Committee work can encompass more than Ad Hoc Curriculum Committee to keep it vibrant. Soderberg asked about what he has done with transparency in curriculum. Reuter said he would like to develop curriculum guides by grade level.
8. Superintendent Stousland led discussions on Ella Lewinski, a Junior at Germantown High School who has submitted a request to Principal Farren for early graduation at the end of the 2021-2022 school year. He congratulated her and wished her well.
9. Superintendent Stousland asked the Germantown High School Administration, Principal Joel Farren, Assistant Principal Marc Lehnerer, and Assistant Principal Jen Johannsen to come forward. Stousland said that we are seeing behaviors in students that haven't had any prior behavior issues before. Farren led discussions on the Germantown High School behavior report that was put together on the details of the behaviors that they are seeing. Farren said that Lehnerer and Johannsen will present this information to the Board because they deal with these issues on the front line. Johannsen mentioned goals and clear communication, the student handbook, expectations, building relationships, resource meetings that are held with school counselors, school administration, school resource officer, and the activities director. Lehnerer discussed the information gathered for offenses, out of school suspension, behavior issues, types, the differences between disorderly conduct or fighting, along with fines assessed. Johannsen discussed

expulsions, pre-expulsion orders, progressive discipline. Stousland mentioned that a few student families have withdrawn their students before it has gone to expulsion. Lehnerer mentioned the support that they receive from the courts. Johannsen discussed the student supports and services that we have in place. Lehnerer mentioned that they have an absolutely phenomenal relationship with the law enforcement community, mentioning that SRO Officer Olson is as much a part of the team as they are, and that SRO Officer Pierce is also doing excellent work at the middle school. Barney asked if there was anything that this Board could do to help them. Farren mentioned the support of reestablishing a dean of students he believes will help and thankful for. Soderberg mentioned that he would welcome an annual report for transparency, but asked if Farren could add in the report, year over year increases in percentage and that it would go a long way for people to understand it. Soderberg commended the high school team for doing a wonderful job and applauded them for how they handle the expulsion hearings and how they handle the discipline, but he also has a couple comments on stressors going on with kids these days and we don't teach that in our schools and what can we do from that standpoint. Johannsen mentioned the service that we've brought into the building and the partnerships that they have to provide services to our families. Loth thanked them and asked Farren to describe the process of involving the Board. Farren mentioned that by state statute the governing body, which is the Board, has to be removed from the process and can not have any prior knowledge of the student or incident, until the expulsion hearing.

10. The following citizens addressed the Board regarding, the additional planning time provided in the calendar for teachers, the budget, virtual school, 4K, behavior issues, IIC and Ad Hoc Curriculum Committee, Sarah Siefkes-GEA representative, Scott Hefle and Sarah Larson.
11. Motion by Reinemann, second by Soderberg to approve the January 24, 2022 Board of Education minutes and the January 24, 2022 and February 22, 2022 closed session minutes. Motion carried.
12. Pawlak led discussions from the February 7, 2022 Building Committee meeting mentioning the Rockfield boilers, an update from Erickson, discussions with GSF, regularly scheduled updates and continued training of GSF employees, task list, new citizen member Chad Holly, and the property surrounding the Administration Building.
13. Loth led discussions from the February 7, 2022 Finance Committee meeting mentioning the variance report, financial update, COVID relief, and the CESA 1 contract. Motion to bring forward to the Board of Education to approve the CESA #1 contract addendums as presented to the Finance Committee on February 7, 2022. It does not require a second. Motion carried.
14. Barney led discussions from the February 28, 2022 Insurance Committee meeting on self-funded health insurance, that the USI representative will follow up with the Board in April or May, the savings, and that because of that savings we should definitely look into it.

15. Superintendent Stousland led discussions asking Director of Technology, Julia Leeson to come forward with the Virtual Charter School governing board members to discuss the contract and budget summary. Maureen Fitzgerald and Russ Ewert presented information on the Virtual Charter School, with extensive Board discussion and questions. Soderberg asked the GVS board members to revise what was mentioned during discussions and bring version #2 back to the Board for review. Brief discussion on the expected time line.
16. Director of Human Resources Mike Nowak led discussions on the teacher contracts. Motion by Reinemann, second by Soderberg to approve the 1.0 FTE limited term contract for Thomas Voumard at \$19,337. Soderberg asked Nowak about any challenges of finding staff to fill this position, and ensuring that we are getting quality staff for these positions. Motion carried.
17. Director of Human Resources Mike Nowak led discussions on the retirement of Kennedy Middle School Principal, Susan Climer and Germantown High School Science Teacher, Lisa Kurth. Motion by Pawlak, second by Soderberg to approve the requests for retirement at the conclusion of the 2021-2022 school year for Susan Climer and Lisa Kurth and thank them for their many years of service to our district. Motion carried.
18. Superintendent Stousland led discussions on the donations being presented to the Board tonight. Johnson's Nursery, Germantown Kiwanis Community Foundation, Charles Ritzenthaler, Gary Anderson, Gerald Brugger, Collision Foundation, Nwagbaraocha Chevele, Kirchhayn Auto Salvage, and Casey's Cash for Classrooms Grants Program. Stousland mentioned that Germantown Leadership will be presenting at the next Board meeting. Motion by Reinemann, second by Soderberg to approve the donations as listed and thank the donors for their generosity. Motion carried.
19. Superintendent Stousland led discussions on the high school's overnight travel request for Future Business Leaders of America (FBLA) to travel to Madison, WI. Motion by Reinemann, second by Soderberg to approve the overnight travel request for the Germantown High School FBLA program to travel to Madison, WI from March 28, 2022 to March 29, 2022 as presented, to be funded out of the District Activities budget for all transportation costs, and advisor's registration and lodging. Motion carried.
20. Superintendent Stousland led discussions on the high school's overnight travel request for Health Occupations Students of American (HOSA) to travel to Wisconsin Dells, WI. Motion by Soderberg, second by Pawlak to approve the overnight travel request for the Germantown High School HOSA program to travel to Wisconsin Dells, WI from April 10, 2022 to April 12, 2022 as presented. Motion carried.
21. Superintendent Stousland led discussions on the high school's overnight travel request for SkillsUSA to travel to Madison, WI. Motion by Loth, second by Reinemann to approve the overnight travel request for the Germantown High School SkillsUSA program to travel to Madison, WI from April 5, 2022 to April 6, 2022 as presented, to be funded out of the District Activities budget for all lodging costs. Motion carried.

22. Motion by Reinemann, second by Pawlak to adjourned. Motion carried.
23. Meeting adjourned at 9:31 p.m.

Billie Jo Mohn
Recording Secretary

Amanda Reinemann
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: 2022-2023 Student Fee Schedule

FROM: Brittany Altendorf

BOARD MEETING: March 14, 2022

DATE: March 9, 2022

AGENDA ITEM: VII. B.

BACKGROUND:

This is the annual review of the Student Fee Schedule. The 2021-2022 schedule was approved in May 2021. Starting this year, we will review and approve the following school years fee schedule in March annually. This should be done prior to the fiscal year beginning in July for planning purposes. The recommended changes to the schedule include:

Adding: Honors Biology Fee of \$15.00. Cost of consumable lab items specifically only used for Honors Biology has increased significantly and puts a strain on the department budget for all the other science courses.

Adding: Music Theory and Tech, Music – Soundtrack of Life Fee of \$15.00 This is a new course in 2022-2023 which will use the same software as band and AP Music Theory.

Adding: Technology Experience Fee of \$20.00. Starting in 2022-2023 this is a new course. The fee is for supplies and consumables such as glue, nails, solder, and PVC pipe.

Adding: AP Music Theory Software Fee of \$15.00. This fee is being added to purchase the same software used in the high school band courses.

Adjusting/Adding: Technology Fee of \$35.00 to students in 9th and 10th grade. The fee started with the 2021-2022 9th graders at \$30.00. The district will continue to recommend adding the fee to each grade with a \$5.00 increase thereafter for the total of 4 years. At the end of a student's high school career they would be given the option to pay an estimated balance of \$75.00 to keep their Chromebook. 21/22 - \$30.00 22/23 - \$35.00 23/24 - \$40.00 24/25 - \$45.00

Adjusting: Manufacturing Fee of \$25.00. This fee is being increased from \$10.00 to \$25.00 due to the cost purchasing locks for student lockers to cover increased material and consumable costs.

Adjusting: Welding I and Welding II Fee of \$25.00. This fee is being increased from

\$20.00 to \$25.00 due to the cost purchasing locks for student lockers to cover increased material and consumable costs.

Adjusting: Auto Technology and Auto Systems Fee \$25.00. This fee is being increased from \$20.00 to \$25.00 due to cover increased material and consumable costs.

Adjusting: Consumer Auto Fee of \$25.00. This fee is being increased from \$5.00 to \$25.00 due to cover increased material and consumable costs.

Adjusting: Intro to Woodworking Fee \$20.00. This fee is being increased from \$10.00 to \$20.00 due to cover increased material and consumable costs.

Adjusting: Woods Design Fee of \$20.00. This fee is being increased from \$15.00 to \$20.00 due to cover increased material and consumable costs.

Adjusting: Advanced Accounting Fee of \$35.00. This fee is being reduced from \$50.00 to \$35.00. Starting in 2022-2023 there is a change to the structure of the workbook.

Adjusting: Building Construction Fee of \$25.00. This fee is being increased from \$20.00 to \$25.00 and has not been increased in 7 year. The increase is due to increase materials and consumable costs.

ATTACHEMENT(S): 2022-2023 School Year Student Fee Schedule

RECOMMENDATION:

Move to approve, with a positive recommendation from the Finance Committee, to approve the 2022-2023 Student Fee Schedule as presented

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Germantown School District
Landscaping Services

FROM: Donald Erickson/Brittany Altendorf

FINANCE MEETING: March 14, 2022

DATE: March 3, 2022

AGENDA ITEM: VII. C.

BACKGROUND: Eight landscaping contractors were contacted in December 2021 to provide quotes for the landscaping services in the District. Five contractors responded back expressing interest.

On December 20, 2021 the request for quote was emailed to Lammscapes, Villani Landshapers, Quality Landscape and Lawn, J.R. Boehlke Inc. and EverGreen Property Services.

Quotes were received from Villani Landshapers, J.R. Boehlke and EverGreen Property Services. The below table lists the results.

Villani Landshapers	\$159,567.00
J.R. Boehlke Inc	\$91,327.13
EverGreen Property Services	\$36,060.00

Villani Landshapers quote includes 24 cuts per season while J.R. Boehlke and Evergreen Property Services include 20 cuts. EverGreen Property Services does include the cost per cut for each location.

All quotes include 7 applications of a non-selective herbicide similar to RoundUp to control vegetation invasion on the paved and sidewalk surfaces.

RECOMMENDATION: Motion to approve, with a positive recommendation from the Finance Committee to award EverGreen Property Services a 3 year contract not to exceed \$36,060.00 with an additional \$4,000 to cut the area around the gravel lot on the south side of Willow Creek Road for a total of \$40,060.00 funded from the Building and Grounds Fund 10 as presented.

ATTACHMENTS: None

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Revised Virtual Charter School
Contract

FROM: Brett Stousland
Julia Leeson

BOARD MEETING: March 14, 2022

DATE: March 11, 2022

AGENDA ITEM: VIII. A.

Revised contract below.

RECOMMENDATION: Discussion and possible action.

**CHARTER SCHOOL CONTRACT BETWEEN
THE GERMANTOWN SCHOOL DISTRICT AND THE
GERMANTOWN VIRTUAL CHARTER SCHOOL GOVERNANCE BOARD**

THIS AGREEMENT is made by and between the Board of Education of the Germantown School District (“GSD”), N104W13840 Donges Bay Road, Germantown, WI and Germantown Virtual School Board of Trustees Limited (“GVS”), a Wisconsin non-stock corporation with an address at N104W13840 Donges Bay Road, Germantown, WI 53022.

WHEREAS, the GSD Board of Education is authorized pursuant to Wisconsin Statute 118.40(2m)(a), to contract with an individual or group to operate a school as a charter school; and,

WHEREAS, the GSD Board of Education wishes to contract with and grant to GVS a charter to operate as a charter school pursuant to Wisconsin Statute §118.40(2m)(a),

NOW, THEREFORE, the parties agree as follows:

1. Definitions. When used in this Agreement, the following definitions shall apply:

- a. “Host School”: means a public school in the GSD that allows GVS to use its classrooms and other educational facilities for the purposes of educating GVS’s students.
- b. “Partner School”: means a public or private school with which GVS students participate in co-curricular activities and student events.
- c. “GVS”: means Germantown Virtual School Board of Trustees Limited
- d. “GVS Governance Board” or “Governance Board”: means the governing body of GVS

2. Establishment. The entity seeking to establish the Charter School is GVS.

3. Administrative Services. At its sole cost and expense, GSD will provide administrative services to support all School District employees and all enrolled pupils at GVS in the same manner as other GSD schools, including but not limited to: purchasing, accounts payable, accounting, bookkeeping, risk management, auditing, cash management, payroll, benefits administration, pupil services, recordkeeping, reporting and other compliance monitoring and fulfillment, building and grounds maintenance, school closures, and testing of students. To the extent that GSD requires information maintained only by GVS to complete the reporting and compliance monitoring requirements hereunder, GSD will, no later than June 15 prior to the start of any school year, provide GVS with a list of all information required and GVS will provide full and accurate responses no later than September 1. GSD will at all times remain the sole employer of all personnel engaged in providing administrative services. All services set forth/outlined not in the budget will be provided by the GSD in a like manner as provided to the other schools. GSD and GVS will adhere to all applicable state and federal laws pertaining to record retention and disclosure of student records.

4. Instrumentality. GVS will be an instrumentality of the GSD.

5. Educational Program. The following is a description of the GVS educational program of the school and methods used to enable pupils to attain the educational goals under Wis. Stat. § 118.01. GVS shall notify the GSD in a timely manner in the event of a change in instruction method.

a. The mission of GVS is to cultivate the “whole” child and foster a growth mindset so he/she can discover passions, develop strengths, and grow potential. Three Essential Success Factors are at the program’s foundation as we prepare students that can:

Learn — Develop competent learners who continuously improve their abilities as able readers, writers, communicators, and mathematicians and who possess a strong foundation in the physical and social sciences and the arts; who have learned how to learn—how to master a body of knowledge and skills with passion, curiosity, and creativity; the ability to synthesize information, problem solve, and make decisions in a responsible manner.

Collaborate — Demonstrate the ability to work ethically, respectfully, and productively with and alongside others while demonstrating strong social awareness and relationship management skills.

Know Themselves — Draw forth the natural gifts, skills, and talents of our children to ensure the best possible outcomes of their success as productive members in society, active, caring citizens; develop a growth mindset with the ability to persevere through challenges and failure toward worthy long-term goals with intrinsic motivation.

b. The primary focus of the school will be online learning ~~with local teachers~~; however, blended learning will be used to leverage the best of both face-to-face learning and online learning, pursuing the goal of serving each student’s individual learning needs.

~~c. Students who enroll in GVS will participate in educational coursework that is career focused and coordinates academic and technical learning. Knowledge and skills will be taught in context using multiple approaches to team based, interdisciplinary, student centered learning, coupled with practical, real world, open ended problems and experiences.~~

c. The GVS Governance Board will review the GVS curriculum at least annually to reevaluate courses, content, delivery and methods of training. Updates will be made at the recommendation of the GVS Governance Board and will be implemented as soon as practicable.

d. GVS shall provide educational services to its pupils for at least 150 days each school year and ensure that its teachers are available for at least the applicable number of hours specified in Wis. Stat. § 121.02(1)(f) each school year. No more than 10 hours in any 24-hour period may count toward this requirement.

6. Methods of Measuring Student Progress. GVS shall use the following local measures, assessments and standardized tests to measure pupil progress. GVS will participate in the District’s Continuous School Improvement Planning (CSIP) and reporting process.

a. Student Goal 1—Increase/maintain student achievement in state standardized assessments.

1) Objective: GVS students will score at or above the state average of students scoring proficient or advanced in reading assessments. Assessment: ACT Aspire and ACT or any future state assessments

2) Objective: GVS students will score at or above the state average of students scoring proficient or advanced in mathematics assessments. Assessment: ACT Aspire and ACT or any future state assessments

b. Student Goal 2—Other assessments specific to GVS.

~~(1) Objective: By the end of the 2022-23 academic year, 50% of students will score one of the following, depending on the final assessment adopted by GVS teachers: (a) A stanine score of 6 or higher on their PLTW End of Course Assessment given at the end of the academic year. (b) A score of 80% or better on each of the GVS teacher developed final course assessments. (2) Objective: By the end of the 2024-25 academic year, 60% of students will score one of the following, depending on the final assessment adopted by GVS teachers: (a) A stanine score of 6 or higher on their PLTW End of Course Assessment given at the end of the academic year. (b) A score of 80% or better on the GVS teacher developed year-end assessment. Assessment: PLTW End of Course Assessment or GVS teacher develop year end assessment. c. Student Goal 3—Graduate students will have a well thought out, well researched, well developed post secondary plan.~~

1) Objective: One Hundred Percent (100%) of graduates will have identified a career field they are interested in focusing on for their post-secondary academic pursuits, and have developed a plan to achieve the necessary training and education for the career field. Assessment: Student Academic and Career Plan on file for each student.

- c. GVS shall report progress on IEPs in accordance with the IDEA and GSD administrative practices.
- d. GVS shall administer other assessments as required under state and federal law, and as directed by GSD.
- e. GVS shall provide GSD records as required to document compliance with state and federal law.

7. Governance Structure.

- a. **Governance Board.** A Governance Board consisting of parents and community members will govern the school (the "GVS Governance Board"). The GVS Governance Board will determine and oversee the mission and strategic plan, coordinate public relations strategies, establish policies as well as, oversee and approve the budget of the school subject to the terms of this Agreement and specific authorization by GSD. No individual member of the GVS Governance Board has the right or authorization to individually exercise the rights listed below. The Governance Board has the rights, subject to the terms and limitations of this Charter Agreement, necessary pursuant to state law to carry out the terms of this Charter Agreement including:
 - 1) to receive and disburse funds, subject to Section 13 of this Agreement;
 - 2) to secure appropriate insurance, which it has done pursuant to Section 18 of this Agreement;
 - 3) to enter contracts for technical or financial assistance, academic support, curriculum review or other services, which it has done and is subject to Section 13 of this Agreement;
 - 4) to incur debt in reasonable anticipation of funds with approval of GSD board, subject to Section 13 of this Agreement;
 - 5) to pledge, assign or encumber its assets to be used for loans, subject to Sections 13, 18 and 19 of this Agreement;
 - 6) to solicit and accept gifts or grants for school purposes, subject to Sections 13 and 18 of this Agreement;
 - 7) to acquire real property for its use with approval of GSD board, subject to Sections 13, 18 and 19 of this Agreement; and
 - 8) to sue and be sued in its own name, subject to limitations under this Agreement and state law.

b. **Lead Teacher (Program Teacher).** GVS will be a teacher-led school. The lead teacher will coordinate and oversee the daily operation of the school and will work closely with the GVS Governance Board to ensure that the educational goals of the school are met. Communications from GSD needed for procedural purposes will go to the GVS Lead Teacher as well as the GVS Principal. The GVS Lead Teacher will meet regularly (minimum once per month) with the assigned principal to provide consistent and collaborative communication.

c. **Principal.** A principal will be assigned to GVS by GSD. GSD will appoint the principal in collaboration with the GVS Governance Board. The GVS principal will demonstrate an interest and a commitment to the students as well as the mission and vision of the school. The GVS principal will be appropriately licensed, pursuant to state law.

d. **Governance Board Constitution.** Other than issues specifically addressed in this Agreement regarding the GVS Governance Board, the size, method of appointment and constitution of the GVS Governance Board will be as stipulated in the GVS Governance Board's by-laws. GSD employees, GSD administrators, and/or GSD Board of Education members will not serve on the GVS Governance Board.

e. **Officers.** Election of officers is detailed in the by-laws of the GVS Governance Board.

f. **Meetings.** Meetings will be held every other month during the school year with additional meetings as deemed necessary by the board. A quorum, consisting of a majority of the Voting Members of the GVS Governance Board must be present. A majority vote of the Voting Members then serving is sufficient for any action, including election of Board Officers. Meetings are open to all staff, parents, students, and community members and participation on standing committees is encouraged. GVS shall adhere to Wisconsin Open Meetings Laws.

g. **Annual Report.** GVS will produce an Annual Report for the Governance Board and will make this document available to the Board of Education and community. The Annual Report will include:

- 1) state testing results
- 2) enrollment data
- 3) attendance data
- 4) student and parent satisfaction survey results
- 5) financial report
- 6) student academic progress
- 7) graduation data
- 8) post-graduation data (as it is available)

8. **Parental and Community Involvement.** The GVS Governance Board will organize and instruct parents to take an active role in the school and create a supportive parent network through the following activities: Parents/guardians will be involved in GVS by having representation on the GVS Governance Board. Parents/guardians will also serve on GVS Governance Board committees such as curriculum and facilities, marketing, and finance. Parents will be an integral part of instructional delivery as they will be encouraged to share their expertise and interests related to STEM fields and careers with GVS students.

- a. The GVS Governance Board shall establish a parental advisory council and ensure that it meets on a regular basis. The GVS Governance Board shall determine the selection process for members of the parent advisory council.
- b. GVS will provide numerous opportunities for meaningful parent/community involvement. The use of community members as primary sources in research, the opportunity to develop mentor relationships, and senior capstone projects all serve to encourage students and parents to become concerned and contributing members of their communities on local, state, national and international levels.
- bc. For the period that GVS is housed within the Host School, students will be able to participate in the after school activities available to the students of the Host School. If GVS students meet the age range for afterschool programs, GVS students will be able to attend these programs at the Host School.
- ed. GVS will enrich the opportunities for students and staff at the Host School in a variety of ways as well. Speakers and programs brought in by GVS will be made available to the Host School's students, parents, and staff. In cases of donors that give to GVS with the stipulation that equipment purchased with these funds be owned by GVS. The understanding with these donors is that the equipment/services will be used by both GVS and GSD staff and students; however, if GVS should change locations, the equipment would move with the school. Finally, positive learning relationships will develop as GVS students share their knowledge with students of the Host School when project fairs are held.
- de. Parents will receive mid-quarter and quarterly reports on student progress at GVS. Parent-teacher conferences will be held at the close of the first and third quarters. Additional parent teacher conferences, electronic mail, print correspondence, and telephone contacts will be used on an individual basis to communicate student progress when the parents, or teachers, feel it is appropriate.
- ef. Students from the 6th through 12th grades will have email accounts assigned by the GSD and will be able to fully utilize available technology under the supervision and website administration of GVS teachers.
- fg. Parental issues, concerns, questions, inquires, and complaints will be handled following these steps:
- 1) Contact the classroom teacher.
 - 2) Teachers shall respond to inquiries from pupils and from parents/guardians of pupils by the end of the first school day following the day on which the inquiry is received.
 - 3) If resolution has not been reached, or if the concern is school wide, the GVS lead teacher will be contacted.
 - 4) If resolution is still not reached, the GVS principal will be contacted.
 - 5) If resolution is still not reached, the principal will determine whether to refer the matter to the GVS Governance Board or the Assistant Superintendent based on the nature of the complaint.
 - 6) Unresolved issues may be appealed to the Superintendent of Schools.
 - 7) The final step in the District appeal process is to contact the Board of Education.
- gh. At the beginning of each school term, the GVS Governance Board shall inform the parent or guardian of each pupil attending GVS, in writing, the name of, and how to contact, each of the following persons:
- 1) The members of the GSD School Board and the administrators of GSD;
 - 2) The members of the GVS Governance Board;
 - 3) The members of GVS's parent advisory council; and
 - 4) The staff of GVS.

9. Faculty Qualifications and Responsibilities.

- a. Describe qualifications: Individuals who have a desire to teach at GVS will be teachers who are appropriately licensed pursuant to state law. The positions will be posted to indicate that candidates should demonstrate an interest and a commitment to the students as well as the mission and vision of the school. They should also have knowledge of or a desire to acquire knowledge in STEM Education and a willingness to conduct integrated lessons with other content areas within GVS. All provisions of the Employee Handbook for posting and selection of teaching staff will be followed.
- b. Teachers who work at GVS will be employees of the GSD and will be entitled to all rights and privileges afforded other teachers in the District.
- c. Salary and benefits will be structured according to the Pay and Benefits Plan for Professional Employees as established by the GSD Board of Education.
- d. Open positions for GVS will be posted and filled through the staffing process as outlined in the GSD Employee Handbook. GSD will work in collaboration with the GVS Governance Board in the hiring of new teachers for GVS.
- e. Teachers must be able to perform and are responsible for all of the following for each pupil they teach:
 - (1) Improving learning by planned instruction;
 - (2) Diagnosing learning needs;
 - (3) Prescribing content delivery through class activities;
 - (4) Assessing learning;
 - (5) Reporting outcomes to administrators and parents and guardians; and
 - (6) Evaluating the effects of instruction.

10. Student Health and Safety. All federal, state and local health and safety regulations and building code standards will be followed at all GSD locations at which GVS may be located. In addition, the health and safety policies applicable to all other non-charter schools in the GSD shall apply equally to GVS.

11. Recruitment and Means of Achieving Racial/Ethnic Balance

- a. GVS prohibits discrimination and will not discriminate against students on the basis of sex, race, color, religion, age, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity, gender expression or physical, cognitive, emotional or learning disability in its education programs or activities or any other classification protected by law. GVS's official non-discrimination policy will be applied in all operations. Access to GVS will also not be restricted or enhanced by the following: family income, academic performance, English language proficiency, or athletic ability. Equal access will be provided to all students.
- b. In accordance with §118.40(1m)(b)9 GVS will attempt to be reflective of the school district population. GVS will monitor the demographic make-up of the student population. If specific groups are under-represented , outreach efforts will be further customized to raise awareness and generate interest. Examples include holding informational meetings in special locations, providing additional translation or interpretation services, and expanding services to accommodate people with disabilities. Translations and interpretation services will be provided to ensure equal access to all students under the law.

12. Admission Requirements.

- a. GVS is open to all students of the GSD as well as students applying through the Wisconsin Inter-District Open Enrollment process. Application to and attendance at GVS is voluntary and no tuition

is charged. Students who do not wish to attend or are not admitted to GVS may attend their neighborhood schools or seek enrollment in another GSD school per GSD Board policy.

b. Parents will enroll their children by written or electronic registration form. A parent/guardian is encouraged to attend one informational meeting or visit GVS in order to assure understanding of the nature and work of the school.

c. If the number of applicants exceeds available positions, a lottery will be employed. The names of students on the waiting list will be recorded in the order in which they were drawn. The waiting list does not roll over from year to year.

d. GVS will give enrollment preference to current students at GVS. This group will be exempt from the lottery. Siblings of current students will be given preference in the lottery.

~~e. Children of GVS full-time staff and governing board members may be given a preference for enrollment but must be limited to no more than 10% of GVS's total enrollment.~~

e. Students may enroll and attend GVS at any point during the school year as space permits in accordance with these guidelines.

f. Students must be enrolled in or open-enrolled in the GSD.

g. Special needs of students will be met according to the goals of their IEP. The GSD will provide required special education services as appropriate, given the needs of each student's IEP.

h. Students with an IEP who apply by the deadline and are selected through the lottery will be enrolled unless FAPE (Free Appropriate Public Education) cannot be provided within the charter program with accommodations and modifications, pursuant to state and federal law.

i. GVS students will follow the same course selection timeline and add/drop timeline that GSD students follow.

13. Budget Responsibilities of GSD and GVS.

a. **Equal Funding:** GVS understands that GSD support will not be greater or less than the same support given to other GSD schools. As an instrumentality, the GSD will be responsible for salaries and benefits of staff, as well as the lease and associated expenses of GVS facilities. In addition, GVS receives funding based on the district's per-pupil formula applied to all other schools in the GSD. The GVS Governance Board will oversee, modify, and approve the site budget. All GSD or private contract services will be covered by the GSD with the exception of transportation.

b. **Purchases:** Tangible materials/equipment purchased by GVS with grants or donor dollars will be the property of GVS and the GSD and will be labeled as such. If the materials/equipment purchased becomes outdated or inoperable, it will be GVS's responsibility to maintain and/or replace this material/equipment according to GSD's specifications. All Charter Schools will receive the same level of support for materials/equipment. As such, when GSD updates old technology or teaching materials with more current items, GSD will do so for GVS at the same rate as all other schools in the District. Example: If GVS purchases additional computers beyond GSD's allocation for the building, it is the responsibility of GVS to maintain and/or replace them when they become incompatible with GSD's operating programs.

c. **Personnel:** The cost for state-wide teachers will be paid via GSD. If GVS grows to a point where local teachers are necessary, FTE's will be allocated to GVS in the same manner as it does for all GSD schools.

~~Full-time Teacher Equivalents (FTE's) will be allocated to GVS in the same manner as it does for all GSD schools. As the school's enrollment grows, the necessary FTE's will increase, based on what are current GSD class ratios. Specialists will be allocated by GSD formula as well.~~

d. Administration: Administrative services will be provided in the same manner as other GSD schools, including but not limited to: accounting, bookkeeping, risk management, auditing, cash management, payroll, benefits, administrations, labor relations, enrollment pupil services, record keeping, and general testing of students.

e. Curriculum: Curriculum will be developed, adopted and/or modified with input from business and industry, as well as post-secondary resources. A quality curriculum at GVS will be sustained through GSD textbook replacement/adoption funds. Other expenses incurred through the curriculum development process will be offset by alternate sources of funding, i.e. those not covered in technology upgrades or other curricular purchases.

f. Liability Insurance: As an instrumentality of the GSD, GVS will fall under the umbrella of the GSD's liability insurance.

g. Co-curricular Activities: All GVS students may participate in co-curricular activities at their home school or at their host school. If the host school and home school are different schools, they must decide which school they will participate in and remain with that decision for the school year.

h. Food Services: GVS will not provide food services.

i. Pupil Services: Pupil services will be provided through GSD staff assigned to the school's facility and subject to paragraph 21 herein.

j. Custodial Services: Custodial and maintenance services will be provided by the GSD at the school's facility.

k. Testing and Assessment: State and Federal testing and assessment that is administered by the GSD will be the same for GVS students as is given to students at other GSD schools.

l. Grant Funds: Grant funds will be used to support travel and professional development budget for GVS to attend STEM workshops and other professional development conferences that are aligned to the mission and goals of GVS. All professional development provided via grant funds will be approved by the GVS Governance Board. GSD Board of Education will be notified of all professional development provided to staff.

m. Health and Safety: GVS will rely upon GSD nursing staff and trained staff to provide the necessary resources. GVS will abide by all local, state, and federal laws regarding health and safety standards.

14. Student Behavior and Discipline Model.

a. The behavioral expectations for GVS students is based on respect. Respect for oneself, respect for others, and respect for the learning environment. Students are encouraged to reflect on what it means to be respectful, and employ respectful habits in all they do.

b. The discipline system for GVS will consist of the following steps: 1) Student contact within the classroom that will immediately address the inappropriate behavior. 2) Student meetings before or after school or during non-academic hours (lunch, study halls, senior privilege) to address the behavior and discuss appropriate alternative behaviors. 3) Meet with students and parents to discuss continuing behavioral problems and potential solutions.

c. The GVS Governance Board shall adopt the GSD Code of Conduct Policy to ensure continuity between students. GSD Education Board shall provide any future updates or changes to the GSD Code of Conduct Policy to the GVS Governance Board when they are enacted. The GVS Governance Board shall then adopt those updates or changes.

d. Behaviors that require suspension, removal from class (according to GSD procedures and guidelines), and expulsion will be referred to the GVS principal (or Host School Administrator) and all GSD expulsion policies and procedures will be followed.

15. Public School Alternatives. No student will be required to attend GVS. Students, who do not elect to attend GVS, may attend a school within the GSD in conformance with the enrollment policy of the GSD Board of Education.

16. Tuition. GVS shall not charge any tuition. GVS student fees will be assessed inline with all other schools in the district. ~~GVS may charge "activity fees" provided the GSD Board of Education has approved the activities and corresponding fees in advance.~~

17. Audits. The GSD usual and annual audit will include GVS. The scope of the annual audit will be determined by the GSD and conducted at the expense of the GSD. GVS will participate in all financial and/or programmatic or operational audits and comply with all audit procedures and requirements of the GSD audit team as contracted by the GSD Board of Education.

In conformance with the "Governmental Accounting Standards Board Statement No. 39," funds provided by or procured from GVS as an instrumentality and component unit of the GSD are subject to the GSD fiscal accounting procedures, including audits, and will be included in the GSD financial statements as determined by the GSD audit team as contracted by the GSD Board of Education.

18. School Facilities and Liability Insurance.

a. **Facilities.** GVS is currently located at N104W13840 Donges Bay Road, Germantown, WI 53022. GSD will ensure that the building(s) in which the GVS program is located meet(s) all building codes and other building requirements for a public school facility.

b. **Liability Insurance.** The GSD shall insure all ordinary and reasonably foreseeable risks related to operation of GVS including liability, property, worker's compensation, errors and omissions, and comprehensive coverage.

19. Indemnification and Limitation on Liability.

a. **Indemnification of District.**

1) Subject to the limitations and immunities set forth in Section 893.80 of the Wisconsin Statutes and all similar laws, to the extent applicable under law, GVS Governance Board agrees to indemnify, defend and hold GSD and its Board of Education, officers, administrators, agents and employees harmless from and against, any and all liabilities, losses, costs, expenses (including, without limitation, reasonable actual attorneys' fees and expenses) and damages (collectively, "Losses") arising out of any "Indemnity Claim," which means any action, cause of action, suit, proceeding, claim, or demand of any third party that, if true, would establish:

a) Breach by GVS of any provision of this Agreement;

b) Failure by the GVS Governance Board to comply with all applicable law, relating to this Agreement or operation of GVS, and state and/or federal laws concerning the establishment or operation of a charter school, or identification, admission, access, and/or evaluation of, and/or provision of services and/or accommodations to and/or prohibition of discrimination against students or employees with known or suspected disabilities or any other discrimination as prohibited by applicable law against students or employees; or

c) Any negligent or willful act or omission of the GVS Governance Board, or its employees or agents in connection with the performance of the obligations of the GVS Governance Board under this Agreement. The obligation of the GVS Governance Board

to indemnify and hold harmless under this Section 19 with respect to any Indemnity Claim will be reduced to the comparative extent, as established by a judgment entered in a court of competent jurisdiction after any appeals, that such Indemnity Claim arises out of acts of fraud, willful misconduct, or acts in breach of this Agreement on the part of GSD or its Board of Education, officers, administrators, agents and employees. The obligations set forth in this Section 19, survive the termination of this Agreement.

b. Indemnification of GVS Governance Board

1) Subject to the limitations and immunities set forth in Section 893.80 of the Wisconsin Statutes and all similar laws, to the extent applicable under law, GSD agrees to indemnify, defend and hold the GVS Governance Board and its directors, officers, agents and employees harmless from and against, any and all liabilities, losses, costs, expenses (including, without limitation, actual reasonable attorneys' fees and expenses) and damages (collectively, "Losses") arising out of any "Indemnity Claim," which means any action, cause of action, suit, proceeding, claim, or demand of any third party that, if true, would establish:

- a) Breach by GSD of any provision of this Agreement; or
- b) Any negligent or willful act or omission of GSD, the GSD Board of Education or its employees or agents in connection with the performance of the obligations of GSD under this Agreement.

The obligation of GSD to indemnify and hold harmless under this Section 19 with respect to any Indemnity Claim will be reduced to the comparative extent, as established by a judgment entered in a court of competent jurisdiction after any appeals, that such Indemnity Claim arises out of acts of fraud, willful misconduct, or acts in breach of this Agreement on the part of the GVS Governance Board or its agents and employees. The obligations set forth in this Section 19 survive the termination of this Agreement.

c. Indemnification Procedure. Any Party entitled to indemnification under this Section 19 (each an "Indemnified Party") agrees to give the Party required to indemnify such Party hereunder (each an "Indemnifying Party") prompt written notice of any Indemnity Claim as to which it intends to request indemnification hereunder. The Indemnifying Party will have the right to direct, through counsel of its own choosing, the defense or settlement of any Indemnity Claim at its own expense. The Indemnified Party may participate in such defense at its own expense.

d. If the Indemnifying Party fails to defend or, if after commencing or undertaking any such defense, fails to prosecute or withdraws from such defense, the Indemnified Party will have the right to undertake the defense or settlement thereof, at the Indemnifying Party's expense. If the Indemnified Party assumes the defense of any such Indemnity Claim pursuant to this Section 19 and proposes to settle such Indemnity Claim prior to a final judgment thereon or to forego any appeal with respect thereto, then the Indemnified Party will give the Indemnifying Party prompt written notice thereof and the Indemnifying Party will have the right to participate in the settlement or assume or reassume the defense of such Indemnity Claim. Notwithstanding anything contained in this Section 19 to the contrary, the Indemnifying Party will not, without the prior written consent of the Indemnified Party (which consent will not be unreasonably withheld or delayed), agree to a settlement of any such Indemnity Claim.

e. Limitation of Indemnity by GSD or GVS. The obligation of either GSD or GVS to indemnify the other party under this Agreement is limited by the provisions of Section 893.80 of the Wisconsin Statutes to the full extent such statute affords limitations or immunities to GSD and/or GVS. Both GSD and GVS expressly reserve all of their respective rights, defenses, and immunities afforded under said statute with respect to any third-party claim.

20. Non-Sectarian Status. GVS shall be non-sectarian in its programs, admissions, policies, employment practices and all other operations.

21. Local Educational Agency Responsibilities. GSD is the Local Education Agency (LEA) for GVS for purposes of all state and federal laws, codes, rules and regulations pertaining to 13 LEA duties, rights and responsibilities, including, but not limited to, the Americans with Disabilities Act (ADA), 42 U.S.C. §1210, Section 504 of the Rehabilitation Act of 1973, (Sec. 504), 29 U.S.C. §794, the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §1400 et seq., No Child Left Behind Act, 20 U.S.C. § 6301 et seq, and the Asbestos Hazard Emergency Response Act (AHERA), 15 U.S.C. §2641 et seq., Title II, 28 CFR Part 35 (implementing regulations of the Americans with Disabilities Act) and Wis. Stat. Chapter 115, subchapter V.

GVS staff shall participate in staff development opportunities provided by GSD pertaining to IDEA, ADA, Section 504, NCLB, AHERA and other related training provided for the implementation of educational services. The GSD policies governing the implementation of educational services for students with disabilities are applicable to GVS. GVS will follow the GSD policy and state law governing seclusion and restraint. The implementation of the IDEA requirements by GVS shall be according to the following process:

- a. GSD will provide employees to provide required IEP services to GVS.
- b. GVS shall implement IEP services as determined by the LEA through the IEP and IDEA referral and evaluation process, to include assurances of providing the special education instructional time as required by the IEP and document progress on IEP goals at least as often as documenting progress for students without disabilities.
- c. GVS shall document the interventions as required through the Response to Intervention Process for use and consideration in all referrals under the IDEA.
- d. GVS will cooperate with the LEA in all initial evaluation and re-evaluation processes.
- e. GVS will assist in obtaining any required parental consents under the IDEA on behalf of the LEA in fulfillment of its duties under the IDEA, including parental consent for school-based therapy reimbursement and documentation for such reimbursement.
- f. GVS will provide the LEA with any required data for IDEA self-assessment process in a timely fashion.
- g. GVS shall provide appropriate notification to parents of all the LEA notices and procedural safeguards.
- h. GVS's implementation of the student IEPs shall follow the LEA GSD calendar, which will be provided to the GVS annually. If the GVS school calendar does not follow the LEA GSD calendar, IEP implementation shall follow the GVS calendar.
- i. The parties shall engage in regular participation in annual and periodic IEP meetings for the implementation of IEPs and IDEA processes. The parties agree to meet periodically to address IDEA implementation.
- j. Daily attendance records shall be maintained by GVS teachers in accordance with state requirements and sent upon request.

- k. The GVS will assist in the provision of information requested by the Department of Public Instruction (DPI) or the Office of Civil Rights if so requested due to compliance complaints or investigations.
- l. All special education staff providing special education services shall participate in joint training and professional development for purposes of delivery of special education service. All special education staff will be available for meetings outside of school hours, none of which shall be paid for by the GSD.
- m. GVS will ensure that all employees have completed the DPI training related to mandatory reporting of abuse or neglect and the use of seclusion and restraint pursuant to state law.
- n. CPR and First Aid trained staff shall be available during Program hours.
- o. The District will keep GVS in the CPI: Nonviolent Crisis Intervention Training rotation schedule.
- p. The District will invite the GVS special education staff to any District-wide special education professional development opportunities.

GSD shall provide notice to the GVS Governance Board for training it provides to GVS staff. This notice will include dates of training, topics covered in training, and all material provided to staff for training.

22. Term, Renewal and Termination of this Contract.

- a. **Term.** Consistent with the provisions of §118.40(3)(b), Wis. Stats., the term of this Contract ("Term") shall be for five (5) years commencing on the first day of the GVS school year, and shall expire at midnight, on June 30, 2027, unless terminated or extended pursuant to the terms hereof.
- b. **Renewal.** Pursuant to §118.40(3)(b), Wis. Stats., upon expiration of the initial Term, the GSD Board of Education and GVS may mutually agree to renew this Contract for such additional terms for up to five (5) years each as the Boards of the GSD and GVS deem appropriate.
- c. **Termination by Board of Education.** This Contract may be terminated by the GSD Board of Education if it finds that:
 - 1) GVS has insufficient enrollment to successfully operate a charter school or GVS becomes a financial burden to GSD.
 - 2) GVS has violated this Contract,
 - 3) If GVS fails to comply with generally accepted accounting principles and standards of fiscal management,
 - 4) If the students of GVS have not shown sufficient academic progress using multiple measures. GVS students enrolled at GVS for two or more consecutive years will perform at or above GSD average on WSAS or MAP tests of mathematics and reading and local authentic assessment measures agreed upon jointly by the GVS Governance Board and GSD.
 - 5) If students enrolled in GVS have failed to make sufficient progress toward attaining the educational goals of their curriculum. If an extension of time to attain such goals is requested by the GVS Governance Board and/or Administration in writing, such request shall include a written plan acceptable to the GSD. This plan will set out the additional steps GVS will take to attain such educational goals within a reasonable timeframe. If the GSD Board accepts the written plan, or a modified plan, GVS shall be allowed a reasonable time in which to correct the progress deficiencies.
 - 6) The GVS Governance Board, Board Members, employees, or agents provide the GSD Board of Education false or intentionally misleading information or documentation in the performance of this Contract, or
 - 7) GVS has failed materially to comply with Applicable Law,
 - 8) Any director, members, employee, or agent of GVS has knowingly violated any statute, ordinance or Board policy with respect to the operation of GVS,

- 9) GVS knowingly violates Section 118.40 of the Wisconsin Statutes governing charter schools,
- 10) GVS defaults materially in any of the terms, conditions, promises or representations contained in or incorporated into this Contract.

d. Notice. Written notice of such termination shall be provided to the GVS Governance Board via certified or registered mail, return receipt requested, and shall include the stated reasons for the termination and its effective date. The GSD will issue a provisional notice of termination on or before July 1 to be effective the subsequent July 1. During the interim school year, the GSD may require that GVS undertake corrective and remedial actions identified by the GSD. Termination of this Contract may be suspended by GSD upon compliance by GVS with the corrective and remedial measures identified by the GSD. Unless otherwise suspended, the provisional notice of termination will be effective on the date set forth in the provisional notice. In the event of termination, materials and equipment purchased with GSD funds of any character will remain the property of GSD. Funds raised by non-school groups through fundraising activities and directed to individual schools or school organizations, shall be considered gifts to GSD and all gifts and bequests shall become property of GSD.

e. Emergency Termination or Suspension. If the GSD Board of Education determines that any of the causes for termination set forth in Subsection c., above, have occurred and GSD reasonably determines that the health or safety of the students of GVS is put at actual risk thereby, the GSD Board of Education shall provide GVS written notice of such cause for termination and, upon delivering such notice, (i) may either terminate this Contract immediately or (ii) may exercise superintending control of GVS pending further action.

f. Termination by GVS Governance Board. This Contract may be terminated by GVS Governance Board if GVS finds that any of the following have occurred:

- 1) GVS has insufficient enrollment to successfully operate a public school;
- 2) The GSD Board of Education defaults materially in any of the terms or conditions contained in this Contract.
- 3) GSD willfully provides GVS false or intentionally misleading information or documentation in the performance of this Contract, or
- 4) GSD defaults materially in any of the terms, conditions, promises or representations contained in or incorporated into this Contract.

GVS shall provide notice of termination effective June 30 of any year upon written notice to the Board of Education prior to January 31. When GVS asserts a material default on the part of the GSD, GVS will provide written notice of the specific material default asserted and afford the GSD 60 calendar days in which to cure the asserted material default.

g. Final Accounting. Upon termination of this Contract, GVS shall assist the GSD Board of Education in conducting a final accounting of GVS by making available to the GSD Board of Education all books and records that have been reviewed in preparing GVS annual audits and statements under Section 17 of this Contract.

h. Equipment Disposition. GVS will respond to requests from the GSD Board of Education and Department of Public Instruction for inventory of equipment purchased with state or federal funds,

including federal charter school funds, and the disposition of any individual item of equipment worth \$300 or more.

23. Autonomy.

- a. GVS will be exempt from all state educational laws and policies to which it is entitled to exemption in the Wisconsin State Charter School law (Wisconsin Statute §118.40).
- b. GVS will adopt all GSD board policies with the exception of the following:
 - 1) Board Policy 5200- Attendance
 - a) GVS will not complete daily attendance. Attendance for GVS will be taken based on weekly task completion for online course work or based on reviews from supervisors for project based courses.
 - 2) Board Policy 5460- Graduation Requirements
 - a) GVS will require a student to receive twenty-three (23) credits to be eligible to receive a diploma. GVS requires the following credit requirements for a diploma:
 - i) English- 4 Credits
 - ii) Mathematics- 3 Credits
 - iii) Science- 3 Credits
 - iv) Social Studies- 3 Credits
 - v) Health- 0.5 Credit
 - vi) Wellness- 0.5 Credit
 - vii) Personal Finance Literacy- 0.5 Credit
 - viii) Electives- 8.5 Credits
 - b) Credit requirements for GVS Middle School Students will remain the same as GSD.
 - 3) Board Policy 8220- School Day
 - a) ~~GVS students will be required to meet with teachers at designated times and complete work based on predetermined deadlines; however, GVS will not require students to be present to complete coursework during the typical school day hours.~~
 - b) This waiver will not apply to courses taken at GHS.
 - 4) Board Policy 5430- Class Rank
 - a) GVS will not calculate GPA for students in grades 9-12 unless requested by the parent, legal guardian, or student.
 - 5) Board Policy 8210- School Calendar
 - a) GVS will follow GSD's board policy on school calendar for students and staff. However, additional days will be added for GVS teacher training, paid for by GVS.
 - 6) Board Policy 2623- Student Assessment
 - a) GVS will determine which GSD district wide assessments GVS students will participate in. This includes but is not limited to: MAP Testing and CogAT Testing.
 - 7) Board Policy 2210- Curriculum Development
 - a) GVS will partner with Wisconsin eSchool Network to provide a variety of curriculum and course study for students.
 - 8) Board Policy 2221- Adoption of Courses of Study
 - a) The GVS Governance board will approve courses available to GVS students. ~~via the Wisconsin eSchool Network.~~

24. Transportation. Transportation is not provided for students who choose to attend GVS unless transportation can be provided via GSD normal routes.

25. Notices. Whenever this Contract provides that notice must or may be given or that information must or may be provided, notice and information shall be provided in the following manner. Germantown School District Board Members and GVS Governance Board Members need to be in good standing to be included on notices.

To Germantown School District: Board Members
 Germantown School District
 N104 W13840 Donges Bay Road
 Germantown, WI 53022

With a copy to: Germantown School District Superintendent
 Germantown School District
 N104 W13840 Donges Bay Road
 Germantown, WI 53022

To GVS: Governance Board Members
 Germantown Virtual School Board of Trustees Limited
 N104W13840 Donges Bay Road
 Germantown, WI 53022

With a copy to: Principal GVS
 Lead Teacher GVS

Notice hereunder shall be effective if made by hand delivery or by United States Mail, postage prepaid, certified with return receipt requested. Notices shall be effective (i) when actually received by the addressee, if made by hand delivery, or (ii) 2 days after delivering the pertinent notice to the control of the United States Postal Service, if made by certified mail with return receipt requested.

26. GSD and GVS Liability. The parties agree that the establishment of GVS shall have no effect on the liability of GSD other than those obligations specifically undertaken by GSD under this Contract. The parties agree that the establishment of GVS shall have no effect on the liability of GVS other than those obligations specifically undertaken by GVS under this Contract.

27. Federal Charter School Program Funds. GSD and/or GVS will allocate any federal funding received, for which GVS is eligible, in accordance with ESSA § 4303(f)(1)(A)(iii) and will help GVS and the students attending GVS (i) participate in the federal funds program in which GVS and students are eligible to participate, (ii) receive the commensurate share of federal funds that GVS and students are eligible to receive under such programs, and (iii) meet the needs of students served under such programs, including students with disabilities and English learners.

28. National Association of Charter School Authorizers. GSD and GVS have considered the principles and standards for quality charter schools established by the National Association of Charter School Authorizers. GSD and GVS will comply with all applicable state and federal laws. Except as exempted by Section 23.a and/or Wis. Stat. §118.40, GVS will adhere to all GSD policies.

29. Miscellaneous.

a. **Governing Law.** This Contract shall be governed by, and construed and interpreted under the laws of the State of Wisconsin.

b. **Application of Statutes.** If, after the effective date of this Contract, there is a change in applicable law which alters or amends the responsibilities or obligations of any of the parties to this Contract, this Contract shall be altered or amended by the parties to conform to the change in existing law as of the effective date of such change.

c. **Enrollment.** Total full-time equivalent pupil enrollment at GVS shall not increase by more than 20% each year, unless approved by GSD School Board. ~~Within the five (5) year period following the effective date of this Contract, GVS shall seek to achieve full capacity of 250 full-time equivalent students. GSD can use the virtual courses offered through GVS, up to two courses per student per semester, to provide additional options for their students.~~

d. **Entire Agreement.** This Contract sets forth the entire Agreement between the parties with respect to the subject matter of this Contract. All prior applications, agreements or contracts, representations, statements, negotiations, understandings and undertakings are superseded by this Contract.

e. **Severability.** If any provision of this Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the provisions of this Contract. If any provision of this Contract shall be or be determined to be in violation of any federal, state or local law, such provision shall be considered null and void, and all other provisions shall remain in full force and effect.

f. **Modifications.** No modification to this Contract shall be effective unless the same is in writing and signed by authorized representatives of both parties. During any year of this Contract, either party may request to amend a provision of this Agreement. A request for amendment will be presented in writing before March 30 of each year and identify the terms of the proposed amendment. Thereafter, the parties will promptly meet and confer in good faith with respect to the proposed amendment. Neither party shall be obligated to accept any request for amendment. Any amendment which is agreed upon will be effective July 1 or on such other date as the parties may agree.

g. **Assignment.** This Contract is not assignable.

h. **Counterparts: Signature by Facsimile.** This Contract may be signed in counterparts, which shall together constitute the signed original Contract. A signature delivered by facsimile or electronic mail shall be considered an original for the purpose of this Contract.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed by their duly authorized representatives as of the date written below. Through their signatures the representatives of the parties confirm that they have full authority to execute this Contract.

GERMANTOWN SCHOOL DISTRICT:

By: _____

Brian Medved
President, Board of Education

Date: _____

ATTEST: _____

Amanda Reinemann
Board of Education Clerk

Date: _____

GERMANTOWN VIRTUAL SCHOOL BOARD OF TRUSTEES LIMITED:

By: _____

Carrie Rowe
Governance Board President

Date: _____

ATTEST: _____

Maureen Haeger
Governance Board Secretary

Date: _____

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Kennedy Principal Hire
FROM: Michael Nowak / Brett Stousland **BOARD MEETING:** March 14, 2022
DATE: March 9, 2022 **AGENDA ITEM:** IX. B.

The Kennedy Middle School principal position generated 32 candidates and after screening 12 of the applicants, we narrowed the field to four and eventually two candidates. Last Thursday the two finalists had an “interview day” where staff and students at Kennedy had a chance to interact with the candidates. The day also included a round of finalist interviews with the 25-member interview committee made up of staff, parents, district administrators and a board member. By the end of the process, a recommended candidate emerged.

We are please to bring forward and recommend Jessica Gieryn as the next Principal for Kennedy Middle School starting July 1, 2022. Jessica currently serves as an Assistant Principal at North Middle School in Menomonee Falls. Prior to becoming an Assistant Principal, she taught English and AVID at North Middle School and English, Social Studies and AVID at Badger Middle School in West Bend.

RECOMMENDATIONS: Approve the hire of Jessica Gieryn as the new Principal of Kennedy Middle School with a two-year contract and employment to commence on July 1, 2022. The salary for the fist year of the contract will be \$114,000.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Retirements

FROM: Michael Nowak

BOARD MEETING: March 14, 2022

DATE: March 11, 2022

AGENDA ITEM: IX. C.

Jill Sweeney, Special Education Teacher at Germantown High School, is requesting that the Board accept her decision to retire at the end of the 2021-2022 school year. Jill has taught Special Education at Germantown High School for the past 15 years. Prior to her current position, she taught at St. Francis Borgia Catholic School in Cedarberg for one year and in Lincoln, Nebraska for 10 years

RECOMMENDATION: Approve the request for retirement at the conclusion of the 2021-22 school year for Jill Sweeney and thank her for her many years of service to our district.

GERMANTOWN SCHOOL DISTRICT

TO: GSD Board of Education

TOPIC: ECCP/Start College Now Requests

FROM: Chris Reuter

BOARD MEETING: March 14th, 2022

DATE: March 9, 2022

AGENDA ITEM: IX. D.

The Early College Credit Program:

The Early College Credit Program (ECCP) statute allows Wisconsin public and private high school students to take one or more courses at an institution of higher education for high school and/or college credit. Under WI Statute 118.55, "institution of higher education" means an institution within the University of Wisconsin System, a tribally controlled college, or a private, nonprofit institution of higher education located in the state.

Germantown High School had one student submit paperwork to attend an institution of higher education for the fall of the 2023 school year through the ECCP program. The student submitted for one English course and seven economics courses. All paperwork was submitted prior to the March 1 deadline.

Start College Now:

In accordance with Wi Statute 38.12(14) Start College Now, allows high school students the opportunity to take college courses at Wisconsin Technical Colleges.

Germantown High School had 18 students submit paperwork to attend a Wisconsin Technical College for the Certified Nursing Assistant (CNA) course work.

An additional two students submitted paperwork to attend a Wisconsin Technical College for programs ranging from graphic design to advanced welding programming.

Germantown School District was reimbursed \$1,015.69 for the 2020-2021 school year through the ECCP Reimbursement. A total amount of \$387,654.78 was reimbursed this year to Wisconsin schools to provide students access to college courses at UW, tribal, and private colleges and universities. Of the 229 claims received, 222 were from public schools or public charter schools and 7 were from private high schools.

RECOMMENDATION: Approve the Early Credit College Program (ECCP) and the Start College now requests as presented.

GERMANTOWN SCHOOL DISTRICT

TO: All Board Members

TOPIC: Summer School 2022

FROM: Chris Reuter

BOARD MEETING: March 14, 2022

DATE: March 8, 2022

AGENDA ITEM: IX. E.

Introduction:

Outlined in this report are the new courses seeking approval for the 2022 GSD Summer School Program, as well as information regarding location, dates, times, and a estimated budget.

New Course Offerings:

Camp A Cappella, An Intro to Contemporary A Cappella Singing: Do you love Pitch Perfect, Glee, and contemporary a cappella singing? Come learn how to sound like an a cappella pop star. This course will teach you how to sing independently and in a small group with no accompaniment. We will also learn about microphone technique and vocal percussion (Beat Boxing). The course will end with a fully choreographed a cappella number.

This course is for advanced choir students with strong choral/vocal skills. This course is designed for current 8 - 12 grade students. This course will run for one week.

Art Class: This art class will teach kids drawing and painting skills and techniques to help build off of learned objectives from the current district art curriculum. There will be demonstrations of every step of the project from selecting materials, providing drawing options, fixing bloopers and even cleaning up. Class will walk kids through easy steps of drawing options and painting techniques that are fun to create and easy to master. Children are encouraged to make drawing choices from the broad list of prompts. Each class offers fast finishers a chance to create the project more than once, using alternate drawing and color options. This course is designed for current 2 - 6 grade students. This course will run for four weeks.

Outdoor Games and Activities: Get outside and play! Time to drop the remotes and controllers, get outside in the fresh air and get some exercise while playing with family and friends. During this 4 week course students will learn and participate in a variety of fun activities ranging from traditional team sports like soccer and basketball to non-traditional activities such as Brannboll and speedball. Who doesn't like a good tag game? We've got plenty of those. How about adventure and strategy? We got you covered. Students will be able to make new friends, exercise and have fun playing as well as leaving this course with a knowledge of how to modify

activities and equipment for large or small groups and spaces. This course is designed for current 1 - 6 grade students. This course will run for four weeks.

KMS Student Ambassadors: Do you have what it takes to be a leader? KMS wants you to become a welcome ambassador for the 2022-2023 school year. This course will provide instruction on how to build confidence in yourself as a leader and an active-listener, while teaching you good communication skills to help improve relationships with your peers. In this role, some of your school responsibilities will be to assist with open house, lead tours for new and prospective students, and help strengthen peer connections throughout the school year. This course is designed for current 6 - 7 grade students. This course will run for four weeks.

Space to Breathe: Stressed? Anxious? Pushing perfection? Adolescence brings many challenges - some from the outside, others from within. This course will focus on finding space in the mind and body to calm strong emotions and reframe negative thinking. Many self-care strategies will be explored including mindfulness, movement, healthy habits, and coping strategies. Students will try several hands-on strategies that will be explored as students create a coping skills "toolbox." This course is designed for current 7 - 8 grade students. This course will run for two weeks.

Everyone Else Looked So Sure of Themselves: Adolescence is filled with changes. All these changes can make it hard to feel comfortable and confident in one's own skin. All these changes can also feel very stressful! This course will focus on building confidence and a positive self-image by learning and practicing several coping and self-care strategies.

Dates and Times Summer School 2022

- **Monday, June 20 - Friday, June 24, 2022** - One Week-Long Classes
- **Monday, June 27 - Friday, July 22, 2022** (No School July 4th) - Full Term Classes
- **Monday June 20 - July 29** (No School July 4th) - Classes For Credit (including Credit Recovery and Physical Education)
- **June 13-23 Monday through Thursday** - Swimming

Location of Summer School Programming 2022

Rockfield Elementary

- Gardening Class

Germantown High School

- Credit Recovery courses
- Physical Education for credit
- Camp A Capella
- Family Classes
- Swimming

Kennedy Middle School

- all other courses

The following is a complete list of the courses being offered for Summer 2022, depending upon enrollment.

Adventures in Teamwork (two weeks)	Juega En Espanol! (two weeks)
Algebra Skills	Jumping into Kindergarten
Animal Adventures	Kids Yoga
Archery	KMS Summer Band Beginning Band
Art Class: Drawing and Painting (NEW)	Lessons
Book Clubs	Learning in Motion - KG
Camp A Cappella (NEW)	Learning in Motion - PK
Community-Based Instruction	LEGO Builders
Elementary Life Skills/Social Skills	LEGO Robotics
Deutsch fur Kinder (German for Children) (two weeks)	Literacy Boosters
Engineering Adventures	Mandarin for Kids - Beginner
Everyone Else Looked So Sure of Themselves (NEW)	Mandarin for Kids - Intermediate
Exploring and Creating Radio News Features	Math Boosters
Fishing for Kids (one week)	Outdoor Games and Activities (NEW)
Food is Fun	PE Games
Gamers Unite	Run, Run, Run (two weeks)
Games Galore	Science Extravaganza! (one week)
Garden Adventure Day Camp	Scrapbooking
Genius Hour	Space to Breathe (NEW)
GHS Summer Marching Band	Stirring up a Story (two weeks)
High School Cred-Attaining Freshman PE	Street Hockey for Kids (two weeks)
High School Credit Recovery	Summer Chefs (one week)
KMS Student Ambassadors (NEW)	Swimming Lessons
Knitting - Beginner (two weeks)	Transition from Kindergarten
Knitting - Intermediate (two weeks)	Transition to Middle School
	Under the Sea
	Wilderness Area Camping/Hiking Trip

Estimated Budget:

The following is a projected budget for Summer School, 2022. The projected budget includes an estimate for staffing and material cost based on 2021 enrollment figures and cost.

Estimated Salary Total: \$200,000
Estimated Materials Total: \$15,000
Estimated Grand Total: \$215,000

This Grand Total does not reflect the costs associated with Extended School Year (Special Education services).

Important Dates:

March 15 - Summer School Course Catalog available for preview

March 16 - Online registration opens

April 1 - Non-resident registration opens

April 8 - Registration closes

RECOMMENDATION: Approve the Summer School new courses and proposed budget for 2022 as presented.