

BOARD OF EDUCATION  
LAKE COUNTRY SCHOOL DISTRICT  
REGULAR BOARD OF EDUCATION MEETING MINUTES

**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 (Virtual meeting due to the active emergency situation with the COVID-19 virus)**, will be held on **Monday, November 15, 2021 at 6:00 p.m. in the Lake Country School Library.**

**Monique Henry called the meeting to order at 6:02 p.m.**

**Pledge of Allegiance**

**Roll Call**

Present: Monique Henry, Elizabeth Gould, Carol Reise-Schouten, Al Larson, Jhawn Newman, Jenny Oman (bookkeeper), Nicole Brown (District Secretary), Leadership Team Members: Debby Schneider, Ceal Schliepp, Beth Ingersoll

Virtual: Lori Frank (Leadership Team Member), Fred Levenhagen (Leadership Team Member), Tara Kozik (parent)

**Notice of Meeting - Duly Noted**

**Adoption of Agenda** (Reise-Schouten/Gould) Discussion - None; 5-0

**Approval of the Regular Board Meeting Minutes for October 18, 2021** (Larson/Reise-Schouten) Discussion-None; 5-0

**Approval of the Special Board Meeting Minutes for November 2, 2021** (Gould/Larson) Discussion-None; 5-0

**Approval of the Policy Meeting Minutes for October 18, 2021** (Reise-Schouten/Gould) Discussion-None; 5-0

**Approval of October Vouchers and Credit Card Statements** (Gould/Larson) Discussion-Monique Henry reviewed; 5-0

## **SCHOOL RECOGNITION AND COMMITTEE UPDATES**

**Recent LCS Celebrations/Accomplishments to Recognize - Students, Staff (Board Members/Leadership Team)**

Monique Henry complimented the staff and teachers for calmness during the evacuation.

Debby Schneider announced that the 4th grade LEGO team was competing this weekend.

Debby Schneider read a letter from the musical leaders with details about the musical.

**District News and Updates (Leadership Team)**

Debby Schneider described the days after the evacuation in terms of how the Leadership followed up.

**Committee: Curriculum & Instruction (Leadership Team)**

Debby Schneider updated the Board about the pilot of Bridges and Envision math curriculum. Jhawn Newman questioned how the District selects the curriculum when reviewing? Debby Schneider spoke on the process of scoring cards and student response.

**Committee: Policy (Elizabeth)**

Elizabeth Gould relayed that policy had met just before this meeting. They are working on the truancy policy.

**Committee: Building and Grounds**

None

**Committee: Finance (Jenny)**

Budget was approved in October and as always there are changes. Special Ed costs for next year have increased and will change the budget.

## **SCHOOL BOARD ORGANIZATIONAL MEETING**

**Appointment of Temporary Chairperson**

Appointed Monique Henry as temporary chairperson (Gould/Larson) Discussion-None; 5-0

**Election of Board Officers**

Gould recommended that each member briefly introduce themselves, and each member did so.

Members stated what board position they were interested in and then a motion was made.

I move to have Monique Henry as president, Elizabeth Gould as vice president, Jhawn Newman as treasurer, Carol Reise-Schouten as clerk (Gould/Larson) Discussion - None; 5-0

## **CITIZEN COMMENTS**

None

## **DISCUSSION**

### **ESSER III funds**

Debby Schneider explained Esser funds, and that a survey was sent out to staff and families for input on how the District will use the funds. Jenny Oman stated the grant is not open yet. The guests were asked if they had any comments. Jhawn Newman requested to see the survey results. Debby Schneider said they will certainly share when results are ready.

### **Interim Administrator Search**

Reise-Schouten updated the board on contacting each candidate. There was a resounding statement "how can the job description be done in 10 hours per week?". The board will have 7 candidates to interview. Elizabeth will call each candidate to schedule an interview. The first date of interviews will be November 19, 2021 first thing in the morning or at the end of the school day with the last interview scheduled at 4:30.

## **ACTION ITEMS**

**1. Discussion and potential action on approval of request for an employee's continued unpaid medical leave.**

I motion to discuss and approve a request for an employee's continued unpaid medical leave.

(Gould/Reise-Schouten) Discussion-Monique explained to board that this is the same employee as discussed in previous meetings; 4-0 (Jhawn Newman abstained from vote because he was not a board member during previous discussions)

**2. Discussion and potential action on approval of the Lake Country School District Resolution to Assign Fund Balance for 2021-2022.**

I motion to discuss and approve the Lake Country School District Resolution to Assign Fund Balance for 2021-2022. (Gould/Larson) Discussion - Jenny Oman explained this resolution is needed each year to direct her to put fund balance money in capital projects and employee benefits; 5-0

**3. Discussion and potential action on approval to increase adult lunch purchases to \$4.65 beginning November 15, 2021.**

I motion to discuss and approve the increase to adult lunch purchases to \$4.65 beginning November 15, 2021. (Gould/Reise-Schouten) Discussion - Jenny Oman explained that this is required by the USDA in order to be in compliance with the SSO program; 5-0

**4. Discussion and potential action on approval of the 2021-2022 special education transportation contract for child.**

I motion to discuss and approve the 2021-2022 special education transportation contract for child.

(Reise-Schouten/Larson) Discussion - Jenny Oman explained that there is a special education child needing transportation to and from school. Guardian will transport the child one way and the district will need to provide transportation home. District will need to reimburse guardian for mileage; 5-0

**5. Discussion and potential action on increase to substitute pay.**

I motion to discuss and approve an increase to substitute pay. (Larson/Reise-Schouten) Discussion - Jenny Oman explained other local districts pay more, up to \$25 more.

I motion to approve an increase to substitute pay from \$50 to \$55 for a half day and from \$100 to \$110 for a full day; 5-0

**6. Discussion and potential action on increase in employees rate of pay.**

I motion to discuss and approve an increase in employees rate of pay. (Gould/Larson) Discussion - Jenny Oman stated that she sent a copy of the request to the board via email. The board asked questions of Jenny Oman and Nicole Brown to determine how much of employees 35 hours was used for each assigned job. Questions were answered. It was stated repeatedly that the employee was very valuable to the district. A counter was requested. A stipend was suggested.

I motion to approve an increase in employees rate of pay to \$22/hour for 35 hours per week with discussion on a stipend at a future meeting. (Gould/Larson) Discussion - None; 4-1

**7. Discussion and potential action for Leadership Team and Director of Special Education to hire two part-time special education aides.**

I motion to discuss and approve for the Leadership Team and Director of Special Education to hire two part-time special education aides. (Gould/Reise-Schouten) Discussion - Jenny Oman notified the board of new resident students enrolling with special education needs; 5-0

**8. Discussion and potential action on approval of the deletion of Policy 900.47 Student Gifts and Solicitation.**

I motion to discuss and approve the deletion of Policy 900.47 Student Gifts and Solicitation. (Larson/Reise-Schouten) Discussion - Jhawn Newman questioned where this policy will be addressed. Policy 524 was reviewed; 4-1

**9. Discussion and potential action on virtual meeting access for meetings.**

I motion to discuss and approve the virtual meeting access for meetings. (Reise-Schouten/Larson) Discussion - Monique Henry informed the board that past virtual meetings have had technical issues with the sound. If the Board offers a virtual link, they are required to ensure it works. Board discussed that it is now more safe for in-person meetings. The Board would like to review policy to see if they can still have a link if a board member is absent.

I motion to eliminate the virtual meeting access for meetings. (Reise-Schouten/Larson) Discussion - None; 5-0

**10. Discussion and potential action regarding amendments to the COVID-19 Mitigation Protocols.**

I motion to discuss possible action on the amendments to the COVID-19 Mitigation Protocols. (Gould/Larson) Discussion - Debby Schneider reviewed the document handed out to the board with amendments to the following sections: Fully vaccinated staff with household exposure, Fully vaccinated students with household exposure, and To support the continuity of learning.

I move to approve the recommended amendment to Covid Guidelines (Gould/Larson) Discussion - Larson requested document date to be added to the motion.

I move to approve the recommended amendment to Covid guidelines dated 11-15-21. (Gould/Larson) Discussion - None; 5-0

**11. Discussion and potential action regarding interim superintendent position.**

No Action

**CLOSED SESSION**

Board did not motion to move into closed session

**OPEN SESSION**

- 1. Discussion and potential action regarding individual administrator's contracts and individual teacher contracts.**

No Action

- 2. Discussion and potential action regarding individual administrator's compensation and individual teacher's compensation.**

I motion to discuss with potential action individual administrator's compensation and individual teacher's compensation. (Larson/Reise-Schouten) Discussion - Monique Henry asked the board to review the documents showing the duties that each leadership team member was responsible for and the compensation requested. Elizabeth Gould questioned the number of days asking that it be for 220 vs 190 for the stipend. Jhawn Newman thanked the team for their work, noting the District doesn't know the fate of the interim search or the exact timing of the long term admin hiring, and he agreed to the compensation.

I motion to adopt compensation for administrator duties of individual teachers per grid with amounts. (Larson/Reise-Schouten) Discussion - The amount of time for stipend was requested in motion

I motion to adopt compensation for administrator duties of individual teachers per grid with amounts for August 2021-June 30, 2022. (Larson/Reise-Schouten) Discussion - None; 5-0

**ITEMS FOR NEXT AGENDA**

Truancy policy

Approval of October donation

**ADJOURN at 8:15 p.m.** (Gould/Larson) 5-0