

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

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: Cassia Catterall, Kristain Schutt, Emily Schutt, Romelle Hoon, Jacque Holden, Cindi and John Rueschhoff, Michael Schultz, Laura Shedden, Katrina Melgaard, Crista Shelby, Mike and Katie Gettert, Matracia Vigil, Robbin Streeter, Caleb Huber, Ed Sisti, Jenny Sorenson, Carolin Hardesty, Mark Shrum, Jay Mahylis, Lisa Mahylis

Celebrations Thunder Basin High School Principal Mike Daniel introduced Robotics Teacher Mike Schultz and the Senior Robotics team, who showcased their robots and provided information on their trip to Nationals.

Academic Reports Thunder Basin High School Principal Mike Daniel provided an academic report for Thunder Basin High School.

Buffalo Ridge Elementary School Principal Nate Cassidy provided an academic report for Buffalo Ridge Elementary School.

CONSENT AGENDA A motion was made by Mrs. Goehring and seconded by Mr. Steiger to approve all items on the Consent Agenda. The motion carried unanimously.

Minutes Minutes of the April 9, 2024, Board of Trustees regular meeting were approved.

Minutes of the April 9, 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

Rebecca Ashton	6 Hour Custodian/Meadowlark
Desiree Barnette	Nutrition Service Assistant/Nutrition Services
Alexander Eutsler	Custodian/TBHS
Martha Garcia Macias	Nutrition Service Assistant/Nutrition Services
Shawntae Paschall	Custodian/Recluse
Brenda Pina Hemeyer	ISDP Director/TBHS
Katrina Plum	SPEA – ASD/Lakeview
Elizabeth Rodriguez Simental	ESL Teacher Assistant/Twin Spruce
Elizabeth Sarazin	Bus Driver/Transportation

NEW HIRES -SUBSTITUTES/TEMPORARIES

Heath Bowman	Summer Lawn Crew/Maintenance
Corbin Branscom	Summer Lawn Crew/Maintenance
Rhonda Fortner	Bus Driver in Training/Transportation
Ashley Goracke	Summer Custodian/Meadowlark
Sadie Mason	Summer Lawn Crew/Maintenance
Miya Remmick	Summer Lawn Crew/Maintenance

TRANSFERS

Helen Hottell	FROM: SPEA – High Needs/Buffalo Ridge TO: Behavior Assistant/Buffalo Ridge
NaTasha Kinney	FROM: Behavior Assistant/Buffalo Ridge TO: Secretary to Elem. Principal/Buffalo Ridge
Alissa Price	FROM: Special Programs Ed. Asst./Hillcrest TO: SPEA – High Needs/Hillcrest

RESIGNATIONS

Cindy Burkett	Secretary JH Associate Principal/Sage Valley
Loren Groves	Behavior Assistant/Lakeview
Tyler Hoy	Title I Teacher Assistant/Wagonwheel
Julia Jones	Title I Teacher Assistant/Sunflower
Martha Larson	ESL Teacher Assistant/Stocktrail
Becky Safora	Music Accompanist/CCHS
Jessica Sanchez	SPEA – ED/Paintbrush

CERTIFIED

RECOMMENDATION FOR HIRE

Cassia Catterall	Communications Coordinator/ESC
David Guimera Callau	Sixth Grade DLI Teacher/Stocktrail
Susan Ludemann	Elementary Case Manager/SSC
Shonna Lundvall	Exc.Child Specialist/Sage Valley
Alejandro Sanchez Gill	DLI Social Studies – ESL Teacher/CCHS
Karen Winter	English Teacher/TBHS

RESIGNATIONS

Diane Dillard	.5 STEM & .5 Gate Teacher/Sage Valley
Bradley Gregorich	Elementary Principal/Hillcrest
Mark Miessler	Exceptional Child Specialist/Twin Spruce

TRANSFERS

Nykol Dale	FROM: First Grade Teacher/Meadowlark TO: Instructional Facilitator/Meadowlark
Holly Glennon	FROM: Fourth Grade Teacher/Buffalo Ridge TO: Science Teacher/Sage Valley
Mariah Koch	FROM: Exc. Child Specialist/Prairie Wind TO: Sixth Grade Teacher/Prairie Wind
Bryce Mayo	FROM: School Nurse/Sunflower TO: School Nurse/Twin Spruce
Brittany McNeil	FROM: Sixth Grade Teacher/Prairie Wind TO: Exc. Child Specialist/Prairie Wind
Jamie Oakley	FROM: Exc. Child Specialist/Rozet TO: Exc. Child Specialist/Lakeview
Shantell Olson	FROM: Exc. Child Specialist/Conestoga TO: Elementary Case Manager/SSC
Ashley Pollick	FROM: Technology Teacher/.5 WJSHS &.5 Cottonwood TO: Fifth Grade Teacher/Lakeview
Taylor Pownall	FROM: Exc. Child Specialist/Thunder Basin TO: PE Teacher/Hillcrest
Jonathan Urman	FROM: Instructional Facilitator/Meadowlark TO: Science Center Coordinator/LLC

SUBSTITUTE TEACHER NEW HIRES

Chance Crosier	Substitute Teacher/All Schools
Kalyn Fruits	Substitute Teacher/All Schools
Alexis Parra	Substitute Teacher/All Schools
Katey Stevenson	Substitute Teacher/All Schools
Alaina Skilbred	Substitute Teacher/All Schools

EXTRA DUTY RECCOMENDATIONS

Kiana Ayers	Elementary Community Living Speech Path/SSC
Baily Bard	7/8 Volleyball Coach/Sage Valley
John Bayles	Head Volleyball Coach/TBHS
Tiffany Camilli	Elementary/Secondary Community Living Nurse/SSC
Cassie Cobb	7/8 Volleyball Coach/Twin Spruce
Kierra Cutright	7/8 Girls Soccer Coach/Twin Spruce
Jimmy Hilliard	7/8 Football Coach/Sage Valley
Desiree Kannegieter	JH Head Volleyball Coach/Twin Spruce
Trevor Morton	JH Swimming Assistant/Aquatic Center
Tony Schamber	Head Boys Basketball Coach/TBHS

EXTRA DUTY RESIGNATIONS

John Bayles	7/8 Volleyball Coach/Sage Valley
John Bayles	JH Head Boys Basketball Coach/Sage Valley
Marci Finnell	Speech & Debate Co-Coach/WJSH
Kalyn Fruits	7/8 Football Coach/Twin Spruce
Mitchell Holst	Assistant Football Coach/CCHS
Donna Mann	Speech & Debate Co-Coach/WJSH
Mark Miessler	Fall Open Gym Supervisor/CCHS
Mark Miessler	Head Tennis Coach/CCHS
Becky Safora	Summer Drivers Ed. Instruction/TBHS

Warrants

The following warrants were ratified and approved:

Payroll Warrants	235212 - 235268
Combined Fund Warrants	395923 - 396121
ACH Combined Funds	2081, 2085, 2087, 2090, 2091, 2092
ACH Nutritional Services	2086, 2093
ACH Nutrition Services Student Activities	2088
Major Maintenance Warrants	9736 - 9750

Nutritional Services Fund	13434 - 13449
Warrants	
Student Activities Warrants	37671 - 37677
Activity Officials CCHS Warrants	6885 - 6896
Activity Officials TBHS Warrants	2102 - 2119

Bids and Quotes

The following bids and quotes were approved:

1. District-Wide Backflow Testing Services was awarded to Long's Plumbing & Heating, Inc., in the amount of \$3,852.00.
2. Fire Sprinkler/Fire Backflow Inspections were awarded to Rapid Fire Protection, Inc., in the amount of \$6,930.00.

Contracts and Agreements

The following contracts and agreements were approved:

1. Campbell County School District 3-Day Training Agreement with Ervin Educational Consulting
2. Pronghorn Elementary School 2024-2025 Student Portrait Agreement with Inter-State Studio
3. Paintbrush Elementary School 2024-2025 Student Portrait Agreement with Inter-State Studio
4. Meadowlark Elementary School 2024-2025 Student Portrait Agreement with Inter-State Studio
5. Conestoga Elementary School 2024-2025 Student Portrait Agreement with Inter-State Studio
6. Lakeview Elementary School Professional Development Agreement with Solution Tree

Student Expulsions

Students #47-#54 were expelled for one calendar year with early re-admittance under strict probation.

Mil Levies

Approval was given to continue the Board of Cooperative Higher Education Services one-half mil levy and the Campbell County Public Recreation District one-mil levy.

Fee Schedules

The 2024-2025 academic and activity fee schedules were approved.

Policies

Approval was given for revisions to Policy 4130 Grievance Process for Employees and Administrative Regulation 4130-R Grievance Process for Employees.

Approval was given for review of Policy 1350 Trespassing.

Approval was given for minor revisions to Policy 1315 Anonymous Communications Policy.

Staff Communicators

Certified Staff Communicators Assembly representative Crista Shelby and ESP Staff Communicators Assembly representatives Jacque Holden and Romelle Hoon presented their 2024-2025 salaries and benefits proposal. The proposal included the following:

1. Service the salary schedule.
 - A. Allow a step for experience for those eligible.
 - Cost to CCSD: \$2.25 million for the entire district (ESP and certified combined). The ongoing General Fund expenditures are \$1.5 million (excludes reimbursables). This would equate to \$1,100 for certified staff and a 3% increase to ESP staff.
 - B. Allow horizontal movement for certified staff where applicable and additional compensation as appropriate for ESP certifications.
 - Cost to CCSD: approximately \$150,000.00.
2. Add \$1,500.00 to the base salary for certified staff and the equivalent of a 2.94% increase base increase to the ESP hourly salary schedule.
 - Cost to CCSD: \$3 million for the entire district (ESP and certified combined). The ongoing General Fund expenses are \$2.16 million (excludes reimbursables).
3. Provide topped-out employees with a one-time 2% stipend for those who are topped out at either Bachelor's+45, Master's+45, or Doctorate (and where applicable on ESP salary schedule).
 - No additional cost to CCSD due to the 2% stipend already being built into the budget.
4. An additional paid day off during the Christmas break for ESP staff. This would be significant in helping with retention and possible recruitment.
 - Cost to CCSD: \$160,000 (for all ESP staff).

Facility Update

Mr. Bartlett provided an update on the following facilities:

The Aquatic Center pool excavation, roof decking, and site work are ongoing. Interior block work is in progress. The project is approximately 40% complete, on time, and on budget.

All necessary documentation for the Conestoga Elementary MCER Study has been provided, and the next steps will be determined after MGT's final evaluation.

The Campbell County High School MCER studies from 2018, 2020, and 2024 will be provided to MGT, and it is anticipated they will have a site visit on May 21, 2024, to start their assessment process.

Little Powder Elementary bid documents went public on April 19, 2024. The bid opening is May 16, and if it is at or underbid, the anticipated construction date is June 10, 2024. If the bids come in over budget, the project design will be adjusted to be at or under budget before proceeding. The project is expected to take 14 months to complete, and the move-in target date is August 2025.

Policy 1312 Positive
Communication – Board
of Trustees and
Administrative Regulation
1312-R Positive
Communication – Board
of Trustees

Dr. Reznicek reviewed minor changes proposed by the Policy Committee to Policy 1312 Positive Communication - Board of Trustees and Administrative Regulation 1312-R Positive Communication - Board of Trustees. Dr. Hallinan proposed deleting the last sentence in the regulation under Step 4, which states, "To present your concern to the Board, a written request must be submitted to the Superintendent."

After discussion, a motion was made by Dr. Hallinan and seconded by Mrs. Goehring to delete the last sentence under Step 4 in Administrative Regulation 1312-R Positive Communication-Board of Trustees, which states, "To present your concern to the Board, a written request must be submitted to the Superintendent." The motion carried unanimously.

Public Comments

A patron requested information on how the "D" (depreciation) fund works in the budget.

Trustee Celebrations

Chairman Ochs celebrated the staff communicators committee, which she feels is a process that sets Campbell County apart and is a great team effort!

Adjournment

With no other business before the board, the meeting was adjourned at 7:10 PM.

Secretary
Tracy Peterson

Chairman

Clerk