



NORTHERN OZAUKEE SCHOOL DISTRICT  
BOARD of EDUCATION MEETING MINUTES  
REGULAR SESSION  
Monday, May 13, 2024 · 6:30 p.m.  
OMS/OHS Library

**Call to Order:** 6:30 p.m. by B. Neis. Roll call was taken and a quorum was present. Pledge of Allegiance was recited, followed by the reading of the District's Strategic Plan.

**Members Present:** Brent Neis, Dan Large, Jennifer Clark, Suzanne Miller, Jeff Decker, Kevin Klas

**Others Present:** Dave Karrels, Josh McDaniel, Charlie Schwartz, Lynn Kucharski, Kent Schueller, Kelley Janowski, Jennifer Foster, Adam Foster, Lauren Simmons and Michael Babcock

**Agenda:** Motion to adopt the agenda in print was made by S. Miller, seconded by D. Large.  
*Motion carried unanimously.*

**Board Reorganization:** Listed below are the board positions for 2024-2025:

- Board President - Brent Neis was nominated by J. Clark, seconded by S. Miller. B. Neis accepted the nomination. *Unanimous vote cast for B. Neis.*
- Board Vice President - Dan Large was nominated by S. Miller, seconded by J. Decker. D. Large accepted the nomination. *Unanimous vote cast for D. Large.*
- Board Clerk - Suzanne Miller was nominated by J. Clark, seconded by J. Decker. S. Miller accepted the nomination. *Unanimous vote cast for S. Miller.*
- Board Treasurer - Jennifer Clark was nominated by S. Miller, seconded by J. Decker. J. Clark accepted the nomination. *Unanimous vote cast for J. Clark.*
- Board Secretary - Kelley Janowski was nominated by J. Clark, seconded by S. Miller. K. Janowski accepted the nomination. *Unanimous vote cast for K. Janowski.*

Listed below are the representatives for 2024-2025:

WASB Delegate - Steve Burmesch

CESA #1 Delegate - Suzanne Miller

WVL Board Liaison - Suzanne Miller

SMNS Board Liaison - Hal Steffen

**Public Forum:** None

**Celebrations and Announcements:** Please see page 6 of the board packet for May's celebrations and announcements.

**Consent Agendas:** Motion to approve Consent Agenda Part I was made by S. Miller, seconded by J. Clark.  
*Motion carried unanimously.*

Consent Agenda Part II - We have two staff members we are bringing forward as a new hires for approval:

- Zoe Lane - OES Art Teacher (\$44,000 plus benefits)
- Karon Kraft - Payroll & Benefits Coordinator (\$57,000 plus benefits)

Motion to approve the hiring of Zoe Lane and Karon Kraft was made by S. Miller, seconded by J. Decker. ***Motion carried unanimously.***

**Monthly Reports:**

**Finance/Buildings & Grounds Committee:** The committee met earlier this month. The committee discussed health insurance options for the District.

**Policy Committee:** The committee met to review and discuss the OES, OMS and OHS Student Handbooks.

**Information/Action Items:**

**Health Insurance Carrier for 2024-2025:** Over the past few months, the District has been working with our insurance advisor, National Insurance Services (NIS) to find the best overall health insurance option at an affordable price. United Health Care (UHC) provided the District's annual insurance renewal with a 27.9% increase to maintain the current plan. After already having explored various options, it was determined that another insurance set-up may be the best option going forward.

After all the options were explored, it was determined that we should move forward with an Individual Contribution Health Reimbursement Account (ICHRA) model through OneBridge. While this option will require employees to be more involved with their health insurance, it will allow for insurance plans to be individually selected by employees to meet their individual needs. In addition, future funding of ICHRA will be determined by the board in October or November. We will no longer have to wait for carrier renewals in April. Motion to approve the move to an Individual Contribution Health Reimbursement Account (ICHRA) model for health insurance administered by OneBridge for 2024-2025, was made by J. Decker, seconded by D. Large.

***Motion carried unanimously.***

**Summer School Staffing:** Summer school will be provided in an in person format from June 10<sup>th</sup> - July 3<sup>rd</sup> five days a week from 8:00 a.m. - 12:15 p.m. Summer school allows the District to offer further educational opportunities for our students and provides an environment for continued learning. Motion to approve the staffing proposal for the 2024 Summer School session in the amount not to exceed \$65,396.50 was made by S. Miller, seconded by J. Clark.

***Motion carried unanimously.***

**Staff Contracts for 2024-2025:** Our building principals, members of our Building Leadership Team (representing all three building levels) and D. Karrels have met to gather feedback regarding compensation. Based on those discussions, it is our recommendation to set compensation amounts and approve aggregate contracts for professional, exempt and hourly staff in the amount of up to \$192,000. Motion to approve aggregate contracts for professional, exempt and hourly staff in the amount of up to \$192,000 was made by S. Miller, seconded by J. Clark.

***Motion carried unanimously.***

**Employee Handbooks:** On an annual basis, the board approves any updates to our employee handbooks. Included in the board book are the revised pages from the *All Employees Handbook*, *Auxiliary Employee Handbook* and the *Exempt Employee Handbook*. Motion to approve the revisions to the employee handbooks was made by S. Miller, seconded by J. Decker.

***Motion carried unanimously.***

**Student Handbooks:** Included in the board book are the proposed updates to the 2024-2025 OES, OMS and OHS Student Handbooks. While there are no major changes, the building principals have identified a few minor adjustments. Motion to approve the changes to the OES, OMS and OHS Student Handbooks was made by S. Miller, seconded by J. Clark. *Motion carried unanimously.*

**CESA #1 Contract:** On an annual basis, the board approves our CESA #1 contract. CESA #1 provides quality service to NOSD with regards to audiology, blind/visually impaired and deaf/mobility services on a per unit basis. This partnership allows us to save costs by not hiring for those positions. Motion to approve the CESA #1 contract in the amount of \$8,304.48 for the 2024-2025 school year was made by D. Large, seconded by J. Decker. *Motion carried unanimously.*

**8th Grade Field Trip Request:** In accordance with board policy, out of state field trips require approval of the board. A request has been made for the 8<sup>th</sup> graders to take a field trip to Six Flags Great America in Gurnee, IL. The trip is scheduled for May 31<sup>st</sup>. The students leave early in the morning and return later that same day. Motion to approve the field trip to Six Flags Great America in Gurnee, IL was made by D. Large, seconded by J. Decker. *Motion carried unanimously.*

**Next Agenda:**

Topics suggested for the June 17, 2024 Regular Board Meeting include:

- Set breakfast, lunch and milk prices for 2024-2025
- Set registration, school athletic and activities fees for 2024-2025
- Insurance and risk management update
- Resolution to commit fund balance
- Budget deficit discussion

**Next Meeting:**

Monday, June 17, 2024 OMS/OHS Library @ 6:30 p.m.

**Adjournment:**

Motion to adjourn regular session and go into closed session was made by B. Neis, seconded by K. Klas at 7:34 p.m.

Respectfully submitted,

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Suzanne Miller  
Board Clerk

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Brent Neis  
Board President