GERMANTOWN SCHOOL DISTRICT
NOTICE OF BOARD OF EDUCATION MEETING

Germantown High School
Performing Arts Center
W180 N11501 River Lane
Germantown, WI 53022
Monday, August 28, 2023
7:00 p.m.

AGENDA

The Germantown School District Board of Education will hold its Board Meeting at the Germantown High School Performing Arts Center. 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 is 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

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. **Consent Agenda**
   A. Approval of July 17, 2023 Meeting Minutes
   B. Approval of Teacher Resignations
   C. Approval of Teacher Contracts
   D. Approval of Donations

VI. Teaching and Learning Committee

A. August 14, 2023 Committee Meeting Update
B. Approval of Fall 2023 Reading Pilot Proposal
C. Approval of Annual Adoption of Standards

VII. Personnel Committee

A. August 28, 2023 Committee Meeting Update

VIII. Buildings and Grounds Committee

A. August 28, 2023 Committee Meeting Update

IX. Finance Committee

A. August 28, 2023 Committee Meeting Update
B. Approval of Camera and Door Program Merge

X. New Business

A. Discussion and action to approve Interim Director of Pupil Services - Dr. Chris Reuter
B. Discussion and action to approve the 2023-2024 Hourly Advising Positions - Ms. Sara Unertl
C. Discussion and action to approve Additional SkillsUSA Advisor - Ms. Sara Unertl

XI. Closed Session

A. Motion to enter into Closed Session pursuant to Wisconsin State Statute 19.85(1)(e) to deliberate or negotiate the purchase of public properties, the investment of District funds, or the conduct of other Board business whenever competitive or bargaining reasons require a closed session and 19.85(1)(f) to consider financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

XII. Adjourn

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: District Administrator Update

FROM: Chris Reuter

BOARD MEETING: August 28, 2023

DATE: August 21, 2023

AGENDA ITEM: III. A.

BACKGROUND:
The month of August 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.

- Back to School
- Fall Sports Season
- AP Pacesetter Award
- Subscribe to Board Happenings

ATTACHMENTS:
None

RECOMMENDATION:
None - Informational Only

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
July 17, 2023

1. The meeting of the Board of Education was called to order by Board President Brian Medved in the Germantown High School Performing Arts Center at 7:00 p.m. with the Pledge of Allegiance. Roll call: Ewert - yes, Barney - yes, Loth - yes, Pawlak - yes, Higginbotham - yes, Brown - yes, Medved (absent - excused)

2. Superintendent Dr. Chris Reuter read the official meeting notification.

3. Motion by Barney, second by Pawlak to approve the agenda. Motion carried.

4. Superintendent Dr. Chris Reuter provided a District Administrator Update mentioning year end reporting, the preliminary budget, and online verification for the 2023-2024 school year. Director of Teaching & Learning Jake Misiak provided a summer school update.

5. Superintendent Dr. Chris Reuter provided the 2022-2023 Discipline Data Report reviewing the data points identified and the information collected within each data point.

6. Superintendent Dr. Chris Reuter provided an update on the 2022-2023 Public Access Usage and Financials Report mentioning usage by time, visitor type, and location, staffing, revenue, and expenses.

7. Performing Arts Center Coordinator Heather Pulkowski provided a Performing Arts Center Update mentioning usage of the PAC, the Dramatic Impact season attendance, large rental events, revenues and expenses, and community series information.

8. Motion by Barney, second by Pawlak to approve Consent Agenda Items A-D. Motion carried.

9. Motion by Barney, second by Higginbotham to approve the consent of payment vouchers as presented and reviewed. Motion carried.

10. Motion by Barney, second by Higginbotham to approve the donations and thank the donors for their generosity. Motion carried.

11. Barney provided an update to the Board from the June 26 and July 10, 2023 Policy Committee meetings mentioning the discussions regarding Board Policies 5112-Entrance Age, Policy 7250-Naming School Sites, Buildings, Athletic Fields, or Structures, Policy 7510.01-Community Use of School Facilities, Policy 8800-Religious Activities and Observances, and the addition of new Policy 8802-Patriotic Activities.

12. The Policy Committee moves forward with a positive recommendation to the Full Board Policies 5112 and 7250 as presented. Motion carried.

13. The Policy Committee brings forward a motion to approve the updates and modifications to District Policy 7510.01 - Community Use of School Facilities except Priority 3 and Priority 4 groups in the priority user group classification section, priority 3 and priority 4 groups will remain as last revised from April 25, 2022. Barney stated that the next Policy Committee meeting will continue discussions on defining the parameters of Priority 3 and 4 Groups to bring to the Board for approval. Motion carried.

14. The Policy Committee brings forward a motion with a positive recommendation the updates to Policy 8800 and the addition of District Policy 8802. Motion carried.

15. Ewert provided an update from the July 10, 2023 Personnel Committee meeting mentioning the OPEB (Other Post Employment Benefits) study, the internal compensation study, the staffing update, the employee handbook, and the addition of building substitutes.

16. The Personnel Committee brings forward with a positive recommendation to approve the modification to the Employee Handbook as presented in this packet. Motion carried.

17. The Personnel Committee brings forth with a positive recommendation the approval of hiring of four Building Substitutes through Teachers on Call with a daily rate of $160 per day for the 23-24 school year. Motion carried (Pawlak - abstain).

18. Director of Human Resources Mike Nowak led discussions on the Fall 2023 Coaching and Advisor Contracts. Motion by Barney, second by Pawlak to approve the Fall 2023 coaching and advisor contracts as presented. Brief discussion on compensation comparison to other districts and how the TBD spots will be handled if not filled. Motion carried.

19. Superintendent Dr. Chris Reuter led discussions on the 2023-2024 Elementary, KMS, and GHS Student Handbooks. Motion by Barney, second by Higginbotham to approve the proposed edits to the Germantown School District Student Handbooks. Motion carried.

20. Director of Business & Auxiliary Services Brittany Altendorf led discussions on the Preliminary 2023-2024 Budget. Motion by Brown, second by Barney to approve the 2023-2024 preliminary budget. Motion carried.

21. Director of Business & Auxiliary Services Brittany Altendorf led discussions on the replacement of 100 Apple iPads. Motion by Higginbotham, second by Barney to approve the purchase of Apple iPads from Apple Inc. for a total of $29,400 and charge to the appropriate capitalization & lease accounts in the general fund. Motion carried.

22. Director of Business & Auxiliary Services Brittany Altendorf led discussions on the 2022-2023 Fund 46 - Capital Improvement Trust Deposit. Motion by Pawlak, second by Brown to approve the deposit of $150,000 into the Capital Improvement “Trust”, bank account, (Fund 46) for future district capital projects. Motion carried.

23. Director of Teaching and Learning Jake Misiak led discussions on the 2023-2024 Academic Standards. Motion by Higginbotham, second by Brown to table this agenda

item and send it to the Teaching and Learning Committee for further review. Board discussion. Motion carried.

24. Motion by Barney, second by Higginbotham to adjourn. Motion carried.
25. Meeting adjourned at 9:10 p.m.

Melissa Timmerman
Recording Secretary

Thomas Barney
School Board Clerk

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Resignations

FROM: Michael Nowak

BOARD MEETING: August 28, 2023

DATE: August 24, 2023

AGENDA ITEM: V. B.

BACKGROUND:
Kathleen Orr submitted her letter of resignation on July 18, 2023. Kathleen was hired in August of 2016 as a Special Education Teacher at Germantown High School. Michael Aronow submitted his letter of resignation on August 14, 2023. Michael was hired in August of 2006 as a Social Studies Teacher at Germantown High School. Leslie Delain submitted her letter of resignation on August 14, 2023. Leslie was hired in August of 2004 as a Literacy and Social Studies Teacher at Kennedy Middle School. Carrie Llilge submitted her letter of resignation on July 21, 2023. Carrie was hired in August of 2004 as a Spanish Teacher at Germantown High School. Sara Wong submitted her letter of resignation on August 14, 2023. Sara was hired in November of 1998 as a Social Worker in the Germantown School District Tanya Shaske submitted her letter of resignation effective August 14, 2023. Tanya was hired as an English Teacher at Germantown High School in August of 2014. Julie Anderson submitted her letter of resignation on August 14, 2023. Julie was hired in June of 2023 to be a second grade teacher at County Line School.

ATTACHMENTS:
None

RECOMMENDATION:
Motion to approve the resignations of Kathleen Orr, Michael Aronow, Leslie Delain, Carrie Lilge, Sara Wong, Tanya Shaske and Julie Anderson and thank them for their service to the students, their families, and to the Germantown School District.

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

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Teacher Contracts

FROM: Michael Nowak

BOARD MEETING: August 28, 2023

DATE: August 22, 2023

AGENDA ITEM: V. C.

BACKGROUND:
The administration is recommending the approval of the following regular teacher contracts for the 2023-2024 school year.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Alyssa Drida County Line Elementary School Second GradeTeacher	Alyssa is being recommended for this position as the result of a resignation	1.0	Regular	$54,500
Lisa McKay Germantown School District School Psychologist	Lisa is being recommended for this position as the result of a resignation	1.0	Regular	$77,500
Helen Hulsey MacArthur Elementary Art Teacher	Helen is being recommended for this position as the result of a resignation	.75	Limited-Term (Part-Time)	$36,938
Michael Warren Rockfield Elementary Fourth Grade Teacher	Michael was recommended for this position as the result of the need for increased staffing	1.0	Limited-Term	$40,000
Joy Keagle Rockfield Elementary 4K Teacher	Joy was recommended for this position as the result of the need for increased staffing	.5	Limited-Term	$32,500
Leah Knopf MacArthur Elementary Kindergarten	Leah was recommended for this position as the result of the need for increased staffing	1.0	Limited-Term	$47,500

Nicole Pinzer Germantown High School Special Education Teacher	Nicole is being recommended for this position as the result of a resignation	1.0	Limited-Term	$50,900
Aaron Hagen Germantown High School Social Studies Teacher	Aaron is being recommended for this position as the result of a resignation	1.0	Limited-Term	$40,000
Brian Mohs Germantown High School Science Teacher	Brian is being recommended for this position as the result of a resignation	1.0	Regular	$60,500
Ken Ezrow Germantown High School Business Education	Ken is being recommended for this position as the result of a resignation	1.0	Regular	$59,500
Sam Midlikowski Kennedy Middle School Eighth Grade Literacy/Social Studies	Sam is being recommended for this position as the result of a resignation	1.0	Regular	$45,000
Jared Engel Germantown High School Mathematics Teacher	Jared is being recommended for this position as the result of a resignation	1.0	Regular	$52,500
Laura Herning Amy Belle Elementary Reading Specialist	Laura is being recommended for this position as the result of a resignation	1.0	Regular	$65,500
Thomas Saleh Germantown High School Special Education Teacher	Thomas is being recommended for this position as the result of a resignation	1.0	Regular	$66,000
David Romens Germantown High School Social Studies Teacher	David is being recommended for this position as the result of a resignation	1.0	Regular	$41,750
Jordan Weiland County Line Elementary Kindergarten Teacher	Jordan was recommended for this position as the result of the need for increased staffing	1.0	Regular	$43,500

Ava Conrad Germantown School District School Psychologist	Ava was recommended for this position as the result of the need for increased staffing	1.0	Limited-Term	$54,000
Samantha Richter Germantown High School English Teacher	Samantha is being recommended for this position as the result of a resignation	1.0	Limited-Term	$41,400

ATTACHMENTS:
None

RECOMMENDATION:
Motion to approve contracts as listed above.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Donations

FROM: Chris Reuter

BOARD MEETING: August 28, 2023

DATE: August 21, 2023

AGENDA ITEM: V. 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:

Anonymous Donor - Briggs and Stratton Lawn Mower Engine - GHS Autos Department
Regal Ware Inc - Six (6) 50 Piece Family Cookware Sets from American Kitchen valued at $2700 - GHS Family & Consumer Science Education Program
United Way Backpack Coalition - Backpacks and School Supplies valued at $2200 - Germantown School District Families
Amy Belle's Fifth Grade Class of 2023 via PTA - $420 - Class Gift
1 Collision County Line - $250 - Girls Swim & Dive
Anonymous Donor - $1000 - Girls Swim Team
Anonymous Donor - $250 - Germantown Swim & Dive
Dr. Jacob Daub - $250 - Girls Swim & Dive
Anonymous Donor - $10,994.77 - Boys Basketball
Salon Jade - $250 - Germantown Swim
Hubertus Chiropractic Center - $250 - Girls Swim & Dive
Nathan Knutsen (Tooth Town Dentistry for Kids) - $1000 - Girls Swim & Dive
Westbury Bank - $250 - Girls Swim & Dive
Leadership Germantown - $200 - Greenspace Project
Germantown Park & Rec Dept - $1802.50 - Boys Soccer Club
American Legion Post 1 - $1000 - Baseball teams for upkeep of baseball fields, fences, dugouts

ATTACHMENTS:
None

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

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Fall 2023 Reading Pilot Proposal

FROM: Teaching and Learning Committee

MEETING: August 28, 2023

DATE: August 14, 2023

AGENDA ITEM: VI. B.

BACKGROUND:
At the 6-8 level multiple curricula have been reviewed for their alignment to our priorities and Wisconsin State Standards, usability, and fit for our english language arts (ELA) programming. The review team has identified McGraw Hills StudySync and HMH Into Literature as resources to pilot during the Fall of the 2023 school year. A process to pilot the materials has been drafted and outlines key outcomes, evaluations, and a timeline for reading the pilot.

The following public websites contain additional information about the resources the team recommends piloting in the fall.

HMH Into Literature
https://www.hmhco.com/programs/into-literature

McGraw Hill StudySync
https://www.studysync.com/

ATTACHMENTS:
Fall 2023 Reading Pilot Proposal MS

RECOMMENDATION:
Recommendation to approve the piloting of the reading resources HMH Into Literature and McGraw Hill StudySync starting the Fall of the 23-24 school year.

Fall 2023 Reading Pilot Proposal

The pilot proposal is a draft outline of the objectives and measures that will be used to evaluate HMH Into Literature and McGraw Hill StudySync reading resources. The pilot process will gather valuable information that will allow the Reading Review Team to make an informed decision about the selection and implementation of reading resources.

Pilot Objectives

1. Determine which reading resource(s) would be most effective in meeting the needs of the Germantown students.
2. Identify the strengths and weaknesses of each reading resource.
3. Assess the engagement of students with each reading resource.
4. Determine the support required by teachers to implement each reading resource effectively.
5. Identify potential barriers in the implementation of each reading resource at scale.
6. Gather feedback from teachers, parents, and students about each reading resource.
7. Identify professional development needs for teachers in implementing the selected reading resource(s) effectively.

Minimum Classroom Coverage

- At least 1 teacher from grades 6-8 will pilot HMH Into Literature
- At least 1 teacher from grades 6-8 will pilot McGraw Hill StudySync

	6	**7**	**8**
Minimum # of Teachers HMH Into Literature	**1**	**1**	**1**
Minimum # of Teachers McGraw Hill StudySync	**1**	**1**	**1**

Pilot Timeline

September:

- Provide professional development for teachers on the use of the reading resources.
- Review methods to collect feedback and assess effectiveness.
- Create a plan to collect student baseline data.
- Select assessment options from each resource to measure the effectiveness of each resource.

October:

- Communication to parents providing information about the pilots and the use of pilot resources in their student's classroom.
- Implement the pilot program in each classroom.
- Students will complete pre-tests to determine their present level of performance before using the resources.
- End of October, teachers will provide feedback to the review team about the resources, including their observations of student engagement and any challenges they encounter.
- Continued professional development from each reading resource developer to support implementation.
- Principals will conduct walk-throughs using protocols to measure instructional practices.
- The Director of Teaching and Learning will provide an update to the Teaching and Learning Committee regarding progress and observations of the resources.

November:

- Teachers will collect data on student progress, using formative and summative assessments.
- The Reading Review Team will meet to discuss the strengths and weaknesses of reading resources.
- Principals and teachers will conduct instructional rounds in each pilot classroom to observe each resource. Principals will continue to measure instructional practices using walk-through protocols.
- Student engagement data will be collected by teachers and administrators.
- Conduct student focus groups to collect information about each resource.
- The Director of Teaching and Learning will provide an update to the Teaching and Learning Committee regarding progress and observations of the resources.

December:

- Teachers will collect data on student progress, using formative and summative assessments.
- Surveys administered to parents to obtain feedback on reading materials.
- Principals and teachers will conduct additional instructional rounds if needed.
- At the conclusion of piloting a resource, students will complete post-tests to determine growth.

- Teachers will complete resource rubrics to document feedback including their observations of student engagement and any successes or challenges they encountered during the pilot program.
- The Director of Teaching and Learning will provide an update to the Teaching and Learning Committee regarding progress and observations of the resources.

January:

- The Reading Review Team will analyze the data collected during the pilot program.
- The Reading Review Team will evaluate the effectiveness of each resource, taking into account feedback from teachers, parents, and students.
- The Reading Review Team will determine which resource(s) will be recommended for use in the upcoming school year.
- Collaboratively with administration, the reading review team, and the selected resources support team, a plan for implementing the chosen resource(s) will be developed for the 23-24 school year.
- The Director of Teaching and Learning will provide an update to the Teaching and Learning Committee and provide a recommendation to the Committee for resource(s) to be used in the upcoming school year.
- Presentation of selected materials to the board.

Evaluation Methods

Throughout the pilot, multiple methods will be used to gain a comprehensive understanding of the effectiveness of the reading resources and make informed decisions about how each resource impacts student learning and engagement.

1. Pre- and Post-Assessments: Assessment of students before and after implementing the reading resource to determine the impact of the resource on student performance.
2. Formative Assessments: Frequent assessments, such as progress monitoring tools from each resource, are used to track student progress throughout the pilot process.
3. Observations: Observing student engagement and participation during reading instruction to provide insight into the effectiveness of the resource in promoting student learning and engagement.
4. Surveys and Focus Groups: Gather feedback from teachers, students, and parents through surveys and interviews to identify strengths and weaknesses of the resource.
5. Student Work Samples: Student work samples, such as written responses to reading prompts or reading logs, to assess student understanding and provide reference points for comparisons across resources.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Annual Adoption of Standards

FROM: Teaching and Learning Committee

MEETING: August 28, 2023

DATE: August 14, 2023

AGENDA ITEM: VI. C.

BACKGROUND:

Under section 120.12(13) of the state statutes, as created by 2015 Wisconsin ACT 55, each school district must annually notify parents and guardians of the academic standards that the school board has adopted pursuant to section 118.30(1a)(a)1 and that will be in effect for the current school year. The specific content areas that must be addressed within this annual notice are mathematics, science, reading and writing, geography, and history. According to the statute, the annual parent notice of academic standards must be issued prior to the beginning of the year's school term. The statute also states that the district may provide the notice electronically, including by posting the notice or a link to the specific academic standards on the school district's website. The Germantown School Board has an annual requirement to adopt academic standards in the areas of literacy, math, geography, history and science.

The proposed notice was presented to the Board in written form, during the July 17th, 2023 school board meeting and discussed further at the August 14th, 2023 Teaching and Learning Committee Meeting.

ATTACHMENTS:

- NOTICE OF THE STUDENT ACADEMIC STANDARDS THAT ARE IN EFFECT FOR THE 2023-2024 SCHOOL YEAR

RECOMMENDATION:

Motion with a positive recommendation to the Full School Board to adopt the Wisconsin Academic Standards in the areas of literacy, math, social studies and science K-12 with the following motion:

I move to approve the proposed "NOTICE OF THE STUDENT ACADEMIC STANDARDS THAT ARE IN EFFECT FOR THE 2023-2024 SCHOOL YEAR", as said proposed notice was presented to the Board in written form, with a date of August, 14 2023, in the Board's packet of supplemental materials for this meeting, all pursuant to section 120.12(13)(b) and section 118.30(1g)(a) of the state statutes.

AND

I move that the Board direct the administration to provide parents and guardians of the Germantown School District with notice of the Board-adopted student academic standards that are in effect for the 2023-2024 school year on the school districts website.

NOTICE OF THE STUDENT ACADEMIC STANDARDS THAT ARE IN EFFECT FOR THE 2023-2024 SCHOOL YEAR

The Germantown School District is committed to using benchmarked and rigorous academic standards, which set high expectations for student learning and prepare students for college and career goals.

The Germantown School District has established, shared with the Board of Education, and implemented a PreK-12 curriculum based on Germantown School Board's adopted standards. The Wisconsin Academic Standards found in Section III of each standard document serve as the foundation for each subject area. It is the goal of the Germantown School District to exceed these standards through the implementation of a rigorous curriculum. In addition to this year's annual adoption, you will see a link to the standards for each given discipline.

Academic standards specify what students should know and be able to do in the classroom. They serve as goals for teaching and learning. Setting high standards enables students, parents, educators, and citizens to know what students should have learned at a given point in time. We must ensure that all children have equal access to high-quality education programs. Clear statements about what students must know and do are essential in making sure our schools offer opportunities to get the knowledge and skills necessary for success beyond the classroom. Academic standards are utilized daily through our adopted curriculums that align daily lessons to the standards identified in this report.

Below you will find links to the Germantown School District's standards to educate the children of Germantown. Students, parents, and community members can see the adopted district standards and associated curriculum information through the school district website at https://www.gsdwi.org/page/curriculum.

PreK-12 Academic Standards:

Academic Area	Standards Adopted (Links to the standards lists are in blue)
K-12 ELA (Reading & Writing)	Wisconsin Standards for English Language Arts K-12 Pg 16 - 67 of source document *Wisconsin Standards for English and Language Arts K-12*
K-12 Math	Wisconsin Standards for Mathematics Pg 17 - 190 of source document *Wisconsin Standards for Mathematics*
K-12 Science	Wisconsin Standards for Science Pg 18 - 109 source document *Wisconsin Standards for Science*
K-12 Social Studies	Wisconsin Standards for Social Studies Pg 16 - 55 of source document *Wisconsin Standards for Social Studies*

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Camera and Door Program Merge

FROM: Finance Committee

MEETING DATE: August 28, 2023

DATE: August 16, 2023

AGENDA ITEM: IX. B.

BACKGROUND:
Currently the door system and the cameras are on two different platforms. We are looking to combine the two systems into Genetec and also upgrade our card readers at the same time. Combining the two systems together will make better use of the current cameras and also simplify and secure the current door setup. This will also allow future upgrades to the system and will help keep it current with newer technology. The new card readers are being upgraded with the system to help prevent unwanted access to the buildings via a dolphin device.

Below quotes include labor and materials:

CDWG- $109,799.14
COMPLEX - $107,263.18
SECURITAS (quote not submitted within timeline)

ATTACHMENTS:
Attachments reviewed at committee level

RECOMMENDATION:
Motion to approve with a positive recommendation from the Finance Committee to merge the district camera and door systems to Complex in an amount not to exceed $107,263.18 using General Fund dollars.

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Interim Director of Pupil Services

FROM: Chris Reuter and Mike Nowak

BOARD MEETING: August 28, 2023

DATE: August 24, 2023

AGENDA ITEM: X. A.

BACKGROUND:
Christel Callen is recommended to the GSD Board of Education to serve as the Interim Pupil Services Director for the 2023-2024 school year. Mrs. Callen has been a GSD employee for the past 17 years. She has served as a special education teacher at GHS for 16 years and this past year as the Special Education Coordinator for GSD. Her effective communication, strategic thinking, timely response to critical matters, and connection to our GSD Pupil Services department have made her the ideal candidate to lead the department for the 2023-2024 school year.

ATTACHMENTS:

- Director of Pupil Service Interim Contract 2023-2024 school year.

RECOMMENDATION:
Motion to approve the hire of Christel Callen as the Interim Pupil Services Director and provide her a one-year contract for the 2023-24 school year. The salary for the 2023-2024 school year will be $105,000.

Administrative Contract
Germantown School District
Germantown, Wisconsin

IT IS HEREBY AGREED, by and between the School Board of the Germantown School District, (hereinafter "Board"), and Christel Callen, (hereinafter "Administrator"), that the Board does herewith employ the Administrator in the position of Interim Director of Pupil Services

1. TERM. The term of this contract shall be one (1) year, from July 1, 2023, to June 30, 2024, unless terminated sooner pursuant to the provisions contained herein.

2. LEAVE TIME. Administrator shall receive twenty (20) paid vacation days during each contract year, plus paid holidays on New Year's Day, Good Friday, Memorial Day, the 4th of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve Day, Christmas Day, and New Year's Eve Day. Vacation shall be requested and taken in accordance with, and is subject to, the policies and procedures set forth in the employee handbook as may be modified from time-to-time.

3. DUTIES, RESPONSIBILITIES, AND OBLIGATIONS. The Administrator agrees to perform at a professional level of competence the services, duties, and obligations required by the laws of the State of Wisconsin, by the rules, regulations, and policies of the Board which now exist or which may be hereinafter enacted by the Board, duties assigned by the District Administrator, and such other duties as are directed or are reasonably expected for his/her position. The Board agrees that the Administrator shall have access to all such rules, regulations and policies now in effect or that become effective during the term of this contract. In case of direct conflict between any rules, regulations, or policies of the Board and any specific provision of this contract, the contract shall control.

   The Administrator agrees to devote full-time to the duties, responsibilities, and obligations required herein, and shall not engage in any pursuit that interferes with the proper discharge of such duties, obligations, and responsibilities.

   The Administrator also hereby certifies that, on the date of signing, the Administrator is not under contract with any other school board.

4. SALARY. In consideration for the services rendered, the Board will pay the Administrator a salary of $105,000 for the first year of this contract in accordance with the appropriate salary policies adopted by the Board, less deductions required by federal and state law, or authorized deductions under Board policy or ordinary payroll procedures.

5. LICENSE. This contract is conditioned upon the Administrator possessing a valid State of Wisconsin Administrator's license or certificate as required by the laws of the State of Wisconsin for the administrative position assigned. The parties agree that this contract shall immediately terminate and shall be null and void if the Administrator loses or fails to maintain, in good standing, all required licenses for the position held. Any termination of this contract under this provision shall occur by operation of this contract, shall not require Board action, and shall constitute a mutually-agreed upon termination of this contract under Wis. Stat. §118.24.

6. TRANSFER. The District Administrator shall have the right to transfer the Administrator during the term of this contract from one administrative assignment or position to another administrative assignment or position

whenever, in the judgment and discretion of the District Administrator, such transfer is in the best interest of the District.

7. OTHER BENEFITS. The Administrator shall be eligible for such other benefits as set forth in the current employee handbook unless modified by the Board. The Board reserves the right to review and modify the employee handbook or any other benefits conferred to the Administrator at any time.

8. CONTRACT RENEWAL AND NON-RENEWAL. Renewal and nonrenewal of this contract shall be governed by Wis. Stat. §118.24.

9. LIQUIDATED DAMAGES. In the event the Administrator breaches this agreement for any reason during its term, the sum of $1,000 is determined to be the reasonable liquidated damages that the parties reasonably anticipate will follow from such a breach. The Board may, at its option, demand this amount in liquidated damages, and may make a deduction from the Administrator's remaining compensation to recover said amount, but payment of liquidated damages is not the Board's exclusive remedy but is, instead, an alternative right and remedy, and shall not preclude the Board from seeking and recovering the actual amount of damages resulting from such a breach by the Administrator.

10. EVALUATION. The Administrator shall be evaluated on an annual basis.

11. SUSPENSION AND DISCHARGE. The Board may unilaterally suspend the Administrator. The Board may terminate this contract and discharge the Administrator from employment for breach of this agreement failure to comply with or satisfy Board rules, regulations, or policy, or other just cause, provided that the Administrator has received prior notice in writing and the alleged reason or reasons for the proposed discharge. Upon written request, a hearing shall be conducted with full regard for due process in accordance with the grievance procedure established under Board policy.

12. SAVINGS CLAUSE. If any article or part of this contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any parts should be restrained by any tribunal, the remainder of this agreement shall not be affected thereby.

    The Administrator must execute and deliver this contract to the District Administrator on or before the date directed by the Board or District Administrator. If this contract is not executed and delivered on or before the date directed, this contract shall be void and unenforceable unless the Board and District Administrator otherwise agree.

_____ _____

President, School Board Date Administrator Date

_____

Clerk, School Board Date

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: 2023-2024 Hourly Advising Positions

FROM: Michael Nowak & Sara Unertl

BOARD MEETING: August 28, 2023

DATE: August 15, 2023

AGENDA ITEM: X. B.

BACKGROUND:
The Director of Human Resources and the Director of Student Activities are requesting approval to allow the attached hourly advising positions for Germantown High School and Kennedy Middle School to occur for the 2023-24 school year.

As part of the co-curricular compensation study, hourly positions and contracted positions will be looked at to determine if the district needs to make a change to current practices. This will be presented to the Board this winter or early spring.

ATTACHMENTS:
Hourly Advising Positions

RECOMMENDATION:
Motion to approve the hourly advising positions as presented.

Germantown High School Hourly Advisors				
Advisors-Gr 9 #1	40	$16.50	$ 660.00	Marin Siegert
Advisors-Gr 9 #2	40	$16.50	$ 660.00	Taylor Wilch
Advisors-Gr 10 #1	50	$16.50	$ 825.00	Wes Hoopes
Advisors-Gr 10 #2	50	$16.50	$ 825.00	Brian Beeman
Advisors-Gr 11 #1	70	$16.50	$ 1,155.00	Carolyn Solie
Advisors-Gr 11 #2	70	$16.50	$ 1,155.00	Carolyn Solie
Advisors-Gr 11 #3 (prom) [1]	40	$16.50	$ 660.00	Carolyn Solie
Advisors-Gr 12 #1	70	$16.50	$ 1,155.00	Sara Lundbohm
Advisors-Gr 12 #2	70	$16.50	$ 1,155.00	John Julka
Asian Cultural Exchange	40	$16.50	$ 660.00	Laura Suprenand
Band Tri M Advisor	40	$16.50	$ 660.00	Jonathan Bell
Best Buddies	40	$16.50	$ 660.00	Lisa Densing
Best Buddies	40	$16.50	$ 660.00	Janel Gliniecki
Black Student Union	40	$16.50	$ 660.00	TBD
Cup O Controversy	40	$16.50	$ 660.00	Andy Kavanaugh
Emerging Women's Group	40	$16.50	$ 660.00	Jennifer Catalano
Environmental Club	20	$16.50	$ 330.00	Mark McClellan
Environmental Club	20	$16.50	$ 330.00	Stacy Stocklein
German Honor Society	40	$16.50	$ 660.00	Michael Knox
Key Club Co-Advisor	50	$16.50	$ 825.00	Marin Siegert
Key Club Co-Advisor	50	$16.50	$ 825.00	Marin Siegert
Math Club Co-Advisor	20	$16.50	$ 330.00	Jessica Tummett
Math Club Co-Advisor	20	$16.50	$ 330.00	Kelly Korek
Model UN	20	$16.50	$ 330.00	Jennifer Batzner
Multi-Ethnic Student Association (MESA)	40	$16.50	$ 660.00	TBD
National Honors Society	39	$16.50	$ 643.50	Meridith Berghauer
National Honors Society	39	$16.50	$ 643.50	Jessica Johnsen
Robotics	40	$16.50	$ 660.00	David Peterson
Robotics	40	$16.50	$ 660.00	Steve Schauer
Robotics	40	$16.50	$ 660.00	Mike Ronsman
Sexual and Gender Equality (SAGE)	40	$16.50	$ 660.00	John Plaski
Ski and Snowboard	40	$16.50	$ 660.00	Jon Bell

Ski and Snowboard		40	$16.50	$	660.00	Jon Brooks
Spanish Honor Society		40	$16.50	$	660.00	Marcus Harris
Strategists Co-Advisor		35	$16.50	$	577.50	TBD
Strategists Co-Advisor		35	$16.50	$	577.50	Robert Fliss
United Sound		40	$16.50	$	660.00	Jonathan Bell
United Sound		40	$16.50	$	660.00	Lisa Densing
Kennedy Middle School Hourly Advisors						
Best Buddies		24	$16.50	$	396.00	Jen Lamb
Best Buddies		24	$16.50	$	396.00	Julie Quigley
Jr Key Club		36	$16.50	$	594.00	Marilyn Czerwinski
Jr Key Club		36	$16.50	$	594.00	Whitney Betanzos
Jr Key Club		36	$16.50	$	594.00	Despina Topitzes
Mathcounts (Math Club)		20	$16.50	$	330.00	Tracy Rohde
Multi-Ethnic Student Association		40	$16.50	$	660.00	TBD
Multi-Ethnic Student Association		40	$16.50	$	660.00	TBD
National Junior Honor Society		40	$16.50	$	660.00	Beth Wade
Science Club		20	$16.50	$	330.00	Whitney Betanzos
Science Club		20	$16.50	$	330.00	Claire Schilling
Ski Club [2]		24	$16.50	$	396.00	Benjamin Schuh
Ski Club		24	$16.50	$	396.00	Matt Reuter
Ski Club		24	$16.50	$	396.00	Karen Wunschel
Ski Club		24	$16.50	$	396.00	Lisa Stigler
Ski Club		24	$16.50	$	396.00	Christina Gagan
Ski Club		24	$16.50	$	396.00	Amy Brehmer

[1] Any hours over max are paid at event work rate of $15.50

[2] shared hours

GERMANTOWN SCHOOL DISTRICT

TO: Board of Education

TOPIC: Additional SkillsUSA Advisor

FROM: Michael Nowak & Sara Unertl

BOARD MEETING: August 28, 2023

DATE: August 22, 2023

AGENDA ITEM: X. C.

BACKGROUND:
The Director of Human Resources and the Director of Student Activities are requesting approval to add an additional Skills USA advising position for the automotive component of this group. We currently have two positions at $900 each and are looking to add a third at $900. We currently have students in the automotive section of the group and would like to compensate our advisor for his time working with this group of students.

ATTACHMENTS:
None

RECOMMENDATION:
Motion to approve the additional advisor contract as presented.