

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

Germantown High School
Performing Arts Center
W180 N11501 River Lane
Germantown, WI 53022
Monday, October 10, 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. District Administrator Update - Dr. Chris Reuter
 - B. Performing Arts Center Update - Ms. Heather Pulkowski
- 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. September 26, 2022 - Board of Education

VI. Building Committee

- A. October 10, 2022 Committee Meeting Update
- B. Update on Air Conditioning within our Schools
- C. Approval of the 2022-2025 District-Wide Snow Removal Services

VII. Personnel Committee

- A. October 10, 2022 Committee Meeting Update
- B. Approval of the School Security Officer Job Description
- C. Approval of Substitute Teacher Pay

VIII. Insurance Committee

- A. October 10, 2022 Committee Meeting Update
- B. Approval of Health Insurance Renewal
- C. Approval of the Dental and Vision Insurance Renewal
- D. Approval of the Wellness Incentive

IX. Teaching and Learning Committee

- A. October 10, 2022 Committee Meeting Update
- B. Update on Math Curriculum Review
- C. Approval of the Early College Credit Program and Start College Now Applications

X. New Business

- A. Discussion and action to approve 2022-2023 Teacher Contracts - Mr. Nowak
- B. Discussion and action to approve Donations - Dr. Reuter

XI. Closed Session

- A. Motion to enter into Closed Session pursuant to Wisconsin State Statute 19.85(1)(e). Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; Wisconsin State Statute 19.85 (1)(d) to consider strategies for crime detection and prevention. Wisconsin State Statute 19.85(1)(c) for Review of District Administrator performance and consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

XII. Adjourn

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: District Administrator Update

FROM: Chris Reuter

BOARD MEETING: October 10, 2022

DATE: October 6, 2022

AGENDA ITEM: III. A.

BACKGROUND:

The District Administrator will provide an update on events within the Germantown School District.

ATTACHMENTS:

None.

RECOMMENDATION:

None.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Performing Arts Center Update

FROM: Heather Pulkowski

BOARD MEETING: October 10, 2022

DATE: October 4, 2022

AGENDA ITEM: III. B.

BACKGROUND:

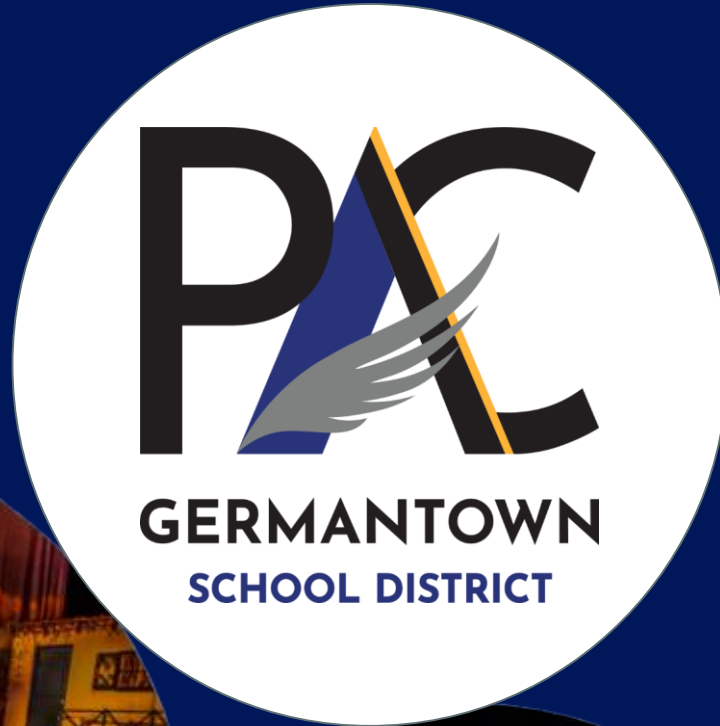
Performing Arts Center Coordinator Heather Pulkowski provides a report twice a year on the happenings at the Performing Arts Center.

ATTACHMENTS:

PAC Update September 2022

RECOMMENDATION:

None.



PAC Update September 2022



2022 - 2023 Season

- New - Germantown PAC Community Series
- More Free Family Film Fridays
- 3 Drama Performances
- Many recitals and other special events listed on our website



Oct 22

PAC Community Series



Nov 4-6

GHS Dramatic Impact Play



Nov 11-13

Christian Youth Theater



Dec 3

PAC Community Series



**Fridays in
January
Free!**



Feb 3-5

GHS Dramatic Impact Play



March 7

PAC Community Series



April 15

GHS Choirs



April 28-30

GHS Dramatic Impact Musical



May 5-7

Christian Youth Theater

TICKETS and INFORMATION: [GSDWI.ORG/PAC](https://www.gsdwi.org/pac)

Continue Piano Campaign

Continue Artists Series

Large-scale marketing projects



We're raising money for a new piano!

And we are 40% of the way there!

To date, we have collected **\$13,388** towards our goal.

\$30,000 Goal

Thank you to our supporters!

- Albert Abena
- Laura Arvid
- Jay & Jean Berenschoot
- Clyde & Joan Bingman
- Ann Birtak
- Anne Brooks
- Claudia Butschli
- Chris & Janet Durlam
- GHS FTA
- Debbie Graff
- Dawn Haider
- In Honor of Jim Barnes and His Dedication to Performing Arts in Germantown
- In Honor of Jan Breitzmann
- In Honor of Jonathan Brooks, Jonathan Fox, Lauren Schell, and Aimee Beeman
- In Honor of The Durlam Family
- In Honor of The Germantown School District Music Teachers
- In Honor of the GHS Choir Parents Organization
- In Honor of Emily Siegesmund
- Terry & Rodell Johnson
- Nancy & Michael Loth
- In Memory of Bernie Rottkamp
- In Memory of Audrey Stang
- In Memory of Diane Witzel
- Kathleen Murphy
- Joy Neilson-Loomis
- Joyce & Jerry Nelson
- Katherine & Brandon Riemer
- Joan Sawyer
- Diane Seils
- Bob & Sue Soderberg
- Warhawk Band Boosters
- Christine Weege
- YPAF



Make your donation today
gsdwi.org/piano



That's not all...



FEATURED ARTIST SERIES

OCTOBER - MAY

In the PAC Lobby, see a rotating exhibit of local art work. Prices are available on purchase.

COMMUNITY BAND HOLIDAY CONCERT

DECEMBER 17th

Don't miss the Germantown Community Band directed by Jim Barnes this December!



RENTAL INFORMATION

Rent the PAC for your next special event! The PAC is the perfect venue for recitals, concerts, plays, musicals, and more!

Contact the PAC Coordinator for a quote

HPULKOWSKI@GSDWI.ORG
262-253-3422



Visit our website for a full list of events and rental information.

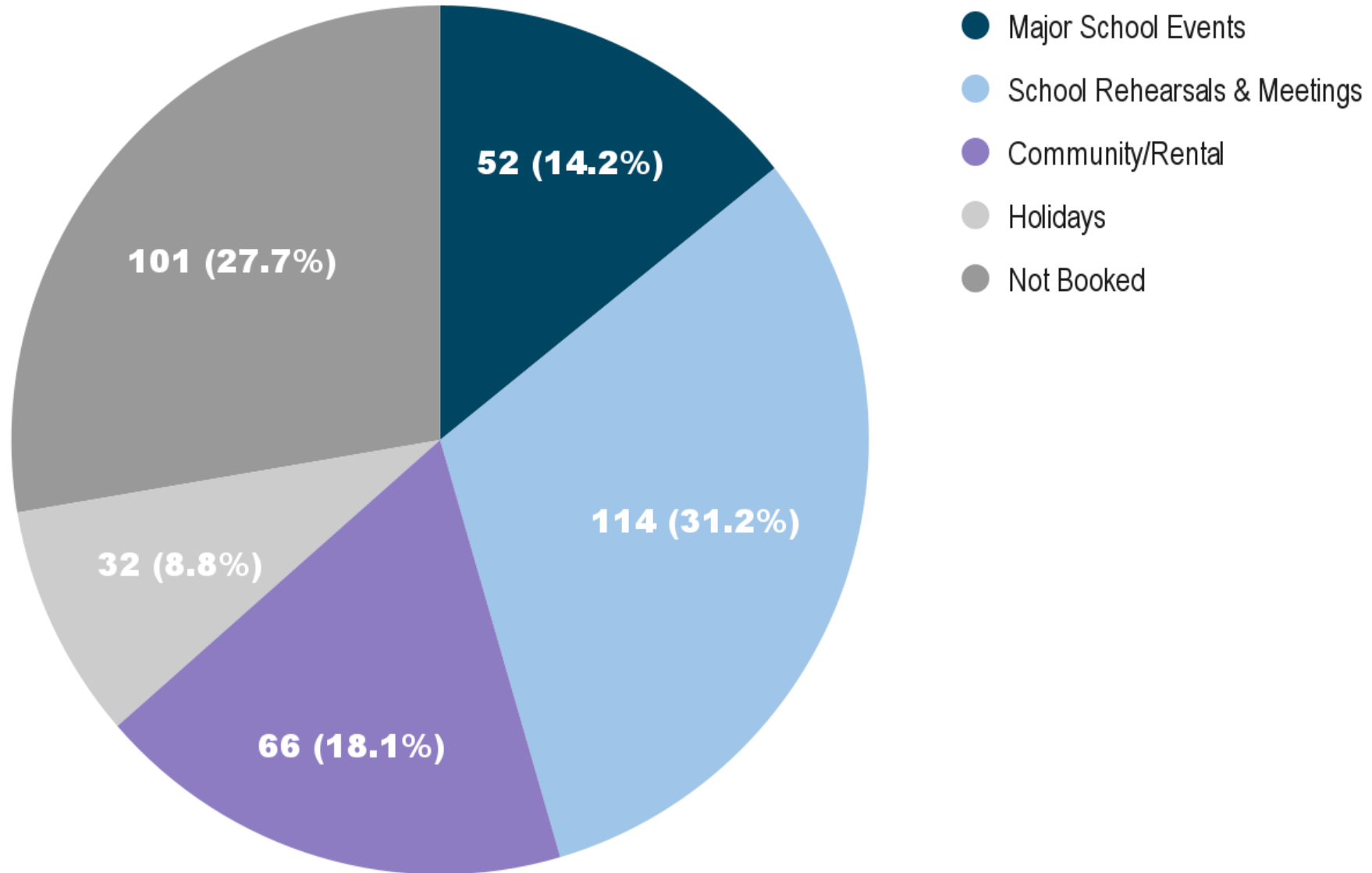


Youth Drama Camp July 2022

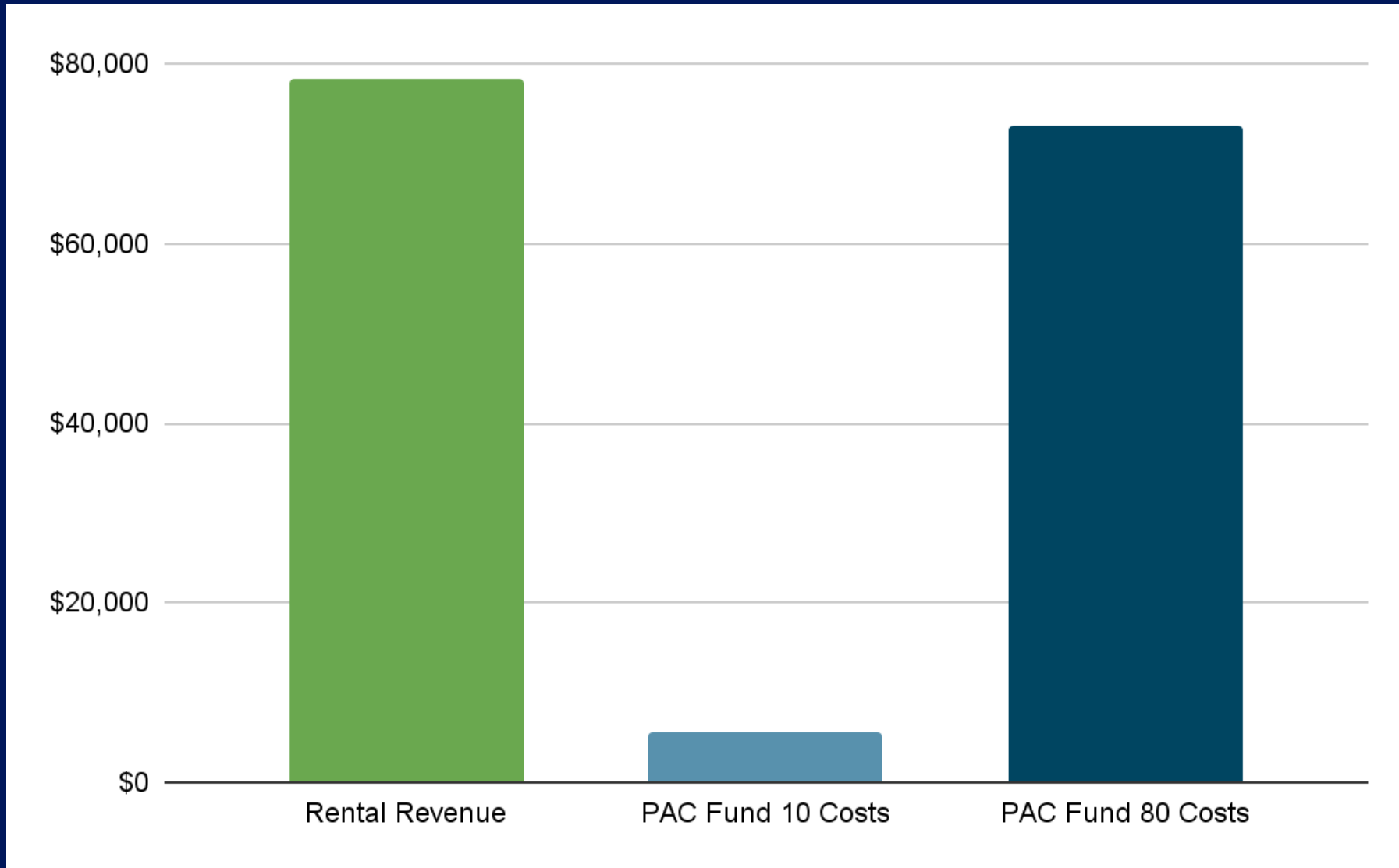
Singing • Dancing • Acting
Prop Making • Lighting • Costumes • Sound • Scenery



Annual Usage (by day)



Revenue vs Expense Chart



PAC Community Series Review



Tickets \$10 -\$15

Audience target = 300



Tickets \$15-\$20

Audience target = 200



Tickets \$5 - \$7

Audience target = 270

Total Expenses = \$8,100

Total Anticipated Revenue = \$8,100

PAC will update in June with a report on final figures

Coming Up Next:

Germantown PAC
Community Series
Presents:

The Magic Of Glen Gerard

**October
22nd
6pm**

Fast paced and family friendly, this show integrates classic magic, clean comedy, slight of hand, and large scale stage illusions. Glen lives in Germantown, Wisconsin and has performed for audiences across the state including the Brewers, Bucks, and Green Bay Packers.

TICKETS
ADULT \$15
STUDENT/SENIOR \$10

GSDWI.ORG/PAC
W180 N11501 River Lane
Germantown, WI 53022
262-253-3421
gtownpac@gsdwi.org

PAC
GERMANTOWN



**DRAMATIC
IMPACT**

NOV 4&5 | 7pm
NOV 6 | 2pm

presents:


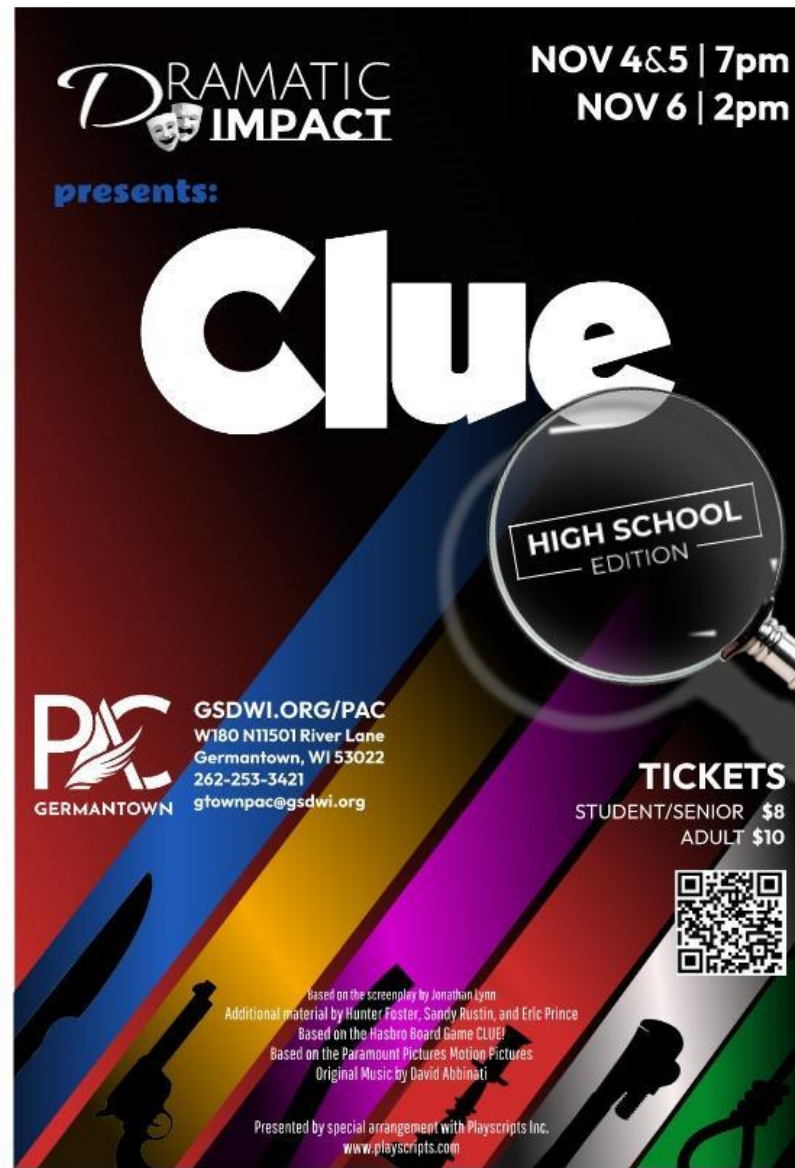
Clue

**HIGH SCHOOL
EDITION**

PAC
GERMANTOWN

GSDWI.ORG/PAC
W180 N11501 River Lane
Germantown, WI 53022
262-253-3421
gtownpac@gsdwi.org

TICKETS
STUDENT/SENIOR \$8
ADULT \$10



Based on the screenplay by Jonathan Lynn
Additional material by Hunter Foster, Sandy Rustin, and Eric Prince
Based on the Hasbro Board Game CLUE!
Based on the Paramount Pictures Motion Pictures
Original Music by David Abbinati

Presented by special arrangement with Playscripts Inc.
www.playscripts.com

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
September 26, 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, Reinemann - yes, Barney - yes, Soderberg - yes, Loth - yes, Ewert - yes, Pawlak - yes.
2. Superintendent Dr. Chris Reuter read the official meeting notification.
3. Motion by Barney, second by Ewert to approve the agenda. Motion carried.
4. The Student Representative for GSD led discussions updating the Board on events taking place at the school buildings. Amy Belle students are working on establishing their routines and participating in assessments so staff can understand where students are in their learning. They are continuing to focus on character education with the theme "See the Good, Be the Good". County Line students are forming relationships and establishing their routines. Students are learning about healthy lifestyles and over a 2 week timeframe, students will complete 150 or 300 minutes of walking or running during recess. At MacArthur, students will have a new "value word" each month that is part of their Character Strong program. This month the "value word" is Respect. Students are also taking assessments so staff can understand where students are in their learning. Rockfield had a successful start to the school year with reviewing school expectations and building community. 4K has been a great addition. The first week ended in a Relationship Rodeo! The PTA supported Rockfield marathon will once again be happening during lunch recess. Kennedy Middle School students are starting to get busy with different activities like best buddies, key club, basketball, and Writer's club. Germantown High School is off to a successful academic start. Many fall sports began in mid-August. Lily Wagner achieved her 1000 kill in her volleyball game! Homecoming Week is this week with a full calendar of events. The Board thanked Abby for her report and were very appreciative to have the report ahead of time.
5. Director of Teaching & Learning Jake Misiak led discussions on Summer School programming. The 2022 Germantown Summer School Program served 756 students during the summer sessions. Class offerings were decreased when class sizes did not meet minimum requirements, but this did not negatively impact enrollment.
6. Director of Pupil Services Todd Lamb shared a summary of the number of Seclusion and Restraint incidents for the 2021-2022 school year. Brief Board discussion.
7. During citizen comments, the GEA Representative shared the disappointment that the 2021-2022 school year ended in a surplus and the District did not provide a cost of living increase to teachers. A Community Member talked about the School Security Officer

position and asked the Board for due diligence when hiring for this position. A Community Member thanked the Board for the various measures that are being explored to keep our students safe and the Policy Committee for reviewing policies and keeping them updated.

8. Motion by Reinemann, second by Barney to approve the August 29, 2022 Board of Education minutes, August 29, 2022 Closed Session minutes, and September 12, 2022 Closed Session minutes. Motion carried.
9. Pawlak provided an update to the Board from the September 12th Building Committee Meeting mentioning this was the first meeting with the new Supervisor of Buildings & Grounds Frank Lord and welcomed him, the walk thru in all buildings, the list for maintenance improvements, the 5 year Capital Improvement Plan, and the plan for a Board/Principal/Administrative Staff walk thru in each building.
10. Supervisor of Buildings & Grounds Frank Lord led discussions on the 5 Year Capital Improvement Plan. Motion by Pawlak, second by Ewert to approve the 5 Year Capital Improvement Plan as presented. Motion carried.
11. Loth provided an update to the Board from the August 8th Finance Committee meeting mentioning the approval of vouchers for August/September, an ESSER funds update, the variance report, and the fund balance reconciliation. The Director of Business Services Brittany Altendorf shared additional information about the fund balance reconciliation.
12. Move to approve with a positive recommendation from the Finance Committee to approve the purchase of the Learning without Tears Get Set for School Curriculum Kits for a total not to exceed \$21,062.53. The purchase will be funded by the 4K Grant. Does not require a second. Brief Board discussion. Motion carried.
13. Move to approve with a positive recommendation from the Finance Committee to approve the CESA#1 contract for the 2022-2023 school year. Does not require a second. Motion carried.
14. Move to approve with a positive recommendation from the Finance Committee to approve the MJCare Therapy Staffing Agreement for the 2022-2023 school year for an amount not to exceed \$85,000. Does not require a second. Motion carried.
15. Motion by Loth, second by Barney to approve the RESOLUTION AUTHORIZING A TAXABLE TAX AND REVENUE ANTICIPATION PROMISSORY NOTE FOR CASH FLOW PURPOSES IN AN AMOUNT NOT TO EXCEED \$6,500,000. Medved asked Director of Business Services Brittany Altendorf to explain why we need the money as a carry-over. Altendorf explained that since we don't receive property taxes until January this creates a shortfall depending on when our payroll or bills fall and this requires us to borrow for the short-term. Brief Board discussion. Motion carried.

16. Barney provided an update to the Board from the September 20th Policy Committee Meeting mentioning Policies 0161, 1213, 1421, 2260.02, 2414, 2460.03, 2522, 2700.01, 3120.04, 3121, 3213, 3425, 4120.04, 4121, 4213, 4425, 5113, 5340, 5517.01, 5900, 7217, 7440.01, 8146, 8740. Further mentioned was a brief description of the change for policies 1421, 3121, 4121 pertaining to the criminal history and employee self reporting policies, policy 2414 pertaining to the human growth & development policy, policy 2522 pertaining to the library & media center policy, policy 5900 pertaining to the transgender student policy, and policy 7217 pertaining to the weapons policy. Board discussion.
17. The Policy Committee brings forward a motion with a positive recommendation to approve the edits as presented and/or discussed and revisions that were discussed by the committee including 5900 and 7217. Does not require a second. Barney made a motion to edit the motion to include in 7217 item F, add subject to WI Statute 948.61. Friendly amendment seconded by Pawlak. Motion carried.
18. Superintendent Chris Reuter introduced the proposed recommendation and action regarding the job description for the School Safety & Security Officer and asked Soderberg to lead the discussion. Board discussion. Motion by Soderberg, second by Ewert to approve the draft job description for School Security Officer and send back to Personnel for further vetting that would include conversations with appropriate law enforcement agencies as well as legal. Motion carried.
19. Director of Human Resources Mike Nowak led discussions on the 2022-2023 Teacher Resignations. Motion by Reinemann, second by Pawlak to approve the resignation of Stephanie Steinert and thank her for her service to our students, their families and to the Germantown School District. Brief Board discussion. Motion carried.
20. Director of Human Resources Mike Nowak led discussions on 2022-2023 Teacher Contracts. Motion by Soderberg, second by Loth to approve the 1.0 FTE limited-term contract for Rebekah Levanski at \$51,310, the FTE limited-term contract for Dana Jondle at \$40,000, and the 0.5 FTE limited-term contract for Amy Heller at \$24,250. Motion carried.
21. Superintendent Chris Reuter led discussions on the Overnight Travel Request from Choir Director Jonathan Brooks at Germantown High School. Motion by Reinemann, second by Pawlak to approve the overnight travel request for the Germantown High School Choir students and chaperones to travel to Camp Whitcomb Mason in Hartland, Wisconsin from November 5, 2022 through November 6, 2022 as presented. Motion carried.
22. Superintendent Chris Reuter led discussions on the donations received from Das Barrel Room in the amount of \$3650 to be spent by the Early Childhood Program and from Tom and Lisa Barney in the amount of \$190 for the purchase of Narcan for the elementary and middle schools. Motion by Reinemann, second by Pawlak to approve the generous donations and thank our donors. Brief Board discussion. Motion carried.

23. Motion by Reinemann, second by Barney to adjourn. Motion carried.

24. The Board adjourned at 8:36 p.m.

Melissa Timmerman
Recording Secretary

Thomas Barney
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Building Committee Meeting Update

FROM: Building Committee

BOARD MEETING: October 10, 2022

DATE: October 6, 2022

AGENDA ITEM: VI. A.

BACKGROUND:

The Building Committee will provide an update from the Building Committee Meeting of October 10, 2022.

ATTACHMENTS:

None.

RECOMMENDATION:

None.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Air Conditioning within our Schools

FROM: Building Committee

MEETING : October 10, 2022

DATE: October 6, 2022

AGENDA ITEM: VI. B.

BACKGROUND:

The Board of Education recently inquired about which areas within our schools do not currently have air conditioning (A/C). With the help from our building automation systems and each school's Lead Custodian, I have identified a general layout of which areas do not have A/C. Something to keep in mind when looking at each building map is that these areas also include various spaces that may not need A/C (mechanical rooms, storage spaces, vestibules, stairways, etc.). This map set is for general reference with the intention to help further the understanding of our HVAC needs, and to potentially support next steps in planning an installation project, if/as so deemed.

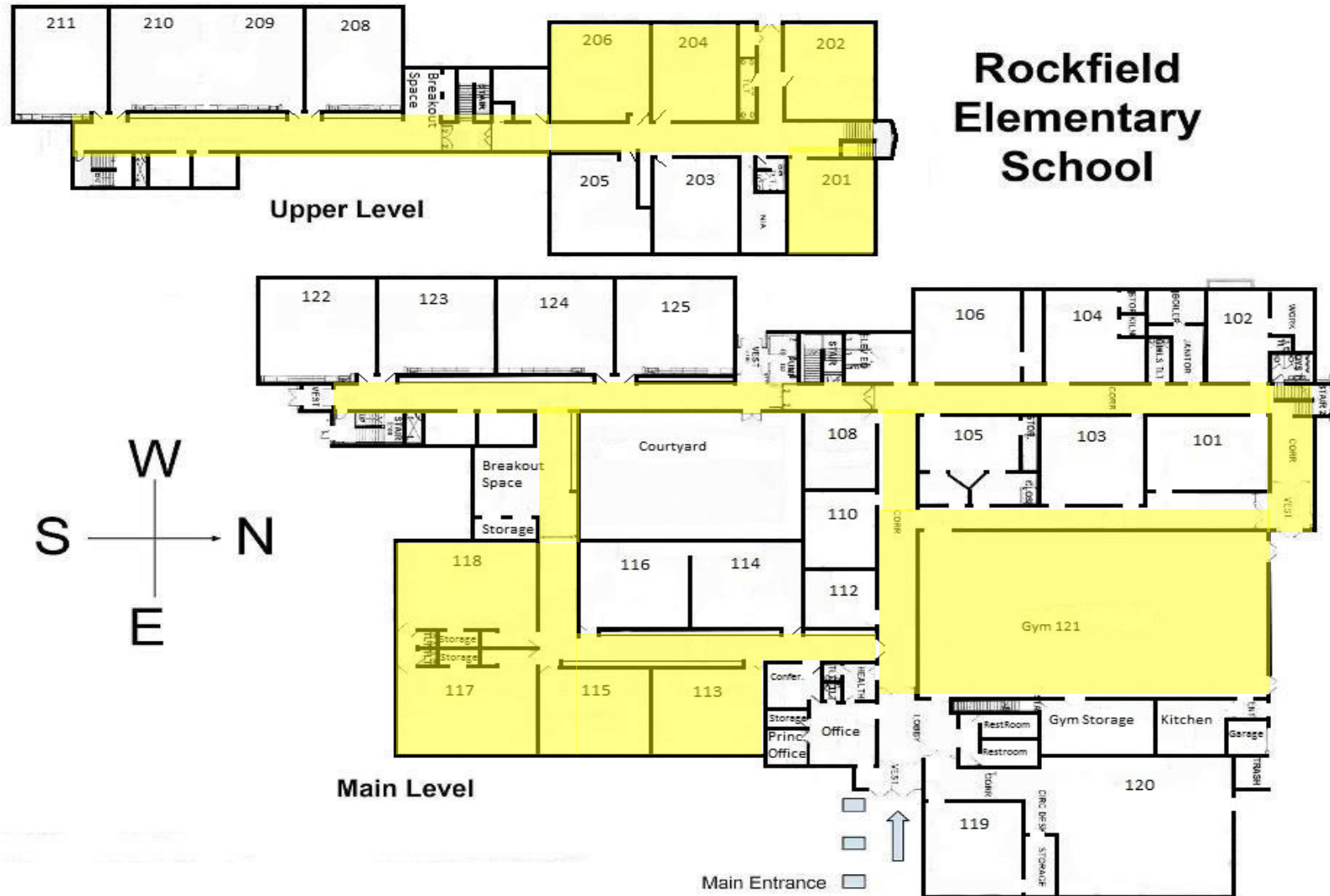
ATTACHMENTS:

Building maps identifying where there is currently no air conditioning..

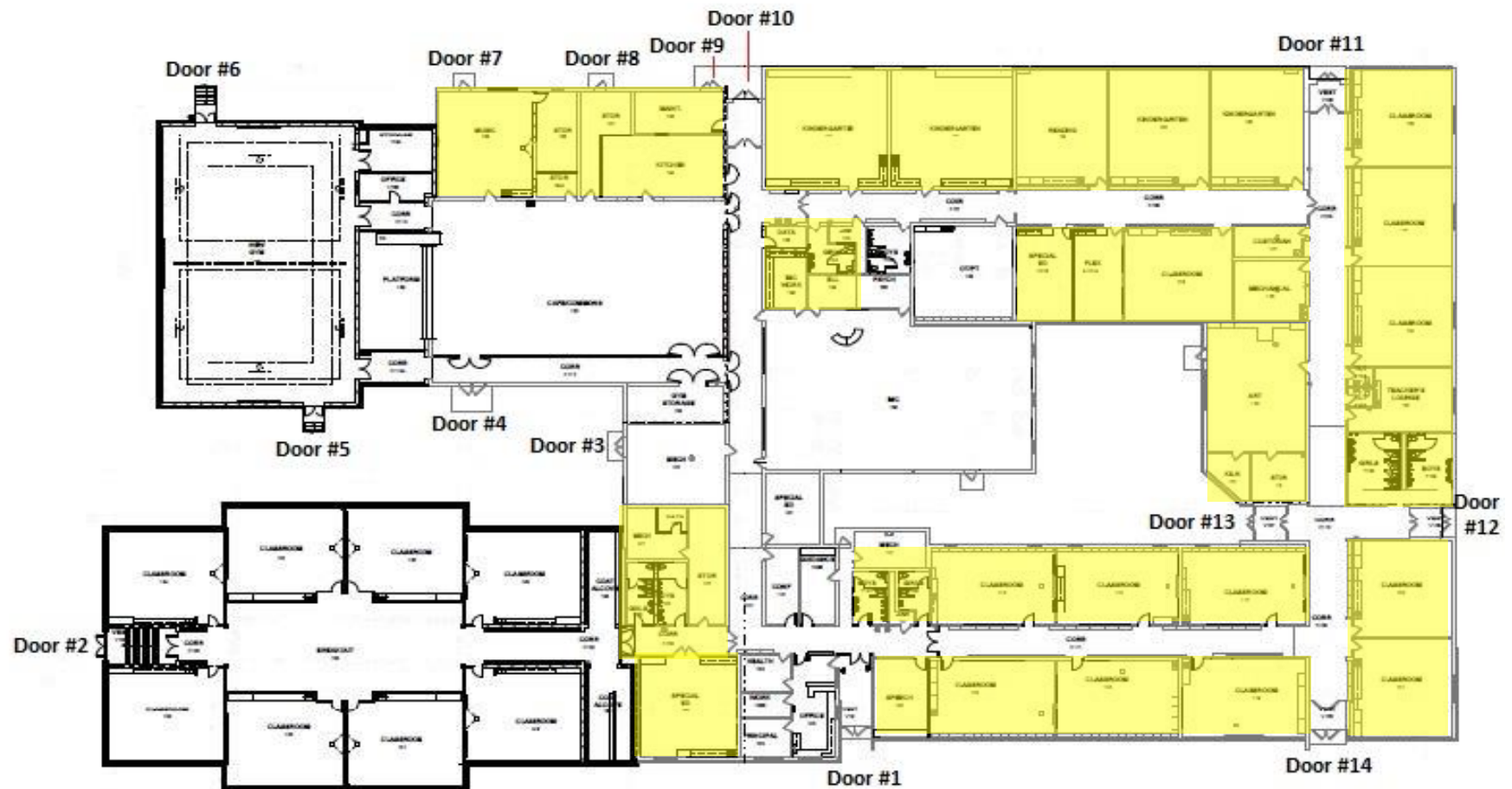
RECOMMENDATION:

None.

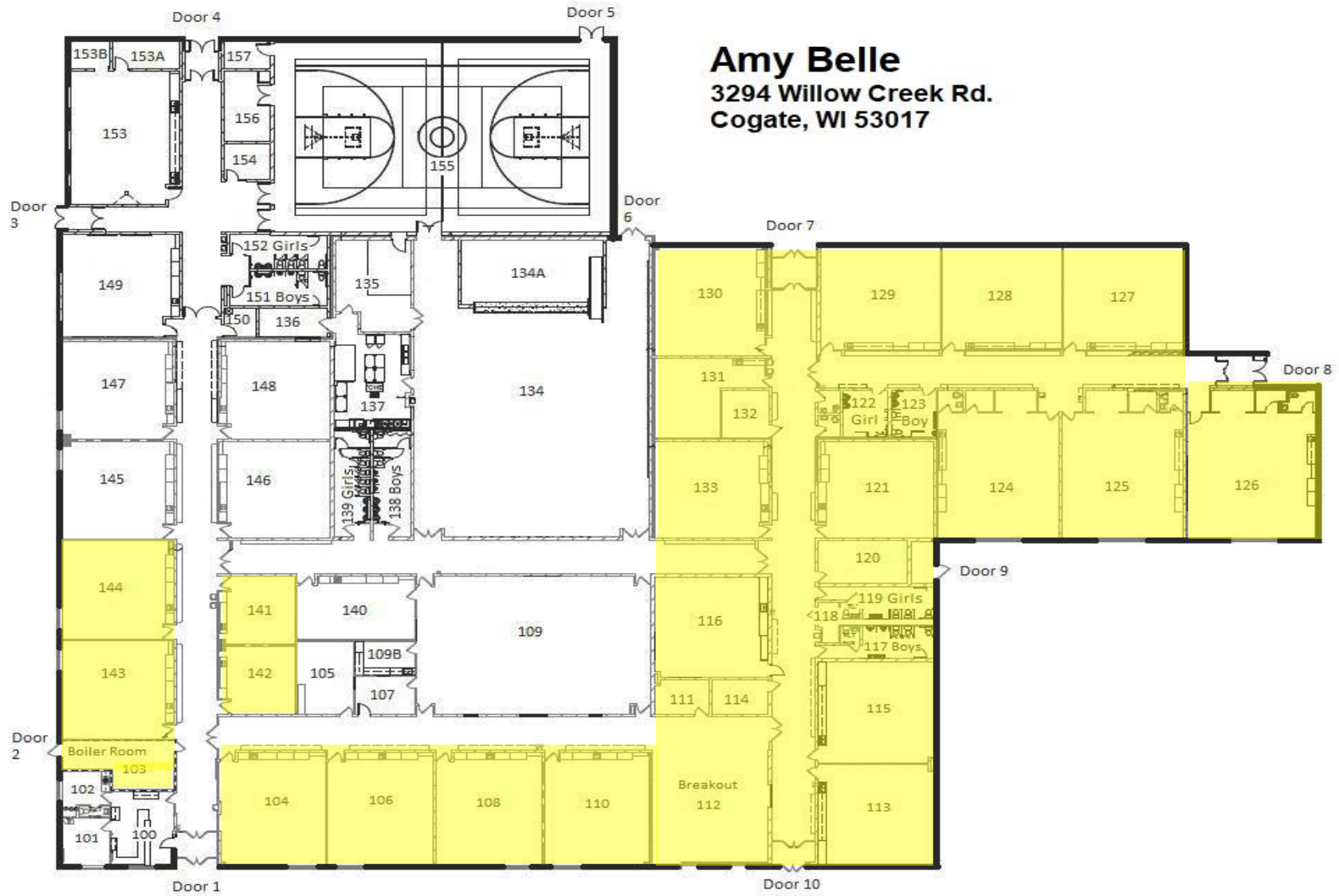
**Rockfield
Elementary
School**



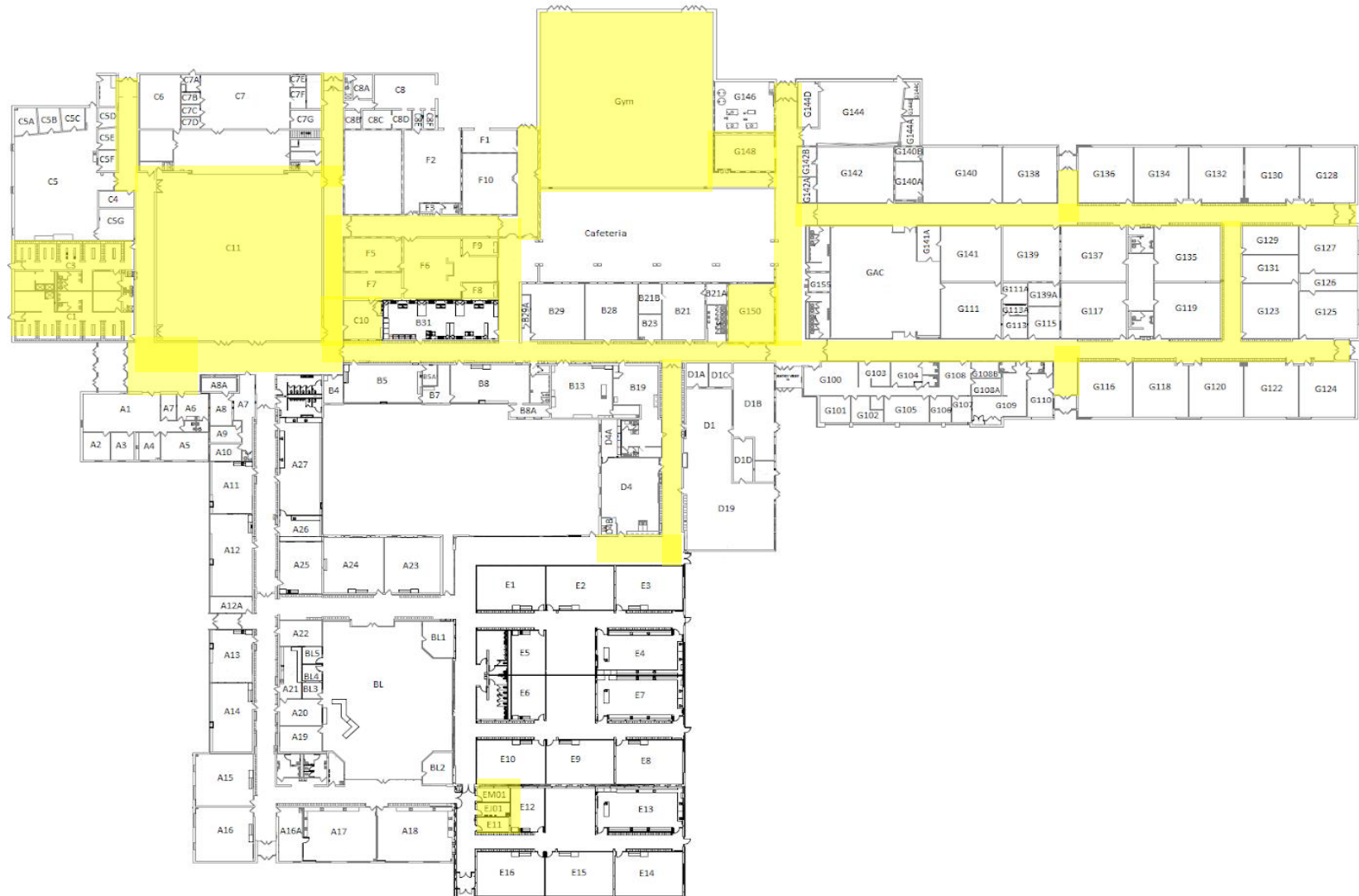
County Line Elementary

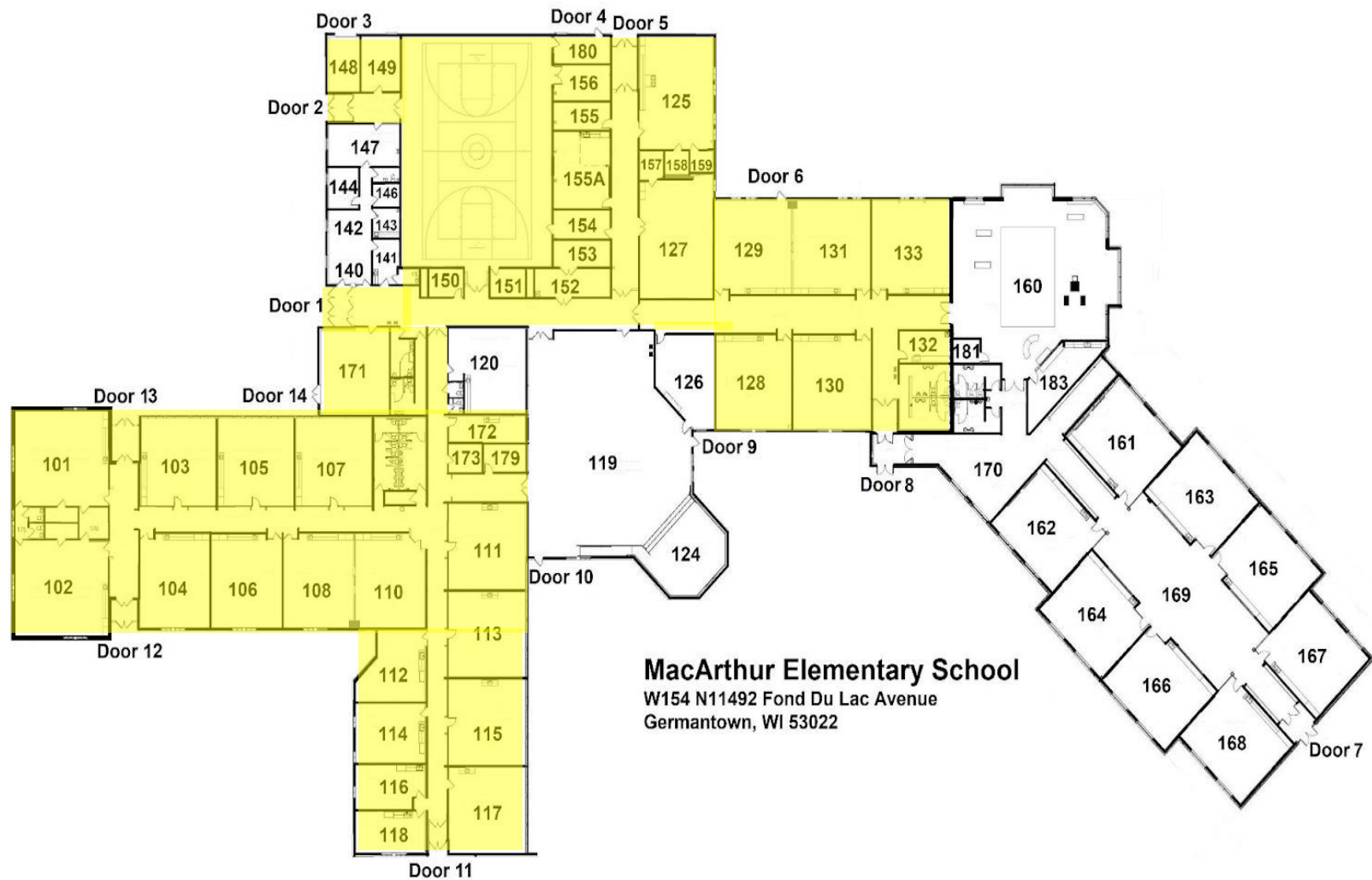


Amy Belle
3294 Willow Creek Rd.
Cogate, WI 53017



Kennedy Middle School





GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: 2022-2025 District Wide Snow Removal Services

FROM: Building Committee

MEETING : October 10, 2022

DATE: October 6, 2022

AGENDA ITEM: VI. C.

BACKGROUND:

The District has had contracted snow removal services for many years. The contract agreements have been set to three year intervals for budgetary and efficiency reasons. The last three year contract agreement ended in April of 2022. In order to solidify a snow service for this year, a Request for Proposal (RFP) was sent out in August, with a closing date of September 30th. The RFP was sent directly to 10 contractors via email. De Angelis Construction, LLC has been identified as the budget-wise contractor of choice. De Angelis has also served as the District's snow removal contractor for several ongoing years and they are recognized to be in great standing with all of the schools. Attached you will find the Bid Tabulation for reference.

ATTACHMENTS:

Bid tabulation for Snow Removal Services for RFP.

RECOMMENDATION:

Motion to approve the three year snow service contract with De Angelis Construction, LLC. using the Buildings and Grounds Fund 10 Budget.

GERMANTOWN SCHOOL DISTRICT

CONTRACTOR	TOTAL COST FOR ALL LOTS, PER PUSH (1 TO 3 INCHES)
DE ANGELIS CONSTRUCTION, LLC	\$1,247.00
WINTER SERVICES, LLC	\$1,555.00
J.R. BOEHLKE, INC.	N/A
LCS LAWN CO	N/A
AMERICAN LANDSCAPE	N/A
DAVID J. FRANK	N/A
NATES LANDSCAPING	N/A
EXTRA MILE SNOW PLOWING	N/A
WINTER SERVICE INC.	N/A
EVERGREEN LAWNCARE	KMS & MAC ONLY: \$550

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Personnel Committee Meeting Update

FROM: Personnel Committee

BOARD MEETING: October 10, 2022

DATE: October 6, 2022

AGENDA ITEM: VII. A.

BACKGROUND:

The Personnel Committee will provide an update from the Personnel Committee Meeting of October 10, 2022.

ATTACHMENTS:

None.

RECOMMENDATION:

None.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: School Security Officer Job Description

FROM: Personnel Committee

MEETING : October 10, 2022

DATE: October 6, 2022

AGENDA ITEM: VII. B.

BACKGROUND:

The Germantown School Board has drafted a School Security Officer job description in response to a School Safety Resolution submitted to state representatives and legislators. Further discussion and action are to follow related to specifics of the job description and solidifying a final draft.

ATTACHMENTS:

School Security Officer Draft Job Description

RECOMMENDATION:

Motion to approve the job description for the Germantown School Security Officer.

JOB DESCRIPTION

Position Title: Germantown School District School Security Officer

Classification: TBD

Relationships: Reports to: TBD (Suggest: Director of Business & Auxiliary Services)

Supervises: N/A

Works With: Students, Teachers, Staff, Visitors, Parents/Guardians, and School Resource Officers

Qualifications

Experience, Education and Licensure

1. Associates degree with emphasis in criminal justice or related coursework.
2. HR 218 certification/carry card.
3. CPR and First Aid certification.
4. DAAT (Defense & Arrest Tactics) Certification.
5. Valid Wisconsin driver's license.
6. Former qualified law enforcement officer with minimum of 10 years of experience from a federal, state, county, local, tribal, or armed services law enforcement agency.

Required Skills and Abilities

1. Ability to meet state and district standards of professional conduct as outlined in Board Policy.
2. Knowledge of Wisconsin criminal code and regulations, school and district conduct code, and rules related to assigned duties.
3. Knowledge of arrest and use of force regulations.
4. Knowledge of investigative techniques and procedures.
5. Knowledge of security measures and safety procedures.
6. Knowledge of crowd control procedures.
7. Knowledge of report writing.
8. Knowledge of operation of a two-way radio system and radio communication procedures.
9. Knowledge of laws, regulations, policies, and procedures related to assigned duties.
10. Knowledge of interpersonal skills sufficient to deal with normal and possible confrontational situations.

11. Ability to stay calm and react appropriately in unusual or emergency situations.
12. De-escalation techniques and the ability to diffuse situations calmly and with authority.
13. Ability to exercise strict confidentiality of campus and student issues.
14. Ability to think clearly and take effective action quickly in an emergency.
15. Ability to deal tactfully and diplomatically with students and the public.
16. Ability to understand and follow oral and written directions.
17. Ability to work cooperatively with students, the public, district personnel and law enforcement agencies with poise and consistency.
18. Ability to acquire and maintain related certifications.
19. Ability to perform evening, weekend, and holiday security services.
20. Ability and willingness to carry a firearm in the performance of duties and responsibilities.
21. Ability to respond to and take appropriate actions to eliminate and neutralize threats.

Position Goal:

- Provide a safe and secure school environment that will foster an optimal learning environment for students, teachers, and staff. Respond to and take appropriate actions to eliminate risks and threats that may impact the learning environment.

Essential Duties and Responsibilities:

1. Patrol and monitor assigned school to ensure the safety and well-being of students and staff and the security of the facility.
2. Display ethical and professional behavior in working with students, parents, school personnel, and outside agencies associated with the school.
3. Wear District designated attire in a presentable manner during assigned work hours.
4. Intervene in situations likely to result in disruption or injury and direct students to refrain from such conduct.
5. Ensure a smooth traffic flow of students through the hallways, assisting students with on time arrival to class and to assigned locations.
6. Assist with supervision in the breakfast and lunch periods and with morning arrival and afternoon dismissal of students.
7. Remove disruptive students from classes when needed.
8. Assist the staff, police, and emergency personnel in handling emergencies or disruptive situations.
9. Assist visitors with directions and securing proper identification. Intercept unauthorized visitors and escort them to exits.

10. Report any discipline infractions, unauthorized visitors, and acts of vandalism to the building administration.
11. Notify the building administration, police, and/or appropriate emergency personnel of any emergency, potentially dangerous or unusual situations.
12. Notify immediately appropriate personnel of evidence of substance abuse, child abuse, child neglect, severe medical or social conditions, potential suicide or individuals appearing to be under the influence of alcohol, controlled substances or anabolic steroids.
13. Participate in appropriate in-service training and workshop programs that will include active shooter and lock down drills.
14. Protect confidentiality of records and information about staff and use discretion when sharing any such information within legal confines.
15. Adhere to federal statutes and regulations, Wisconsin law, Board of Education policies and procedures.
16. Maintain campus security and protect District property against vandalism, illegal entry, fire and theft; check buildings and grounds for security, water leaks, malfunctioning equipment, unauthorized visitors and fire; perform temporary repairs on school property and equipment as appropriate.
17. Inspect and monitor the security of doors, windows and gates; reset alarm systems and test for proper operation as necessary; detect and report fire and safety hazards; respond to fire and burglar alarms and extinguish small fires; summon and communicate with police and fire department personnel as needed.
18. Prevent illegal parking, tampering with vehicles and loitering in school parking lots according to established procedures; assist with traffic and crowd control at special events as assigned.
19. Prepare and maintain a variety of records and reports related to security incidents, issues, hazards and activities; maintain timecards and officer's log sheet.
20. Communicate with District personnel and law enforcement, fire, alarm, safety and community organization personnel to receive and exchange information related to security, vandalism, crimes, investigations, repairs, school activities and safety issues; contact parents to coordinate the release of juveniles; serve as a witness in student conferences, disciplinary hearings/proceedings; testify in court and hearings as needed.
21. Operate a variety of security and safety equipment including fire extinguishers, handcuffs, batons, firearms, mobile phones, hand-held radios, pepper spray, and mace.
22. Effectively communicate and maintain cooperative relationships with those contacted during the course of work.
23. Protect student and staff by providing immediate armed response to active shooter incidents and taking appropriate action to eliminate and neutralize the threat.
24. Perform any duties and responsibilities that are within the scope of employment, as assigned by their supervisor, and not otherwise prohibited by law or regulation.
25. Assist and support the district's School Resource Officers that may include participating in training sessions and responding to emergency situations and

taking appropriate actions to eliminate and stop threats.

Physical Demands of Essential Functions:

While performing the duties of this job, the employee is:

1. Regularly required to sit and talk or hear, and rely on close vision, depth perception and ability to adjust focus,
2. Occasionally required to stand, walk, and carry up to 50 lbs.,
3. Sufficient physical ability, strength, mobility, and stamina to lift, carry, push or pull objects,
4. Occasionally required to work extended hours,
5. Frequently required to write with prolonged use of keyboard,
6. Frequently required to meet multiple demands from several people,
7. Reports to work on a regular basis and is absent only for reasons of illness, emergency or other approved leaves.

Work Environment:

- The employee will work both inside and outside of the assigned school building patrolling district property. This may include working at sporting events, graduation, and other events as assigned.

Terms of Employment: TBD

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Substitute Teacher Pay

FROM: Michael Nowak

MEETING : October 10, 2022

DATE: October 4, 2022

AGENDA ITEM: VII. C.

BACKGROUND:

The Germantown School District utilizes Teachers on Call for substitute teacher staffing throughout the entire district. Our current pay rate for substitute teachers is \$105 / day for substitute teachers who are new to the Germantown School District with an increase to \$125 / day for substitute teachers who have worked in the district for a total of 30 school days. In discussing substitute teacher pay rates with Teachers on Call and other area school districts, the practice of providing an increase after a specified period of time is no longer being practiced with regularity and has put our district at a competitive disadvantage. We are proposing that the new substitute teacher pay rate would be \$125 / day for all substitute teachers.

ATTACHMENTS:

None

RECOMMENDATION:

Motion to modify the daily substitute pay rate by eliminating the \$105 / day starting rate and related increase after working 30 days in the district. The new substitute teacher pay rate would be \$125 / day for all substitute teachers.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Insurance Committee Meeting Update

FROM: Insurance Committee

BOARD MEETING: October 10, 2022

DATE: October 6, 2022

AGENDA ITEM: VIII. A.

BACKGROUND:

The Insurance Committee will provide an update from the Insurance Committee Meeting of October 10, 2022.

ATTACHMENTS:

None.

RECOMMENDATION:

None.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Health Insurance Renewal

FROM: Michael Nowak

MEETING : October 10, 2022

DATE: October 4, 2022

AGENDA ITEM: VIII. B.

BACKGROUND:

On July 18, 2022, the Board of Education approved a recommendation to transition to a self-funded insurance model. USI consulting will provide an overview of proposed plans that will offer coverage through UMR. Similar to previous years, eligible employees will be offered two options for coverage based on individual needs and preferences. The attached document providing costing information in regard to each of the plans.

ATTACHMENTS:

Handout

RECOMMENDATION:

Motion to approve the proposed UMR options for Health Insurance coverage for the 2023 plan year at costs noted in the document provided..

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Dental and Vision Insurance Renewal

FROM: Michael Nowak

MEETING : October 10, 2022

DATE: October 4, 2022

AGENDA ITEM: VIII. C.

BACKGROUND:

USI Consulting will be attending the Insurance Committee Meeting on October 10, 2022 to present a proposal for the renewal of dental and vision insurance coverage with the Germantown School District for the 2023 plan year. The proposal offers a 5% increase for dental insurance coverage through Delta Dental and a 0% increase for vision coverage through Delta Eye/Med. As part of the presentation, committee members will be provided with a document created by USI Consulting which gives an overview of proposed providers and related premiums.

ATTACHMENTS:

None

RECOMMENDATION:

Motion to approve the Dental/Vision plans through Delta Dental and Delta/EyeMed in the Germantown School District beginning January 1, 2023.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Wellness Incentive

FROM: Michael Nowak

MEETING : October 10, 2022

DATE: October 4, 2022

AGENDA ITEM: VIII. D.

BACKGROUND:

As part of the transition to self-funded insurance and utilizing UMR as our health insurance provider, it is our intention to continue to use Vitality as our Wellness platform. As in previous years, the expectation for insured employees is to reach gold status in Vitality prior to the end of the plan year in order to receive a premium discount for the upcoming plan year. With a deadline of December 1, 2022, we are anticipating at least 95% of insured employees will reach the Vitality wellness expectation for the 2023 plan year. If approved, insured employees will be able to begin working towards gold status in Vitality on January 1, 2023 with the goal of receiving the health insurance premium discount for the 2024 plan year.

ATTACHMENTS:

None.

RECOMMENDATION:

Motion to approve the utilization of Vitality as the wellness platform for the 2023 plan year with reaching gold status as the expectation to receive a health insurance premium discount for the 2024 plan year.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teaching & Learning Committee Meeting
Update

FROM: Teaching & Learning Committee

BOARD MEETING: October 10, 2022

DATE: October 6, 2022

AGENDA ITEM: iX. A.

BACKGROUND:

The Teaching & Learning Committee will provide an update from the Teaching & Learning Committee Meeting of October 10, 2022.

ATTACHMENTS:

None.

RECOMMENDATION:

None.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Math Curriculum Review

FROM: Jake Misiak

MEETING: October 10, 2022

DATE: October 5, 2022

AGENDA ITEM: IX. B.

BACKGROUND:

In the Fall of 2021, the middle school math team began piloting curriculum resources from Illustrative Math. During the summer of 2022, the math review team determined a need to pilot the resource with clear guidance for evaluation. The curriculum will be evaluated by teachers on three dimensions: Rigor and Balance, Focus and Coherence, and Usability. The Illustrative curriculum is available online with a robust set of parent resources that can be found at the following website:

<https://access.openupresources.org/curricula/our6-8math>.

The 6-8 Middle School Math Team will evaluate the curriculum using their third unit of the year.

ATTACHMENTS:

None

RECOMMENDATION:

None

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Early College Credit Program and Start College Now Applications

FROM: Jake Misiak

MEETING: October 10, 2022

DATE: October 5, 2022

AGENDA ITEM: IX. C.

BACKGROUND:

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 this section, "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 two students submit paperwork to attend an institution of higher education for the Spring of the 2023 school year through the ECCP program. The students submitted for courses in economics and programming. All paperwork was submitted prior to the October 1st deadline.

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

Germantown High School had 8 students submit paperwork to attend a Wisconsin Technical College for the Certified Nursing Assistant (CNA) coursework.

Germantown High School had an additional student submit paperwork to attend a Wisconsin Technical College for Principles of Information Security.

All paperwork was submitted prior to the October 1st deadline.

ATTACHMENTS:

None

RECOMMENDATION:

Motion to approve the Early Credit College Program (ECCP) and the Start College Now requests as presented.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: 2022-2023 Teacher Contracts

FROM: Michael Nowak

BOARD MEETING: October 10, 2022

DATE: October 5, 2022

AGENDA ITEM: X. A.

BACKGROUND:

Employee/Assignment Location	Rationale	FTE	Contract Type	Salary
Michelle Neglia Science Teacher Kennedy Middle School	Michelle is being recommended as the result of a teacher resignation	1.0	Limited-Term (163 days)	\$58,031
Elizabeth Filter Title I Mathematics Teacher MacArthur Elementary	Elizabeth is being recommended as the result of a teacher resignation	.5	Limited-Term (169 days)	\$27,871

ATTACHMENTS: None

RECOMMENDATION:

Motion to approve the 1.0 FTE limited-term contract for Michelle Negliai at \$58,031, the .5 FTE limited-term contract Elizabeth Filter at \$27,871.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Donations

FROM: Chris Reuter

BOARD MEETING: October 10, 2022

DATE: October 4, 2022

AGENDA ITEM: X. B.

BACKGROUND:

Please act on the donation request described below.

The Board of Education should consider acceptance of the donation in accordance with Board Policy 7230 - Gifts, Grants, and Bequests.

Approve the following donations:

Jack C Moss Trucking Inc - \$2500 to Girls Swim & Dive
Racine Tooth Town Dentistry for Kids - \$1000 to Girls Swim & Dive
Dental Professionals, S.C - \$250 to Girls Swim & Dive
Keener Insurance Solutions LLC - \$500 to Girls Swim & Dive
Gehl Foods - \$500 to Girls Swim & Dive
Integrated Building Systems - \$250 for Girls Golf
Integrated Building Systems - \$500 to POMs
Germantown Athletic Booster Club - \$2600 to GHS Activities for fitness equipment
Affiliated Dermatologists - \$500 to POMs
Wendland Landscape Services - \$250 to POMs
Alpine Plywood Corp - \$500 to POMs
Legacy Subs, LLC - \$500 to POMs
JBJ Companies, Inc - \$250 to POMs
Walmart - \$5000 worth of school supplies to Germantown School District

ATTACHMENTS:

None

RECOMMENDATION:

Motion to thank the donors for their generosity and approve the donations as listed.