

Call to Order

The meeting was called to order by Chairman Jennings at 7:00 p.m. in the Board Room at the Educational Services Center with the following trustees also present: Lisa Durgin, David Fall, David Foreman, Anne Ochs, Deb Hepp, and Andrea Hladky.

Others present: Dr. Boyd Brown, Superintendent of Schools; Dr. Alex Ayers, Deputy Superintendent; Mr. Kirby Eisenhauer, Associate Superintendent for Instructional Support; Mr. Larry Reznicek, Manager of Human Resources; Mr. Frank Stevens, attorney; and Meldene Goehring, administrative assistant.

Also present: Kathy Brown, Jeff Wasserburger, Andrea Pearson, Tamara Blesi, Richard Blesi, Cheryl Brannan, Kenzie Brannan, Mayra Macias, Megan Peterson, Seth Petersen, Donald Adams, Belle Adams, Eva Maria Macias, Carolin Hardesty, Don Dihle, Keith Chrans, Kevin Sinclair, Doug Van Alfen, Rory Williams, and Cody Smith.

Alcohol Awareness Proclamation

Chairman Jennings read the Alcohol Awareness Proclamation in observance of Alcohol Awareness Month.

Celebration

Public relations director Jeff Wasserburger presented the following school principals for celebration:

Buffalo Ridge Elementary School principal Kevin Sinclair presented librarian Carolin Hardesty and Book Club members who shared information about the book club and what has been happening in the library.

Lakeview Elementary School principal Doug Van Alfen provided information on the Learn and Grow Partnership with the YES House. YES House representatives spoke about the activities and shared some of the projects the students created.

Prairie Wind Elementary School principal Rory Williams presented art teacher Cody Smith and sixth grade students who shared a project demonstrating integration of art and technology.

School Academic Reports

Mr. Sinclair presented an academic report for Buffalo Ridge Elementary School.

Mr. Van Alfen presented an academic report for Lakeview Elementary School.

Mr. Williams presented an academic report for Prairie Wind Elementary School.

Public Comment

There were no public comments.

Change to Agenda

Larry Reznicek asked that the Board vote on the wage study recommendation rather than just hearing the information from the study. Mrs. Durgin made a motion to vote on the wage study recommendation after the information was presented, and Mr. Foreman seconded the motion. The motion carried.

**CONSENT AGENDA**

It was moved by Mrs. Ochs and seconded by Mrs. Hepp to approve all items listed on the consent agenda. The motion carried.

Minutes

Minutes of the March 26, 2015, Board of Trustees meeting were approved.

Employee Actions

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

**EDUCATIONAL  
 SUPPORT PERSONNEL**

Resignations

Stephanie Cross	Jr. Kindergarten Teacher Asst./Lakeview
Tera Ellis	E.D. SPEA/Paintbrush
Keely Geer	Technology Asst./Buffalo Ridge
Tara Golden	Special Programs Ed. Asst./Pronghorn
Robert Welch	Bus Driver/Transportation

New Hires – Regular

Tanya Allred	Asst Cook/Nutrition Services	Replace
Brittany Balmer	SPEA/Pronghorn	Replace
Heather Binkley	Bus Assistant/Transportation	Replace
Gina DeCelle	Elem Office Clerk/Prairie Wind	Replace
Tera Ellis	E.D. SPEA/Paintbrush	Replace
Gabriela Lopez	E.D. SPEA/Prairie Wind	Replace
Ashley Mravlja	E.D. SPEA/Prairie Wind	Replace
John Robinson	Skilled MNT General/MNT	Replace
Amy Speakman	Technology Asst/CCHS-South	Replace

New Hires – Substitutes/Temporaries

Wendell Blevins	Bus Driver-in-Training/Trans.
Crystal Emerson	Bus Driver-in-Training/Trans.
Cristina Hines	Bus Driver-in-Training/Trans.
Joseph Storm	Student Custodian/TSJH
Lewis Vasquez	Hourly 7/8 Track/WJSH
Jennifer Wisneski-Smith	Bus Driver-in-Training/Trans

New Hires – Extra Duty Recommendations

Lisa Atencio	Summer School ESY SPEA w/High Needs/CCHS-North
Shari Henaghan	Summer School ESY SPEA w/High Needs/CCHS-North
Jacque Holden	Summer School Tech Asst/Hillcrest
Leslie Hoffman	Summer School ESY SPEA w/High Needs/CCHS-North
Trisha Stieg	Summer School ESY SPEA w/High Needs/CCHS-North
Alaina Williams	Summer School ESY SPEA w/High Needs/CCHS-North

Transfers

Marlaina Anderson	FROM: Substitute Teacher/All Schools TO: SPEA/Prairie Wind
Elsie Kulik	FROM: Head Custodian/Rozet TO: Custodian/Rozet
Shy-Ann Mills	FROM: Bus Driver in Training/Trans TO: Bus Driver/Transportation
Cynthia Sheppard	FROM: Custodian/LLC TO: Head Custodian/Rozet
Eunice Sousley	FROM: Bus Assistant/Transportation TO: Bus Driver/Transportation
Ginger Strauch	FROM: Substitute Teacher/All Schools TO: Instructional Teacher Asst/Conestoga

**CERTIFIED**

Recommendation for Hire

Cameron Anderson	P.E. Teacher/Wagonwheel	Replace
------------------	-------------------------	---------

Shary Charlson	Fifth Grade Teacher/Rawhide	Replace
Kimberly Dike	E.S.L. Teacher/Hillcrest	Replace
Matt Hard	Technology Teacher/Wagonwheel	Replace
Kara Loden	Fourth Grade Teacher/Wagonwheel	Replace
Margaret Stubbs- Unterseher	.5 Library Media Spec./ML-.5 Library Media Spec./RH	Replace
Michele Sturdevant	Instructional Facilitator/Rawhide	Replace
Dylan Wisroth	Sixth Grade Teacher/Prairie Wind	New

Resignations

Peggy Fraser	Kindergarten Teacher/Rozet
Ronda Gutsche	Kindergarten Teacher/Rozet
Sheila Jeremiah	Social Studies Teacher/TSJH
Erica Killham	English Teacher/WJSH
Beth Likewise	Exceptional Child Specialist/Resource/SVJH
Amanda Moser	Fourth Grade Teacher/Hillcrest
Kristopher Newman	Small Engines Teacher/CCHS-South
Michelle Pierce	Business Education/CCHS-South/North
Carmen Sinclair	Vocal Music Teacher/Prairie Wind
Janet Smith	Family and Consumer Science Teacher/WJSH

Substitute Teacher New Hires

Jessica Graham	Substitute Teacher/All Schools
Anna Kiefat	Substitute Teacher/All Schools
Kimberlie Martinson	Substitute Nurse/All Schools
Stacy Reynolds	Substitute Teacher/All Schools
Dinah Richardson	Substitute Teacher/All Schools
Elly Talbott	Substitute Teacher/All Schools
Megan Van Veldhuizen	Substitute Teacher/All Schools

Extra Duty Recommendations

Trisha Evenson	Summer School PE Teacher/Hillcrest
Barb Lahr	Summer Enrichment Teacher/Prairie Wind
Whitney Luciano	Summer Enrichment Teacher/Prairie Wind
Allen Merrill	Summer School English Teacher/CCHS-N
Kelly Nedved	Summer Enrichment Teacher/Prairie Wind
Megan Walker	Summer School Secondary ESY SPED Teacher/CCHS
Stephanie Zickefoose	Title III Coordinator/District

Extra Duty Resignations

Traci Mills	Volleyball Asst. Coach - 7/WJSH
Traci Mills	Basketball Boys – 7/WJSH
Nick Rasse	Wrestling 7/8/SVJH

Transfers

Patsy Gray	FROM: Sixth Grade/Wagonwheel TO: Instructional Facilitator/Hillcrest
Bridget Wolden	FROM: .5 Exc Child Spec/PR-.5 Exc Child Spec/4J TO: .5 Exc Child Spec/4J

Request to Serve

A request from Deb French for seven days of professional leave to serve as the Wyoming Education Association N.E. District

Representative was approved. Wyoming Education Association will pay the substitute costs.

Warrants	Payroll Warrants	204422 – 204657
	Combined Fund Warrants	346480 – 346920
	Major Maintenance Warrants	6430 – 6435
	Nutritional Services Fund Warrants	8723 – 8748
	Insurance Fund Warrants	3578 – 3583
	Student Activities/Bldg Sp. Rev. Warrants	35337 – 35345
	Activity Officials Warrants	5241 - 5253

#### Bids

The following bids were approved:

1. Stocktrail Construction Testing and Inspections was awarded to Strata, Inc. in the amount of \$80,147.
2. Sunflower and Pronghorn Indirect Waste and Grease Trap Installation was awarded to Long's Plumbing and Heating, Inc. in the amount of \$24,267.
3. 4J Temperature Control Upgrade was awarded to Air-Tech Heating and Air Conditioning, Inc. in the amount of \$166,452.
4. Print Shop Color Digital Press was awarded to Office Shop, Inc. in the amount of \$39,642.
5. Wright Junior/Senior High Practice Field Renovation was awarded to GreenOne Industries, Inc. in the amount of \$507,687.
6. CCHS-North Campus Track Resurfacing was awarded to Simon Contractors in the amount of \$555,275. If approved by the CCCPRD Board, a change order will be issued in the amount of \$125,000 for additional work.
7. District Fire Extinguishers and Kitchen Hood Systems Servicing was awarded to FireMaster in the amount of \$13,782.60.
8. District Lawn Herbicide Application Services was awarded to Wyoming Lawn Pro in the amount of \$24,284.
9. Wagonwheel Media Center Remodel was awarded to Michael's Construction, Inc. in the amount of \$568,225.

#### Contracts and Agreements

The following contracts and agreements were approved:

1. Wright Junior/Senior High School Donkey Basketball with Donkey Sports, Inc.
2. Lakeview Fall Book Fair with Scholastic Book Fairs
3. CCHS Graduation Property Use with Campbell County Public Land Board (CAM-PLEX)
4. Sage Valley Yearbook Publication with Lifetouch
5. Westwood Graduation Property Use with Campbell County Public Land Board (CAM-PLEX)
6. District Disposal Services with Waste Connections of Wyoming
7. Pronghorn and Sunflower Indirect Waste and Grease Trap Installation with Long's Plumbing and Heating, Inc.
8. Stocktrail Construction Testing and Inspection Services with Strata, Inc.
9. District Fire Extinguishers and Kitchen Hood Systems Servicing with FireMaster
10. Wright Junior/Senior High Practice Field Renovation with GreenOne Industries, Inc.
11. District Lawn Herbicide Application Services with Wyoming Lawn Pro
12. CCHS-North Campus Track Resurfacing with Simon Contractors
13. Finance Copier Maintenance with Ricoh

Surplus Request	Approval was given to surplus a used desk and donate it to Gillette Post 42 Legion Baseball.
Policies	Policy and Regulation <i>4130 and 4130-R, Grievance-Non-Administrative Certified Employees</i> ; Policy <i>4134, Communication With Administration and the Board</i> ; and Policy <i>4135, Board Relationship With District Personnel</i> were approved with minor changes. Policy <i>4148, Salary Overpayment/Underpayment</i> was reviewed with no changes.
Grant Application	Approval was given to apply for the Wyoming Office of Homeland Security School Safety Grant.
Campbell County Prevention Council/Substance Abuse Initiative MOU	Approval was given to enter into the Memorandum of Understanding with Campbell County Prevention Council/Substance Abuse Initiative for Fiscal Year 2015-2016.
Student Expulsions	<p>Student #23 was expelled for one year with early readmittance under strict probation, subject to terms and conditions.</p> <p>Student #24 was expelled for one year with early readmittance under strict probation, subject to terms and conditions.</p> <p>Student #25 was expelled for one year with early readmittance under strict probation, subject to terms and conditions.</p>

## CONSENT AGENDA ENDS

High School Survey	<p>Dr. Ayers presented the results of the survey regarding two high schools. A total of five surveys were conducted.</p> <p>Four surveys were conducted through SurveyMonkey, which resulted in the following:</p> <ul style="list-style-type: none"><li>• <b>Stakeholders:</b> 71% for two high schools, 26.3% for one high school, and 2.7% had no preference.</li><li>• <b>Staff:</b> 69.5% for two high schools, 22.5% for one high school, and 8% had no preference.</li><li>• <b>Students 7-9:</b> 36% for two high schools, 55.4% for one high school, and 8.6% had no preference.</li><li>• <b>Students 10-12:</b> 37.2% for two high schools, 48% for one high school, and 14.8% had no preference.</li></ul> <p>Student participation in the survey was voluntary.</p> <p>One survey was conducted through Blackboard. Participants in the Blackboard survey consisted of parents of students. The Blackboard survey resulted in the following:</p> <ul style="list-style-type: none"><li>• 56.93% strongly support two high schools</li><li>• 23.32% support two high schools</li><li>• 8.26% had no preference</li><li>• 5.59% oppose two high schools</li><li>• 5.91% strongly oppose two high schools</li></ul> <p>There was some concern with the Blackboard survey program; however, the problems with this program do not carry over to the Blackboard emergency calling program.</p> <p>Complete details and results of this survey are attached to these minutes.</p>
--------------------	--

The board plans to make a decision on this issue at the May 12, 2015 board meeting.

#### Wage Study

Human resources director Larry Reznicek and Educational Management Solutions representative Fred Corn presented data from the recent job classification and compensation study. The study revealed that Campbell County School District is significantly below market for entry level wages, thirty-five positions on the Educational Support salary schedule need to be moved to new ranges to account for internal equity, licensed professionals should be moved their own salary schedule, and entry level salaries for administrators need to be increased.

The board expressed concern about a separation for seniority if entry level salaries are increased. Mr. Reznicek commented that if the Staff Communicators Assembly chooses, they have an option to recommend an enhancement to the salary schedule when they present to the board at the April 28 meeting.

Dr. Fall made a motion to eliminate the first four steps from the Educational Support Personnel Hourly Schedule and move those employees to step five; move thirty-five positions to the recommended ranges to account for internal equity; move licensed professional staff including Speech Therapist, Occupational Therapist, Physical Therapist, and School Psychologist from the Supervisor/Manager/Contracted Exempt Salary Schedule to their own salary schedule; and increase the entry level salary for administrators by fifteen percent. Mr. Foreman seconded the motion, and the motion carried.

#### Facilities Report

Mr. Eisenhower updated the board on the South Campus project. The bid on this project came in \$3.5 million over budget. Mr. Eisenhower will go before the School Facilities Commission on April 23 to request unanticipated funds for the budget overage.

The Stocktrail groundbreaking ceremony will be on May 19 at 4:00 p.m. The contractor has started moving dirt on the site, and this project is progressing well.

The Facility Committee which is comprised of eighteen people including students; parents; staff; representatives from the city, county, and hospital; and Campbell County School District board trustee Andrea Hladky met to review the district Facility Plan. Mr. Eisenhower will present the Facility Plan to the School Facilities Department in Cheyenne on April 30.

Mr. Eisenhower updated the board on possible changes in funding at the School Facilities Department. Due to coal lease bonuses slowing down, the School Facilities Department may start looking at asset preservation. There may be some movement toward combining Major Maintenance and Component funds and requiring compliance reviews of Major Maintenance expenditures. Mr. Eisenhower will share information as it becomes available.

#### Preliminary Funding Report

Mr. Eisenhower provided preliminary information regarding funding expectations for next fiscal year. The District will have about \$7.5 million in additional funds due to ECA, Foundation Health Insurance allocation, Special Education Reimbursement, and increased student enrollment. After factoring new and additional costs for next year, the District should have approximately \$1.5 million in funds available for

the Staff Communicators Assembly (SCA) to work with. SCA will make their recommendation to the board at the April 28 meeting.

Comments from Trustees      There were no comments from trustees.

Adjournment                      With no other business before the board, Dr. Fall made a motion to adjourn the meeting and Mrs. Durgin seconded the motion. The meeting was adjourned at 9:48 p.m.

---

Chairman

---

Clerk