

**GERMANTOWN SCHOOL DISTRICT
NOTICE OF BOARD OF EDUCATION MEETING**

Germantown High School
Performing Arts Center
W180 N11501 River Lane
Germantown, WI 53022

August 29th, 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 before 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. Superintendent Update - Dr. Chris Reuter
 - B. Safety Resolution Update - Mr. Tom Barney
 - C. District Nurse Report - Ms. Tammy Mamayek
- 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. June 18, 2022 Board of Education
 - B. July 18, 2022 Closed Session
- VI. Personnel Committee**
 - A. August 3rd Committee Meeting Update
 - B. Discussion and action regarding the modification of the Food and Nutrition pay rate.

C. Discussion and action to approve 2022-23 Employee Handbooks

VII. Teaching & Learning Committee

A. August 8th Committee Meeting Update

VIII. New Business

A. Discussion and action to approve new 2022-2023 Co-Curricular Activities

B. Discussion and action to approve 2022-2023 Co-Curricular and Coaching/Advisor Contracts

C. Discussion and action to approve the sponsorship with the Army National Guard to provide the Financial Literacy curriculum for the 22-23 school year.

D. Discussion and action to approve Germantown High School Dean/ACP Coordinator hire

E. Discussion and action to approve 2022-2023 Teacher Resignations

F. Discussion and action to approve 2022-2023 Teacher Contracts

G. Discussion and action to approve Summer 2022 IEP Diagnostic Contracts

IX. Closed Session

The Board of Education will entertain a motion to go into closed session, if needed pursuant to Section 19.85(1)(e)(f) to discuss negotiations, personnel, and to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary considerations of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies, which if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations. The Board may take action in closed session, if necessary or appropriate or entertain a motion to reconvene into open session to take further action, if necessary and appropriate, and/or to entertain a motion to adjourn the meeting.

X. Adjourn

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Superintendent Update

FROM: Dr. Chris Reuter

BOARD MEETING: August 29, 2022

DATE: August 24th, 2022

AGENDA ITEM: III. A.

BACKGROUND:

The 2022-2023 school year is underway for all Germantown School District employees. The District kicked off the year at the Performing Arts Center on August 23rd with a full district gathering. The focus of the gathering was the theme of working together toward attaining common goals. Dr. Reuter, Mr. Misiak, and Mr. Nowak addressed the entire staff on the direction the district is moving, teaching and learning goals for the year, and Human Resource updates for the start of the year.

August Inservice is fully underway. Teachers and support staff have engaged in professional development on August 23rd, 24th, and 25th, as outlined on the August 2022 Inservice Schedule.

On August 17th, 2022, GSD Board of Education Vice President Reinemann, Dr. Reuter, Village President Wolters, and Village Administrator Kreklow met to discuss six agenda items outlined in the attachment section of this report. Quarterly meetings occur between Dr. Reuter and Village Administrator Kreklow throughout the year.

ATTACHMENTS:

- Germantown School District Enrollment as of August 24th, 2022
- 2022-2023 August Inservice Schedule
- Agenda from a meeting between Village of Germantown representation and Germantown School District

RECOMMENDATION: Report only.

Germantown School District Enrollment as of August 24th, 2022

Grade Level	Amy Belle	County Line	MacArthur	Rockfield	KMS	GHS		
4K	36	48	44	38	0	0		
5K	46	60	62	48	0	0		
1	64	87	88	55	0	0		
2	39	64	73	59	0	0		
3	67	68	76	62	0	0		
4	56	75	83	62	0	0		
5	50	70	77	64	0	0		
6	0	0	0	0	303	0		
7	0	0	0	0	294	0		
8	0	0	0	0	307	0		
9	0	0	0	0	0	305		
10	0	0	0	0	0	327		
11	0	0	0	0	0	332		
12	0	0	0	0	0	341		TOTAL
	358	472	503	388	904	1305		3930

All Inservice Days will be 7:30am–3:30pm
Teacher Work Days will be professional 8-hour work days

PAC = Performing Arts Center at Germantown High School

GAC = Gold Activity Center at Kennedy Middle School

	TUESDAY, AUGUST 23 7:30am–3:30pm	WEDNESDAY, AUGUST 24 7:30am–3:30pm	THURSDAY, AUGUST 25 7:30am–3:30pm	TUESDAY, AUGUST 30 7:30am–3:30pm	WEDNESDAY, AUGUST 31
Elem <small>Amy Belle Rockfield County Line MacArthur</small>	7:30–8:30 All District Back to School (PAC) All Teachers & Staff 8:30–11:30 Building Time 11:30–12:30 Lunch 12:30–3:30 Teacher Work Time	7:30–11:30 District Wide Training: Writing (GAC) K-5 Teachers & 6-8 Writing Teachers Elective Elementary Teachers KMS Library 11:30–12:30 Lunch 12:30–2:00 Teacher Work Time 2:00–3:30 3-5 Teachers Technology Training (MAC Cafetorium) 3-5 Teachers 2:00–3:30 K-2 Teacher Work Time	7:30–10:00 Building Time 10:00–11:00 Convergent Solutions Phone Training (PAC) All Teachers & Staff 11:30–12:30 Lunch 12:30–3:30 Teacher Work Time 12:30–1:30 Assistive Technology Tools (AB Cafetorium) Special Education Teachers, SLPs, Ots, & Support Staff Open House	7:30–11:30 - District Goal Area Work - UbD - Stage 1 (MAC Cafetorium) 11:30–12:30 Lunch 12:30–2:00 Teacher Work Time 2:00–3:30 K-2 Teachers Technology Training (MAC Cafetorium) K-2 Teachers 2:00–3:30 3-5 Teacher Work Time	Teacher Work Day professional 8 hours 10:30–11:30 Optional: Lumio K-5 Teachers with new Smartboards (MAC Library)

	TUESDAY, AUGUST 23 7:30am–3:30pm	WEDNESDAY, AUGUST 24 7:30am–3:30pm	THURSDAY, AUGUST 25 7:30am–3:30pm	TUESDAY, AUGUST 30 7:30am–3:30pm	WEDNESDAY, AUGUST 31
KMS	7:30–8:30 All District Back to School (PAC) All Teachers & Staff 8:30–11:30 Building Time 11:30–12:30 Lunch 12:30–3:30 Teacher Work Time 12:30–1:30 Optional: Schoology Setup Support (KMS Library)	7:30–11:30 District Wide Training: Writing (GAC) K-5 Teachers & 6-8 Writing Teachers Elective Teachers KMS Library 11:30–12:30 Lunch 12:30–3:30 Teacher Work Time 1:30–3:30 Assistive Technology Session (KMS Library)– Special Education Teachers & Support Staff	7:30–11:30 UBD Work (GAC) 6-8 Teachers (Not Writing) 11:30–12:30 Lunch 12:30–1:30 Convergent Solutions Phone Training (PAC) All Teachers & Staff 1:30–3:30 Teacher Work Time 7/8 Orientation	7:30–10:30 Building Time 10:30–11:30 KMS Technology Training (GAC) 11:30–12:30 Lunch 12:30–3:30 Teacher Work Time 6 Orientation	Teacher Work Day professional 8 hours

	TUESDAY, AUGUST 23 7:30am–3:30pm	WEDNESDAY, AUGUST 24 7:30am–3:30pm	THURSDAY, AUGUST 25 7:30am–3:30pm	TUESDAY, AUGUST 30 7:30am–3:30pm	WEDNESDAY, AUGUST 31
GHS	7:30–8:30 All District Back to School (PAC) All Teachers & Staff 8:30–11:30 Building Time 11:30–12:30 Lunch 12:30–3:30 Teacher Work Time 2:00–3:00 Optional: Schoology Setup Support (GHS Library)	7:30–11:30 Building Time 11:30–12:30 Lunch 12:30–3:30 Teacher Work Time 12:30–3:30 Assistive Technology Session (Functional Skills Room)– Functional Skills Teachers & Aides Freshman Night	7:30–11:30 UBD Work – 9-12 Teachers with Departments 11:30–12:30 Lunch 12:30–2:00 Teacher Work Time 2:00–3:00 Convergent Solutions Phone Training (PAC) All Teachers & Staff	7:30–8:30 GHS Technology Training (PAC) 8:30–11:30 Building Time 11:30–12:30 Lunch 12:30–3:30 Teacher Work Time	Teacher Work Day professional 8 hours

Germantown School District & Village of Germantown
August 17, 2022

1. Village 2050 Comprehensive Plan/School Enrollment Projections
2. School Facilities Usage Agreement
3. School Resource Officer Agreement
4. Other Shared Services
5. Tax Increment District Update
6. Future Joint Board Meetings

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: District Nurse Report

FROM: Ms. Tammy Mamayek

BOARD MEETING: August 29, 2022

DATE: August 24th, 2022

AGENDA ITEM: III. C.

BACKGROUND:

Ms. Tammy Mamayek, district nurse developed a comprehensive health report to share the year in review of the 2021-2022 Germantown School District's health and wellness status. The report and presentation provide key data and information related to the well being of all GSD students and recommendations for future programming.

ATTACHMENTS:

- 2021-2022 District Nurse Report

RECOMMENDATION: Report Only

**Germantown School District
Health and Nursing Services Report
2021-2022**

**Respectfully Submitted
By
Tammy Mamayek RN, BSN
June 2021**

Introduction

1) State of Health

- a) Chronic Health Conditions
- b) Immunizations

2) Health Services

- a) Direct Services to Students
 - i) Health Room Visits
 - ii) Medication Administration
- b) Screening Programs
- c) Staff Training
- d) IHP/IEP/504 Participation

3) Continued Health Practices

4) Accomplishments

5) Recommendations

Conclusion

Introduction

The health and nursing services within the Germantown School District is an integral part of the education of students. By identifying, minimizing, and managing barriers caused by health problems, these services help students participate fully in their learning by reducing any health-related interference in their school day.

Primarily, the health aides and school secretaries provide daily health services. The district nurse provides guidance and consultation to the health aides and school secretaries in their role, develops 'Individual Health Plans' for students with health concerns, attends and participates in Individual Education Plan meetings for students with identified health needs, and makes visits to each school. In addition, the district nurse also:

- Promotes prevention and wellness
- Provides access to care
- Promotes healthy lifestyles
- Promotes disease prevention
- Completes vision and hearing screenings
- Teaches Human Growth and Development to all 4th and 5th girls
- Coordinates Care throughout the home, medical team, and school
- Attends meetings through IEPs, 504s, or other health meetings to meet the health needs of our students

School nursing is a specialized practice of professional nursing that advances the well-being, academic success, and lifelong achievement and health of students. In the school environment, health and nursing services help support the role of administrators and teachers. By keeping students healthy, we keep them in school, and help them to better concentrate on their education. Improving overall health outcomes leads to positive learning outcomes.

The school health room is becoming more and more the first line of health care given to school age children. Families face multiple barriers to adequate health care, including accessibility, availability, and affordability.

Many working parents also fear job loss if they are absent from work to attend a child's medical appointment, forcing them to leave illnesses and chronic conditions unattended. For each \$1 spent on school nurses, \$2.20 was saved in parent loss of work time, teacher time, and procedures performed in school rather than in a costlier health care setting.

<https://jamanetwork.com/journals/jamapediatrics/fullarticle/1872779>

1. State of Health

A. Chronic health conditions:

The following table summarizes the health conditions that parents report to the schools. *This is an approximation of known cases.*

There are many reasons for the discrepancy in the number of health conditions that are noted in the chart below. The district health team is still learning of these health conditions as they are not always reported to the health team. Parents/guardians are able to add new health conditions for their students not only during registration; but throughout the school year by entering health notes. This process sends an alert to the building secretary and they approve that alert; however, through the process of approval, the health information does not always get to the health aides to be entered into the health condition tab. In addition, many new health conditions are reported directly to the student's classroom teacher and/or special education teacher and does not get reported to the health team for entry. Lastly, our school counselors assist with most of the mental health concerns our students face. These conditions are not reported to the health team and are therefore highly under reported.

At the beginning of the 19-20 school year, a report was run for each building specific to the health notes, and those notes were compared to the health conditions entered into Skyward. Many health conditions were then entered through that report which gave a significant increase in health conditions throughout the district. As we continue to improve this process, an expectation of increased health conditions will remain.

In addition, many health conditions could be listed under different names-seizures vs epilepsy, headache vs migraine, heartburn vs reflux, etc. All of the categories for health conditions were examined and most of them were merged into a more generalized category that is easier to follow; listing any and all individual genetic disorders vs having one genetic disorder category, cardiac disorders vs listing them all individually, while leaving a few specific categories that are essential to know on their own. Upon running these health condition reports for this school year, new health conditions were added this year without the district nurse's knowledge that is causing some discrepancy as well.

Within the health community, there is an expectancy of an increase in certain health conditions in the coming years due to the COVID-19 pandemic. Those health conditions to be looking for include anxiety, depression, PTSD, other mental health disorders, headache/migraines, vision difficulty, muscular/skeletal disorders, sleep disorders, alcohol/drug abuse, obesity, type 2 diabetes and many more.

	AB		CL		Mac		Roc		KMS		GHS		Total
School Year	20-21	21-22	20-21	21-22	20-21	21-22	20-21	21-22	20-21	21-22	20-21	21-22	21-22
Abdominal Migraine			1	1					2			4	5
ADD/ADHD	8	6	5	7	16	12	8	10	44	43	75	81	158
Allergies (all types)	35	43	43	53	42	55	63	59	202	221	267	291	706
Anxiety	2	2	1	2	3	4	2	2	12	20	47	55	85
Asperger's Syndrome					1	1			1		1	3	4

Asthma	8	8	25	25	17	21	21	15	99	90	132	126	287
Autism	3	3	1	3	4	3	4	6	4	3	15	15	33
Autoimmune Disorder-Other	1								2	2		1	3
Blood Disorder-Other	2	2	1	1	4	2			3	2	11	14	20
Cancer								1	1	1	2	2	3
Cardiac Disorder-Other	1		2	2			1	1	3	7	5	5	14
Cardiovascular Disorder-Other						1					3	2	2
Cerebral Palsy											1	1	1
Celiac Disease	1						1	1	3	3	3	4	8
CHARGE Syndrome						1	1		2	2			3
Crohn's Disease					1					1	3	3	4
Color Blind			2	2						1	2	2	4
Cyclical Vomiting Syndrome (CVS)	1	1							1			1	2
Cystic Fibrosis/CRMS							1		3	3	1	1	4
Depression					1		1		6	7	15	22	30
Diabetes					1	2	2	2	10	4	7	11	19
Down Syndrome					1					2	3	2	4
Ear					5	4	3	4	3	3	3	6	17
Eczema	1	1	4	6	1	1	2		6	8	8	11	25
Endocrine/Metabolic Disorders-Other							1		2	4	4	3	6
Eye	1	1			7	5	4	1	34	15	32	47	70
Gastrointestinal Disease-Other				2	1	3	3	3	8	9	14	20	35
Genetic Disorders-Other					1				1	1	3	4	5
Headache/Migraine	3	4	3	6	1		3	4	37	30	70	84	128
Hearing Impairment	2	3	2	4	2	3	2	3	4	7	8	4	23
Heartburn/GERD	1	1							1			1	2
Immune Disorder											2	2	2
Juvenile Rheumatoid Arthritis							1	1			1	1	2
Kidney Disease-Other					1	1					1	2	3
Lactose Intolerance				2	2	2	4	1	9	7	6	8	19

Lupus											1	1	1
Mental Health Condition-Other							2	2	1		8	9	11
Muscular Dystrophy							1	1					1
Muscular/Skeletal Disorders					1				1		4	3	4
Neurological Conditions-Other					1				2	3	4	6	102
Organ Transplant			1							1	1	1	2
Other Conditions	9	9	9	9	16	11	23	24	8	19	17	20	86
PANS/PANDAS							1	1			1		2
POTS			1							1	8	7	8
Respiratory Disease-Other											1	1	1
Scoliosis							1		3	5	5	6	11
Sickle Cell Anemia									2	1	2	3	4
Seizure Disorder	2		2	1	4	5	2	2	10	10	11	14	32
Skin Condition	5		1	1							2	2	3
Sleep Disorders									1	1	2		1
Spina Bifida	1								1	1		1	2
Syncope (Fainting)							2	1		1	5	4	5
Traumatic Brain Injury					2				2			4	6
Turner Syndrome					2		1				4		
Ulcerative Colitis												2	2
Genito/Urinary				1				2		2	2	5	10
Vision Impaired		1	1				2	9	1	24	3	2	37
Total # Students with health conditions		60		101		106		105		380		582	1334

Many diagnoses come up during the school year which changes the number of cases at the school; therefore, this chart shows the number of conditions that each building has at the end of the school year. Moving forward, to better understand the true increase/decrease in health conditions, each building's conditions will only be reported for that school year and the totals will be compared to years past.

B. Immunizations

The Wisconsin Immunization Law sets minimum immunization standards for all students in grades K-12. Immunizations, based on age and grade levels, are required for diphtheria, pertussis, tetanus, measles, mumps, rubella, polio, chicken pox, and hepatitis B.

It is the responsibility of the Department of Pupil Services and the school nurse to:

1. gather and analyze immunization information
2. educate parents about the state requirements
3. prepare a report to the public health department on the 40th school day detailing the immunization status of students
4. Phone calls and letters were mailed to parents at the beginning of the school year, notifying them that their child/children were not compliant with their immunizations.

State law requires districts that have a compliance rate below 99% to exclude non-compliant students (up to 5th grade) the following school year. The official compliance rate for this school year will be published by the Wisconsin Department of Health and Family Services in September of 2022.

The District Nurse and Ozaukee/Washington Health Department are available for assistance with immunization compliance and instruction. Each school also has access to the Wisconsin Immunization Registry, a computerized data base of the immunizations of many of Wisconsin's children. This registry has proven to be helpful in providing records for our students as more doctors' offices are now using the WI immunization registry to record immunizations given.

In an effort to ease the administration burden of maintaining student immunization records as well as provide more timely immunization data, the Wisconsin DPI WISE data team, in partnership with Wisconsin DHS and student information system vendors (SIS), have built an integrated solution to enable schools to obtain immunization data directly from WI DHS via their SIS. This integration will prove critical as COVID-19 vaccinations are made available to K-12 students. SIS vendors will have the ability to display the COVID-19 vaccine status in the same manner other immunization data is presented. Skyward has started the live production of this integration on 1/25/2021. The Pupil Services Department is working to have the district have this integration for the 21-22 school year.

2. Health Services

Not only does the District Nurse serve the students and families of the Germantown School District, the District Nurse serves the staff as well. The district nurse worked closely with staff the past two school years to help them navigate their personal COVID situations and mental health through the pandemic.

A. Direct Services to Students

The health office at each school provides most of the emergency nursing services in the district. The District Nurse and Ozaukee/Washington Health Department are available for consultation on health-related issues.

Emergency nursing services are provided in the district in accordance with Wisconsin Statute 121.02(1) (g), which states that each school board shall provide for procedures for dealing with accidental injury, illness, and the administration of medication at all curricular, co-curricular, and extra-curricular activities of students. These emergency nursing services are to be reviewed annually by the district medical advisor.

i. Health Room Visits

Students visit the health office for a variety of reasons. Generally, basic first aid is all that is needed. Due to the pandemic, teachers and staff were directed to assist students in the classroom for basic health needs. They were given procedures to follow based on the health complaint of the student-stomach ache, headache, scrape, etc. Not only did this help minimize the spread of germs, but kept students in the classroom and not needing to miss any instruction. During the 21-22 school year, the number of health office visits increased dramatically as teachers were sending students to the health room instead of assisting in the classroom.

By the end of the 19-20 school year, all office visits were being entered into Skyward, and paper records were no longer being kept. While paper records are still being used during the school day to track the students when they come to the health room, they are then entered into Skyward at a later time and then the paper record is shredded.

Number of Visits to the Health Office

School Year	AB		CL		Mac		Roc		KMS		GHS	
	18-19	21-22	18-19	21-22	18-19	21-22	18-19	21-22	18-19	21-22	18-19	21-22
# of Health Office Visits	2,505	2,947	1,777	2,189	2,739	2,571	1,614	1,306	2,995	2,323	3,825	4,719
Highest # of Health Office Visits	Injury : 412	Pain: 487	Injury : 254	Pain: 279	Possibly Stomach ache or Injury	Medication : 336	Possibly Stomach ache	Injury: 252	Headache: 749	Headache: 496	Headache: 905	Headache: 1140

This chart does not reflect students coming to the health room for daily medications or specialized nursing procedures such as catheterization, glucose testing, colostomy bag emptying, etc.

The number of health office visits for all schools are under reported. Students that come down for band aids and ice are not always documented. This has greatly improved; however still needs to be worked on.

When students come to the health room not feeling well, they are asked if they told their parents that they were not feeling well and a variety of responses are received. Some of them include:

- I didn't tell my parents that I wasn't feeling well
- My parents told me to go to school and try
- My parents gave me medicine and sent me to school
- My parents told me to see the nurse.
- I can't miss work so you have to go to school.

Health room staff have worked extremely hard to keep students in the classroom as much as possible. Following recommendations from the WI Department of Health and Human Services has helped to determine when a student needs to be excluded from school; however, all situations are handled on an individual basis. Charts are hung in each health room from the WI Department of Health and Human Services on all childhood illnesses to be used for easy reference.

ii. Medication Administration

Frequently, students must receive medications during the school day. The health aides and school secretaries are responsible for ensuring that the proper paperwork is completed by the parents and/or physician prior to administration at school.

Due to the pandemic, it was strongly encouraged for students in grade 6-12 to carry and self-administer any medications that are allowed per school board policy.

Medication administered in the schools

	AB			CL			Mac			Roc			KMS			GHS		
School year	18-19	20-21	21-22	18-19	20-21	21-22	18-19	20-21	21-22	18-19	20-21	21-22	18-19	20-21	21-22	18-19	20-21	21-22
# of Students with Daily Meds	6	4	7	9	4	8	4	9	6	4	2	3	15	5	13	6	9	17
# of Epi-Pens in health room	9	8	8	12	8	6	8	9	11	10	10	8	22	10	14	28	14	11
# of inhalers in health room	9	5	12	19	4	7	11	5	13	6	5	9	11	4	3	4	1	1
# of as need meds in health room	16	19	33	23	12	14	24	6	12	27	10	16	52	9	22	88	32	30
# of self-administration forms on file													88	75			77	

The number of students that require daily medication changes throughout the school year. This may be due to medication changes, schedule changes, discontinuation of medication, the start of medication, or a student leaving the district. This chart shows the number of students that require daily medications at the end of the school year. Many times, one student will need to take daily medication multiple times a day-e.g. there are 6 students that need daily medication at MacArthur; however, there 8 doses of daily medication given; therefore 2 students come to the health room twice for medication.

Many of our students that have as-needed medication at school have more than one type of as-needed medication. One student may have 3 or 4 different types of medication; for example, one student may have saline nasal spray, cortisone cream, Benadryl, and Tylenol here at school. As-needed medications are both over-the-counter and prescription medications.

Students using inhalers were permitted to carry and self-administer if proper documentation was on file with the school, as per district policy. Self-administration of inhalers was not documented by staff.

Epi Pens are emergency auto injectors of epinephrine administered in the case of severe allergic reaction. Secretaries, health aides and other staff are trained by the District Nurse in the proper administration of the Epi Pen in order to ensure a safe school environment. New District Epi pens were ordered for each school. A District Epi pen is kept at each school (along with individual student Epi pens) in the event that a child or adult who has not previously had an adverse reaction to a bee sting, bug bite, or food allergy develops a life-threatening anaphylactic reaction. These district Epi-pens are provided at no cost through the 'epi-pens 4 schools' program with a written prescription from the district medical advisor. We have four district epi-pens in each building through this program. Students were also permitted to carry and self-administer in the case of a severe allergic reaction with their own prescribed epi-pen.

Per our school board policy, our generalized anaphylaxis emergency plan is posted to our website on the health/nursing service page. This plan is reviewed by our medical advisor on a yearly basis.

Medication Errors

- Eight medication errors reports were completed throughout the district.
 - Five errors were due to medication not being administered/forgotten
 - Two errors were due to medication not being administered/forgotten on a field/trip
 - One error was a double dose of an inhaler given: health aide saw student in the hall and gave them the inhaler before recess. Teacher was unaware and brought student to health room and secretary gave inhaler while health aide was assisting a student in a classroom. Student is a special education student and not able to verbalize they already took medication.

All medication has a one-hour time frame to be administered when due; a half hour before, and half hour after the time of administration. Any medication given outside of this window is considered a medication error. It is also considered a medication error when medication is administered to a student when proper documentation is not file for the medication.

B. Screening Programs

Vision and hearing screenings are provided in the Germantown School District as a service to students. Early identification of potential problems can alert parents to the need for consultation with a health care professional. Screenings are done with the assistance of high school students enrolled in Diversified Health Class. Rescreening is done for students who do not pass the initial screen.

A letter is sent home requesting that they consult with their health care provider about the results.

Vision Screening Results: Grades Kindergarten, 2nd, and 4th were screened based on the recommendations from the American Academy of Optometry and National School Nurses Association that screening for distance should occur every other school year. Any additional student who is referred by their teacher or parent was also screened.

	Mac	AB	CL	Roc
Screened		165		
Re-Screened		20		
Referred to an Eye Doctor		17		
Seen by Doctor				
Prescribed Glasses				

All students entering Kindergarten are requested, per state law chapter 118.135, to have their vision screened by an optometrist prior to entering school. This is called the Clear Vision, Bright Future Law. The information regarding this law and the forms are posted to our website on the health/nursing page.

Unfortunately, the data for the vision screenings conducted this year has been misplaced and therefore cannot be given.

Hearing Screening Results: 1st, 3rd, and 5th grades were screened based on the recommendations from the American Academy of Audiology.

	Mac	AB	CL	Roc
Screened	187	140	219	177
Re-screened	88	74	54	22
Screened by District Nurse	40	42	18	11
Referred for Evaluation	11	3	2	1
Seen by Doctor	3	1	2	0
Diagnosed with hearing loss	0	0	0	0

The number one reason students fail a mass hearing screening, is due to environment. We have three stations set up in one classroom as far apart as they can be. Students wait in the hallway for their turn while the door is closed. Students moving in and out of the room causes visual and noise distractions that cause a high number of false failures. The second reason students fail is due to the screeners themselves. The district nurse trains high school students to perform hearing screenings and this causes a number of failures due to not always understanding how to conduct the screening and the time elapsed between the training and the actual screenings. The third reason is due to ear wax buildup. In order to rule out these false failures, the district nurse comes back on a third day and re-screens these students, 1:1 in a closed quiet room and an otoscope is used as well to determine if ear wax may be blocking the ear canal. A recommendation to have their ears cleaned out is sent home if a large amount of wax is noted.

C. Staff Training:

According to Wis. Stat. sec. 118.29, Wisconsin school personnel and volunteers must be trained and found competent before administering certain medications to students. All school personnel and volunteers must complete a Basic Medication Administration Principles program. All routes other than oral, ear, eye, and topical require both knowledge training and skills check-off. The knowledge (webcasts) training and assessment tests are to be completed **every four years**, while the skills competency check-off is done **annually**. Knowledge training and skills check-off is not required for oral medication, but highly recommended. Per DPI nursing medication administration.

The school nurse educates staff according to the needs presented by the students. Education was provided to staff members directly involved with students who have medical conditions. The following in-service trainings are provided to the health aides and staff.

- Epi-pen and inhaler training is mandatory for all staff district wide
- Seizure first-aid training is mandatory for all staff that have students with known seizures
 - This training is done through videos provided by the Epilepsy Foundation.
 - An assessment is provided by the Epilepsy Foundation to show understanding of the condition.
- Diabetes first-aid training is mandatory for all staff that have students with known diabetes.

- This training is done through videos provided by the Diabetes Association of America.
- An assessment is provided by me to show understanding of the condition.
- Nursing tasks and medication training is done through the DPI nursing site. Based on what health conditions are in the classroom, defines what the teachers are trained on.
 - Staff watches the appropriate videos and completes the assessment provided.
 - Upon completion of the assessment, staff completes a skills assessment of the specific nursing task or medication with the use of the nickie training doll.

A Google spreadsheet of all staff that are trained and in what type of medication/nursing procedure is available for administration to view. All hard copies of both the assessments and skills checkoff list are kept in the district nurse office for documentation of completion.

When a school nurse is not available at all times, the American Academy of Pediatrics, the National Association of School Nurses and the American Nurses Association recommend that delegated, unlicensed assistive personnel be trained and supervised in the knowledge, skills, and composure to deliver specific school health services under the guidance of a registered nurse. The delegation of nursing duties must be consistent with the requirements of state nurse practice acts, state regulations, and guidelines provided by professional nursing organizations. Only registered nurses may delegate nursing tasks regardless of the setting they are in. The decision to delegate is based on the safety and welfare of the student, not on expediency or cost.

D. IHP/IEP/504 Participation

The school nurse is an active member of the school-based multidisciplinary team because they can contribute to a holistic evaluation of the student. It is the nurse's role to make a nursing assessment of the student's health status. Data is gathered through a variety of sources which may include parent, student, teacher and/or health care provider interviews, student observation and a review of the health care records. The health care plan is then created by the nurse, which describes medical terms and conditions. An in-service is presented to staff working with the students who have health care concerns that might present a problem in the classroom. An example would be a student with diabetes. The nurse would inform teachers of how to look for signs of hypo and hyperglycemia, the need for access to drinking water, frequent bathroom breaks, and how to handle a diabetic emergency. Glucagon instruction might also be done at that time. The health care plans for students should be presented at IEP and 504 meetings or may be e-mailed to the teacher, the school psychologist, or the special education teacher.

	AB	CL	Mac	Roc	KMS	GHS
--	----	----	-----	-----	-----	-----

# of IHPs in the building	1	1	5	7	16	30
# IEPs Attended	3	2	2	3	5	7
# 504s Attended			1	3	2	1
# Other Health Meetings			2	3	2	5

The number of meetings that were attended this year, are highly under represented for the usual number of meetings that the district nurse attends. Due the pandemic, many parents signed I9 forms exempting the district nurse from attending the meeting as the priority was contacting tracing and assisting in the health rooms with monitoring ill students for the 19-20 school year. The 18-19 school year, the district nurse attended 33 IEP meetings, 14 504 meetings, 14 other health meetings, and 3 truancy meetings. Due to not being at many of the meetings the previous year, the district nurse has fallen off many of the plans; however, we are working on getting the nurse back on the plans as appropriate. Any student that has an IEP and an IHP, the district nurse should be included as part of the IEP team the IHP attached to the IEP.

In addition, the number of IHPs are decreasing due to having the appropriate plan for the student which maybe a 504 and not an IHP. An IHP is a ***plan of action*** for the student with special health care needs. It is the position of the US Department of Special Education and National Association of School Nurses that students whose ***healthcare needs*** affect or have the potential to affect safe and optimal school attendance and academic performance require the professional school nurse to write an Individualized Healthcare Plan (IHP), in collaboration with the student, family, educators, and healthcare care providers. A 504 plan is a legal document/plan developed to remove barriers in the classroom for students with identified disabilities to be able to access their education as equally as a student that does not have a disability. Many school districts utilize the IHP instead of the 504 when that is not the appropriate plan for the student. The district nurse is still currently trying to help staff and families understand the different plans and which is the appropriate plan for their student.

This does not include the number of students that have emergency action plans (EAPs) for allergies, asthma or migraines/headaches.

In addition, as part of school board policy, 5335 -CARE OF STUDENTS WITH CHRONIC HEALTH CONDITIONS, all IHPs will have a parent and physician signature for the plan to be considered active. It is also best nursing practice for all staff working with the student to sign off on the IHP as well.

3. Continued health practices:

- Health conditions entered in right sections, entering and documenting medications, and entering health office visits into skyward

- School board policies and procedures are placed in binders and are in each health room for easy access, with additional procedures written by the district nurse and approved by the district medical advisor.
- Teachers receive a list of health-related conditions of all the students they interact with at the beginning of the school year.
 - All staff receive this print out from skyward at the beginning of the school year and at semester for KMS and GHS.
- Copies of all Individual Health Care Plans (IHPs) are placed in binders in each health room for easy access for the Health Aide and in skyward for other necessary staff to access when appropriate.
 - After IHPs are updated accordingly, appropriate staff is notified to review and sign through email
- Generalized Emergency Nursing Plans were written and signed off by the medical advisor as per our school board policy 5335 - CARE OF STUDENTS WITH CHRONIC HEALTH CONDITIONS, a standard emergency protocol in place for students experiencing a distress reaction if they do not have a written health care action plan on site;
 - These are used in case of an emergency where a student does not an IHP, Asthma Action Plan, or Anaphylaxis Action Plan.
 - These plans include heath conditions of Asthma, Anaphylaxis, Seizure, and Altered Level of Consciousness or Syncope (fainting)
 - These plans were then added to our district Emergency Plan
- AED checks are maintained and Pads are renewed when expired

4. Accomplishments for the 2021-2022 school year:

- Had Cardinal Stritch Nursing Students
 - Hosted a total of 3 groups of nursing students each for 6 weeks
 - They completed the following:
 - Elementary classroom health teachings
 - Assisted in all health rooms
 - Job shadowed district nurse
 - Assisted with other educational health teaching topics
- Health codes were merged in Skyward for better reporting purposes.
 - This is still a work in progress
- Completed Medicaid training for Special Ed staff on how to document in IEP for both attend care services and nursing services
 - Some attendant care services were billed for this school year
- Worked with Angie Packer to better our Health Services website and make information more accessible to families.
 - Per state law and school board policy, certain health information is required to given to parents for informational purposes-e.g. meningitis and concussion
- Trained special education staff on legal aspects of school nursing

- What can/cannot be done from a nursing perspective
 - How health tasks are delegated through the district nurse's nursing license
- Obtained a health room substitute for when the health aide is out sick or for other circumstances so the district nurse is not needed to cover specific student health need

5. Recommendations for 2022-2023 school year:

- Medical emergency drills to be conducted in each building throughout the school year
 - By not knowing how to care for students in an emergency situation, or knowing what information to give during an emergency, can delay treatment and have serious health implications
- To become an Express Enroller for Badgercare +
 - During an emergency situation, if a student does not have access to health insurance, trained staff members may enroll the student into Badgercare + and will have health coverage upon the arrival for medical treatment, up until the end of the next month.
- Narcan is being made available at no cost to school districts across the country-this is important to have on hand for when our SROs out of district
 - Narcan is used to reverse the effects of opioid overdose in people with respiratory depression
 - We do not currently have this this medication on stock As previous stated, the complexity of student's health is
- Utilizing the school walkthrough program from Wisconsin Asthma Coalition for asthma/allergy friendly classroom
 - Specifically looking at this for our elementary schools as we have a severe asthma/allergy student at young ages that need assistance with controlling their health conditions
- Collaborating with Bridging Brighter Smiles to provide free dental cleanings and screening for students
 - Specifically looking at this for Amy Bell and MacArthur
- Health aides to remain at 6 hours daily
 - Based on the complexity of health conditions and number of health office visits that we are seeing within our district, it is important to have our health aides remain at this number of hours.
 - Not having a consistent health aide puts the responsibility on the office secretary. The secretary does not receive the same amount of training as the health aide nor the time for this training as this is not their priority. This puts the district in a liability situation when students are not cared for properly.
- Change GHS health aide to a School RN position (there is currently an RN in this position; however, they are not recognized or compensated as one)
 - The complexity of the needs of students in the high school is beyond the level of that a typical health aide can be expected to manage
 - The number of students with different IV lines, nasogastric tubes with tube feedings, tracheostomies, fainting diagnoses, diabetics (there will be 14 diabetics alone in the building for 22-23 school year), and more are beyond

- the scope that the district nurse can fully train a health aide on and be expected to remember
 - The increase in mental health needs that students seek the health room for assistance with is again beyond the scope a health aide can manage-knowing the difference when a student is having a panic attack vs something physical like an asthma/heart attack
- Change KMS/elementary Health Aide positions to CNA/MA/LPN positions and be compensated for that
 - As previously stated, the complexity of our student's health is beyond the scope that one district nurse can train for and be held accountable for. These health aides are expected to be able to understand and treat complex health conditions that are beyond sending sick students' home for.
- Establish a mental health program for all student access.
 - Mental health is displayed in many physical forms that is not always able to be distinguished from-e.g. sleeping disturbances, anger, defiance or other challenging behaviors, inattention, stomach/headache, difficulty managing emotions, unrealistic high expectations, etc.
 - All aspects of student health need to be monitored and supported
 - Having our own mental health providers on site for all schools will help support our students manage their mental health and become successful in the classroom

Conclusion

The need for more complex care within our health rooms are emerging with the complexity of chronic health conditions, increased mental health conditions, and behavioral concerns.

Asthma is more complex in the need to deliver nebulizer treatments multiple times a day instead of an as needed inhaler. Understanding how to read an asthma action plan and when a student needs further treatment. Knowing how to properly check if a bone is broken as many students were sent back to class with broken bones. Understanding the basics of a head injury, how to manage a concussion and when it is an emergency. Managing multiple diabetic students within one building as no two diabetics are the same. Having new diabetic students that are newly diagnosed needing finger sticks and insulin injections which can be sometimes up to 3 insulin injections a day and over 10 finger sticks based on their daily school schedule. Being able to distinguish a panic attack from an asthma attack or heart attack. The amount of time each student needs assistance is doubled. In addition to the basic health room need our health aides are assisting in other areas by helping empty a student's ostomy bag, assisting putting on back braces for our scoliosis students, helping them friend issues, etc. In the high school this year, we had 3 regular education students with PICC (specific type of IV line) lines with TPN (type of nutrition) being infused during the school day, one student with a central line (another specific type of IV line) with heart medication infusing, and two with nasogastric tubes for tube feedings-all when needing assistance would seek the health room for help. New emerging seizure and neurologic diagnosis and many students needing surgery with after surgery care during the school day.

As our health room staff is not required to have any medical background or training, it is the district nurse's responsibility to train them on all of these complex nursing interventions. All of these nursing tasks are delegated through the district nurse's nursing license based on the five rights of delegation, while the district nurse retains accountability for these actions. When the situation is too complex, the district nurse attends to the student themselves, assesses and intervenes as appropriate when available to do so. While the health of our students is increasing in numbers and complexity, the district nurse cannot train and delegate for every situation that can/will arise. Our health aides need to have further medical training/certification to meet the demands of our student's health that our district nurse is not able to provide for them.

Thank you for the opportunity to serve as your school nurse. Your continued support of nursing services helps the students of the Germantown School District remain active and productive in the school environment.

Respectfully Submitted,
Tammy Mamayek, RN, BSN
WASN District 1 Director
District Nurse
Germantown School District

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
July 18, 2022**

1. The meeting of the Board of Education was called to order by Board President Brian Medved in the High School Performing Arts Center at 7:00 p.m. with the Pledge of Allegiance. Roll call: Medved – yes, Barney – yes, Reinemann – absent excused, Soderberg – yes, Loth – yes, Ewert – yes, Pawlak – yes.
2. Superintendent Dr. Chris Reuter read the official meeting notification.
3. Motion by Soderberg, second by Barney to approve the agenda. Motion carried.
4. During citizen comments, GEA representative Jennifer Klapper addressed the Board asking if they had any questions for her, letting them know to reach out if they did and she would provide answers, Sarah Larson also addressed the Board thanking the new Director of Teaching & Learning Jake Misiak, the Teaching & Learning Committee and Dr. Reuter.
5. Motion by Barney, second by Pawlak to approve the June 27, 2022 Closed Session and June 27, 2022 Board of Education minutes. Motion carried.
6. Ewert led discussions updating the Board from the July 18, 2022 Teaching & Learning Committee meeting.
7. Motion to bring forward with a positive recommendation to adopt the Wisconsin Academic Standards in the areas of literacy, math, social studies, and science K-12, and to approve the proposed “NOTICE OF THE STUDENT ACADEMIC STANDARDS THAT ARE IN EFFECT FOR THE 2022-2023 SCHOOL YEAR,” as said proposed notice was presented to the Board in written form, with a date of July 18, 2022, in the Board’s packet of supplemental materials for this meeting, all pursuant to section 120.12(13)(b) and section 118.30(1g)(a) of the state statutes and move that the Board direct the administration to provide parents and guardians of the Germantown School District with notice of the Board-adopted student academic standards that are in effect for the 2022-2023 school year on the school districts website. Does not require a second. Medved briefly discussed local control and standards. Motion carried.
8. Loth led discussions updating the Board from the July 18, 2022 Finance Committee meeting, and Director of Business & Auxiliary added cliff notes from the meeting.
9. The Finance Committee brings forward with a positive recommendation to approve the 2022-2023 preliminary budget. Does not require a second. Motion carried.
10. The Finance Committee brings forward with a positive recommendation to the full Board to purchase a 2022 Chevrolet Express Van with 14’ Cargoport Body and Liftgate from Lynch Truck Center not to exceed \$51,826.00 funded from the Food and Nutrition Budget, Fund 50. Does not require a second. Brief Board discussion. Motion carried.
11. The Finance Committee brings forward with a positive recommendation to order white and color paper for the district at the best price in the quantity available throughout the

2022-2023 school year as needed not to exceed the 2021-2022 budget of \$34,412.00. Does not require a second. Motion carried.

12. Barney led discussions updating the Board from the July 18, 2022 Insurance Committee meeting.
13. The Insurance Committee brings forward with a positive recommendation to the full Board to approve the transition to self-funded insurance in the Germantown School District beginning January 1, 2023. Board discussion. Does not require a second. Motion carried.
14. Superintendent Dr. Reuter led discussions on the 2022-2023 Student & Athletic/Activities handbooks. Motion by Pawlak, second by Ewert to approve the 2022-2023 Germantown School District Student Handbooks and Co-Curricular Handbook addendums. Motion carried.
15. Superintendent Dr. Reuter led discussions on the request to revise the 2022-2023 Board of Education meeting schedule. Motion by Barney, second by Soderberg to approve the revision of the Germantown School District Board of Education Meeting Schedule to reflect the Annual Meeting for the 2022-2023 school year to take place on October 24, 2022. Barney led discussions on an adjustment to the start time for the August 8, 2022 Committee meetings.
16. Barney led discussions on the resolution that is being presented to the Board and read the resolution as follows.

A **RESOLUTION** of the Germantown Board of Education requesting immediate changes to Wisconsin statutes and funding of K-12 education to increase school safety.

WHEREAS, during the June 27, 2022 Germantown Board of Education meeting Board of Education Director Robert Soderberg requested more security steps be considered to “ensure our kids and teachers go home safe”; and

WHEREAS, The Germantown Board of Education values our ongoing relationship with the Germantown Police Department and the Washington County Sheriff’s department and their continued efforts to keep our buildings safe and secure; and

WHEREAS, the right to bear arms is defined and protected by the Constitution of the United States and the 2nd Amendment of the Bill of Rights; and

WHEREAS, the Gun-Free School Zones Act of 1990 allows possession of a firearm on school grounds if authorized by the state; and

WHEREAS, The Wisconsin State Legislature, signed by Governor Scott Walker, enacted 2011 Wisconsin Act 35 on July 8, 2011, a statute that allows most adults to lawfully carry a concealed firearm in Wisconsin after November 1, 2011, if they obtain a “concealed carry” license; and

WHEREAS, 2011 Wisconsin Act 35 failed to contain the necessary language authorizing a license holder to possess a firearm on school grounds; and

WHEREAS, losing one life at a school shooting is too many; and

WHEREAS, criminals do not follow laws, including gun laws; and

WHEREAS, the “gun-free school zone” signs do nothing but notify a criminal that there will be few, if any, people in the building that can defend themselves; and

WHEREAS, a sign stating “STAFF IS ARMED AND TRAINED TO USE DEADLY FORCE” sends a message that the school will not be an easy target; and

WHEREAS, soft on crime District Attorneys and Judges around the state set ridiculously low bail and weak sentences, which directly lead to the massacre that occurred at the 2021 Waukesha Christmas Parade.

WHEREAS, the CDC data found that “1 in 5 children had a mental disorder, but only about 20% of those children received care from a mental health provider”¹; and

WHEREAS, the Germantown Board of Education believes in local control,

NOW, THEREFORE, BE IT RESOLVED, that the Germantown Board of Education requests that the state of Wisconsin provide mobile weapon detection systems similar to what is used at professional sporting events; and

BE IT FURTHER RESOLVED, that the Germantown Board of Education requests the State of Wisconsin provide and fund mental health services and tools for students which may include smartphone apps; and

BE IT FURTHER RESOLVED, that the Germantown Board of Education requests the State of Wisconsin create laws that mandate high bail and strong sentences for violent offenders; and

BE IT FURTHER RESOLVED, that the Germantown Board of Education requests the State of Wisconsin provide advanced defense and firearm training to all school staff that wish to attend; and

BE IT FURTHER RESOLVED, that the State of Wisconsin provide adequate funding for Germantown School District to implement school security aides as allowed per HR218; and finally

BE IT FURTHER RESOLVED, that the Germantown Board of Education requests that Wisconsin Concealed Carry Weapon statutes be amended to allow a license holder to possess a firearm on school grounds and within school buildings **if authorized by the local school district**.

Motion by Barney, second by Soderberg to adopt this resolution and send it to all assembly representatives, state senators, and the governor. Board discussion. Motion carried.

17. Director of Human Resources Mike Nowak led discussions on teacher resignations. Motion by Loth, second by Ewert to approve the resignations of Ashley Rusch, Kristen Dhein and Jocelyn Ritger and thank them for their years of service to the students, their families and to the Germantown School District and approve the posting and filling the vacancies. Motion carried.
18. Director of Human Resources Mike Nowak led discussions on teacher contracts. Motion by Soderberg, second by Pawlak to approve the .5 FTE part-time contract for Rachel Stallings at \$33,250, the .5 FTE part-time contract for Alison Pitrof at \$28,650, the .5 FTE part-time contract for Jocelyn Ritger at \$24,244, and the 1.0 FTE regular contract for Carissa Frank at \$65,000. Board discussion. Motion carried.

19. Superintendent Dr. Reuter led discussions on the donation. Motion by Barney, seconded by Pawlak to thank the Rockfield PTA for their donation, the generosity of that donation and approve the donation as listed. Soderberg commented on the donations that continue to come from the PTA's in the District. Motion carried.
20. Motion by Barney, second by Pawlak to enter into Closed Session. Motion carried.
21. The Board entered into Closed Session at 7:40 p.m.

Billie Jo Mohn
Recording Secretary

Thomas Barney
School Board Clerk

TO: Board of Education

TOPIC: Food and Nutrition Pay Rate

FROM: Michael Nowak

BOARD MEETING: August 29, 2022

DATE: August 3, 2022

AGENDA ITEM: VI. B.

BACKGROUND:

Food Servers in the Germantown School District currently start at a pay rate of \$15.18 per hour. We are proposing that this starting rate be changed to \$15.50 per hour. Currently, after one year of employment Food Servers advance to a pay rate of \$16.06 per hour. We are also proposing that this pay rate be changed to \$16.38 per hour. In addition, Food Server Substitutes are currently paid at a rate of \$14.57 per hour. We are proposing that after two years of employment Food Server Substitutes would advance to a pay rate of \$15.34 per hour. Finally, Food Service Custodians are currently at \$16.86 per hour. We are proposing an increase to \$17.25 per hour. These changes are being proposed in an effort to attract and retain employees in this department. The Food and Nutrition Budget (Fund 50) is in a strong position to support these changes as we enter into the 2022-23 school year.

RECOMMENDATION: Approve increases for Food and Nutrition pay rates as noted above.

TO: Board of Education

TOPIC: Employee Handbooks

FROM: Michael Nowak

BOARD MEETING: August 29, 2022

DATE: August 3, 2022

AGENDA ITEM: VI. C.

BACKGROUND:

As we approach the beginning of the 2022-2023 school year, we are asking for approval of the current Staff Handbooks for the upcoming school year, including the Main Section and subsections of Support Staff, Teaching Staff, Professional and Technical, and Administration. Throughout the past school year, the Personnel Committee and Board of Education have acted to modify the handbooks in a variety of areas. These changes have been noted in an ongoing manner and are reflected in the current handbooks being brought forward to approval. Changes that have occurred throughout the past school year can be seen below.

Main Handbook, Educational Goal Objectives of the Schools

Germanatown School District prohibits the use and/or practice of pedagogy, resource materials, or staff professional development activities within the District that would compel or direct students or staff to personally affirm, adopt, or adhere to any of the following: That any sex, race, ethnicity, religion, color, ability, age, or national origin is inherently superior or inferior. That individuals should be adversely treated by virtue of sex, race, ethnicity, religion, color, ability, age, or national origin. That individuals by virtue of sex, race, ethnicity, religion, color, ability, age, or national origin are inherently responsible for actions committed by another member of the same sex, race, ethnicity, religion, color, ability, age, or national origin. Committee discussion. Motion carried.

Support Staff, Vacation

Vacation shall be taken on a current fiscal year basis and shall not accumulate from year to year. Any vacation not taken on a current fiscal year basis shall be waived unless approved at the sole discretion of the District Administrator. If an employee is approved to carry forward vacation from a prior fiscal year, this carryover must be used by the following September 1 or be forfeited.

Teacher, Insurance

Teachers who are scheduled to work .75 FTE or more are eligible for health insurance and/or cash in lieu benefits, dental insurance, long- and short-term disability, life, and vision insurance. District insurance contributions will be prorated for part-time employees between .75 FTE and .9 FTE. These dollar amounts are subject to change.

Teacher, Professional Responsibilities and Normal Work Day

Adjustment to start and end times for teacher work days at elementary, middle and high school levels.

Normal Workday Schedule/Hours

	AMY BELLE/ ROCKFIELD	COUNTY LINE ELEMENTARY	MAC ARTHUR ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL
Teacher Report Time	8:30 A.M.	8:05 A.M.	8:45 A.M.	7:05 A.M.	7:00 A.M.
Student Report Time	8:46 A.M.	8:21 A.M.	9:06 A.M.	7:20 A.M.	7:10 A.M.
Student Release Time	3:46 P.M.	3:21 P.M.	4:06 P.M.	2:43 P.M.	2:33 P.M.
Teacher Release Time	4:00 P.M.	3:35 P.M.	4:15 P.M.	2:50 P.M.	2:45 P.M.

RECOMMENDATION: Approve the current staff handbooks as presented for the 2022-2023 school year.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Co-Curricular Activities
FROM: Mike Nowak and Sara Unertl **BOARD MEETING:** August 29, 2022
DATE: August 24, 2022 **AGENDA ITEM:** VIII. A.

BACKGROUND:

We are presenting the following information relating to an additional advising contract for a new co-curricular activity for the 2022-2023 school year.

There is one new activity group that students would like to form at the high school.

An Asian Cultural Exchange (ACE) group that Mrs. Laura Suprenand would advise. The ACE group would welcome all members of different backgrounds, create a safe space and would be a welcoming community to all. The group would teach about Asian cultures and experiences. Students would be able to participate in enriching educational activities and create meaningful connections with their peers. The overall purpose of this club would be to bring students together and create a sense of community. As of January 14, 2022 there were 19 interested students. This group wishes to be recognized as a Germantown club or activity and is requesting funds for an advisor. The club or activity will not require funding for operational costs. That being said, we are proposing 40 hours, \$660, be allotted to this high school group's advisor which would be in-line with our already existing groups that are similar in nature to this one. (IE: Emerging Women's Salon "EWS", Black Student Union "BSU", Multi-Ethnic Student Association "MESA" and Sexual and Gender Equality "SAGE").

We ask that the information above be considered for the 2022-23 school year.

RECOMMENDATION: Will of the Board of Education.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education **TOPIC:** Co-Curricular and
Coaching/Advisor Contracts

FROM: Michael Nowak and Sara Unertl **BOARD MEETING:** August 29, 2022

DATE: August 24, 2022 **AGENDA ITEM:** VIII. B.

BACKGROUND:

The Director of Student Activities and Director of Human Resources are requesting approval to issue the attached co-curricular coaching contracts for Germantown High School and Kennedy Middle School for the 2022-23 school year. The winter and spring coaching and DI co-curricular contracts will be requested at a later date.

(Contracts for new and existing employees will not be issued until appropriate forms have been received and background checks have been completed.)

Contract language will include the following for this school year: *For the 2022-23 school year, compensation for coaching and advising contracts will utilize a pro-rated approach based on the number of allowable practices and competitions completed.*

RECOMMENDATION: Approve Co-Curricular and Coaching/Advisor Contracts as presented for the 2022-2023 school year.

Activity	Season	Contract Amount	Coach/Advisor Name
Cheerleading Coach	Jul - Nov	\$ 3,500.00	TBD
Cheerleading Coach - Assistant	Jul - Nov	\$ 1,800.00	TBD
Cross Country - Boys Head Coach	Aug - Oct	\$ 3,500.00	Paulina Fote
Cross Country - Boys Assistant Coach	Aug - Oct	\$ 2,800.00	Jeremy King
Cross Country - Girls Head Coach	Aug - Oct	\$ 3,500.00	Nancy Pietrowiak
Cross Country - Girls Assistant Coach	Aug - Oct	\$ 2,800.00	Robert Wehner
Football - Head Coach	Aug - Nov	\$ 4,200.00	Jacob Davis
Football - Assistant Coach	Aug - Nov	\$ 2,800.00	David Branske
Football - Assistant Coach	Aug - Nov	\$ 2,800.00	Michael Pfeiffer
Football - Assistant Coach	Aug - Nov	\$ 2,450.00	Jonathan Davis
Football - Assistant Coach	Aug - Nov	\$ 2,450.00	Scott Schubert
Football - Assistant Coach	Aug - Nov	\$ 2,100.00	Andrew Waller
Football - Assistant Coach	Aug - Nov	\$ 2,100.00	Cory McCabe
Football - Assistant Coach	Aug - Nov	\$ 2,100.00	Jason Baumann
Football - Assistant Coach	Aug - Nov	\$ 2,800.00	Robert Fliss
Football - Assistant Coach	Aug - Nov	\$ 2,800.00	Todd Krupicka
Golf - Girls Head Coach	Aug - Oct	\$ 3,200.00	Thomas Kujawa
Golf - Girls Co-Assistant	Aug - Oct	\$ 2,500.00	Laura Suprenand
Golf - Girls Co-Assistant	Aug - Oct	\$ 2,500.00	Stephanie Milmoie
Pompons Coach	Jul - Nov	\$ 2,500.00	Kristina Burmeister
Pompons Coach - Assistant	Jul - Nov	\$ 1,400.00	Kelly Navin
Pompons Coach - Assistant	Jul - Nov	\$ 1,400.00	Hannah Vallone
Soccer - Boys Head Coach	Aug - Oct	\$ 4,200.00	James A Davis
Soccer - Boys Assistant Coach	Aug - Oct	\$ 1,000.00	Ryan Schroeder
Soccer - Boys Assistant Coach	Aug - Oct	\$ 2,250.00	KJ Michel
Soccer - Boys Assistant Coach	Aug - Oct	\$ 1,750.00	James Ulickey
Swimming - Girls Head Coach	Aug - Nov	\$ 4,200.00	Lori Bruss
Swimming - Girls Assistant Coach	Aug - Nov	\$ 2,800.00	McKenna Coulter
Swimming - Girls Diving Coach	Aug - Nov	\$ 2,800.00	Mary Woodson
Tennis - Girls Head Coach	Aug - Oct	\$ 3,200.00	Megan Kitze Ward
Tennis - Girls Assistant Coach	Aug - Oct	\$ 2,500.00	Kyle Komorowski
Tennis - Girls Assistant Coach	Aug - Oct	\$ 2,500.00	Bethany Thiede-Wray
Volleyball - Boys Head Coach	Aug - Nov	\$ 3,500.00	Brian Rushmer
Volleyball - Boys Assistant Coach	Aug - Nov	\$ 1,867.00	Dixon Seymour
Volleyball - Boys Assistant Coach	Aug - Nov	\$ 1,867.00	Matthew Schultz

Volleyball - Boys Assistant Coach	Aug - Nov	\$ 1,866.00	Chris Stapelman
Volleyball - Girls Head Coach	Aug - Nov	\$ 3,600.00	Amy Wagner
Volleyball - Girls Assistant Coach	Aug - Nov	\$ 1,100.00	Arianna Cohen
Volleyball - Girls Assistant Coach	Aug - Nov	\$ 2,500.00	Erin Heidenrich
Volleyball - Girls Assistant Coach	Aug - Nov	\$ 2,000.00	Amber Bischel
Band Advisor (GHS)		\$ 3,500.00	Jonathan Bell
Band Advisor Assistant (GHS)		\$ 3,200.00	Andrew Stone
Yearbook (Annual) Advisor		\$ 3,400.00	Stephanie Von Haden
Yearbook (Annual) Assistant Advisor		\$ 3,400.00	Caitlyn Mikula
Choir Advisor		\$ 2,800.00	Jonathan Brooks
DECA Advisor		\$ 2,500.00	Steven Martin
DECA Assistant Advisor		\$ 1,800.00	Al Allen-Jones
Drama Production 1 - Head Advisor/Director (Play)		\$ 3,675.00	Daniel Ellis
Drama Production 1.5 - Head Advisor/Director (Winter Show)		\$ 2,450.00	Daniel Ellis
Drama Production 2 - Choreographer		\$ 1,000.00	Emily Lamb
Drama Production 2 - Pit Director		\$ 1,600.00	Jonathan Bell
Drama Production - Scenic Designer		\$ 1,000.00	Daniel Ellis
Drama Production 2 - Head Advisor/Director (Musical)		\$ 3,800.00	Daniel Ellis
FBLA Advisor		\$ 2,100.00	Steve Martin
FBLA Assistant Advisor		\$ 2,100.00	Jason Baumann
Forensics Advisor		\$ 2,150.00	Theresa Schmechl
Forensics Advisor		\$ 2,150.00	Erin Warborg
HOSA (Health Occupations Students of America)		\$ 1,800.00	Diane Seramur
Intramurals Co-Coach (Winter)		\$ 2,800.00	Stephanie Milmoie
Intramurals Co-Coach (Spring)	Spring	\$ 2,800.00	Stephanie Milmoie
Peers 4 Peers		\$ 2,100.00	Caryn Hernandez
GTown Power		\$ 2,500.00	Scott Schubert
GTown Power		\$ 900.00	Sean Neils
GTown Power		\$ 900.00	Mitchell Cowman
Skills USA		\$ 900.00	Jon Stachowiak
Skills USA		\$ 900.00	Timothy Mehring
Student Council Advisor		\$ 2,500.00	Carolyn Solie
Student Council Advisor		\$ 2,500.00	Cindy Collins
Variety Show Advisor		\$ 1,800.00	Jonathan Brooks
Weightlifting Co-Coach (Fall)	Fall	\$ 700.00	Matthew Stuve

Weightlifting Co-Coach (Spring)	Spring	\$ 700.00	James Davis
Weightlifting Co-Coach (Winter)	Winter	\$ 1,100.00	Jacob Davis
Advisors-Gr 9 #1		\$ 660.00	TBD
Advisors-Gr 9 #2		\$ 660.00	Wes Hoops
Advisors-Gr 10 #1		\$ 825.00	Jason Baumann
Advisors-Gr 10 #2		\$ 825.00	Steven Martin
Advisors-Gr 11 #1		\$ 1,155.00	Sara Lundbohm
Advisors-Gr 11 #2		\$ 1,155.00	John Julka
Advisors-Gr 11 #3 (prom)		\$ 330.00	Cynthia Collins
Advisors-Gr 11 #4 (prom)		\$ 330.00	Cynthia Collins
Advisors-Gr 12 #1		\$ 1,155.00	Janel Gliniecki
Advisors-Gr 12 #2		\$ 1,155.00	Heather Zvitkovits
Band Tri M Advisor		\$ 660.00	Jonathan Bell
Best Buddies		\$ 660.00	Lisa Densing
Best Buddies		\$ 660.00	Tanya Shaske
Black Student Union		\$ 660.00	John Whitehead
Cup O Controversy		\$ 660.00	TBD
Emerging Women's Group		\$ 660.00	Jennifer Catalano
Environmental Club		\$ 330.00	Mark McClellan
Environmental Club		\$ 330.00	Stacy Stocklein
German Honor Society/Club		\$ 495.00	Heidi Ludorf
German Honor Society/Club		\$ 165.00	Heidi Ludorf
Key Club Co-Advisor		\$ 825.00	Marin Siegert
Key Club Co-Advisor		\$ 825.00	Marin Siegert
Math Club Co-Advisor		\$ 330.00	Jessica Tummett
Math Club Co-Advisor		\$ 330.00	Kelly Korek
Model UN		\$ 330.00	TBD
Multi-Ethnic Student Association (MESA)		\$ 660.00	Michael Aronow
NHS		\$ 429.00	Meridith Berghauer
NHS		\$ 429.00	Jessica Johnsen
NHS		\$ 429.00	Christel Callen
Robotics		\$ 990.00	Timothy Mehring
Robotics		\$ 990.00	Timothy Mehring
Sexual and Gender Equality (SAGE)		\$ 660.00	John Plaski
Ski and Snowboard		\$ 660.00	Jon Bell
Ski and Snowboard		\$ 660.00	Jon Brooks
Spanish Honor Society		\$ 330.00	Carrie Lillge
Spanish Honor Society		\$ 330.00	Marcus Harris

Strategists Co-Advisor		\$ 577.50	Kathleen Orr
Strategists Co-Advisor		\$ 577.50	Robert Fliss
United Sound		\$ 660.00	Jonathan Bell
United Sound		\$ 660.00	Lisa Densing
Basketball - Girls Coach	Sep - Nov	\$ 2,800.00	Tom Wilcox
Basketball - Girls Coach	Sep - Nov	\$ 2,800.00	Kyle Suprenand
Cheerleading Coach (Fall)	Sep - Nov	\$ 1,400.00	TBD
Cross Country Coach	Sep - Oct	\$ 2,500.00	Christina Gagan
Cross Country Coach	Sep - Oct	\$ 2,500.00	Benjamin Schuh
Cross Country Coach	Sep - Oct	\$ 2,500.00	Katrina Wesley
Cross Country Coach	Sep - Oct	\$ 2,500.00	Kevin Breitzmann
Yearbook (Annual) - Co-Advisor		\$ 2,000.00	Laura Restivo
Yearbook (Annual) - Co-Advisor		\$ 2,000.00	Aaron Gaskell
Band Advisor		\$ 2,500.00	Jonathan Fox
Band Advisor		\$ 2,500.00	Kelsey Shook
Chorus		\$ 2,500.00	Lauren Schell
Dramatics - Advisor		\$ 2,500.00	Lauren Schell
Dramatics - Assistant Advisor		\$ 1,800.00	TBD
Forensics - Head Coach		\$ 2,500.00	Kristin Hillshafer
Forensics - Assistant Coach		\$ 1,800.00	Corey Ahrens
KMS News Club		\$ 1,400.00	John Parrish
Newspaper - Co-Advisor		\$ 2,100.00	Wendy Veldboom
Newspaper - Co-Advisor		\$ 2,100.00	Heidi Feucht
Student Council Advisor		\$ 2,100.00	Rebecca Wittemann
Student Council Advisor		\$ 2,100.00	Thomas Wilcox
Variety Show Advisor (Drama)		\$ 1,800.00	Lauren Schell
Variety Show Advisor (Drama)		\$ 1,800.00	Beth Buettner
Young Writer's Club Advisor		\$ 700.00	Leslie DeLain
Best Buddies		\$ 396.00	Julie Quigley
Best Buddies		\$ 396.00	TBD
Jr Key Club		\$ 594.00	TBD
Jr Key Club		\$ 594.00	TBD
Jr Key Club		\$ 594.00	Despina Topitzes
Mathcounts (Math Club)		\$ 330.00	Lauren Duchscherer
Multi-Ethnic Student Association		\$ 660.00	Sara Wong
Multi-Ethnic Student Association		\$ 660.00	Tracy Rohde
Ski Club		\$ 396.00	Benjamin Schuh
Ski Club		\$ 396.00	Matt Reuter

Ski Club		\$ 396.00	Karen Wunschel
Ski Club		\$ 396.00	Lisa Stigler
Ski Club		\$ 396.00	Christina Gagan
Ski Club		\$ 396.00	Amy Brehmer

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Financial Literacy Curriculum

FROM: Jake Misiak

BOARD MEETING: August 29, 2022

DATE: 8/29/2022

AGENDA ITEM: VIII. C.

BACKGROUND:

Beginning with the class of 2019, Personal Financial Literacy became one of our graduation requirements at Germantown High School. The curriculum selected for the class was provided by Ramsey Solutions. For the 22-23 school year, Ramsey Solutions has provided a sponsorship opportunity with the Army National Guard. The sponsorship would cover all program costs for the 2022-2023 school year: the new version of the updated curriculum, digital student work books, unlimited site license for updated videos, and supported teacher curriculum resources.

ATTACHMENTS:

Sponsorship Memo

RECOMMENDATION:

Motion to approve the sponsorship with the Army National Guard to provide the Financial Literacy curriculum for the 22-23 school year.

Sponsorship Memo

TO: Jake Misiak, Director of Teaching and Learning
Jason Baumann, Department Chair-Business Education

FROM: Steve Martin, Business Education Teacher

DATE: August 18, 2022

SUBJECT: PFL SPONSORSHIP OPPORTUNITY

BACKGROUND

Beginning with the class of 2019, Personal Financial Literacy became one of our graduation requirements at Germantown High School. At the time of approval, various curriculum alternatives were evaluated. After the review process, it was decided that the best approach would involve a combination of materials developed in-house, as well as curriculum provided by Ramsey Solutions. The original purchase from Ramsey Solutions entailed a set of DVD videos, teacher resources, and unlimited printing rights for the first version of workbooks provided to each student. Access to these resources originally cost the district \$6,300 without consideration for internal printing expenses.

For the 2016-2017 school year, the district purchased unlimited site licenses, allowing us to “flip” the classroom by providing students individual online access to the content previously in DVD format. Presenting the material in this way proved to not only be more effective, but essential while adapting to a virtual environment. The site licenses were purchased until the end of the 2020-2021 school year, and ranged in price between \$600-\$900 annually. It should be noted that this purchase was accompanied by continued use of Ramsey Solutions workbooks, which accounted for our internal printing expenses.

At the end of the 2020-2021 school year, Ramsey Solutions updated their content and now requires the purchase of their new curriculum to access online video lessons. With our access to site licenses ending with the 2020-2021 school year, a new pricing model was being utilized for renewal. In addition to other changes, we were no longer able to purchase video site licenses for the original version of the curriculum. After consulting the sales department, it was found that the required purchase of the new curriculum and access to the new video site licenses would cost in excess of \$7,000. Due to this unpredicted pricing shift, we determined the best course of action for the 2021-2022 school year would involve using the original DVD’s and the original version of the curriculum.

SPONSORSHIP OPPORTUNITY

Ramsey Solutions reached out with a sponsorship opportunity. The sponsorship would cover all program costs for the 2022-2023 school year: the new version of the updated curriculum, digital student work books, unlimited site license for updated videos, and supported teacher curriculum

resources. Access to the included digital student workbook would also greatly reduce internal printing expenses associated with printing out student copies.

Our sponsor would be the Army National Guard. As part of this sponsorship, a small digital box appears where students access online workbooks and videos, the box states "Presented By: Army National Guard". Additionally, during the careers unit of the curriculum, guest speaker representatives from the Guard would join class to discuss career opportunities provided by Army National Guard.

CONSIDERATIONS

- The digital format of the new curriculum workbooks will save printing expenses for the district.
- Unlimited site licenses allow students to watch assigned videos on their own accord, rather than setting aside time in class. Moving forward, time previously spent watching videos, can be channeled into time working directly with students.
- In a given semester, there are usually over 10 sections of PFL, as a result, we have multiple business teachers educating using the same content, at the same time. As a result, using the physical DVD copies proved to be extremely challenging during the 2021-2022 school year, making the online video format a more compatible option.
- Using the curriculum for 2022-2023 educational year results in no contractual obligation moving forward, allowing us to discontinue the sponsorship at the end of the year if it is determined to be a poor fit.
- Overall, the sponsorship will save significant printing costs and provide the best educational experience for our students.

GERMANTOWN SCHOOL DISTRICT

TO:	Board of Education	TOPIC:	GHS Dean/ACP Coordinator
FROM:	Michael Nowak / Chris Reuter	BOARD MEETING:	August 29, 2022
DATE:	August 24, 2022	AGENDA ITEM:	VIII. D.

BACKGROUND:

District and GHS Administration reviewed 34 applicants and held finalist interviews with two candidates for the GHS Dean of Students / ACP Coordinator position. We are recommending Andrew Rooney as the candidate of choice. Andrew served as a Social Studies Teacher at St. Francis High School for the past eight years. He completed a Master's Degree in Administrative Leadership from the University of Wisconsin Milwaukee in 2018.

RECOMMENDATION: Approve the hire of Andrew Rooney as the Germantown High School Dean of Students and provide him with a Letter of Employment for the 2022-23 school year at a salary of \$70,000.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Resignations

FROM: Michael Nowak

BOARD MEETING: August 29, 2022

DATE: August 23, 2022

AGENDA ITEM: VIII. E.

BACKGROUND:

Amanda Bambarakos has submitted her letter of resignation effective July 30, 2022. Amanda was hired in August of 2019 and most recently served as a Fourth Grade Teacher Rockfield Elementary. Rannon Tabaska submitted her letter of resignation effective July 28, 2022. Rannon was hired in August of 2008 as a Teacher at Kennedy Middle School. Julia McMahon submitted her letter of resignation effective July 27, 2022. She was hired in August of 2015 as a Math Teacher at Kennedy Middle School. Adam Johnson submitted a letter of resignation July 29, 2022. Adam was hired in August of 2014 as a Social Studies Teacher at Germantown High School. Julia Mach submitted her letter of resignation effective August 3, 2022. Julia was hired in October of 2021 as an English Teacher at Germantown High School. Korinna Grasse submitted her letter of resignation effective August 10, 2022. Korinna was hired in August of 2011 to be a Second Grade Teacher at County Line Elementary School. Amanda Goetz submitted her letter of resignation on August 11, 2022. Amanda was hired in September of 2012 as Title I Math Interventionist at MacArthur Elementary School. Ashley Vottero submitted her letter of resignation effective August 12, 2022. Ashely was hired in August of 2019 as a School Counselor at MacArthur Elementary School. **Kim Monday has submitted a letter of resignation effective June 27, 2022. Kim was hired in August of 1994 as a Sixth Grade Teacher at Kennedy Middle School.

**Kim Monday has requested a waiver of the liquidated damages fee.

RECOMMENDATION: Approve the resignations of Amanda Bambarakos, Rannon Tabaska, Julia McMahon, Adam Johnson, Julia Mach, Korinna Grasse, Amanda Goetz, Ashley Vottero and Kim Monday and thank them for their years of service to the students, their families and to the Germantown School District. Approve posting and filling the vacancies.

**Teacher contract: "In the event said Teacher with a signed contract for the ensuing year seeks release to accept other employment after July 1, he/she shall forfeit five hundred dollars (\$500), after August 1, he/she shall forfeit seven hundred fifty dollars (\$750), and after August 15, he/she shall forfeit one thousand dollars (\$1,000) as liquidated damages."

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Contracts

FROM: Michael Nowak

BOARD MEETING: August 29, 2022

DATE: August 23, 2022

AGENDA ITEM: VIII. F.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Jennifer Batzner Social Studies Teacher Germantown High School	Jennifer is being recommended for this position as the result of a teacher resignation	1.0	Regular	\$56,500
Brody Jossart Sixth Grade Social St./Math Kennedy Middle School	Brody is being recommended for this position as the result of a teacher resignation	1.0	Regular	\$40,000
Megan Peterson School Counselor MacArthur Elementary School	Megan is being recommended for this position as the result of a teacher resignation	1.0	Limited Term	\$52,000
Amanda Rumpf Art Teacher Kennedy Middle School	Amanda is being recommended for this position as a result of a teacher transfer	1.0	Regular	\$55,000
Michelle Stephan Fourth Grade Teacher Rockfield Elementary School	Michelle is being recommended for this position as the result of a teacher transfer	1.0	Regular	\$54,000
Kaitlyn Kurtzwell Special Education Teacher Amy Belle Elementary	Kaitlyn is being recommended for this position as the result of staffing needs	.6	Part-time	\$39,000
Paul Erickson English Teacher Germantown High School	Paul is being recommended for this position as the result of a teacher resignation	1.0	Limited-Term	\$58,000
Beth Wade Eighth Grade Literacy Teacher Kennedy Middle School	Beth is being recommended for this position as the result of a teacher resignation	1.0	Regular	\$61,250
Jessica Eckert Second Grade Teacher Rockfield Elementary School	Jessica is being recommended for this position as the result of a teacher transfer	1.0	Regular	\$58,500
Kathy Kannenberg First Grade Teacher County Line Elementary School	Kathy is being recommended for this position as the result of teacher resignation	1.0	Limited-Term	\$65,000
Anne Thomas Mathematics Teacher Kennedy Middle School	Anne is being recommended for this position as the result of teacher resignation	1.0	Regular	\$40,000
Erin Kegerreis Fourth Grade Teacher Rockfield Elementary School	Erin is being recommended as the result of a teacher resignation	1.0	Regular	\$42,500

RECOMMENDATION:

Approve the 1.0 FTE regular contract for Jennifer Batzner at \$56,500, the 1.0 FTE regular contract for Brody Jossart at \$40,000, the 1.0 limited-term contract for Megan Peterson at \$52,000, the 1.0 FTE regular contract for Amanda Rumpf at \$55,000, the 1.0 FTE regular contract for Michelle Stephan at \$54,000, the .6 FTE part-time contract for Kaitlyn Kurtzwell at \$39,000, the 1.0 FTE limited-term contract for Pau Erickson at \$58,000, the 1.0 FTE regular contract for Beth Wade at \$61,250, the 1.0 FTE regular contract for Jessica Eckert at \$58,500, the 1.0 FTE limited-term contract for Kathy Kannenberg at \$65,000, 1.0 FTE regular contract for Anne Thomas at \$40,000, the 1.0 FTE regular contract for Erin Kegerreis at \$42,500.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Summer IEP Diagnostic Contracts

FROM: Todd Lamb

BOARD MEETING: August 29, 2022

DATE: 8/18/2022

AGENDA ITEM: VIII. G.

BACKGROUND:

The following contracts are being recommended for approval in order to comply with Wisconsin Department of Public Instruction IDEA compliance timelines for Special Education diagnostic evaluations and IEP Development. To comply with those timelines, the work for these evaluations was completed in between Board meetings. The hours below are a general average for the amount of time necessary for staff to complete assessments and attend meetings, however the hours vary by student and occasionally must exceed the number of hours indicated below.

First and Last Name:	Hours estimated and not to exceed without Administrative approval:
Elizabeth Schritz	6 hours per assigned case
Christel Callen	6 hours per assigned case
Meghan Luedtke	6 hours per assigned case
Perry Benz	4 hours per assigned case
Tonya Shaske	4 hours per assigned case
Elizabeth Mueller	4 hours per assigned case

RECOMMENDATION: Approve the contracts as presented.

FUNDING SOURCE: Fund 27 Project 011 State Categorical Aid Eligible