

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

Germantown School District
District Office
N104W13840 Donges Bay Rd
Germantown, WI 53022

**April 24, 2023
7:00 p.m.**

AGENDA

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

- I. Meeting Called to Order and Pledge of Allegiance**
 - A. Official Meeting Notification
 - B. Roll Call
- II. Approval of Agenda**
- III. Election of Board Officers**
 - A. President (NOTE: The Acting President will preside over the meeting at this point)
 - B. Vice-President
 - C. Treasurer
 - D. Clerk
 - E. CESA#1 Delegate
- IV. Reports**
 - A. District Administrator Update - Dr. Chris Reuter
 - B. Kennedy Middle School Presentation - Ms. Jess Gieryn
- V. 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.

VI. Consent Agenda

- A. Approval of March 20, 2023 Meeting Minutes
- B. Approval of Teacher Contracts
- C. Approval of Teacher Resignations
- D. Approval of Donations

VII. Finance Committee

- A. April 10, 2023 Committee Meeting Update
- B. Approval of ASUS Student Chromebook Replacement
- C. Approval of E-rate Wireless Equipment and Licensing
- D. Discussion and action to approve Kennedy Middle School Air Conditioning Quote

VIII. Teaching & Learning Committee

- A. April 10, 2023 Committee Meeting Update
- B. Approval of Illustrative Math

IX. New Business

- A. Discussion and action to approve Administrator Contract - Dr. Chris Reuter
- B. Discussion and action to approve 2023-2024 Certified Teacher Staffing Plan - Mr. Michael Nowak
- C. Discussion on School Tours - Dr. Chris Reuter

X. Adjourn

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: District Administrator Update

FROM: Chris Reuter

BOARD MEETING: April 24, 2023

DATE: April 18, 2023

AGENDA ITEM: IV. A.

BACKGROUND:

The month of April is in full swing, and below are spotlighted items to update the Board of Education and general public about the happenings in Germantown Public Schools.

- New GSD Board Members
- Student Kohl Fellowship Award Winner
- GHS Prom
- GHS Academic Awards
- Professional Development Day Recap

ATTACHMENTS:

None

RECOMMENDATION:

None - Informational Only

**GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
March 20, 2023**

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 Barney to approve the agenda. Motion carried.
4. Superintendent Dr. Chris Reuter provided a District Administrator Update including the start of the Spring season, staff recognition of Stephanie Milmoie on helping a student who was in distress and saved them from choking, and a video presentation from the GEA about the Random Acts of Kindness by staff.
5. Mrs. Katie Kohel shared a 4K video presentation about what a day in Amy Belle 4K looks like. 4K teachers Ms. Heller and Ms. Stallings shared how 4K students are being incorporated into the K-5 program and how much time students spend their day in learning centers and carpet time.
6. Superintendent Dr. Chris Reuter and Marketing and Communications Manager Mandi Race shared the Internal Communication Results. Staff find the District Update valuable and would like to see this communication monthly, agree that the parent newsletter is valuable to them, find Principal communications valuable/highly valuable, and the website is sometimes/regularly used.
7. Superintendent Dr. Chris Reuter and Board President Brian Medved presented Bob Soderberg (12 years) and Amanda Reinemann (3 years) with a plaque and thanked them for their years of service to the Board of Education.
8. During citizen comments the following people spoke: Mike Karrels with the GEA.
9. Motion by Reinemann, second by Pawlak to approve the February 27, 2023 Board of Education Meeting Minutes. Motion carried.
10. Barney provided an update to the Board from the March 15, 2023 Policy Committee Meeting mentioning the addition of a new standing Teaching and Learning Committee and updates to the following policies: Presiding Officer, consent agenda, attendance, fund balance, payment of invoices, use of tobacco and nicotine, facility, use of social media, and transportation.
11. The Policy Committee brings forward with a positive recommendation to approve the updates and modifications to District Policies 0100-9800 as discussed excluding Policies

5517, 5722, 8800, and 8802. Board discussion on the policies that are excluded from approval stating that additional clarifications are needed for these policies, the fund balance of 17%, the facility policy in regards to searching of non-students, and the consent agenda. Motion carried.

12. Motion by Barney, second by Ewert to change the language in 6470 to include "exceptions may occur with Finance Committee or Board approval only." Motion carried.
13. Motion by Barney, second by Soderberg to approve the updates and modifications to District Policy 5517 - Student Anti-Harassment. Board discussion on training for staff and administration on how to handle these instances and to address the situations in a timely manner and violations outside of the school day/environment. Motion by Ewert, second by Barney to make an amendment to the last line in paragraph 4 under 5517 - Student Anti-Harassment-Prohibited Harassment to read "violations of this policy that do not occur within the school environment or school day will be reported to the parents of our student and/or to law enforcement to investigate as necessary." Board discussion on clarification of who these instances would be reported to. Amendment to Motion carried. Motion with Amendment carried.
14. Loth provided an update to the Board from the March 20, 2023 Finance Committee meeting mentioning vouchers and the variance report.
15. The Finance Committee brings forward to the Board of Education with a positive recommendation to approve the 2023-2024 Student Fee Schedule. Motion carried.
16. The Finance Committee brings forward to the Board of Education with a positive recommendation to approve the 2023-2024 Facility Use fee Schedule. Motion carried.
17. The Finance Committee brings forward to the Board of Education with a positive recommendation to approve the 2023-2025 Student Resource Officer Agreement with the Village of Germantown with one modification to Item 7 to change to 60 days rather than 30 as stated. Motion carried.
18. The Finance Committee brings a motion to move forward to the Board of Education to approve the replacement of boiler #2 at Amy Belle Elementary using Butters Fettering Corporation in the amount not to exceed \$44,000. Board discussion on what boiler is being replaced. Motion carried.
19. The Finance Committee brings forward to the Board of Education with a positive recommendation to approve the proposed agreement with CESA #6 Math Center for an amount not to exceed \$42,500. Board discussion that ESSER funds are being used to pay for this purchase. Motion carried.
20. The Finance Committee motions to bring forward to the Board of Education with a positive recommendation to approve the purchase of 60 iPads and AppleCare+ from Apple for an amount not to exceed \$42,180 using common school library aid. Board

discussion on where the iPads are being used. Board discussion that the amount was transposed and should be \$24,180. Motion carried.

21. Director of Teaching and Learning Jake Misiak led discussions on the Early College Credit Program and Start Now College Applications. Motion by Reinemann, second by Ewert to approve the Early Credit College Program (ECCP) and the Start College Now requests as presented. Motion carried (Barney - abstain).
22. Director of Human Resources Mike Nowak led discussions on Teacher Contracts. Motion by Barney, second by Reinemann to approve the 0.4 FTE limited-term contract for Lynne Milbrath at \$8,806 and the 0.6 FTE limited-term contract for Reagan Larson at \$6,625. Motion carried.
23. Superintendent Dr. Chris Reuter led discussions on the SkillsUSA overnight travel request and expenses. Motion by Loth, second by Pawlak to approve the overnight travel request for 18 students and two (2) advisors to travel to Madison, WI from April 25-26, 2023 to attend the SkillsUSA State Leadership and Skills Conference with student lodging and advisor costs to be paid using funds from the Germantown School District Activities Budget for a total of \$978. Motion carried.
24. Superintendent Dr. Chris Reuter led discussions on the DECA overnight travel request. Motion by Reinemann, second by Soderberg to approve the overnight travel request for six (6) DECA students and one (1) advisor to travel to Orlando, Florida from April 21-26, 2023 to attend the DECA International Career Development Conference with expenses to be fundraised and paid for by the students for their expenses and budget funds for advisor expenses. Motion carried.
25. Superintendent Dr. Chris Reuter led discussions on the FBLA overnight travel request and expenses. Motion by Pawlak, second by Barney to approve the overnight travel request for 58 students and six (6) advisors/chaperones to travel to Green Bay, WI from April 16-18, 2023 to attend the FBLA State Competition with all transportation and advisor/chaperone expenses to be paid using funds from the Germantown School District Activities Budget for a total of \$2663.76. Motion carried.
26. Superintendent Dr. Chris Reuter led discussions on the donations received. Motion by Reinemann, second by Ewert to thank the donors for their generosity and approve all donations as listed. Motion carried.
27. Motion by Soderberg, second by Reinemann to enter into Closed Session pursuant to Wisconsin State Statute 19.85 (1)(d) to consider strategies for crime detection and prevention, Wisconsin State Statute 19.85(1)(c) for performance and consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Roll Call: Medved - yes, Reinemann - yes, Barney - yes, Soderberg - yes, Loth - yes, Ewert - yes, Pawlak - yes. Motion carried.

28. The Board entered into closed session at 8:07 p.m. and did not return to open session, adjourning at 8:49 p.m.

Melissa Timmerman
Recording Secretary

Thomas Barney
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Contracts

FROM: Michael Nowak

BOARD MEETING: April 24, 2023

DATE: April 19, 2023

AGENDA ITEM: VI. B.

BACKGROUND:

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

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Karen Taubenheim County Line Elementary Reading Specialist	Karen is being recommended for this position as the result of an FMLA leave	1.0	Limited-Term (48 days)	\$11,520
John Briggs Germantown High School Physical Education	John is being recommended for this position as the result of an FMLA leave	1.0	Limited-Term (50 days)	\$12,500
Jodi Viera Germantown School District School Psychologist	Jodi is filling a portion on an ongoing vacancy	.2	Limited-Term (73 days)	\$6,007

ATTACHMENTS:

None

RECOMMENDATION:

Motion to approve to approve 1.0 FTE (48 day) limited-term contract for Karen Taubenheim at \$11,520, the 1.0 FTE (50 day) limited-term contract for John Briggs at \$12,500, and the 1.0 FTE (73 day) limited term contract for Jodi Vierra at \$6,007.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Resignations

FROM: Michael Nowak

BOARD MEETING: April 24, 2023

DATE: April 19, 2023

AGENDA ITEM: VI. C.

BACKGROUND:

LaBella Hegwood recently submitted her letter of resignation effective June 9, 2023. LaBella was hired in August of 2021 at MacArthur Elementary School as a Special Education Teacher. Erin Kegerreis recently submitted her letter of resignation effective June 9, 2023. Erin was hired in August of 2022 at Rockfield Elementary School as a Fourth Grade Teacher.

ATTACHMENTS:

None

RECOMMENDATION:

Motion to approve the resignations of LeBella Hegwood and Erin Kegerris and thank them for their service to the students, their families, and to the Germantown School District.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Donations

FROM: Chris Reuter

BOARD MEETING: April 24, 2023

DATE: April 18, 2023

AGENDA ITEM: VI. 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:

TKO Miller LLC - \$500 - Germantown High School Activities
Brisco County Wood Grill - \$250 - GHS Choir Programs

ATTACHMENTS:

None.

RECOMMENDATION:

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

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: ASUS Student Chromebook
Replacement

FROM: Finance Committee

BOARD MEETING DATE: April 24, 2023

DATE: April 19, 2023

AGENDA ITEM: VII. B.

BACKGROUND:

650 student Chromebooks are due back to the lessor as per the lease agreement and need to be replaced. These will be purchased through a 4-year lease agreement. A Request for Proposal (RFP) was submitted to multiple companies for consideration. After the purchase is approved by the Board, the borrowing process to make the purchase will be started.

ATTACHMENTS:

BDJtech quote

RECOMMENDATION:

Motion with a positive recommendation from the Finance Committee to approve the lease purchase of 650 Chromebooks with warranty and licenses from BDJtech in an amount not to exceed \$189,800 as presented and charge to the appropriate General Fund Account (Fund 10).

Quote

March 2, 2023
April 1, 2023
8678

Date: _____

Rep	Payment Method	Project Name	Shipping Method
Chris Hunt	Net 30	Gerमतown Summer 2023 Chrome bid	Dock to Dock

QTY		Item	DESCRIPTION	UNIT PRICE	LINE TOTAL
650.00	Chromebook	ASUS CR1100 CR1100CKAYZ142 11.6" Celeron 4G 32G CRM OS		\$260.00	\$169,000.00
650.00	License	Google Chrome Education License		32.00	\$20,800.00
				Shipping	Included
				Tax	Exempt
				Total	189,800.00

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: E-rate Wireless Equipment and Licensing

FROM: Finance Committee

BOARD MEETING DATE: April 24, 2023

DATE: April 19, 2023

AGENDA ITEM: VII. C.

BACKGROUND:

Annually, districts have the opportunity to request bids for bandwidth, equipment, and licenses for communication purposes only. This is through a nationwide platform called Universal Services Administrative Company (USAC). There are strict guidelines of what is acceptable to be quoted and purchases as well as national timelines that need to be followed. Currently and in past years, the district has completed the E-rate process to get discounts and reimbursements on phone services as well as internet equipment. For the 2023 funding period, the district has asked for a total of \$91,631.85 worth of equipment and licenses (detail quote attached). Of the total of \$91,631.85, the district will receive 40% of the purchase funded by this program. The 40% totals \$36,652.74. The district will be responsible for the balance of \$54,979.11. The district's portion is consistent with previous years and will be budgeted for in the 2023-2024 budget. Multiple bids were submitted, but CDW-G was the only vendor that could provide the make and model of the equipment requested.

ATTACHMENTS:

CDW-G Quotes

RECOMMENDATION:

Motion with a positive recommendation from the Finance Committee to approve the purchase of wireless equipment and licensing in an amount not to exceed \$54,979.11, as presented, and charge to the appropriate General Fund Account (Fund 10).



Thank you for choosing CDW. We have received your quote.

Hardware

Software

Services

IT Solutions

Brands

Research Hub

Review and Complete Purchase

JUSTIN BAUMGARTNER,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
NGHF263	2/23/2023	ERATE FY23 - CISCO APS	4752708	\$65,855.62

QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Cisco Catalyst 9120AXI - wireless access point - 802.11.4, Bluetooth, Wi-Fi Mfg. Part#: C9120AXI-B-EDU UNSPSC: 43223108 Contract: Wisconsin Cisco NVP Data Communications AR3227 (AR3227 505ENT-M21-DATACOM)	38	5583067	\$1,364.27	\$51,842.26
Cisco Digital Network Architecture Essentials - Term License (3 years) - 1 Mfg. Part#: EDU-DNA-E-3Y UNSPSC: 43233204 Electronic distribution - NO MEDIA Contract: Wisconsin Cisco NVP Data Communications AR3227 (AR3227 505ENT-M21-DATACOM)	38	5453329	\$173.18	\$6,580.84
Cisco Catalyst 9130AXI - wireless access point - Bluetooth, Wi-Fi 6 Mfg. Part#: C9130AXI-B-EDU Contract: Wisconsin Cisco NVP Data Communications AR3227 (AR3227 505ENT-M21-DATACOM)	4	5865009	\$1,684.95	\$6,739.80
Cisco Digital Network Architecture Essentials - Term License (3 years) - 1 Mfg. Part#: EDU-DNA-E-3Y UNSPSC: 43233204 Electronic distribution - NO MEDIA Contract: Wisconsin Cisco NVP Data Communications AR3227 (AR3227 505ENT-M21-DATACOM)	4	5453329	\$173.18	\$692.72

SUBTOTAL \$65,855.62

SHIPPING \$0.00

SALES TAX \$0.00

GRAND TOTAL \$65,855.62

PURCHASER BILLING INFO

DELIVER TO



Thank you for choosing CDW. We have received your quote.

Hardware

Software

Services

IT Solutions

Brands

Research Hub

Review and Complete Purchase

JUSTIN BAUMGARTNER,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

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Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
NGKC906	2/27/2023	ERATE FY23 - VERTIV	4752708	\$11,750.00

QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Vertiv Liebert GXT5 UPS-2000VA 1800W, 110-125V, Online UPS with SNMP Webcard Mfg. Part#: GXT5-2000LVRT2UXLN UNSPSC: 39121011 Contract: MARKET	4	5793907	\$1,925.00	\$7,700.00
Vertiv Liebert GXT5 External Battery Cabinet 48V for 1500VA 2kVA Online UPS Mfg. Part#: GXT5-EBC48VRT2U UNSPSC: 26111707 Contract: MARKET	6	5616676	\$675.00	\$4,050.00

SUBTOTAL \$11,750.00

SHIPPING \$0.00

SALES TAX \$0.00

GRAND TOTAL \$11,750.00

PURCHASER BILLING INFO

Billing Address:
GERMANTOWN SCHOOL DISTRICT
ACCTS PAYABLE
N104W13840 DONGES BAY RD
GERMANTOWN, WI 53022-4499
Phone: (262) 253-3908
Payment Terms: ERATE QUOTES ONLY

DELIVER TO

Shipping Address:
GERMANTOWN SCHOOL DISTRICT
JUSTIN BAUMGARTNER
N104W13840 DONGES BAY RD
GERMANTOWN, WI 53022-4499
Phone: (262) 253-3908
Shipping Method: Expeditors Deferred 3-5 Days

Please remit payments to:

CDW Government
75 Remittance Drive
Suite 1515
Chicago, IL 60675-1515



Sales Contact Info

Oleg Krylov | (866) 770-0358 | olegkry@cdwg.com



Thank you for choosing CDW. We have received your quote.

Hardware

Software

Services

IT Solutions

Brands

Research Hub

Review and Complete Purchase

NICK KELNHOFER,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
NHCJ427	3/20/2023	ERATE FY23 - ARUBA	4752708	\$14,026.23

QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
HPE Aruba 5406R zl2 - switch - managed - rack-mountable Mfg. Part#: J9821A UNSPSC: 43222612 Contract: MARKET	1	4361359	\$1,545.00	\$1,545.00
HPE - Expansion Module Mfg. Part#: J9986A UNSPSC: 43201404 Contract: MARKET	5	4361375	\$2,047.00	\$10,235.00
HPE Aruba - SFP+ Transceiver Module - 10 GbE Mfg. Part#: J9150D UNSPSC: 43201553 Contract: MARKET	1	4919570	\$528.80	\$528.80
HPE Aruba Direct Attach Copper Cable - 10GBase direct attach cable - 10 ft Mfg. Part#: J9283D UNSPSC: 26121609 Contract: MARKET	2	4924318	\$78.00	\$156.00
HPE Aruba - power supply - 1100 Watt Mfg. Part#: J9829A#ABA UNSPSC: 39121004 Contract: MARKET	2	4361365	\$699.60	\$1,399.20

SUBTOTAL \$13,864.00

SHIPPING \$162.23

SALES TAX \$0.00

GRAND TOTAL \$14,026.23

PURCHASER BILLING INFO

DELIVER TO

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: KMS Air Conditioning Quote

FROM: Frank Lord

BOARD MEETING: April 24, 2023

DATE: April 18, 2023

AGENDA ITEM: VII. D.

BACKGROUND:

At the December Finance Committee, it was decided to focus the Esser III mitigation HVAC goal on Kennedy Middle School air conditioning (A/C). Several HVAC contractors were asked to supply the District with a design-to-install proposal with their recommendation of the most efficient and effective means of installing A/C at Kennedy Middle School. The scope includes the design and installation of air conditioning to cover the remaining areas within the building that do not currently have cooling.

Early on in the planning process, it was believed that the best option would be to replace the existing chiller with a new, but larger, chiller. After further research and load calculations were performed by engineers, two different routes were deemed more suitable. These options will be identified as approaches: Approach 1- Adding two 40-ton condensing units and installing a chilled water coil in the existing AHU #10; Approach 2- Adding one 40-ton condensing unit and one 40-ton heating & cooling rooftop unit (RTU), and installing a chilled water coil in the existing AHU #10.

Approach 1 is the least expensive route to have A/C installed. Although Approach 2 is more expensive than Approach 1, staff feel it would benefit the District for multiple reasons. These reasons include:

- 1) Installing a RTU not only supplies cooling to the space, but also gives the opportunity/option to supply additional heating if/when needed, thus relieving the boilers of certain load capacity(s). A RTU also allows for more precise monitoring/adjustment(s)/balancing (utility efficiency(s)).
- 2) Installation will be performed by Butters-Fetting Co., a trusting and supportive contractor that the District has used for many years, and are very knowledgeable of our existing HVAC at Kennedy Middle School.

ATTACHMENTS:

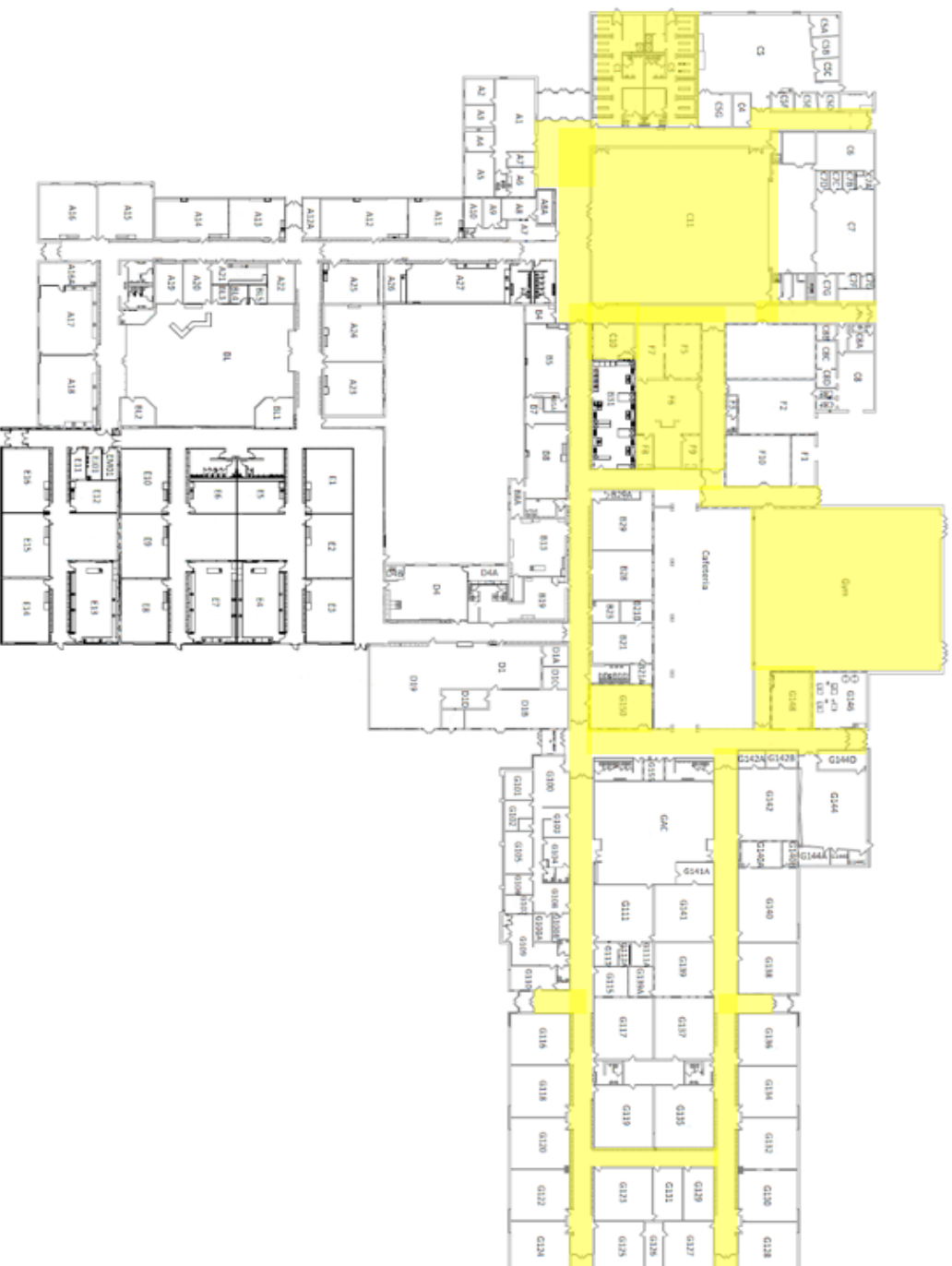
1. Map showing the areas within the scope of work.
2. Proposal Summary

RECOMMENDATION:

Motion to approve the installation of air conditioning to the identified areas within Kennedy Middle School, using Butters-Fetting Co., Inc. (Approach 2), for an amount not to exceed \$375,00.00 from ESSER funds allocation.

Kennedy Middle School

TOTAL UNCONDITIONED: 20,328ft



PROPOSAL SUMMARY

Kennedy Middle School A/C Install, ESSER Funding

Initial Anticipated Cost: \$406,500+

CONTRACTOR	INSTALL COST	BID RECEIVED	RECOMMENDATION
J.F. AHERN CO.	\$345,000.00 (Initial Estimate)	Did not receive.	
DILLETT MECHANICAL (Approach 1)	\$309,450.00	Yes.	
BUTTERS FETTING CO. (Approach 2)	\$375,000.00	Yes.	\$375,000.00 (Approach 1) by Butters Fetting Co.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Illustrative Math

FROM: Teaching & Learning Committee

MEETING: April 24, 2023

DATE: April 19, 2023

AGENDA ITEM: VIII. B.

BACKGROUND:

In the Fall of 2022, the middle school math 6-8 team began piloting curriculum resources from Illustrative Math. The resource was evaluated by teachers on three dimensions: Rigor and Balance, Focus and Coherence, and Usability. Following the pilot, the math review team determined they would like to move forward with the Illustrative Math resource by Open Up Resources and recommend the board approve Illustrative Math as the primary resource to be used for 6-8 math instruction.

ATTACHMENTS:

Illustrative Math Overview

RECOMMENDATION:

Motion with a positive recommendation from the Teaching & Learning Committee to approve Illustrative Math as our 6-8 math curricular resource.

Illustrative Math

By OpenUp Resources



Review Timeline

July - August

- Preliminary Meetings with the Math 6-8 Team
- Established Current State through the lenses of “5-Levers”

September

- Established Curriculum Priorities aligned with best practices in Mathematics
- Determined Professional Development needs to effectively pilot Illustrative Math (IM)

October

- Provided Professional Development on core components and routines of Illustrative Math

November - December

- Piloted Illustrative math units in all 6-8 classrooms

Review Timeline

January

- Evaluated Illustrative math materials - Rigor and Balance / Focus and Coherence / Usability
- Determined we would make a positive recommendation to the Teaching and Learning Committee

February

- Worked to prioritize standards

March

- Provided additional professional development on effective strategies associated with Illustrative Math

April

- Site Visit from CESA 6 to determine implementation needs

Problem-Based Mathematics

Math is not a spectator sport.

The value of a problem-based approach is that students spend most of their time in math class doing mathematics: making sense of problems, estimating, trying different approaches, selecting and using appropriate tools, evaluating the reasonableness of their answers, interpreting the significance of their answers, noticing patterns and making generalizations, explaining their reasoning verbally and in writing, listening to the reasoning of others, and building their understanding.

Problem-Based Mathematics

Students work on carefully crafted and sequenced mathematics problems during most of the instructional time.

Teachers help students understand the problems and guide discussions to ensure the mathematical takeaways are clear to all.

Students are required to explain their ideas and reasoning and learn to communicate mathematical ideas.

The goal is to give students just enough background and tools to solve initial problems successfully, and then set them to increasingly sophisticated problems as their expertise increases.

A Typical Lesson in Illustrative Math

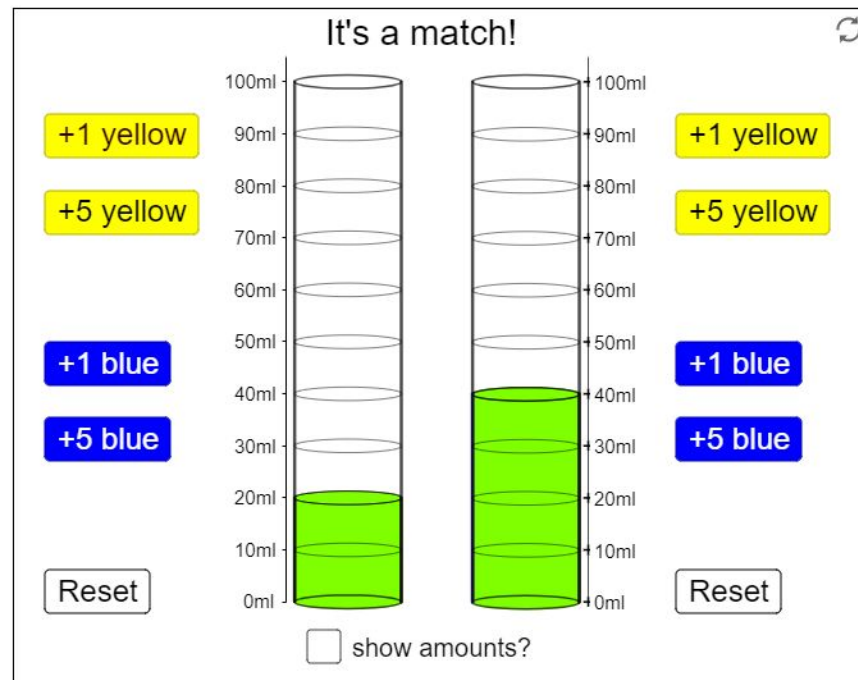
4-Phases

1. Warm-Up
2. One or more instructional activities
3. The lesson synthesis
4. A cool-down

Example Activities

An activity can serve one or more of many purposes.

- Provide experience with a new context.
- Introduce a new concept and associated language.
- Introduce a new representation.
- Formalize a definition of a term for an idea previously encountered informally.
- Identify and resolve common mistakes and misconceptions that people make.
- Work toward mastery of a concept or procedure.
- Provide an opportunity to apply mathematics to a modeling or other application problem



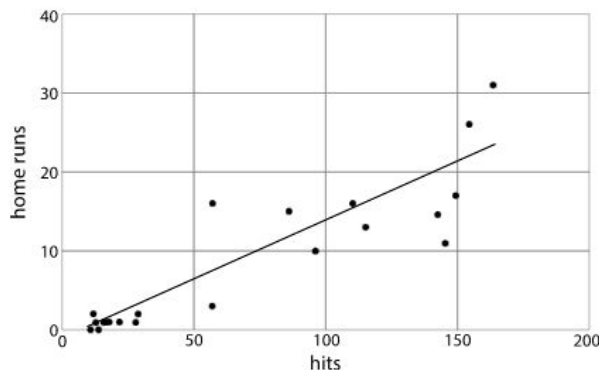
[open applet in presentation mode](#)

1. In the left cylinder, mix 5 ml of blue and 15 ml of yellow. This is a *single batch* of green.
2. Suppose you have one batch of green but want to make more. Which of the following would produce the same shade of green?

If you're unsure, try creating the mixture in the right cylinder. Start with the amounts in a single batch (5 ml of blue and 15 ml of yellow) and . . .

- The scatter plot shows the number of hits and home runs for 20 baseball players who had at least 10 hits last season. The table shows the values for 15 of those players.

The model, represented by $y = 0.15x - 1.5$, is graphed with a scatter plot.



Use the graph and the table to answer the questions.

- Player A had 154 hits in 2015. How many home runs did he have? How many was he predicted to have?
- Player B was the player who most outperformed the prediction. How many hits did Player B have last season?

hits	home runs	predicted home runs
12	2	0.3
22	1	1.8
154	26	21.6
145	11	20.3
110	16	15
57	3	7.1
149	17	20.9
29	2	2.9

Family Materials

Unit 6 Big Ideas

Equations in One Variable

Equal and Equivalent

Expressions with Exponents

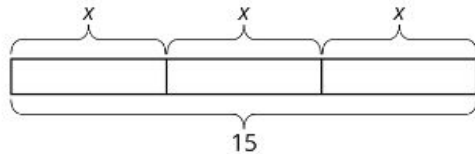
Relationships Between
Quantities

Unit 6

Big Ideas

Equations in One Variable

This week your student will be learning to visualize, write, and solve equations. They did this work in previous grades with numbers. In grade 6, we often use a letter called a **variable** to represent a number whose value is unknown. Diagrams can help us make sense of how quantities are related. Here is an example of such a diagram:



Since 3 pieces are labeled with the same variable x , we know that each of the three pieces represent the same number. Some equations that match this diagram are $x + x + x = 15$ and $15 = 3x$.

A **solution** to an equation is a number used in place of the variable that makes the equation true. In the previous example, the solution is 5. Think about substituting 5 for x in either equation: $5 + 5 + 5 = 15$ and $15 = 3 \cdot 5$ are both true. We can tell that, for example, 4 is *not* a solution, because $4 + 4 + 4$ does not equal 15.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Administrator Contract

FROM: Chris Reuter and Mike Nowak

BOARD MEETING: April 24, 2023

DATE: April 20, 2023

AGENDA ITEM: IX. A.

BACKGROUND:

Andrew Rooney is recommended to the GSD Board of Education to serve as Germantown High School Assistant Principal, starting July 1, 2023. Mr. Rooney was one of 48 candidates that applied for the position. Mr. Farren facilitated a three-stage interview process that yielded Mr. Rooney's candidacy to fill our vacancy.

Mr. Rooney has served as the Dean of Students/ACP Coordinator since the start of the 2022-2023 school year and assumed the interim role of GHS Assistant Principal with the resignation of the previous Assistant Principal this past fall.

Mr. Rooney's credentials speak for themselves, and we are excited to have him continue as a leader at Germantown High School and in the Germantown School District.

ATTACHMENTS:

None

RECOMMENDATION:

Motion to approve the hire of Andrew Rooney as Assistant Principal of Germantown High School and provide him with a two-year contract for the 2023-24 and 2024-25 school years. The salary for the 2023-2024 school year will be \$88,500.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: 2023-24 Staffing Plan

FROM: Michael Nowak

BOARD MEETING: April 24, 2023

DATE: April 19, 2023

AGENDA ITEM: IX. B.

BACKGROUND:

The District Staffing Plan should support and drive the mission, reinforce Board policies, and meet the parameters within the overall District budgeting process. The District Staffing Plan is administered and maintained by the Department of Human Resources with input and support from the Departments of Business Services, Teaching and Learning, and Principals. The plan includes workforce planning including resource or FTE allocation and forecasting staffing to meet those allocations including analyzing staffing needs, attrition through turnover, and labor market supply.

The 2022-23 school year in the Germantown School District called for the employment of 269 full time teachers and 21 part-time teachers for an overall FTE equivalent of 277.59. The proposed staffing plan for the 2023-24 school year calls for the employment of 264 full time teachers and up to 18 part-time teachers for an overall FTE of 271.75. Overall, the proposed staffing plan calls for a reduction of 5.84 FTEs spread evenly throughout the district. This includes 4.64 FTEs at the elementary level, 1 FTE at KMS and .4 FTEs at GHS. The primary rationale for reduction of FTE for 2023-24 directly correlates to declining enrollment.

ATTACHMENTS:

2023-24 Certified Staffing Allocations (FTE)

2023-24 Certified Staffing Allocations (FTE) Key Points

2023-24 Staffing Forecast

RECOMMENDATION:

Motion to approve the proposed staffing plan for the 2023-24 and to issue 264 regular, full-time teaching contracts.

2023-24 Certified Staffing Allocations(FTE):

Certified Staffing Summary	21/22	22/23	23/24	Diff Over Past Year
Grand Total	278.91	277.59	271.73	-5.64

ELEMENTARY LEVEL - All Schools				
Grade Level	21/22	22/23	23/24	Diff Over Past Year
4 K	0.00	5.00	3.50	1.50
5 K	14.00	10.00	12.00	2.00
Grade 1	12.00	14.00	10.00	-4.00
Grade 2	12.00	11.00	14.00	3.00
Grade 3	14.00	13.00	11.00	-2.00
Grade 4	11.00	13.00	12.00	-1.00
Grade 5	13.00	11.00	11.00	0.0
Subtotal	76.00	77.00	73.50	-3.50
Specials Staffing	21/22	22/23	23-24	Diff Over Past Year
Art	2.48	2.84	2.75	-0.09
Music	4.00	3.49	3.40	-0.09
Physical Education	5.93	5.46	5.40	-0.06
Subtotal	12.41	11.79	11.55	-0.24
Special Education/Student Services	21/22	22/23	23/24	Diff Over Past Year
Cross Categorical	14.0	14.0	13.0	-1.00
Early Childhood (3 yo)	2.4	2.5	2.5	0.00
Early Childhood Speech/Language	2.00	2.00	2.00	0.00
Psychologists	2.5	2.5	2.5	0.00
Speech/Language	6.6	6.6	6.6	0.00
Counselors	4.0	4.0	4.0	0.00
Subtotal	31.50	31.60	30.60	-1.00
Grand Total	119.91	120.29	115.65	-4.64

MIDDLE LEVEL - KMS				
Grade Level	21/22	22/23	23/24	Diff Over Past Year
Grade 6	12.00	11.00	11.00	0.00
Grade 7	12.00	11.00	11.00	0.00
Grade 8	11.00	12.00	11.00	-1.00
Subtotal	35.00	34.00	33.00	-1.00
Encore/Exploratory Staffing	21/22	22/23	23/24	Diff Over Past Year
Art	2.00	2.0	2.0	0.00
FACS	1.00	1.00	1.00	0.00
Music	3.40	3.40	3.40	0.00
Spanish	1.00	1.00	1.00	0.00
Physical Ed/Health	4.00	4.00	4.00	0.00
Technical Education	2.0	2.0	2.0	0.00
Subtotal	13.20	13.40	13.40	13.20
Special Education/Student Services	21/22	22/23	23/24	Diff Over Past Year
Cross Categorical	9.00	9.00	9.00	0.00
School Counselor	2.00	2.00	2.00	0.00
Psychologists	0.50	0.50	0.50	0.00
Speech/Language	1.00	1.00	1.00	0.00
Subtotal	12.50	12.50	12.50	0.00
Grand Total	60.70	59.90	58.90	-1.00

HIGH SCHOOL LEVEL				
Core	21/22	22/23	23-24	Diff Over Past Year
English	11.60	11.20	11.00	-0.20
Math	11.00	11.00	11.00	0.00
Science	12.60	12.30	12.10	-0.20
Social Studies	10.90	10.20	10.00	-0.20
Subtotal	46.10	44.70	44.10	-0.60
Elective Staffing	21/22	22/23	23/24	Diff Over Past Year
Art	2.30	2.80	2.90	0.10
Business Education	4.10	4.00	4.00	0.00
FACS	2.60	2.30	2.40	0.10
Music	2.60	2.60	2.60	0.00
Physical Ed/Health	5.00	6.30	6.70	0.40
World Language	6.50	6.40	6.20	-.0.20
Technical Education	4.20	4.50	4.30	-.0.20
Subtotal	27.40	28.90	29.10	.20
Special Education/Student Services	21/22	22/23	23/24	Diff Over Past Year
Cross Categorical	13.00	11.00	11.00	0.00
School Counselor	4.00	4.00	4.00	0.00
Psychologists	0.60	0.60	0.60	0.00
Speech/Language	1.00	1.00	1.00	0.00
Transition Coordinator	1.00	1.00	1.00	0.00
Subtotal	19.60	17.60	17.60	0.00
Grand Total	93.10	91.00	91.00	0.00

Special Education/Student Services	21/22	22/23	23/24	Diff Over Past Year
Social Workers	2.00	2.00	2.00	0.00
EL (English Learners)	2.57	2.57	2.57	0.00
OT	.625	.625	.625	0.00
SPED Coordinator	0.00	1.00	1.00	0.00
Subtotal	5.20	6.20	6.20	0.00
Grand Total	5.20	6.20	6.20	0.00

2023-24 Certified Staffing Allocations(FTE):

Key Points

1. Elementary:
 - a. The elementary FTE was reduced by 2 FTEs at the 5K-5 level and 1.5 FTE at the 4K level.
 - b. We are continually monitoring enrollment and believe that there may be additional need for FTE in 4K and 5K in the coming months.
 - c. Both of these reductions are in conjunction with teacher retirements, teacher resignations, and expiration of limited-term /part-time teaching contracts. Non-renewal of a regular teaching contract won't be required.
2. Middle:
 - a. The KMS FTE was reduced by 1 FTE based on grade level enrollments. This reduction includes an expiration of a limited-term teaching contract and won't require non-renewal of a regular teaching contract.
3. High:
 - a. Course enrollment declines have generated the need for a slight reduction in FTE. This is reflected in the reduction of a part-time teacher and anticipated changes in teacher overloads throughout the school year.

2023-24 Staffing Forecast:

Human Resources monitors teaching staff attrition and reviews our trends in comparison to our labor market. Teaching staff turnover is very seasonal as it follows the traditional school year hiring patterns and contract season. Annually the number of retirements will affect the over turnover statistics. Below are the statistics for turnover of teaching staff for the past several years.

Reason	Number of Positions
New Position	0
Retirements	3
Resignations/Transfers	2

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: School Tours

FROM: Chris Reuter

BOARD MEETING: April 24, 2023

DATE: April 20, 2023

AGENDA ITEM: IX. C.

BACKGROUND:

Discussion about a tour by the Full School Board of all schools within the Germantown School District.

ATTACHMENTS:

None

RECOMMENDATION:

None