

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

Germantown School District  
District Office  
N104W13840 Donges Bay Rd  
Germantown, WI 53022  
**December 19, 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. MacArthur Elementary Presentation - Mr. Tony Gonzalez
- 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. November 21, 2022 Board of Education Meeting
- VI. Insurance Committee**

- A. December 19th, 2022 Committee Meeting Update

**VII. Personnel Committee**

- A. December 19th, 2022 Committee Meeting Update
- B. Approval of the Retiree Life Insurance Elimination
- C. Approval of the Limited Term Contracts/Benefits

**VIII. Finance Committee**

- A. December 19th, 2022 Committee Meeting Update

**IX. New Business**

- A. Review and discussion of Proposed 2023 WASB Resolutions
- B. Discussion and action to approve the 2023-2024 school year calendar
- C. Discussion and action to approve new teacher contract
- D. Discussion and action to approve Donations

**X. Adjourn**

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
November 21, 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 Reinemann, second by Pawlak to approve the agenda. Motion carried.
4. Superintendent Dr. Chris Reuter provided a District Administrator Update mentioning that state report cards were issued and Germantown School District scored a 77.3 and exceeds expectations, the music concert programming for November and December in all of our schools, and winter sports season has begun. Happy Thanksgiving to the Board, Community Members and Parents.
5. The GSD Student Representative shared updates on what is happening in our schools. AMY BELLE students have enjoyed being outdoors, have worked hard on character education and respect, and will now focus on gratitude. COUNTY LINE students will be giving a presentation to the Board. ROCKFIELD students ended October learning about what it means to be responsible, 1st and 5th grade students went on a field trip, and this month students will learn about gratitude. MACARTHUR students will focus on gratitude this month, along with working on developing skills like emotion regulation, positive self-talk and stress management. KMS just finished up their production of Willy Wonka Jr which was a huge success and many students represented different groups in the Germantown Christmas Parade. GHS senior students have started to sign athletic commitment letters to their future schools, Wall of Sound celebrated the ended of their season with an Indoor Showcase, Dramatic Impact did an amazing job with their production of Clue, the cross country team had two runners compete at the WIAA state meet, girls swim and dive had 10 athletes advance to the WIAA state championship meet, the Warchix had an amazing competition at Franklin, and winter sports have officially begun.
6. County Line Principal Andy Eisenbach introduced 5th grade students and their teachers to share a recent field trip experience. The students shared that they traveled to Upham Woods for a camping trip. While on the trip they stayed in cabins and shared fun meal times which was a great opportunity to get to know others and share many responsibilities. One of the fun activities was an Amazing Race which taught them how to work together as a team to solve challenges, protect nature, and to build trust. During a survival skills class, the students learned how to use a flint and steel and build a small shelter using logs. They waded into the Wisconsin River and observed various pond

creatures in their natural habitat. Campfires, campfire songs, archery and canoeing were a few more experiences the students were able to enjoy. Thank you to the PTA, the 5th grade teachers, Mr. Eisenbach, the chaperones, and the School Board for allowing them the opportunity to go on this field trip.

7. Director of Pupil Services Todd Lamb shared a recap of school donations that have been received and how they have been used to benefit our students.
8. During citizen comments the following people spoke: Amy Brehmer, six (6) GHS students, Ellen Goltry.
9. Motion by Reinemann, second by Barney to approve the October 10, 2022 Board of Education Meeting Minutes. Motion carried.
10. Motion by Barney, second by Reinemann to approve the October 24, 2022 Budget Hearing and Annual Meeting Minutes. Motion carried.
11. Reinemann provided an update to the Board from the November 7, 2022 Personnel Committee Meeting mentioning the co-curricular study, winter and spring coaching contracts and Destination Imagination advisor contracts, addition of an Ice Fishing Club, and the elimination of the Medicare Supplement Plan.
12. The Personnel Committee brings forward with a positive recommendation to approve the Winter and Spring coaching contracts and Destination Imagination advisor contracts. Does not require a second. Brief discussion. Motion carried.
13. The Personnel Committee brings forward with a positive recommendation to approve the addition of an Ice Fishing Club for the 2022-2023 school year. Does not require a second. Board discussion. Motion carried.
14. The Personnel Committee brings forward with a positive recommendation to approve the elimination of the Medicare Supplement Plan. Does not require a second. Motion carried.
15. Loth provided an update to the Board from the November 10, 2022 Finance Committee Meeting mentioning the approval of the October vouchers, an ESSER update, the review of the variance report, and the Facility Usage Agreement with the Village of Germantown.
16. The Finance Committee brings forward a motion to move forward with a positive recommendation to the full Board to approve the 2022-2024 Facility Usage Agreement with the Village of Germantown. Does not require a second. Board discussion. Motion by Barney, second by Reinemann to table. Board discussion. Motion carried (Loth - no).
17. Pawlak provided an update to the Board from the November 10, 2022 Building Committee Meeting mentioning an update on work order requests and how the process works and an update on the original walk-thru lists.
18. Ewert provided an update to the Board from the November 15, 2022 Teaching and Learning Committee meeting, mentioning updates on the curriculum reviews for 6-8

math, 6-12 world languages, and K-8 reading and human growth and development and the updates in policy recently passed. Brief discussion.

19. Director of Human Resources Mike Nowak led discussions on a 2022-2023 Teacher Resignation. Motion by Reinemann, second by Ewert to approve the resignation of Buffi Wargolet and thank her for her service to the students, their families and the Germantown School District and approve posting and filing the vacancy. Brief discussion. Motion carried.
20. Director of Human Resources Mike Nowak led discussions on the 2022-2023 Teacher Contracts. Motion by Pawlak, second by Ewert to approve the 1.0 FTE limited-term contract for Amelia Emmerich at \$22,525 and the 1.0 FTE limited-term contract for Nathan Wollenweber at \$32,948. Motion carried.
21. Superintendent Dr. Chris Reuter led discussions on the donations received. Motion by Reinemann, second by Barney to approve all donors and thank them for their amazing generosity to our schools and students. Brief discussion. Motion carried.
22. Superintendent Dr. Chris Reuter led discussions on the Overnight Travel Request from Germantown High School. Motion by Pawlak, second by Reinemann, to approve the overnight travel request for the Germantown Warchix students and advisors to travel to Disney in Orlando, Florida from February 15-20, 2023 as presented. Motion carried.
23. Motion by Reinemann, second by Ewert to enter into closed session pursuant to Sections 19.85(1)(d) and 19.85(1)(c). Motion carried with a unanimous roll call vote.
24. The Board entered into closed session at 8:31 p.m. and did not return to open session, adjourning at 9:31 p.m.

Melissa Timmerman  
Recording Secretary

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Thomas Barney  
School Board Clerk

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** Retiree Life Insurance Elimination

**FROM:** Michael Nowak

**MEETING DATE:** December 19, 2022

**DATE:** December 14, 2022

**AGENDA ITEM:** VII. B.

### **BACKGROUND:**

The Germantown School District Employee Handbook currently notes that “retirees may continue life insurance in retirement with the employee being responsible for paying 100% of the premium”. This benefit extends to all employee groups is noted in this manner for each employee group subsections of the Employee Handbook including Administration (page3), Teachers (page 5), Professional and Technical (page 4), and Support Staff (page 6). We are proposing the elimination of this benefit for any retiring employee effective January 1, 2023 and the removal of this language from all of the noted areas in the Employee Handbook. In working with National Insurance Services (NIS), they have indicated that out of 144 districts they cover, only 17 offer this benefit.

Currently, we have 60 retirees who have continued life insurance in this manner. As part of this modification, we would also propose grandfathering the 60 retirees who currently purchase life insurance as part of this benefit.

### **ATTACHMENTS:**

None

### **RECOMMENDATION:**

The Personnel Committee brings forward a motion with a positive recommendation to approve the elimination of the benefit of offering retirees the ability to continue life insurance in retirement with the employee being responsible for paying 100% of the premium and to remove this language from each employee section of the Employee Handbook.

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** Limited Term Contracts/Benefits

**FROM:** Michael Nowak

**MEETING DATE:** December 19, 2022

**DATE:** December 14, 2022

**AGENDA ITEM:** VII. C.

### **BACKGROUND:**

Page (6) of the Teacher Section of the Germantown School District Employee Handbook currently notes that “substitutes on limited-term contracts of ninety (90) days or more will be offered regular teacher benefits”. We are proposing that handbook language be modified to “limited-term contract teachers would be eligible to receive a health insurance benefit after ninety (90) days of employment. Additionally, limited-term contract employees are not eligible for enrollment in long-term disability, short-term disability or life insurance”. From a health insurance perspective, this modification falls in accordance with Affordable Care Act (ACA) guidelines. We are proposing this modification to be effective January 1, 2023. Any current employees on limited term contracts would be grandfathered into current handbook language for the remainder of their current limited-term contract

### **ATTACHMENTS:**

None

### **RECOMMENDATION:**

The Personnel Committee brings forward a motion with a positive recommendation to approve the modification of the Employee Handbook language to note, “limited-term contract teachers would be eligible to receive a health insurance benefit after ninety (90) days of employment. Additionally, limited-term contract employees are not eligible for enrollment in long-term disability, short-term disability or life insurance.”

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** Proposed 2023 WASB Resolutions

**FROM:** Chris Reuter

**MEETING DATE:** December 19, 2022

**DATE:** December 15, 2022

**AGENDA ITEM:** IX. A.

**BACKGROUND:**

The annual meeting of the members of the Wisconsin Association of School Boards, Inc (WASB), Delegate Assembly will be on January 18, 2023 at 1:30 p.m. at the Wisconsin Center in Milwaukee, Wisconsin. As active members of WASB, the Germantown School District is entitled one vote at the Delegate Assembly. Included in the packet is the proposed 2023 WASB Resolutions for discussion and recommendations.

**ATTACHMENTS:**

Proposed 2023 WASB Resolutions

**RECOMMENDATION:**

None



1                                   **WISCONSIN ASSOCIATION OF SCHOOL BOARDS, INC.**

2                                   Madison, Wisconsin

3                                   November 29, 2022

4  
5                                   **REPORT TO THE MEMBERSHIP ON PROPOSED 2023 RESOLUTIONS**

6                                   WASB Policy & Resolutions Committee

7                                   Rosanne Hahn, Burlington Area School Board, Chair

8  
9  
10                                  **Resolution 23-01: *High-Cost Transportation Aid***

11  
12                                  **Amend: Existing Resolution 2.33 as follows (*adding the underlined language*):** The WASB  
13 supports the continuation of the transportation categorical aid with the added provision for  
14 periodic adjustments in the aid amounts to maintain the relationship between the level of aids  
15 and the statewide average cost of providing transportation. The WASB further supports state  
16 high-cost transportation categorical aid for sparsely populated, geographically large school  
17 districts with per pupil transportation costs above the statewide average in addition to the  
18 transportation categorical aid paid to all districts. Additionally, school transportation categorical  
19 aids should be funded from the state's segregated transportation fund.

20  
21                                  **Rationale:** High-cost transportation aid provides additional state transportation aid to sparsely  
22 populated school districts with higher per pupil transportation costs compared to the statewide  
23 average. To date, WASB resolutions have not expressed a position on high-cost transportation  
24 aid. This resolution would put the WASB on record as specifically supporting this program.

25  
26  
27                                  **Resolution 23-02: *Voter Education***

28  
29                                  **Amend: Existing Resolution 3.01 (c) as follows (*adding the underlined language*):**  
30 recognition that a "well-rounded education" includes courses, activities, and programming in  
31 subjects such as English, reading or language arts, writing, science, technology, engineering,  
32 mathematics, foreign languages, civics and government, economics, arts, history, geography,  
33 computer science, music, career and technical education, health, physical education, voter  
34 education and any other subject, as determined by the State or local school district, with the  
35 purpose of providing all students access to an enriched curriculum and educational experience.

36  
37                                  **Rationale:** Voting in local, state, and national elections is regarded as a responsibility of our  
38 citizens. Educating students about this responsibility is one component of ensuring that our  
39 graduates are college, career, community, and civic ready. There is evidence from the world of  
40 political science and public policy research that life-long voting habits are formed in childhood  
41 and adolescence.

1   **Resolution 23-03: *Independent Charter School Funding***

2  
3   **Create (as a new subparagraph under existing Resolution 3.21):** The funding for charter  
4 schools not authorized by the local school board comes directly from the state and not from aid  
5 deductions to the resident school district or a first draw on school equalization aids.  
6

7   **Rationale:** To provide the state funding for independent charter school students the state has,  
8 historically, relied upon two methods. Depending on the authorizer, either: 1) the general school  
9 aid (equalization aid) available to all public school districts was reduced in proportion to each  
10 district's share of overall statewide general aid in order to fund the per pupil payments made to  
11 certain independent charter schools; or 2) an individual school district's general aid payment is  
12 reduced by a deduction equal to the amount paid to an independent charter school for each  
13 resident student of the school district enrolled in an independent charter.  
14

15 Under the first method, applicable to payments to "2r" independent charter schools authorized by  
16 the City of Milwaukee, UW-Milwaukee, and UW-Parkside, school districts historically could  
17 levy property taxes to make up for the reduced aid funding. That funding method, which reduced  
18 net general school aid payments to all districts by 1.6 percent, totaling roughly \$80 million  
19 statewide, ended in the 2021-22 school year.  
20

21 Under the second method, which is still in use, students attending a "2x" independent charter  
22 school are counted for revenue limit and general aid purposes by the school district in which they  
23 reside. Those districts are not allowed to increase tax levies to make up for the reduced aid  
24 funding. Eighty-four school districts had a total of \$19.0 million in aid withheld in the 2021-22  
25 school year. Independent Charter Schools will receive per pupil payments of \$9,264 in 2022-23.  
26  
27

28   **Resolution 23-04: *Learning Barriers for Students with Disabilities***

29  
30   **Repeal: Existing Resolution 3.41 IEP-Team Appeals, which currently reads:** The WASB  
31 supports legislation which gives school districts IEP-Team appeal recourse in cases where the  
32 parent refuses to accept a program for a handicapped child when recommended by the IEP-Team  
33 under Chapter 115.  
34

35   **Rationale:** The language of this resolution is outdated, and its focus arguably no longer reflects  
36 the direction in which special education law has evolved since this language was adopted in  
37 1978. This resolution is also out of step with the heightened calls for parental involvement in and  
38 consent for the educational program of their children prevalent in the current environment.  
39  
40  
41

1   **Resolution 23-05: *Discipline of Students with Disabilities***  
2

3   **Repeal and Recreate: Existing Resolution 3.435 Discipline of Students with Disabilities as**  
4   **follows:** The WASB supports ensuring the right to a free and appropriate public education  
5   (FAPE) for a student with a disability is not infringed by discriminatory disciplinary policies.  
6

7   **Rationale:** Updated guidance from the U.S. Department of Education (ED) from July 2022  
8   states that disciplinary policies may in some instances discriminate against students with  
9   disabilities. Discriminatory discipline can impact the academic performance of students with  
10   disabilities, thereby widening achievement gaps. According to ED: “Disciplinary policies and  
11   procedures that result in unjustified discriminatory effects based on a disability, even if  
12   unintentionally, violate Section 504. Under Section 504’s regulations, schools may not use  
13   criteria, policies, practices, or procedures that have the effect of: (1) discriminating on the basis  
14   of disability, such as by excluding students with disabilities from participating in school or  
15   denying them the benefits of the school’s programs and activities, or (2) defeating or  
16   substantially impairing the school’s objectives with respect to students with disabilities.”  
17  
18

19   **Resolution 23-06: *Parent Contracts for Private School Transportation***  
20

21   **Create:** The WASB supports legislation to change parent contracts for the transportation of  
22   private school pupils from providing a "per pupil" payment to parents to a "per household"  
23   payment to parents if more than one eligible pupil is being transported to the same private school  
24   destination.  
25

26   **Rationale:** School districts may enter into parent contracts for the transportation of private  
27   school students under which the school district reimburses the parents or guardians for  
28   transporting the pupils to a private school located within five miles of the boundaries of the  
29   school district.  
30

31   Under current law, if a household is transporting one pupil, it is reimbursed a certain amount. If a  
32   household is transporting two or more pupils of the same household, that reimbursement is  
33   multiplied by the number of pupils, even in cases where the pupils are traveling in the same  
34   vehicle to the same destination at little or no added cost. This is an added expense for school  
35   districts and considered a “loophole” in the law since the expense of transporting multiple pupils  
36   to a given location is likely the same as transporting a single pupil to that same location.  
37  
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1   **Resolution 23-07: Career and Technical Education**

2  
3   **Amend Existing Resolution 3.60 as follows (adding the underlined language and deleting the**  
4   **stricken language): Career and Technical Education (CTE) Aid** The WASB supports the  
5   development of career and technical education programs including renewable  
6   energy/sustainability CTE in school districts. The WASB urges the state to foster this  
7   development by initiating an aid program designed to support and strengthen existing ~~vocational~~  
8   CTE programs and stimulate the development of new ~~where programs are deficient~~. The WASB  
9   supports state funding for, among other things, startup costs, staff training/certifications,  
10   coordinator positions, and development of a transition readiness program for students with  
11   disabilities.

12  
13   **Rationale:** Robust career and technical education (CTE) programs are one of the best ways to  
14   ensure that young people receive the technical and job skills they need to step into the workplace  
15   and perform the jobs available in our state. Investments to establish and strengthen model pilot  
16   CTE program will help schools identify what works best to meet both students' and employers'  
17   needs.

18  
19   Pursuing best practice energy management skills and training for district operations will help to  
20   manage more effectively one of the largest district budget expenditures, ultimately saving  
21   taxpayer dollars. Additionally, career opportunities in the energy and sustainability sector  
22   continue to experience high growth and demand for skilled employees.

23  
24  
25   **Resolution 23-08: Services for Students with Disabilities at Voucher Schools**

26  
27   **Repeal: Existing Resolution 3.93 Students with Disabilities—Parental Choice, which**  
28   **currently reads:** The WASB supports legislation requiring private schools participating in any  
29   parental choice program to accept and provide services to students with disabilities, with  
30   additional state funding for the education of these students.

31  
32   **Rationale:** Resolution 3.93 is arguably outdated because of the evolution of the voucher  
33   landscape in Wisconsin over the last decade. The current language was adopted prior to the  
34   creation of the Special Needs Scholarship Program (SNSP). There was no state program to  
35   provide state funding to private schools in return for them providing special education services to  
36   pupils with disabilities until the 2016-17 school year when the SNSP took effect.

1  
2 **Resolution 23-09: *Addressing Barriers to Learning for Students with Disabilities***

3  
4 **Create:** The WASB supports State and local investment in preservice learning, training and  
5 ongoing professional development for all educators to meet the needs of students with  
6 disabilities across all general education settings, including investment in the implementation of  
7 best practices in meeting the needs of diverse learners.  
8

9 **Rationale:** Currently WASB does not have a resolution identifying the comprehensive set of  
10 supports and resources necessary to address achievement gaps and other disparities and barriers  
11 for students with disabilities. In addition to funding, districts need quality professional  
12 development and targeted curricular support to help this population of students.  
13  
14

15 **Resolution 23-10: *FORT Requirement for Educators***

16  
17 **Create:** The WASB supports legislation to provide all teaching license applicants with an  
18 alternative pathway to licensure that does not require passage of the Foundations of Reading Test  
19 (FORT).  
20

21 **Rationale:** Many districts throughout Wisconsin are facing challenges with the recruitment and  
22 retention of teachers. To be licensed in Wisconsin, applicants for initial licensure as an  
23 elementary teacher, a special education teacher, a reading teacher, or reading specialist are  
24 required to pass the Foundations of Reading Test (FORT). Recently, state licensing statutes were  
25 amended to provide for an alternative demonstration of knowledge and skill in the teaching of  
26 reading for special education teacher candidates only. Passing the FORT can be a costly and  
27 time-consuming process, with a relatively high failure rate, especially among teacher license  
28 applicants of color and applicants whose first language is not English.  
29  
30

31 **Resolution 23-11: *Unemployment Compensation***

32  
33 **Create:** The WASB supports that school personnel who resign from their position with a school  
34 district or CESA following the completion of their signed contract and have reasonable  
35 assurance of continued employment for the next contract year or school year, and subsequently  
36 accept a contract for the following academic year with another district or CESA, are not eligible  
37 for Unemployment Compensation since there is no gap in employment or expected loss of  
38 income.  
39  
40

1 **Rationale:** Since ACT 10, teachers and other professionals are moving/changing districts at a  
2 higher rate compared to years ago, exposing districts to additional expenses over and above the  
3 paid contract. Under a ruling in a recent Unemployment Insurance (UI) case, anyone who takes a  
4 new position in a school district or CESA closer to their home, is eligible for unemployment  
5 compensation during the summer months.

6  
7 Should this ruling become well-known among teachers and other professionals, we could  
8 anticipate growing numbers of teachers or other professionals opting to take positions in districts  
9 or CESAs closer to their residences in order to obtain a one-time “windfall” payment of  
10 unemployment compensation payments during the summer even though they have been given  
11 reasonable assurance of continued employment for the next contract year. Depending on the  
12 number of teachers switching districts or CESAs to gain this advantage, the costs to school  
13 districts and CESAs could be substantial.

14  
15  
16 **Resolution 23-12: *Societal Issues***

17  
18 **Amend Existing Resolution 6.10 as follows** (*adding the underlined language and deleting the*  
19 *stricken language*): The WASB supports increasing the efforts of all levels of government,  
20 private organizations, businesses and families in providing prevention, early intervention or other  
21 programs to ~~solve~~ address problems (such as gangs, violence, bullying and harassment (including  
22 ~~bullying and harassment~~ by means of technology), ~~economic status/poverty~~, homelessness,  
23 hunger, unemployment, and any and all forms of discrimination, racism and injustice) that are  
24 being manifested in our communities, which would help enable schools to focus on academic not  
25 extracurricular endeavors.

26  
27 **Rationale:** School boards are responsible for making sure that all children have an equal  
28 opportunity to attend school and participate in school district educational programs and  
29 activities. Boards adopt policies prohibiting student discrimination, providing appropriate  
30 avenues for filing and responding to discrimination complaints, and providing the necessary  
31 support and monitoring to ensure district compliance with student nondiscrimination laws and  
32 policies.

33  
34 Often those school board policies operate reactively and spell out what to do when a societal  
35 problem generates impacts on the school. This resolution calls on school boards, districts, and  
36 others to undertake community efforts to combat those societal issues proactively before they  
37 generate a negative impact on student performance.

1   **Resolution 23-13: *Weapon Possession***

2  
3   **Amend Existing Resolution 6.11 (a) and (b) as follows (adding the underlined language and**  
4   **deleting the stricken language):**

5  
6   (a) The WASB supports legislation that is intended to ensure the safety of attending school and  
7   school-sponsored activities. The WASB ~~will support~~s legislation limiting or prohibiting the  
8   ~~purchase or possession~~ by children of all firearms, knives, spring guns, air guns, and other  
9   weapons on school grounds. The WASB ~~will also support~~s legislation requiring school officials  
10   to be notified of the disposition of legal cases involving juveniles found guilty of weapons  
11   violations, assaults and other crimes which resulted or could have resulted in injury to others.

12  
13   (b) The WASB supports safe learning environments for all children, free of guns and other  
14   weapons. Further, the WASB opposes any initiatives at the local municipal, state or federal level  
15   that would legalize any further ability for anyone, with the exception of sworn law enforcement  
16   officers, to bring a weapon or possess a weapon, including a facsimile or "look alike" weapon,  
17   concealed or otherwise, in school zones or lessen the consequences for violation of existing safe  
18   school policies relating to guns and other weapons regardless of CCW license holding status.  
19   Decisions about whether CCW licensees may possess weapons in school buildings must remain  
20   exclusively in the hands of the locally elected school board which governs the school.  
21   Notwithstanding the preceding, the WASB recognizes and supports the desirability of clarifying  
22   and aligning state law with the allowable exceptions in federal law for school-sponsored  
23   activities such as trap shooting teams.

24  
25   **Rationale:** The proposed revisions would clarify and strengthen WASB's position discouraging  
26   or disallowing all guns and weapons at school and school-related activities, including: adding  
27   "local municipal" to the level of government initiatives, pertaining to attempts that could  
28   increase allowability of guns and weapons at schools by local governments; clarifying that  
29   WASB opposes gun possession at schools and in school zones regardless of a person's CCW  
30   licensure status; and supports aligning state gun free school zone laws with federal gun free  
31   school zone laws to clarify issues around school-sponsored activities.

1   **Resolution 23-14: *Oppose Federal Agency Mandates Imposed Without Use of Rulemaking***  
2   ***Process***

3  
4   **Create:** The WASB opposes attempts by federal agencies to impose policy mandates or edicts  
5   on local school districts and/or to withhold or threaten to withhold any school program funding  
6   through the issuance of “guidance” documents that are really enforcement documents in  
7   disguise. The WASB supports that federal agencies use the formal federal rulemaking process,  
8   which provides for public notice and comment on proposed rules/regulations, to make policy  
9   changes, particularly when controversial topics of subject areas are involved.

10  
11   **Rationale:** Federal agencies have been unilaterally issuing guidance to local school districts that,  
12   if not followed, carry the threat of possible sanctions including loss of funding from the federal  
13   government. As one example, on May 5, 2022, the U.S. Dept. of Agriculture (USDA) announced  
14   that, effective immediately, called on all school districts that participate in any federal child  
15   nutrition programs to enforce prohibitions on sex discrimination to include discrimination on the  
16   basis of gender identity and sexual orientation.

17  
18   Dramatic changes or expansions in the application of federal policy should be made through the  
19   federal rulemaking process, which provides for public notice and comment and requires federal  
20   agencies to take public comments into account when promulgating regulations that change  
21   federal policy or apply it in new ways.

22  
23   **Resolution 23-15: *Universal Free School Meals***

24  
25   **Create:** The WASB supports state supplemental funding sufficient to establish a universal free  
26   school meal program, enabling all students, regardless of family income, to receive free school  
27   meals at all schools, regardless of participation in the federal school meals program.

28  
29   **Rationale:** Proper nutrition plays an important role in preparing students mentally, physically,  
30   and emotionally for learning. Having the federal government provide money so that all students  
31   could eat during the pandemic greatly increased the number of meals served and provided access  
32   to balanced nutritional meals to many children who otherwise might not have had such food and  
33   it eliminated the stigma attached to free and reduced-price meals. It also eliminated schools  
34   having to deal with the issues of school meal debt or students who cannot afford to pay for their  
35   meal on any given school day. Having the state supplement or reimburse schools for the  
36   difference between the federal reimbursement and the cost of the meals would avoid these issues  
37   and enable all students attending a school participating in the federal school meals program to eat  
38   for free regardless of their family’s income level.



1   **Resolution 23-16: *Learning Loss***

2  
3   **Create:** The WASB supports efforts to provide federal and state funds that will be targeted to  
4   fund local districts' efforts to address learning loss caused by a disaster or emergency that affects  
5   large portions of the state, such as COVID-19.  
6

7   **Rationale:** COVID-19 caused significant learning disruption for students in Wisconsin (and  
8   elsewhere). While Federal COVID-19 funds provided one-time money for schools to address  
9   learning disruption, that funding was not evenly distributed among Wisconsin school districts.  
10   Some districts may be able to use these federal funds to fully address learning loss caused by the  
11   pandemic, while other districts may lack sufficient federal funds to address such learning loss.  
12   This resolution supports the provision of state or federal funds to help all districts fully address  
13   the learning disruption caused by a disaster or emergency that affects large portion of the state.  
14   COVID 19 is cited as one example of the type of disaster or emergency covered by this  
15   resolution.  
16

17   The next three resolutions were developed by the WASB staff following a review of existing  
18   resolution language that was either outdated or no longer needed, or that could be stated more  
19   succinctly.  
20  
21

22   **Resolution 23-17: *Licensure***

23   (Note: Existing Resolutions relating to "Certification/Licensure" are found in the Resolutions  
24   Book at p. 36-38 and the Existing "4.80 Evaluations" is found at p. 38.)  
25

26   **REPEAL and RECREATE the following existing resolutions:**

- 27       • 4.60 General Policy
- 28       • 4.61 Shortages
- 29       • 4.62 Temporary Certification
- 30       • 4.63 Alternative Certification
- 31       • 4.635 DPI Licensing of Clinical Counselors
- 32       • 4.64 Performance-based Licensure
- 33       • 4.65 Teacher Competency Exam
- 34       • 4.66 Professional Growth
- 35       • 4.67 Mentoring Duties
- 36       • 4.68 Charter School Teachers
- 37       • 4.69 Revocation
- 38       • 4.80 Evaluations

39  
40   **By RECREATING them to read as follows:**

#### **4.60 General Policy**

The WASB supports a teacher licensure system that fosters a highly educated, highly trained, effective, professional teaching force with reasonable flexibility to meet the needs of our members with regard to staffing supply challenges. (2018-13)

#### **4.61 Shortages**

##### **(a) Teacher Shortages and Alternative Licensure Pathways**

The WASB supports reasonable efforts to provide pathways to licensure for teaching candidates in subject or content areas where there is a shortage of licensed teachers, provided that candidates have bachelor's degrees and are qualified to be in a classroom as demonstrated by appropriate experience, knowledge and skills in the subject or content area, and rigorous training in pedagogy, assessment, and classroom management. (2015-17)

##### **(b) Technical Education Teacher Shortage**

The WASB supports reasonable efforts to increase the supply of licensed technical education teachers, in technical education content areas where shortages are most acute. (2015-04)

##### **(c) School Social Worker Certification and Licensure**

The WASB supports efforts to increase the supply of school social workers, school counselors and mental health providers throughout the state. The WASB will work with the DPI to address existing obstacles to school social worker licensing with an emphasis on obstacles faced by districts in regions of the state that are located remotely from universities conferring degrees currently recognized by the DPI for licensure. (2020-12)

#### **4.62 Temporary Certification**

The WASB supports temporary certification of teachers in grade levels or content areas other than those in which they are already certified to meet our members' need with regard to staffing supply challenges. (1982-5)

#### **4.63 Mentorship/Residency Model**

The WASB calls on the Superintendent of Public Instruction to actively promote alternative administrative and teacher certification that includes a mentorship/residency and a training program. (1991-15)(2005-22 )

#### **4.635 DPI Licensing of Clinical Counselors**

The WASB supports legislation authorizing the Department of Public Instruction to issue an educator license to clinical counselors, so school districts can employ clinical counselors to provide mental health services to students the same way other licensed district staff are employed to do so. (2019-18)

**4.65 Teacher Competency Exam**

The WASB supports legislation that would require teachers to pass a state competency exam before they are granted a license to teach in a Wisconsin public school district. (1999-8)

**4.68 Charter School Teachers**

The WASB supports allowing teachers granted a charter school license in a particular subject area to teach additional subjects under the supervision and/or direction of another Wisconsin certified teacher currently teaching in that subject area, provided that student learning meets standards applicable to the charter school. (2011-16)

**4.69 Revocation**

The WASB supports legislation to require the DPI to revoke the license of any teacher who has been dismissed or non-renewed by a school board for intentionally using school district technology to download, view or distribute pornographic material in violation of the district's acceptable use policy. The WASB further supports requiring the DPI to make information about the disposition of such cases publicly available if revocation is the result of the hearing. (2011-17)

**4.80 Evaluations**

The WASB supports efforts of school districts to systematically and periodically evaluate and compensate teachers, administrators and support staff members based on performance. (1989-1)(1996-8)

**(a) Staff Improvement/Professional Development**

The WASB supports the efforts of school boards to provide staff professional development to address staff improvement at the local level through effective evaluation and improved supervisory techniques that include coaching/mentoring. (1991-11)

**(b) Student Achievement as Performance Criteria**

The WASB supports legislation that would allow districts to develop a teacher evaluation instrument that would include all test/assessment results as part of the criteria for evaluating teachers. The WASB supports efforts to develop a model teacher evaluation system, provided that such a system is not mandated, is implemented gradually, and allows districts that have piloted their own rigorous teacher evaluation systems to continue to use those evaluation systems. (1999-16)(2012-15)

**(c)** The WASB supports efforts to: (1) develop definitions of key guiding principles of a high quality educator effectiveness system; (2) create model performance based evaluation systems for teachers and principals; (3) build a regulatory framework for implementation that includes how student achievement will be used in context; and (4) make recommendations for methods to support improvement and recognize performance. (2012-15)

**Rationale:** These changes are meant to remove outdated language, update terminology and consolidate resolution language into a more concise and coherent policy.

**(Note:** Headings/Titles of resolutions and placement in the book are decided by WASB staff. The delegates need to approve resolution language changes and deletions. The numbers in parentheses indicate the year the original/existing language was adopted by delegates.)

### **Resolution 23-18: *Revenue Limits***

(Note: Existing Resolutions relating to “Revenue Limits” are found in the Resolutions Book at pp. 13-15.)

### **REPEAL the following existing resolutions:**

- 2.40 State Cost Controls
- 2.41 Modification of Revenue Limits

### **And RECREATE them as follows:**

#### **2.40 State Cost Controls**

The WASB is opposed to state-imposed revenue limits on school districts. (1992-13)(2010-6)

#### **(a) Additional Revenue Limitations**

The WASB opposes any additional limitations that will force decreases in revenue to public school districts. This includes but is not limited to: freezing property tax levies; creating a moratorium on school district referenda; delaying payments to school districts; and adopting a constitutional regulation of school finance. (2002-18)(2005-1)

#### **2.41 Modification of Revenue Limits**

The WASB supports exemptions from the revenue cap to allow for the needs of individual districts with respect to the requirements of their programs. (1994-11)(1995-3)

The WASB also supports the following:

(a) Annually increase per pupil revenue limits statewide by a dollar amount equal to or greater than the percentage increase, if any, in CPI-U on a fiscal year basis applied to the statewide average revenue limit authority per pupil. (2012-3)(2017-6)

(b) Allowing the carryover of any unused revenue authority. (1995-3)(1996-10)

(c) Changing the revenue limit FTE membership calculation to allow a district to use either a five-year rolling average, three-year rolling average or the current year membership, whichever

is greater, and allowing a district to apply to the Department of Public Instruction for emergency aid or revenue flexibility. (1996-10)(1998-11)(2003-7)(2012-06)(2018-4)

(d) Including 100 percent of full-time equivalent (FTE) summer school membership for each of the years used in the computation of the revenue cap. (1995-17)(2017-14)

(e) Providing that a district's revenue limit be determined prior to the start of the district's fiscal year.

(f) The WASB supports legislation to implement a sliding scale formula factor multiplier to increase the membership of districts for revenue limit purposes. (2016-9)

**Rationale:** Parts of these resolutions are outdated. These changes are meant to update terminology and consolidate resolution language into a more concise and coherent policy.

### **Resolution 23-19: Classroom Technology**

(Note: Existing Resolutions relating to "Classroom Technology" are found in the Resolutions Book at pp. 24-25.)

#### **REPEAL the following existing resolutions:**

- 3.30 Interactive Communications Systems
- 3.31 Technology in the Classroom
- 3.32 Educational Technology Initiative
- 3.33 Online Courses
- 3.34 Virtual Schools
- 3.35 Statewide Contracting for Virtual Classes
- 3.36 CESAs and Virtual Charter Schools

#### **And RECREATE as follows:**

### **EDUCATIONAL TECHNOLOGY**

#### **3.30 General Policy**

The WASB supports the use of educational technologies, including the use of online courses to allow local school boards to offer course content to students that they would otherwise be unable to offer.

#### **3.31 State Funding**

The WASB supports state-funded educational technology initiatives to ensure that school districts have the technological capacity for students to succeed in the 21st century and to meet

1 state requirements, such as online adaptive testing, the state accountability system, curriculum  
2 and instructional standards aligned to college and career readiness, and rigorous teacher and  
3 principal evaluation systems. (2013-1)

### 4 5 **3.32 Virtual Charter Schools**

6 The WASB supports that publicly funded virtual charter schools must follow state accountability  
7 standards and transparency requirements.

### 8 9 **3.33 CESAs and Virtual Charter Schools**

10 The WASB supports allowing CESAs to enter into cooperative agreements with individual  
11 school districts to establish virtual charter schools authorized by the board of the local school  
12 district. The WASB opposes legislation granting CESAs the authority to establish independent  
13 virtual charter schools.

14  
15 Should any CESA be authorized to operate a virtual charter school without entering into a  
16 cooperative agreement with a school district, the WASB supports limiting per pupil payments to  
17 any CESA authorized virtual charter school to an amount identical to the per pupil amount of the  
18 open enrollment transfer payment. This would prevent CESA-authorized virtual charter schools  
19 from unfairly competing with school board-authorized virtual charter schools. (2012-12)

20  
21 **Rationale:** These resolutions are outdated. These changes are meant to update terminology and  
22 consolidate resolution language into a more concise and coherent policy.

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** 2023-2024 School Year Calendar

**FROM:** Michael Nowak

**BOARD MEETING:** December 19, 2022

**DATE:** December 14, 2022

**AGENDA ITEM:** IX. B.

### **BACKGROUND:**

The Calendar Team gathered on several occasions to collaborate on the development of a possible calendar for the 2023-2024 school year. Amanda Reinemann (School Board Member), Karen Wunschel (KMS), Becky Wittemann (KMS), Jon Stachowiak (GHS), Jordan Ely (GHS), Danielle Ernster (County Line), Dana Croatt (Principal, Rockfield), Brandon Kohl (Assistant Principal, KMS), Michael Nowak (Human Resources Director), and Jake Misiak (Teaching and Learning Director) all joined in efforts to develop a calendar that meets existing needs. The proposed calendar for the 2023-2024 school year is attached with the following supporting information:

- The proposed 2023-2024 school year calendar includes a start date of September 1, 2023 for grades K-12.
- Through the strategic placement of professional development days, the last day of classes for all students would be June 7, 2024 which is consistent with other area school districts.
- The proposed 2023-2024 school year calendar includes a day off prior to Thanksgiving Day as has been past practice
- Based upon the placement of holidays during the week, the proposed 2023-2024 school year calendar includes a Winter Holiday Break with classes ending December 22, 2023 and resuming on January 2, 2024.
- The proposed 2023-2024 school year calendar includes a Spring Break with classes ending on March 22, 2024 and resuming on April 2, 2024. This is consistent with the majority of school districts in the area. Easter Break is embedded within Spring Break for this school year.
- The proposed 2023-24 school year calendar includes student and staff days off on Friday, May 24, 2024 and Monday, May 27, 2024 in observance of Memorial Day.
- The proposed 2023-2024 school year calendar includes an end day for students and staff of June 7, 2024.

### **ATTACHMENTS:**

Proposed 2023-2024 Calendar

### **RECOMMENDATION:**

Motion to adopt as presented the proposed 2023-2024 school year calendar.

# 2023–2024 School Calendar

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## AUGUST 2023

**21,22** New Teacher Orientation  
**23–24, 29–30** Teacher Inservice  
**31** Teacher Workday

T=5

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## FEBRUARY 2024

**16** Professional Development

T=21 S=20

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## SEPTEMBER 2023

**1** First Day with Students  
**1, 5, 6** Ready, Set, Go Conferences — 4K  
**4** Holiday/Labor Day  
**7** First Day for 4K  
**29** Professional Development

T=20 S=19

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## MARCH 2024

**6** Conferences — *Elem & KMS (evening)*  
**7** Conferences — *Elem & KMS (daytime)*  
**7** Conferences — *GHS 4–8 pm*  
**7–8** Professional Development  
**25–29** Spring Break

T=16 S=15

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## OCTOBER 2023

**25** Conferences — *Elem & KMS (evening)*  
**26** Conferences — *Elem & KMS (daytime)*  
**26** Conferences — *GHS 4–8 pm*  
**26–27** Professional Development

T=22 S=21

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## APRIL 2024

**1** Spring Break  
**3** End of Quarter 3 (44)  
**19** Professional Development

T=21 S=20

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## NOVEMBER 2023

**3** End of Quarter 1 (43)  
**22–24** Thanksgiving Break

T=19 S=19

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## MAY 2024

**24, 27** Holiday/Memorial Day

T=21 S=21

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## DECEMBER 2023

**8** Professional Development  
**25–29** Winter Break

T=16 S=15

JUNE 2024						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## JUNE 2024

**7** Last Day for 4K  
**7** Early Release/Teacher Workday (pm)  
**7** End of Quarter 4/Semester 2 (43.5)

T=5 S=4.5

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## JANUARY 2024

**1** Winter Break  
**15** Holiday/MLK Jr. Day  
**19** End of Quarter 2/Semester 1 (44)  
**22** Teacher Workday

T=21 S=20

- New Teacher Orientation
- Teacher Inservice
- No 4K Students
- Holiday/Non-Work Days
- End of Quarter/Semester

Student Days: 174.5

PD/Teacher Workdays: 12.5

Conferences: 3.0

**Total: 190.0**



**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** New Teacher Contract

**FROM:** Michael Nowak

**BOARD MEETING:** December 19, 2022

**DATE:** December 14, 2022

**AGENDA ITEM:** IX. C.

**BACKGROUND:**

The administration is recommending the approval of the following limited-term contract for the 2022-2023 school year.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Will Darling 7th Grade Literacy Teacher Kennedy Middle School	Will is being recommended for this position as the result of an FMLA leave.	1.0	Limited-Term (57 days)	\$13,395

**ATTACHMENTS:**

None

**RECOMMENDATION:**

Motion to approve the 1.0 FTE limited-term contract for Will Darling at \$13,395.

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** Donations

**FROM:** Chris Reuter

**BOARD MEETING:** December 19, 2022

**DATE:** December 14, 2022

**AGENDA ITEM:** IX. D.

**BACKGROUND:**

Please act on the donation requests described below.

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

Approve the following donations:

Kennedy Middle School PTA - \$2500 for a new kiln at KMS  
Kennedy Middle School PTA - \$2000 for two (2) smartboards at KMS  
WFA Staffing Group - \$250 for GHS Bowling Club  
Weissman Auto Repair - \$250 for GHS Bowling Club  
Sprecher Brewing Co - \$250 for GHS Bowling Club  
Kiwanis Club of Germantown - \$750 to KMS Best Buddies

**ATTACHMENTS:**

None.

**RECOMMENDATION:**

Thank the donors for their generosity and approve the donations as listed.