

- Call to Order                      The meeting was called to order by Chairman Anne Ochs at 6:30 PM in the Board Room at the Educational Services Center with the following trustees also present: Lisa Durgin, Toni Bell, Ken Clouston, David Foreman, Joseph Lawrence, and Linda Bricker.
- Others present: Dr. Alex Ayers, Superintendent; Mr. Kirby Eisenhauer, Deputy Superintendent; Mr. Dennis Holmes, Associate Superintendent for Instructional Support; Dr. Larry Reznicek, Human Resources Manager; Mr. Frank Stevens, Attorney; and Meldene Goehring, administrative assistant.
- Also present: Kathy Brown, Charity Stewart, Shelly Haney, Jenny Mashak, Ernie Saunders, Julie Rankin, Carolin Hardesty, Jacquelyn Holden, Ruth Wenz, Keith Chrans, Devin Wells, Christine Engel, Amy Drummond, Crista Shelby, Audra Stumbaugh, Jody Stumbaugh, Roxanne West, Dana Miller, Corben Vaughn, Braden Deaton, Payton Westbrook, Nicole Keisler, Miguel Martinez, Brandon Cone, Colter Morris-Chasteen, Kimberly Huddleston, Davis Cathy, Devon Wicks, Claire Carter, Jack Carter Weiss, Rowdy Morman, Jenny Guzman, Arleth Rodriguez, Joseph Wilson, Autumn Williams, Xavier Alley, Karlee Kline, Lauren Lacey, Taylor Kannapel, Alyssa Stumbaugh, Ricki Barbe, Abby Hunt, and Abbey Zimmerman.
- Additions or Deletions to the Agenda                      There were no additions or deletions to the agenda.
- Celebrations                      Kelly Hawkinson presented My MathCounts national qualifiers for recognition.
- Devin Wells presented Thunder Basin High School FCCLA State Competition award winners and national qualifiers for recognition.
- Andrew Borgialli presented Thunder Basin High School FBLA State Competition award winners and national qualifiers for recognition.
- Autumn Williams presented Campbell County High School FBLA and DECA State Competition award winners and national qualifiers for recognition.
- Brandon Cone presented Campbell County High School Skills USA State Competition award winners and national qualifiers for recognition.
- Rede Ballard presented Campbell County High School State Art Symposium winners for recognition.
- Roxanne West presented Thunder Basin High School State Art Symposium winners for recognition.
- Recess                              Chairman Ochs recessed the meeting at 7:08 PM. The meeting reconvened at 7:12 PM.
- Public Comment                      There was no public comment.
- CONSENT AGENDA**                      A motion was made by Mr. Foreman and seconded by Dr. Clouston to approve all items on the Consent Agenda. Mrs. Durgin abstained from voting on warrant 372329, and Dr. Clouston abstained from voting on warrant 372313. The motion carried unanimously.
- Minutes                              Minutes of the April 23, 2019 Board of Trustees regular meeting were approved.
- Minutes of the April 23, 2019 Board of Trustees special dinner meeting were approved.
- Employee Actions  
**EDUCATIONAL  
SUPPORT PERSONNEL**                      The following actions taken by the Human Resources Department were approved:
- Resignations
- |                     |   |
|---------------------|---|
| Megan Aalbers       | Special Programs Ed. Asst./Buffalo Ridge            |
| Amy Anderson        | Special Programs Ed. Asst./Rozet                    |
| Alain Bahige        | S.P.E.A.-High Needs/Lakeview                        |
| Timothy Benedict    | Bus Driver in Training/Transportation               |
| Tori Christopherson | Instructional Assistant/Sunflower                   |
| Rose Cisneros       | S.P.E.A. – ED/Campbell County                       |
| Teresa Craig        | Instructional Assistant/Westwood                    |
| Salena Cooper       | Assistant Cook/Nutrition Services                   |
| Tara Glass          | Bus Driver/Transportation                           |
| Cheryl Gulley       | Special Programs-Attendance Clerk/Wright Jr Sr High |
| Kaitlyn Hallcroft   | S.P.E.A. – ED/Prairie Wind                          |
| Robert Hollander    | Bus Driver/Transportation                           |
| Tanya LaPlante      | ISDP Assistant/Campbell County                      |

Alexis Lund	S.P.E.A. – ED/Prairie Wind
Abigail Morgan	Bus Driver/Transportation
Sheryl Morgan	Secretary to High School Principal/Wright Jr Sr High
Karen Mountain	Temporary Head Custodian/Pronghorn
Frieda Phillips	Bus Assistant/Transportation
Tonya Pilcher	Behavior Assistant/Sunflower
Spencer Riding	Custodian/Lakeview
Kristain Schutt	Special Programs Ed. Asst./Pronghorn
Glen Taylor	Master Bus Mechanic/Transportation
Anne Traverse	Instructional Asst./Lakeview
Crystal Vargas Martinez	Custodian/Buffalo Ridge
Anita Weischedel	Title I Secretary/Kid Clinic
Annie Welder	Custodian/Campbell County

Terminations

Valerie Childs	Cafeteria Cook/Nutrition Services
Timothy Mayer	Groundskeeper-Custodian/Campbell County

New Hires-Regular

Tristen Atchison	Warehouse Technician/Warehouse
Jolie Bryant	Custodian/Twin Spruce
MaRanda Kumm	S.P.E.A.– ED/Conestoga
Thayne Zickefoose	.5 Custodian/Westwood

New Hires-Substitutes/Temporaries

Toni Beeson	ESY Social Skills SPEA/Prairie Wind
Shaelyn Bender	ESY SPEA/Campbell County
Jessica Collins	ESY SPEA/Campbell County
Madeline Carr	ESY SPEA/Hillcrest
Gina DeCelle	Summer School Secretary/Prairie Wind
Stephanie Friedlan	Summer Instructional Assistant/Prairie Wind
Marcy Irvine	Summer School Activities Coordinator/Campbell County
Hollie Johnson	ESY MAR SPEA/Hillcrest
Jessica Kiehn	ESY SPEA – ED/Prairie Wind
Natasha Kinney	ESY SPEA/Prairie Wind
Elizabeth McDole	ESY SPEA/Campbell County
Shelly Monteleone	ESY SPEA/Prairie Wind
Tori Morris	Summer Instructional Assistant/Hillcrest
Jessica Patterson	ESY SPEA/Prairie Wind
Tonya Pilcher	Summer Instructional Assistant/Hillcrest
Dustine Poppleton	Summer Instructional Assistant/Prairie Wind
Lindsey Riedy	ESY Teacher/Campbell County
Erica Schumacher	Summer Custodian/Campbell County
Melissa Shelby	Summer Instructional Assistant/Prairie Wind
Dorinda Smith	Summer Custodian/Rawhide
Crystal Timmons	ESY SPEA – ED/Prairie Wind
Haley Tolman	ESY Teacher/Campbell County
Dawn Tystad	Summer School Activities Coordinator/Campbell County
Christina Underwood	ESY SPEA/Hillcrest
Lisa Weeks	Summer Lawn Crew/Maintenance
Neal Woodall	ESY SPEA/Campbell County

Transfers

Donette Alm	FROM: ISDP Program Director/Twin Spruce TO: At Risk Secretary/Westwood
Michelle Connor	FROM: Special Programs Ed Asst/Lakeview TO: Sec to JH Assoc Principal/Twin Spruce
Kady Gonzales	FROM: Nutrition Services Asst/Nutrition Services TO: Cafeteria Cook/Nutrition Services
Melinda Leddige	FROM: Bus Driver in Training/Transportation TO: Bus Driver/Transportation
Myrna Rodgers	FROM: Assistant Supervisor of Transportation/Transp. TO: Bus Driver/Transportation
Gayle Shaffer	FROM: At Risk Secretary/Westwood TO: Office Clerk/Westwood

Recommend for Hire

Valerie Bahige	Exc. Child Spec./Stocktrail
Tamah Baliles	English Teacher/Sage Valley
Chelsea Carey	Fifth Grade Teacher/Hillcrest
Lisa Clark	Kindergarten Teacher/Conestoga
Javier del Valle Perez	Spanish/Thunder Basin
Brenna Glidewell	German/Thunder Basin
Lacey Gojkovich	English Teacher/Campbell County
Diana Gonzalez	Foreign Language Teacher – Spanish/Campbell County
Brandeth Hand	E.S.L. Teacher/Rawhide
Megan Hespen	English Teacher/Campbell County
Toi Hubert	Instructional Facilitator/Meadowlark
Steve Hurd	First Grade Teacher/Rawhide
Jessica Kelsey	Elementary Special Programs Case Manager/SSC
Kristina Lesley	Board Certified Behavior Analyst/SSC
Mariah Monger	Exc. Child Spec./Prairie Wind
Nedra Parrott-Tomich	Detention Center Science Teacher/Westwood
Michelle Phipps	Exc. Child Spec./Cottonwood
Angela Price	Exc. Child Spec./Campbell County
Jacob Ramey	Industrial Arts/Auto Tech Teacher/Campbell County
Jeanna Rose	Exc. Child Spec./Prairie Wind
Erin Switzer	Art Teacher/.9 Meadowlark - .1 Little Powder
Travis Unterseher	Exc. Child Spec./Hillcrest
Samantha Vetter	Math Teacher/.5 Twin Spruce & .5 Thunder Basin
Cassey Wrenn	Elementary Special Programs Case Manager/SSC
Haley Youngs	Exc. Child Spec./Rozet

Resignations

Jamie Basham	Foreign Language – Spanish/Campbell County
Gina Chambers	English Teacher/Wright Jr Sr High
Brandy Edlund	School Counselor/Pronghorn
Allen Heinrich	Science Teacher/Twin Spruce
Angela Wasson	Exc. Child Spec. Mentally Handicapped/Pronghorn

Substitute Teacher New Hires

Mikayla Dehning	Substitute Teacher/All Schools
Valerie Morrison	Substitute Teacher/All Schools
Mikaela Olsen	Substitute Teacher/All Schools
Gina Peters	Substitute Teacher/All Schools
Cassidy Witham	Substitute Teacher/All Schools

Extra Duty Recommendations

Alexis Allsman	ESY Teacher/Hillcrest
Marlaina Anderson	ESY Teacher/Hillcrest
Heidi Barry	Summer School Teacher/Hillcrest
Michele Bau	Summer School Teacher/Prairie Wind
Michelle Bradley	Student Council Sponsor/Westwood
Micah Christensen	Assistant Football Coach/Campbell County
Cassie Cobb	Assistant Volleyball Coach/Campbell County
Jennifer Farnes	Summer School Teacher/Prairie Wind
Eric Finn	Assistant Football Coach/Campbell County
Katie Ford	Assistant Volleyball Coach/Campbell County
Andrew Gillett	Summer School Teacher/Hillcrest
Kelli Goodman	Summer School Teacher/Prairie Wind
Courtney Hart	ESY Teacher/Prairie Wind
Ross Hauptman	Summer School Teacher/Prairie Wind
Garrett Heusinkveld	Assistant Football Coach/Campbell County
Mitchell Holst	Assistant Football Coach/Campbell County
Jessica Hostetter	Head Volleyball Coach/Wright Jr Sr High
Lou Jenkins	Assistant Football Coach/Campbell County
Kevin Kline	Summer Custodian/Conestoga
Caitlin Martin	Summer School Teacher/Hillcrest
Angela Plett	Summer School Teacher/Hillcrest
Melissa Powell	ESY Teacher/Hillcrest
Doug Rose	Assistant Football Coach/CCHS
Wendy Ruby	Assistant Volleyball Coach/CCHS
Sarah Seamands	Assistant Cross Country Coach/Wright Jr Sr High

Brittany Singhas	ESY Teacher/Hillcrest
Casey Sullivan	Assistant Football Coach/CCHS
Tiffany Thorne	Summer School Teacher/Hillcrest
Travis Unterseher	ESY Teacher/Hillcrest
Shanele Wilson	Assistant Volleyball Coach/CCHS

Extra Duty Resignations

Jennifer Clark	Asst Volleyball Coach/Thunder Basin
Tyler Pownall	Football 7/8 Coach/Twin Spruce
Casey Sullivan	Football 7/8 Coach/Sage Valley
Shanele Wilson	Asst Volleyball Coach/Thunder Basin

Transfers

Kelton Claggett	Exc. Child Spec./Cottonwood TO: Exc. Child Spec./CCHS
Darcy Crain	FROM: .5 Social Studies/CCHS-.5 Social Studies/TBHS TO: Social Studies Teacher/CCHS
Jaclyn Flynn	FROM: Exc. Child Spec./Cottonwood TO: Exc. Child Spec./Wright Jr Sr High
Kylee Hastings	FROM: Exc. Child Spec./Twin Spruce TO: Exc. Child Spec./Sage Valley
Kelly Hawkinson	FROM: .5 G.A.T.E./Paintbrush-.5 G.A.T.E./Sunflower TO: Math Teacher/Twin Spruce
Jessica Hostetter	FROM: Exc. Child Spec./Wright Jr Sr High TO: Math Teacher/Wright Jr Sr High
Braidie Lutgen	FROM: Associate High School Principal/TBHS TO: Science Teacher/CCHS
Jamie Sanders	FROM: Fourth Grade Teacher/Pronghorn TO: Technology Teacher/Pronghorn
Estela Torres	FROM: Elementary Music Teacher/Conestoga TO: Elementary Music Teacher/Paintbrush
Kasi True	FROM: Junior Kindergarten Teacher/Lakeview TO: Junior Kindergarten Teacher/Stocktrail
Chelsey VanDeHey	FROM: Elementary Multiple Teacher/Recluse TO: Fifth Grade Teacher/Cottonwood

Warrants

The following warrants were approved:

Payroll Warrants	221477 – 221585
Combined Fund Warrants	372234 – 372530
Major Maintenance Warrants	7765 – 7788
Nutritional Services Fund Warrants	11008 – 11046
Insurance Warrants	4099 – 4103
Student Activities	36523 – 36538
Activities Officials CCHS Warrants	5974 – 6003
Activities Officials TBHS Warrants	1480 – 1508
Activities Officials WJSH Warrants	1329 – 1330

Bids and Quotes

The following bids and quotes were approved:

- Campbell County High School Gym1 Sound Upgrade was awarded to Collins Communications, Inc. in the amount of \$64,864.00.

Contracts and Agreements

The following contracts and agreements were approved:

- Consulting Services Agreement with Schoolhouse Consulting
- Children’s Developmental Services of Campbell County Memorandum of Understanding
- Engaging the Net Generation Professional Development Agreement with Schlechty Center
- Special Education Residential Services Agreements for In-State Placement with Northeast Wyoming Board of Cooperative Educational Services
- Special Education Residential Services Agreement for In-State Placement Addendums with Northeast Wyoming Board of Cooperative Educational Services
- STEM SmartLab Learning Environments for Elementary Schools Proposal with Creative Learning Systems
- STEM SmartLab Learning Environments for Rural Schools Proposal with Creative Learning Systems
- Campbell County High School Gym 1 Sound Upgrade Agreement with Collins Communications, Inc.

<i>Policy 1200, Public Records</i>	Revisions to <i>Policy 1200, Public Records</i> were approved.
Student Expulsions	Student #36 was expelled for one calendar year with early readmittance under strict probation.
Habitual Truancy Declaration	Student #T-2 was declared habitually truant.
Surplus Request	The list of items to be surplus and sold at the June 8, 2019 district auction was approved.
Grant Request	Approval was given for Recluse School, Little Powder School and 4-J School to apply for the Sam R. Ratcliff Foundation Grant which will be used for library and technology items.

## CONSENT AGENDA ENDS

### 2019-2020 Salary and Benefits Recommendations

Dr. Reznicek shared the district had a 92.2% wellness blood draw participation rate, and that the district's health insurance premiums will go down 3% for the 2019-2020 year.

Dr. Ayers and Dr. Reznicek presented the following 2019-2020 Salary and Benefits recommendations:

- **Recommend:** Advancement on the salary schedules for longevity,
- **Recommend:** Increase the teacher salary schedule by \$750 and distribute that amount throughout the salary schedule,
- **Recommend:** Increase the ESP salary schedule by 1.56% and distribute that amount throughout the salary schedule,
- **Recommend:** Increase the base of supervisor, manager, licensed professional, and administration salary schedules in a comparable manner,
- **Recommend:** Topped out employees receive a one-time stipend of 1% to be paid out proportionally in their regular checks during the 2019-2020 school year,
- **Recommend:** Employees completing education or training that would provide additional compensation be allowed that appropriate salary adjustment,
- **Recommend:** Substitute teacher pay be increased by \$5 per day,
- **Recommend:** The district no longer pays the .375% employee contribution increase to the Wyoming Retirement system,
- **Recommend:** Decrease employee health insurance premiums by 3%, and
- **Recommend:** No changes to dental or vision insurance premiums.

The board thanked the Staff Communicator Assembly for their collaboration with staff and administration to develop a 2019-2020 salary and benefits package. Mrs. Durgin made a motion to approve 2019-2020 salary and benefits as presented. Mr. Foreman seconded the motion, and the motion carried unanimously.

Chairman Ochs thanked all employees for their efforts to achieve a 92.2% wellness blood draw and responsible budgeting and management of resources. Chairman Ochs made a recommendation to pay a one-time bonus stipend to employees hired prior to May 14, 2019. The stipend would be calculated at 1.5% of an employee's current "regular" wage and would be paid in May 2019. The stipend would be pro-rated for employees hired during the 2018-2019 school year as follows:

- Employees with a start date of October 1 through December 31, 2018 will receive 75% of the stipend.
- Employees with a start date of January 1 through March 31, 2019 will receive 50% of the stipend.
- Employees with a start date of April 1 through May 14, 2019 will receive 25% of the stipend.

Mr. Foreman made a motion to approve the one-time stipend as recommended. Mrs. Durgin seconded the motion, and the motion carried unanimously.

### Armed Educator Update

Mr. Eisenhower reviewed the information regarding armed educators including legislation and the process to gather feedback. Comments from the public listening sessions were provided to the board. A survey to formally poll all staff regarding armed educators will be distributed. A survey will be sent to the community at a later time.

Mr. Eisenhower shared that training at schools for BluePoint is in progress. He also shared that the district crisis drill, which took place at Conestoga Elementary, went phenomenally well. The district hosted visitors from Natrona County School District during the event because they wanted to learn from us. Other districts have asked for our help in developing their crisis plan.

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2019-2020 Preliminary Budget	Mr. Holmes and Budget Manager Shelly Haney presented the 2019-2020 preliminary budget in the amount of \$205,503,394.58. Mr. Foreman made a motion to approve the 2019-2020 preliminary budget as presented in the amount of \$205,503,394.58. Mrs. Durgin seconded the motion, and the motion carried unanimously.
Trustee Celebrations	Chairman Ochs thanked the legislature for approving ECA. Dr. Clouston announced that Stocktrail Elementary and Rawhide Elementary were awarded the Empatico Spark Empathy Grant which allows educators of 6 – 11 year old students to connect their classroom to a partner classroom in a different part of the world through live video.
Adjournment	With no other business before the board, the meeting was adjourned at 8:17 PM.

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Secretary  
Meldene Goehring

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Chairman

Clerk