

Call to Order The meeting was called to order by Vice Chairman Lisa Durgin at 6:00 PM in the Board Room at the Educational Service Center, with the following trustees also present: Lisa Durgin, Meldene Goehring, Joe Lawrence, Tim Hallinan, Larry Steiger, and Rollo Williams.

Others participating in the meeting include Alex Ayers, Superintendent; Kirby Eisenhauer, Deputy Superintendent; Larry Reznicek, Human Resources Manager; Dave Bartlett, Associate Superintendent for Instructional Support; Alison Gee, Attorney; and Tracy Peterson, Secretary to the Board.

Also present: Bryan Young, Cassia Catterall, Loretta Graves, Kayla and Kwinn Fruits, Kristain and Emily Schutt, Harley and Rhea Martin, Mary Stroka, Chayce and Amanda Messner, Jacque Holden, John and Codi Rueschhoff, Robbin Streeter, Christina Brown, Megan Mietz, Becky Herther, Crista Shelby, Marla Griffith, Ted Amen, Ashley Eivins, Vicki Swenson, Shelly Haney, Sarah Toland, Tanya Jones, Landis, Mary Knudsen

Celebrations Nutrition Services Supervisor Bryan Young introduced Security State Bank Gillette Market President Ryan Gross, BSA/AML Compliance Officer Dana Anderson, and Wyoming Hunger Initiative Northeast Regional Director Breeann Waller, who presented a donation of \$4,020.00, which covers the District's outstanding student meal debt. In October 2016, Wyoming First Lady Jenni Gordan announced the hunger initiative to create a united effort against food insecurity across the state. The funds raised are turned into grants for organizations and school districts throughout the state.

District Library Facilitator Megan Bietz introduced Prairie Wind Elementary Book Battle sponsors Library/Media Specialist Misty Pikula and Library/Media Teacher Assistant Jacque Spielman, along with their student team members, who were recognized as the first-place team at the District's Book Battle Competition. Buffalo Ridge Elementary Book Battle sponsors Special Programs Education Assistant Helen Hottell, her daughter Hannah Hottell, and their student team members were recognized as the second-place team.

Sunflower Elementary Principal Troy Claycomb introduced Science Olympiad Sponsors, 6th-grade teacher Ashley Graves, Gifted and Talented Education Teacher Heidi Clark, and their student members, who were recognized as the first-place winners at the District Science Olympiad competition out of 53 teams. It was Sunflower's first year participating in the competition.

CONSENT AGENDA A motion was made by Dr. Lawrence and seconded by Mr. Williams to approve all items on the Consent Agenda. The motion carried unanimously.

Minutes Minutes of the April 23, 2024, Board of Trustees regular meeting were approved.
Minutes of the April 23, 2024, Board of Trustees dinner meeting were approved.

Human Resources Actions The following actions taken by the Human Resources Department were approved:

EDUCATION SUPPORT PERSONNEL

NEW HIRES - REGULAR

| | |
|---------------------------|--|
| Brenda Absmeier | SPEA – Ed/Twin Spruce |
| Dana Blaszkowski | Custodian/Rozet |
| Gwen Ferris | Human Resources Specialist/ESC |
| Krystal Gifford | SPEA – ED/Paintbrush |
| Robin Hoff | Instructional Assistant/Paintbrush |
| Dale Izatt | Title I Teacher Assistant/Wagonwheel |
| Jordyn Norton | Safety Patrol/Transportation |
| Danielle Ogden | SPEA – High Needs/Buffalo Ridge |
| Jerrica Sletten | Special Programs Ed. Asst./Stocktrail |
| Alejandra Torres Alcantar | |
| Maki Walker | Custodian/Twin Spruce |
| Angela Wall | District Wide SPEA/SSC |
| | Skilled Maintenance – Mechanic/Maintenance |

NEW HIRES -SUBSTITUTES/TEMPORARIES

| | |
|-------------------------|---------------------------------------|
| Parker Brooks | Summer Lawn Crew/Maintenance |
| Dylen Johnson | Summer Lawn Crew/Maintenance |
| Kailyn Leone | Summer Lawn Crew/ Maintenance |
| Nikita Mayfield Milhous | Bus Driver in Training/Transportation |
| Tegan Minchow | Summer Lawn Crew/Maintenance |
| Naomi Morgan | Summer Lawn Crew/Maintenance |
| Harmony Norez | Bus Driver in Training/Transportation |
| Giovanni Rogel | Summer Lawn Crew/Maintenance |

TRANSFERS

| | |
|-----------------|--|
| Bailey Grisbaum | FROM: Special Programs Ed. Asst./Rozet |
| | TO: Behavior Assistant/Rozet |

| | |
|----------------------------|---|
| Karlee Kline | FROM: Instructional Assistant./Wagonwheel TO: Title I Assistant/Wagonwheel |
| Amanda Matlock | FROM: Office Clerk TO: Guidance Secretary-Registrar/WJSH |
| Daniel Miller | FROM: Bus Driver in Training/Transportation TO: Bus Driver/Transportation |
| Llaneli Virgilio-Rodriguez | FROM: Special Programs Ed. Asst./Hillcrest TO: SPEA – High Needs/Hillcrest |

RESIGNATIONS

| | |
|---------------------|--|
| Cindy Averett | Special Programs Ed. Assistant/Sage Valley |
| Stephanie Berens | SPEA – ED/Paintbrush |
| Kendra Bissey | SPEA – High Needs/Sage Valley |
| Johnna Dawson | Special Programs Ed. Assistant/Bufalo Ridge |
| Marc Dittman | Special Programs Ed. Assistant/Twin Spruce |
| Debra Golden | Library/Media Assistant/Pronghorn |
| Vicki Gunderson | Library/Media Assistant/Stocktrail |
| Judith Harrod | Title I Teacher Assistant/Wagonwheel |
| Susan Heusinkveld | Instructional Assistant/Conestoga |
| Brenda Johnson | Special Programs Ed. Assistant/Twin Spruce |
| Izzy Kumm | Student Custodian/TBHS |
| Rachael Lane | Guidance Secretary Registrar/TBHS |
| Meagan Langley | SPEA – High Needs/Sage Valley |
| Cheryl Morris | Nutrition Services Site Manager/Nutrition Services |
| Misty Papenfuss | Safety Patrol/Transportation |
| Shawntae Paschall | Custodian/Recluse |
| Kimberly Patterson | Bus Driver/Transportation |
| Genevieve Pickett | Assistant Cook/Nutrition Services |
| Brenda Pina Hemeyer | ISDP Director/TBHS |
| Katrina Plum | SPEA – ASD/Lakeview |
| Jennifer Rasmussen | Guidance Secretary/WJSH |
| Robin Ruiz | Elementary Head Custodian/Cottonwood |
| Ramsey Wendt | Library/Media Assistant/Paintbrush |

TERMINATIONS

| | |
|---------------|---------------------------|
| Sarah Menefee | Bus Driver/Transportation |
|---------------|---------------------------|

CERTIFIED

RECOMMENDATION FOR HIRE

| | |
|--------------------|-------------------------------------|
| Brittini Arbach | Exc. Child Specialist/Paintbrush |
| Chelsey Hendershot | School Nurse/Sunflower |
| Marshall Holte | Fourth Grade Teacher/Bufalo Ridge |
| Jessica Ingersoll | School Counselor/0.9 FTE Cottonwood |
| Jacqueline Kelly | Fourth Grade Teacher/Meadowlark |
| Shannon Meixell | Math Teacher/Sage Valley |
| Theresa Montague | Exc. Child Specialist/TBHS |
| Abigale Myers | School Counselor/Pronghorn |
| Tonya Pilcher | Transitional Teacher/Twin Spruce |
| David Plendl | Director of Activities/CCHS |

RESIGNATIONS

| | |
|------------------|---------------------------------------|
| Harmony Coppola | School Psychologist/SSC |
| Jana Jensen | Fourth Grade Teacher/Sunflower |
| Kade Myers | School Counselor/CCHS |
| Paula O'Connell | Exc. Child Specialist/Paintbrush |
| Darcy Sams | 0.2 FTE Interventionist/Little Powder |
| Charles Seamands | Science Teacher/WJSH |
| Sarah Seamands | Science Teacher/WJSH |
| Daye Waldner | Fourth Grade Teacher/Meadowlark |

TRANSFERS

| | |
|------------------|---|
| Peggy Bankenbush | FROM: Social Worker/Conestoga TO: Elementary Principal/Conestoga |
| Valerie Bruce | FROM: Instructional Facilitator/Rozet TO: Elementary Principal/Hillcrest |
| Kurt Ludemann | FROM: Sixth Grade Teacher/Cottonwood TO: Technology Teacher/.5 WJSHS and .5 Cottonwood |
| Whitney Mohr | FROM: Sixth Grade Teacher/Paintbrush TO: Exc. Child Specialist/Paintbrush |
| Kaitlyn Rush | FROM: Exc. Child Specialist/Cottonwood TO: Sixth Grade Teacher/Cottonwood |
| Whitnie Wieweck | FROM: Exc. Child Specialist/Paintbrush TO: Exc Child Specialist/Meadowlark |

SUBSTITUTE TEACHER NEW HIRES

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|--------------------|--------------------------------|
| Marlaina Anderson | Substitute Teacher/All Schools |
| Gretchen Baldwin | Substitute Teacher/All Schools |
| Melanie Buchman | Substitute Teacher/All Schools |
| Nathan Cutler | Substitute Teacher/All Schools |
| Stephanie Friedlan | Substitute Teacher/All Schools |
| Laura Garth | Substitute Teacher/All Schools |
| Brittany Lathrop | Substitute Teacher/All Schools |
| Kailyn Matte | Substitute Teacher/All Schools |
| Sarah Pourier | Substitute Teacher/All Schools |
| Linda Settelmeyer | Substitute Teacher/All Schools |
| Silvia Varela | Substitute Teacher/All Schools |

EXTRA DUTY RECCOMENDATIONS

| | |
|----------------------|---|
| Matt Albin | 7/8 Football Coach/Twin Spruce |
| Rede Ballard | 7/8 Football Coach/Twin Spruce |
| Shari Bowles | ESY |
| Anna Branson | Summer Custodian/Hillcrest |
| LeAnn Chastain | Elementary Community Living SPEA/SSC |
| Jodi Coombs | ESY |
| Victoria Deaton | ESY Recovery Social Study Teacher/TBHS |
| Eric Finn | 7/8 Football Coach/Twin Spruce |
| Kayla Gilbert | Elementary Community Living Teacher/SSC |
| Kristin Henaghan | ESY |
| Haley Holmes | Head Girls Basketball Coach/TBHS |
| Casey Holtz | Elementary Community Living SPEA/SSC |
| Kaila Haskvitz | Elementary Community Living SPEA/SSC |
| Jerome Krysl | 7/8 Football Coach/Twin Spruce |
| Sherry Leistriz | ESY SPEA/TBHS |
| Wenett Martin | Summer Driver's Ed Teacher/TBHS |
| Theresa Montague | Elementary Community Living SPEA/SSC |
| Marsha Rose | ESY Resource Teacher/TBHS |
| Christine Schmit | ESY SPEA/TBHS |
| Alexa Shedden | ESY Recovery Math Teacher/TBHS |
| Danielle Smith | ESY |
| Teresea Tabor | ESY |
| Sarah Williams Upton | ESY Resource Teacher/TBHS |

EXTRA DUTY RESIGNATIONS

| | |
|------------------|------------------------------------|
| Andrew Gillett | 7/8 Girls Soccer Coach/SVJH |
| Heather Ivory | Community Living OT/SSC |
| Kade Myers | Assistant Wrestling Coach/CCHS |
| Charles Seamands | Assistant Wrestling Coach/WJSH |
| Sarah Seamands | Assistant Cross Country Coach/WJSH |
| Sarah Seamands | Assistant Wrestling Coach/WJSH |

Warrants

The following warrants were ratified and approved:

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|------------------------------------|------------------------------|
| Payroll Warrants | 235269 - 235443 |
| Combined Fund Warrants | 396122 - 396352 |
| ACH Combined Funds | 2157, 2197, 2201, 2218, 2220 |
| ACH Nutritional Services | 2219 |
| Major Maintenance Warrants | 9751 - 9770 |
| Nutritional Services Fund Warrants | 13450 - 13467 |
| Insurance Warrants | 4810 - 4819 |
| Student Activities Warrants | 37677 - 37697 |
| Activity Officials CCHS Warrants | 6897 - 6923 |
| Activity Officials TBHS Warrants | 2120 - 2149 |
| Activity Officials SVJH Warrants | 1043 |

Bids and Quotes

- The following bids and quotes were approved:
1. Schoology, PD+ for Schoology Learning Annual License and Subscription fees were awarded to PowerSchool in the amount of \$41,018.35.
 2. Grades 9-12 Forensic Science Fundamentals/Investigations (6 yrs) was awarded to Cengage Learning in the amount of \$17,235.75.
 3. Social Studies High School Collections Grades 9-12 Student Edition-Teacher Guide Bundle 3-year Digital Licenses were awarded to Houghton Mifflin Harcourt in the amount of \$29,561.15.
 4. Technology Department PowerEdge R7615 Server was awarded to Dell in the amount of \$13,697.60.
 5. Campbell County High School Auditorium Projector was awarded to B&H Photo & Electronics in the amount of \$12,649.00.
 6. Campbell County High School Stadium Water Pipe was awarded to Powder River Heating & Air Conditioning, Inc., in the amount of \$40,532.00.
 7. District-Wide Disposal Services were awarded to Kieffer Sanitation-Waste Connections of Wyoming, Inc. in the amount of \$189,415.85.

8. District-Wide Septic and Grease Trap Cleaning Services were awarded to Paintbrush Services in the amount of \$14,835.00.
9. Buffalo Ridge Elementary New Lunchroom Tables were awarded to Bargreen Ellingson in the amount of \$54,275.50.
10. Transportation Department New 66-Passenger Bus was awarded to Elder Equipment Leasing of WY, Inc., in the amount of \$146,050.00.
11. Finalsight Mass Notification Software Renewal FY25 was awarded to Finalsight (Blackboard) in the amount of \$18,750.00.
12. Rozet Elementary Interior Painting was awarded to Raisley Painting, LLC, in the amount of \$32,400.00.
13. Rozet Elementary Acoustic Sound Panels for Gym were awarded to S/D Inc. in the amount of \$18,545.00.
14. Sage Valley Junior High and Twin Spruce Junior High Schools Gym 2 Wall Pads Replacement were awarded to Game One in the amount of \$20,189.80.
15. District Pre-Employment Post-Offer Physicals and Fit For Duty—Return-to-Work Physicals Annual Renewal were awarded to Gillette Physical Therapy in the amount of \$70.00 for Pre-Employment Physicals and \$70.00 for Fit-for-Duty Physicals.
16. Wright Junior Senior High School Window Tint was awarded to Architectural Specialties in the amount of \$16,870.89.

Contracts and Agreements

The following contracts and agreements were approved:

1. Memorandum of Understanding with the Children's Development Services of Campbell County (Early Head Start Program)
2. Purchase Agreement for Customized Workshops for ESL Teachers and Facilitators with Solution Tree
3. Audit Agreement (3 yrs.) with Bennett, Weber, and Hermastad LLP
4. Bus Lease Agreement with First National Bank of Gillette

Student Expulsions

Students #55 and #56 were expelled for one calendar year with early re-admittance under strict probation.

Student #57 was expelled for one calendar year.

Policies

Approval was given for revisions to Administrative Regulation 5277-R Suicide Prevention.

Approval was given for revisions to Policy 1335 Use of Kitchen and Dining Facilities.

Approval was given for revisions to Administrative Regulation 3310-R Fixed Assets.

Approval was given for revisions to Policy 3320 Purchasing and Administrative Regulation 3320-R Purchasing.

Approval was given for revisions to Policy 4625 Political Involvement and Administrative Regulation 4625-R Political Involvement.

Approval was given for revisions to Policy 4626 Political Leave of Absence.

Surplus and Recycle

Approval was given for surplus and recycle of obsolete and outdated items.

2024-2025 Salary/Benefit Recommendations and ESP Wage Study Recommendations

Dr. Reznicek reviewed the following recommendations for the 2024-2025 Health, Dental, and Visions Rate Benefits and the ESP Wage Study (market analysis) and asked for Board approval:

- 1.6% increase for all employee medical plans (with the 4% Wellness Discount).
- Increase to all medical plans for employees will begin September 1, 2024.
- Retiree plans will be 43% above total premium costs. Retiree increases begin July 1, 2024.
- No change to Dental and Vision premiums.

The following are plan changes for 2024-2025:

- **Medical Plan D Deductible** is increasing from \$3,000 person/\$6,000 family to \$3,200 person/\$6,400 family, July 1, 2024. The maximum out of pocket will increase from \$3,700 person/\$7,400 to \$3,900 person/\$7,800 family. **(IRS regulation mandate)**
- Treatment for Substance abuse will be covered subject to deductible/coinsurance.
- Hearing aids will be covered up to \$5,000 every 3 years, subject to deductible and coinsurance.
- Movement of certain ESP job categories/positions based on the wage study (market analysis).

Dr. Ayers made the following recommendations for the 2024-2025 salaries and benefits and asked for approval:

- Advancement on the salary schedules for longevity (a step) take place for the 2024-25 school year.

Anticipated Cost= \$1,500,000 (Ongoing General Fund Costs)

- Employees completing education or training that would provide additional compensation be allowed the appropriate salary adjustments.
Anticipated Cost= \$150,000
- Salary schedules be adjusted in the following manner for the 2024-25 school year:
 - o Increase the base of the teacher salary schedule by \$1500 and distribute that amount throughout the salary schedule;
 - o Increase the base of the ESP salary schedule by 2.94% and distribute throughout the salary schedule;
 - o Increase the base of supervisor, manager, licensed professional, and administrator salary schedules in a comparable manner.

Anticipated Cost= \$2,160,000 (Ongoing General Fund Costs)

- Topped-out employees receive a one-time stipend of 2% to be paid out proportionally in regular checks during the 2024-25 school year. Topped-out certified staff is defined as those currently on the final step of the Bachelor's plus 45, Master's plus 45, and Doctorate columns only. Topped-out educational support personnel is defined as those currently on the final step of their salary schedule.

Anticipated Cost = \$0 (No increase compared to 2023-24)

- All non-12-month hourly ESP staff receive an additional paid holiday during the Christmas break.

Anticipated Cost= \$110,000

Total Ongoing General Fund Anticipated Cost= \$3,920,000

After discussion, Chairman Ochs proposed one more paid holiday during Christmas break for 9, 10, and 12-month employees in addition to Dr. Ayers's recommendation.

Dr. Lawrence made a motion to approve the recommendations as presented. Mrs. Durgin seconded the motion, and it carried unanimously.

2024-2025 Preliminary Budget

Mr. Bartlett and Mrs. Haney presented the 2024-2025 preliminary budget. Mrs. Durgin made a motion to approve the 2024-2025 preliminary budget as presented in the amount of \$274,862.753.10. Mr. Williams seconded the motion, and it carried unanimously.

Public Comments

A patron would like to know the District's response to the Title IX changes; the District needs to stop following the federal mandates to receive funding; concerns about the flooding at Campbell County High School and the plan to fix the problems; deep gratitude expressed to the Board for approving the salary and benefit recommendations and for the support shown all year long to staff and students; Aquatic Center funding question; the Rec Mil process and how it works, the importance of the public getting educated for local elections, and security in schools.

Trustee Celebrations

Chairman Ochs celebrated the staff communicators' process because it can be tricky. The administration did a wonderful job being transparent and knowing the budget inside and out. Chairman Ochs encouraged everyone to check out the STEM Showcase tomorrow, May 15th, at the CAM-PLEX because it is just one of the many great things our staff and students do to highlight our District!

Adjournment

With no other business before the board, the meeting was adjourned at 7:17 PM.

Chairman

Clerk