

LAKE COUNTRY SCHOOL DISTRICT 2023-2024



BOARD OF EDUCATION

LAKE COUNTRY SCHOOL DISTRICT

REGULAR BOARD OF EDUCATION MEETING MINUTES FEBRUARY 19, 2024

Public Notice is hereby given to the public and news media pursuant to Chapter 19, Subchapter IV, Wisconsin Statutes that a regular BOARD OF EDUCATION MEETING will be held on Monday, February 19, 2024, at 5:45 p.m. in the Library at Lake Country School, 1800 Vettelson Road, Hartland, WI 53029, located in the City of Delafield, Waukesha County.

A. CALL TO ORDER - The meeting was called to order by Peter Maurer at 5:45 P.M.

1. Pledge of Allegiance
2. Roll Call: Jhawn Newman, Monique Henry, Peter Maurer, Matt Sherman, Stephen Maurer, *Chad Schraufnagel (Administrator), Melissa Schoeder (Director of Business Services), Nicole Brown (District Secretary), Wendi Unger (Baker Tily) Approximately 4 staff/community members*
3. Notice of Meeting: Duly Noted
4. Adoption of Agenda (Newman/Sherman) 5-0

B. AUDITOR REPORT

Wendi M. Unger from Baker Tilly reported on the audit documents sent to the Board on 12/22/23.

C. CITIZEN COMMENTS

Ann McCormick spoke about the Finance Committee meeting mentioning her shock that it was run like a board meeting, not a committee meeting, that it made the committee seem as though they were not being transparent. She stated numbers were given without the audience knowing what was going on. She pointed out that a board member was holding his head in his hand and it was "not a good look".

Tom McCormick spoke about the Finance Committee meeting stating that it is a committee, not a single person. He would like citizens to be allowed to speak. He stated that a board member is not transparent and that the citizens should know where he stands on topics. He pointed out that this board member was upset over an email and addressed it while tapping his finger on the table when he spoke.

D. ADMINISTRATIVE REPORTS

1. Staff and Student Updates/Presentations
Chad Schraufnagel spoke on the weekly update. He thanked the PTO for lunch during conferences last week.
2. Administrator's Report/Memo
Chad Schraufnagel reviewed the referendum website additions, including the tax impact calculator.

E. COMMITTEE REPORTS

1. Curriculum & Instruction (Stephen) - No Meeting
2. Policy (Peter) - No Meeting
3. Building and Grounds (Jhawn) - No Meeting
4. Finance (Matt) - Sherman stated there was a meeting last week with discussions on a CESA invoice, the Band Cooperative Contract, the Psychologist Services Contract, the cash benefit reduction, and the post-employment benefit changes.



F. CONSENT AGENDA

The purpose of the Consent Agenda is to provide a mechanism where the Board can dispose of routine matters that must by law come before this body. Items are presented to the Board in written form in the Board's packet of supplemental materials.

1. Approval of Minutes - Regular Board Meeting January 15, 2024
2. Approval of Minutes - Finance Committee Meeting February 9, 2024
3. Approval of January 2024 Vouchers and Credit Card Statements

Peter Maurer asked if any board members would like any items removed from the consent agenda. There were none. Motion to approve (S Maurer/Sherman) 5-0.

G. REFERENDUM

1. Referendum update discussion led by Administrator
Chad Schraufnagel stated that his update was given in the Administrator Report section of the meeting.

H. DISCUSSION ITEMS

None

I. NEW BUSINESS

1. Resolution 1104 authorizing the approval of invoices requiring board approval. **See Resolution 5-0**
2. Resolution 1105 authorizing the approval of 66.0301 Agreements. **See Resolution 5-0**
3. Resolution 1106 authorizing the approval of the restructuring of the cash benefits for non-participation in the District's insurance plan. **See Resolution 5-0**
4. Resolution 1107 authorizing the approval of restructuring the post-employment benefit. **See Resolution 3-2 (Henry, Newman)**

J. MOTION TO ADJOURN AT 7:08 P.M. (Sherman/S Maurer) 5-0

Respectfully submitted, Nicole Brown, District Secretary
Reviewed by Stephen Maurer, Clerk **3/12/24**



Resolution authorizing the approval of invoices requiring board approval.

School Board Resolution #1104

BE IT RESOLVED that the Board of Education of the Lake Country School District does hereby approve the following invoices to be paid:

1. CESA 1, Invoice 0012400098, for Special Education Teacher in the amount of \$8,422.19.

Date: February 19, 2024

Motion by: Jhawn Newman

Seconded by: Steve Maurer

Action: 5-0

Resolution authorizing the approval of 66.0301 Agreements.

School Board Resolution #1105

BE IT RESOLVED that the Board of Education of the Lake Country School District does hereby approve the following 66.0301 Agreements:

1. Arrowhead Area Summer Beginning Band Camp Cooperative for the summer of 2024.
2. Intergovernmental Agreement between the Lake Country School District and North Lake School District for school psychologist services for the 2024-2025 fiscal year.

Date: February 19, 2024

Motion by: Steve Maurer

Seconded by: Matt Sherman

Action: 5-0

Resolution authorizing the approval of the restructuring of the cash benefits for non-participation in the District's insurance plan.

School Board Resolution #1106

BE IT RESOLVED that the Board of Education of the Lake Country School District does hereby approve the restructuring of the cash benefits for non-participation in the District's insurance plan per Attachment A which was presented to the Board in written form in the Board's packet of supplemental materials for this meeting. The approval will create a revision to the Employee Handbook beginning in the 2024-2025 school term.

Date: February 19, 2024

Motion by: Jhawn Newman

Seconded by: Peter Maurer

Action: 5-0



Resolution authorizing the approval of the restructuring of the post-employment benefit.

School Board Resolution #1107

BE IT RESOLVED that the Board of Education of the Lake Country School District does hereby approve the restructuring of the post-employment benefit per Attachment B provided in the board which was presented to the Board in written form in the Board's packet of supplemental materials for this meeting. The approval will create a revision to the Employee Handbook beginning in the 2024-2025 school term.

Date: February 19, 2024

Motion by: Jhawn Newman

Seconded by: Steve Maurer

Action: Discussion led to a motion to revise the Attachment B.

Steve Maurer motion to revise Attachment B as follows:

Proposed Post-Employment Benefit Beginning July 1, 2024:

Group A – Hiring date before 7/1/2003. Reduce post-employment benefit by \$60,000 in 2025 and an additional \$15,000 each year through 2026, with no retirement benefit starting in 2027. (Amounts shown below)

Retire in June 2025 - \$30,000

Retire in June 2026 - \$15,000

Retire in June 2027 or after - No more retirement benefit.

Group A employees who will not meet eligibility requirements to retire by 2026 will automatically receive the buyout explained for Group B below, but their age to retirement will be based upon age 55 rather than 60.

Group A employees who do meet eligibility requirements to retire by 2026, will also be provided with the option to take the buyout option that is presented to Group B below in lieu of being eligible for the post-employment benefit. Their age to retirement will be based upon age 55 rather than 60.

Date: February 19, 2024

Motion by: Steve Maurer

Seconded by: Matt Sherman

Action: Discussion led to a motion to revise again the Attachment B.

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Steve Maurer requested an amended motion to reflect the following changes:

Proposed Post-Employment Benefit Beginning July 1, 2024:

Group A – Hiring date before 7/1/2003. Reduce post-employment benefit by \$40,000 in 2025 and an additional \$15,000 each year through 2027, with no retirement benefit starting in 2028. (Amounts shown below)

Retire in June 2025 - \$50,000

Retire in June 2026 - \$35,000

Retire in June 2027 - \$20,000

Retire in June 2028 or after - No more retirement benefit.

Group A employees who will not meet eligibility requirements to retire by 2027 will automatically receive the buyout explained for Group B below, but their age to retirement will be based upon age 55 rather than 60.

Group A employees who do meet eligibility requirements to retire by 2027, will also be provided with the option to take the buyout option that is presented to Group B below in lieu of being eligible for the post-employment benefit. Their age to retirement will be based upon age 55 rather than 60.

Last line of the document “Guaranteed Total Full Liability...” - Does not hold.

Date: February 19, 2024

Motion by: Steve Maurer

Seconded by: Matt Sherman

Action: Steve Maurer read Attachment B with revised changes.
3-2 (Nay from Monique Henry and Jhawn Newman)
Jhawn Newman withdrew his original motion.

Peter Maurer brought the original motion back to the table with revisions by Steve Mauer.

BE IT RESOLVED that the Board of Education of the Lake Country School District does hereby approve the restructuring of the post-employment benefit *per Steve’s amendment to* Attachment B provided in the board which was presented to the Board in written form in the Board’s packet of supplemental materials for this meeting. The approval will create a revision to the Employee Handbook beginning in the 2024-2025 school term.

Date: February 19, 2024

Motion by: Steve Maurer

Seconded by: Matt Sherman

Action: 3-2 (Nay from Monique Henry and Jhawn Newman)