

## **Chetek-Weyerhaeuser Area School District Board of Education**

### **Regular Meeting**

**November 25, 2024**

Meeting called to order at 5:15 p.m. by president Janene Haselhuhn.

Roll Call: Hamilton, Haselhuhn, Razim, Reisner, Olson, and Lentz were present. Traczyk was absent.

Others Present: Dr. Mark Johnson, Crystal Huset, Easton Hamilton, Angela Kahl

Motion by Lentz, seconded by Reisner to approve the Monday, November 25, 2024 meeting agenda.  
Motion carried unanimously.

Hearing of Visitors: N/A

Communication:

A. Administrators:N/A

B. Superintendent:

- 1.End of First Trimester/Start of Second Trimester on Monday
- 2.Thank you to Rachel Westberg and others for the Drama Club play
- 3.Chetek Lions Club Christmas for Kids program: 85 names given of those in need not being serviced by another organization. Ages Pre-K to 8th grade.
- 4.Winter Sports are in season
- 5.Staff holiday lunch (week of December 16, 2024)
- 6.New staff onboarding session (January 20, 2025)
- 7.Preliminary design for ballfield, football field, and multipurpose area:Discuss further in December and decision by the board in January.
- 8.Proposal to purchase banner for HS baseball field honoring Denny Overby: Policy needs to be written for further retiring of numbers.

C. Board Members:N/A

Information

A.Federal Health Insurance Changes for 2025: We received notice that the IRS increased the minimum deductible required for embedded family deductible HDHP's. Effective January 1, 2025 the minimum family-embedded deductible will increase from \$3,200 to \$3,300 for the 2025 calendar year. HDHP Increase Information (see school website for link) In 2024, the deductible increased from \$3,000 to \$3,200 for embedded status.

Our district has a calendar year (January 1 - December 31) deductible, but our Open Enrollment date isn't until later (June 1-15). Our broker recommends increasing the health insurance deductible on January 1, 2025, instead of waiting until July 1, 2025. If we wait until July 1 to make this change, members who have

met their deductible from January 1, 2025 to June 30, 2025 would have to meet additional deductible starting on July 1, 2025. Staff thinking they met the deductible and then finding out they need to meet an additional deductible after July 1, 2025, can be confusing and frustrating. We prefer to eliminate this hurdle before it occurs.

We have some options to choose from:

1. Increase family embedded deductible from \$3,200 to \$3,300 effective January 1, 2025.
2. Do not increase the deductible until July 1, 2025.
3. Do nothing and allow the embedded plan to be non-embedded.
4. Increase the deductible to \$3,500, which may keep us ahead of any projected changes for next year.
5. Increase family deductible from \$3,200 to \$3,300 effective January 1, 2025, AND the District contributes an additional \$100 to HSA's for all staff with family health plans on January 10, 2025. (Costing approximately \$7200.00)

NOTE: **Embedded deductible** is a health insurance plan feature that gives each family member their own deductible. This means that if one family member meets their individual deductible before the family deductible is met, the insurance company will start paying for that member's covered expenses.

We will have a formal recommendation for the BOE at the December meeting.

Motion by Lentz, seconded by Olson to approve the increase of family embedded deductible from \$3,200 to \$3,300 effective January 1, 2025. Motion carried. Hamilton abstained.

Motion by Lentz, seconded by Olson to approve the district contributing an additional \$100 to HSAs for single staff and \$200 for family effective January 10, 2025. Motion carried. Hamilton abstained.

#### Information and Action

A. Governance Policies: Motion by Lentz, seconded by Reisner with respect to GP-4, Monitoring Board Governance Process and Board/Superintendent Relationship, the Chetek-Weyerhaeuser Area School District Board of Education concludes through self-assessment its performance during the previous reporting period has been in compliance. Motion carried unanimously.

B. Executive Limitations: Motion by Lentz, seconded by Hamilton with respect to EL-10, Communication and Counsel to the Board, the Chetek-Weyerhaeuser Area School District Board of Education concludes that the Superintendent's performance during the previous reporting period has been in compliance. Motion carried unanimously.

Executive Session Motion by Lentz, seconded by Razim to enter into executive session at 5:45 p.m. Motion carried unanimously.

Motion by Lentz, seconded by Reisner to return to the open session of the regular meeting at 5:53 p.m. Motion carried unanimously.

Motion by Lentz, seconded by Olson to approve the November 25, 2024 consent agenda. Motion carried. Hamilton abstained.

#### Consent Agenda:

A. Approval of Minutes

1. Minutes of Committee of the Whole, October 14, 2024
2. Minutes of Regular Meeting, October 28, 2024
3. Minutes of Annual Meeting, October 28, 2024 (for information only, these minutes will be approved at annual meeting in 2025)
4. Minutes of Special Meeting, Drama Club Performance, October 28, 2024

B. Business Service Approval

1. Claims and Accounts, November, 2024
2. Chetek Kids Club Quarterly Report
3. Quarterly Board Report
4. Quarterly Report Student Activity Accounts

C. Human Resource Approval

1. Resignation
  - a. Abigail Kane-Kids Club
  - b. Tiffany Samens-Kids Club
  - c. Jenna Mitzel-Kids Club
2. Employment
  - a. Kelly Toman-Kids Club
  - b. Lorena Meza-Kids Club
3. Employee Compensation

D. Action on Executive Session Items (if any)

Agenda Planning

A. Agenda Planning

1. Next Meeting: Regular Meeting Wednesday, December 18, 2024 @ 5:15 p.m.
2. January Meeting: Monday, January 20, 2025 @ 5:15 p.m

Motion by Lentz, seconded by Hamilton to adjourn the meeting at 6:00 p.m. Motion carried unanimously.

Korie Lentz, Clerk