

Campbell County School District Board of Trustees  
Special Dinner Meeting  
Tuesday, May 14, 2024 at 5:15 pm  
Services Center, Rocky Point Room

Present: Anne Ochs, Lisa Durgin, Meldene Goehring, Tim Hallinan, Joe Lawrence, Larry Steiger, Rollo Williams, Alex Ayers, Kirby Eisenhauer, Dave Bartlett, Larry Reznecik, Alison Gee, and Tracy Peterson.

Also attending: Cassia Catterall

Dr. Ayers listed the topics for the dinner meeting: 1) Policy Committee Update; 2) Leadership Governance; 3) Salary and Benefits Recommendations and Wage Study Update

**Policy Committee Update**—Dr. Reznecik shared that the committee has been working on the Parental Rights Policy and plans to bring it to the Board for a first reading at the May 28, 2024, meeting.

**Shared Leadership Governance** – Mr. Williams reviewed 2.11 Facilities, Transportation, Nutrition Services and 2.12 Board and Superintendent Relationships, and Dr. Hallinan reviewed 2.13 Planning and 2.14 Board Orientation and Professional Development. The board members rated the degree of compliance they felt the entire Board should receive for its performance. The Shared Leadership Governance assessment is completed.

**Salary and Benefits Recommendations and Wage Study Update**—Dr. Ayers reviewed the salary recommendations that would be presented at the Board meeting. The recommendations mirror what the Staff Communicator's Assembly proposed at the April 23, 2024, Board meeting.

Dr. Reznecik shared with the Board that the District had an 89.2% participation rate for the blood draw, reaching the 4% Wellness Discount. Dr. Reznecik also provided a handout with the preliminary recommendations from the wage study, which examined the remaining 200 Educational Support Personnel (ESP) positions not included in the 2023 study. Educational Management Systems (EMS) conducted the study. EMS works with school districts, conducts wage analysis studies, and compares wages with those of local entities and several other school districts. Campbell County currently has a 3.4% unemployment rate, and the proposal will help battle the District's employee shortage.

The meeting adjourned at 5:47 pm, with no action taken by the Board.

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Secretary, Tracy Peterson

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Chairman

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Clerk