

Campbell County School District Board of Trustees Special Dinner Meeting
Tuesday, May 23, 2023, at 5:15 PM
Educational Services Center, Rocky Point Room

Present: Lisa Durgin, Meldene Goehring, Tim Hallinan, Larry Steiger, Rollo Williams, Alex Ayers, Kirby Eisenhauer, Dennis Holmes, Larry Reznicek, Alison Gee, and Tracy Peterson. Anne Ochs and Joe Lawrence were absent.

Also attending: Cassia Catterall and Mary Stroka

Dr. Ayers listed the topics for the meeting: 1) Information Items; 2) Appeals Process

1. Information Items – Dr. Ayers shared the following items:
 - Dr. Ayers thanked the board for the members who attended and gave speeches at the high school graduations.
 - Dr. Ayers reminded the board about the training scheduled on June 13, 2023, from 2:30 pm-5:30 pm with the Wyoming School Boards Association.
 - The July board meeting will be on Wednesday, July 19, 2023.

2. Appeals Process - Human Resources Manager Larry Reznicek provided information and the history of the District's ESP wage appeals process conducted every June. There are four goals in mind for the process: improve ESP wages, create a schedule that shows growth, create job descriptions that have essential functions, and give a raise on current wages. The District uses the consultant EMS (Educational Management Solutions) as the reviewer. Several mini-wage studies have been conducted since 2005. There is a three-phase approach to studying compensation, which includes internal equity analysis, market analysis, and findings and implementation. Dr. Reznicek shared that the appeals process this year affects 639 staff.

The meeting adjourned at 5:59 pm, with no action taken by the board.

Secretary, Tracy Peterson

Chairman

Clerk