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: David Foreman, Toni Bell, Ken Clouston, Lisa Durgin and Joseph Lawrence. Andrea Hladky was absent.

Others present: Dr. Alex Ayers, Deputy Superintendent; Mr. Kirby Eisenhauer, Associate Superintendent for Instructional Support; Dr. Larry Reznicek, Human Resources Manager; Mr. Frank Stevens, Attorney; and Tracy Peterson, Administrative Assistant.

Also present: Kathy Brown, Charity Stewart, Brad Winter, Keri Shannon, Lyla Downey, Steve Anderson, Jamie Stanton, Mishel Little, Jackelyn Stanton, Amario Hopson, Arlie Mitchell, Linda Barbour, Hayden Tays, Misty Bruce, Mark Bruce, Maddex Bruce, Conner Limoges, Theresa Buchanan, Autumn Williams, Megan King, Jay Wilson, Danny Carsrud, Evan Bybee, Carter ByGee, Emily Bykoe, Ernie Saunders, Rocco Petersen, Samantha Jones, Dani Johner, Payton Westbrook, Sami Carsrud, Roxanne West, Dana Miller, Faith Onsgard, Wendy Perry, Tristan Anderson, Tasha Buell, Becky Buell, Keeley Hagen, Marla Griffith, Natalie Prosenick, Kylie Sturtz-Crum, Carolin Hardesty, Jerry R. Means, Bill Fortner, Keith Chrans, Jon Urman, Darcy Gillaspy, Allison Shirley, Trey Sutherland

Celebrations

Hillcrest Elementary Principal Brad Winter introduced members of the Hillcrest SWAG (Students Who Act Like Gentlemen).

Stocktrail Elementary Principal Keri Shannon introduced Lena James, 2nd grade student at Stocktrail Elementary, as the State of Wyoming winner of the Doodle for Google Award.

State Art Symposium students shared their art pieces and were recognized by the board.

Autumn Williams introduced members of the Campbell County High School FBLA and FCCLA state winners. FBLA will be going to Baltimore this summer to compete at the national level.

Assistant Superintendent for Technology Education Lyla Downey introduced TeConnect teachers Amber Parsons, Beth Faubion, Allison Shirley, and Cindi Rueschhoff who shared the positive impacts TeConnect has provided students in their classrooms. Mrs. Ochs thanked Lyla for her years of service in the district and gave her heartfelt thanks to her for all she has done for Campbell County School District.

Additions or Deletions

A Human Resources action was added to the consent agenda by Mr. Eisenhauer recommending Chad Bourgeois as the head principal for Campbell County High School for the 2018-2019 school term.

School Academic Reports

Hillcrest Elementary School Principal Brad Winter provided an academic report for Hillcrest Elementary.

Conestoga Elementary School Principal Steve Anderson provided an academic report for Conestoga Elementary.

Public Comments

There were no public comments.

CONSENT AGENDA

Mrs. Bell requested to remove the bid for Campbell County High School Press Box Renovation and the contract for Campbell County High School Press Box Renovation from the Consent Agenda for discussion.

A motion was made by Mr. Foreman and seconded by Mrs. Durgin to approve all other items on the Consent Agenda. Chairman Ochs abstained from voting on warrant #366880, and Mr. Clouston abstained from voting on warrant #366783 which were payable to them. The motion carried.

After discussion, Mrs. Durgin moved to approve the bid and contract for Campbell County High School Press Box Renovation. Mr. Lawrence seconded the motion, and the motion carried unanimously.

Minutes

Minutes of the April 24, 2018 Board of Trustees meeting were approved.

Minutes of the April 24, 2018 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

Valerian Bahige S.P.E.A with High Needs/Hillcrest
Brenda Brady Instructional Asst-Study Hall/Sage Valley

Jackie Dewine Printing Manager/ESC

Jared Horning Student Custodian/Thunder Basin High School

Kayla Kurtz Instructional Assistant/Sunflower
Tania "Candy" Morgan Science Center Technician/LLC
Parhara Neel Special Programs Ed. Asst. (Cette

Barbara Noel Special Programs Ed. Asst./Cottonwood
Betty Nolte Activity Bus Driver/Transportation
Marie Norfolk Junior Kindergarten Assistant/Lakeview

Teresa Schroeder ESL Assistant/Cottonwood

Aerielle Wenzel Special Programs Ed. Asst./Lakeview

Terminations

Jonniece Hernandez Nutrition Service Site Manager/Nutrition Services

Sunshine Welsh Secretary to Director of Activities/CCHS

New Hires-Regulars

Jennifer Lake ISDP Assistant/Thunder Basin

Robert Tolman Custodian/Stocktrail

New Hires-Substitutes/Temporaries

Sherrie Andregg Summer Custodian/Stocktrail Andrea Armstrong Summer Lawn Crew/Maintenance Faith Baliles Jump Start Assistant/Lakeview Debra Bass Summer Lawn Crew/Maintenance Lisa Beckman Summer Custodian/Lakeview Summer Custodian/Paintbrush Raelynn Dearing Ezra Dendy Summer Lawn Crew/Maintenance Julie Dendy Summer Lawn Crew/Maintenance

Brenna Dodge Summer School Instructional Assistant/Lakeview

Patty Drum

Summer Custodian/Wagonwheel

Mony Fischer

Summer Lawn Crew/Maintenance

Kim Foster

Vanessa Gregson

Jennifer Hammill

Anita Harbarger

Jacque Holden

Summer Custodian/Wagonwheel

Summer Lawn Crew/Maintenance

Summer Water Monitor/Maintenance

Summer Custodian/Meadowlark

Jacque Holden Summer School Instructional Assistant/Hillcrest

Tiffany Hunter Summer Water Monitor/Maintenance
Jessica Kiehn Summer Lawn Crew/Maintenance

Sarah Lynde Summer School Instructional Assistant/Hillcrest

Abigail Moerkerke Summer Lawn Crew/Maintenance

Damion Morris Student Custodian/Campbell County High School

Tashara Muller Summer Lawn Crew/Maintenance
Teri Pikula Jump Start Assistant/Hillcrest

Luke Sanborn Summer Lawn Crew/Wright Junior Senior High

Alexandria Vincent
Katie Wilson
Summer Lawn Crew/Maintenance
Summer Lawn Crew/Maintenance
Mollie Wilson
Summer Lawn Crew/Maintenance

Ann Wise Summer School Instructional Assistant/Hillcrest

Transfers

Katie Grubbs FROM: Special Programs Ed. Asst./Sunflower TO: Instructional Assistant/Sunflower

Laura Shedden FROM: Instructional Assistant/Stocktrail
TO: Special Programs Ed. Asst./Stocktrail
Jacqueline Spielman FROM: Junior Kindergarten Asst./ Stocktrail

TO: Instructional Assistant/Stocktrail
Raelyn Wortman FROM: Data Clerk/Meadowlark

TO: Library Media Assistant/Meadowlark

CERTIFIED

Recommendation for Hire

Margaret Barron
Jennifer Betts
Chad Bourgeois
Jennifer Brown
Jacob Daniels

Speech Language Pathologist/SSC
Special Education Teacher/Sage Valley
Principal/Campbell County High School
Kindergarten Teacher/Wagonwheel
CTE Auto Teacher/Thunder Basin

> Josh Dillinger Art Teacher/Conestoga

Debbie Disney Reading Interventionist-Tutor/Cottonwood

Crystal Foss Exc. Child Spec. - ED/Paintbrush DLI Third Grade/Stocktrail Esther Garcia Hervas

Jason Garman Perkins Director/District

Eduardo Guillen Madoz DLI First Grade Teacher/Rawhide Shelby Jurewicz Fourth Grade Teacher/Rawhide Robyn Kitchen Speech Language Pathologist/SSC Jeannette Langdon Instructional Facilitator/Conestoga Melissa Mason English Teacher/Thunder Basin Cammie Paschall Speech Language Pathologist/SSC DLI Second Grade Teacher/Stocktrail Jose Antonio Sanchez Perez

Heidi VanLishout Science Teacher/Thunder Basin Taylor Willard Fifth Grade Teacher/Conestoga

Resignations

Josh Bott PE Teacher/Stocktrail

Kindergarten Teacher/Wagonwheel Brandy Brakke Kindergarten Teacher/Sunflower Brice George Kathy Kintz Third Grade Teacher/Sunflower

Assoc. Principal/Thunder Basin High School Nick Ryan

Brad Winter Principal/Hillcrest

Substitute Teacher New Hires

Flor Gammon Substitute Teacher/All Schools **Beverly Poirier** Substitute Teacher/All Schools

Extra Duty Recommendations

Misty Austin Summer School Teacher/Hillcrest Kelli Boyce Summer School Teacher/Hillcrest Jeana Crosby Summer School Teacher/Lakeview Summer School Teacher/Lakeview Tracey Gardner Kaci Hauptman Summer School Teacher/Lakeview Theresa Hoffman Jump Start Assistant/Hillcrest

Tressa Jagemann Jump Start Teacher/Hillcrest Conner Limoges Summer School Instructional Assistant/Hillcrest

Angela McKenney Summer School Teacher/Hillcrest Megan Petersen Summer School Teacher/Lakeview Summer School Teacher/Lakeview Lacy Rodgers

Extra Duty Resignations

Devan Jones

Drama Club Sponsor/Wright Jr Sr High Gene Hanson Gene Hanson Musical Director/Wright Jr Sr High Play Assistant/Wright Jr Sr High Gene Hanson Nancy Hanson Drama Club Sponsor/Wright Jr Sr High Nancy Hanson Musical Assistant/Wright Jr Sr High Nancy Hanson Play Director/Wright Jr Sr High

Jessica Hostetter Asst Girls Basketball Coach/Wright Jr Sr High Stephanie Neely Assistant Cross Country Coach/Wright Jr

Nick Ryan Asst Wrestling Coach/Thunder Basin High School Victor Wilkerson Summer Weight Lifting Sponsor/Campbell County

<u>Transfers</u>

Karen Beattie FROM: F.A.C.S. Teacher/Campbell County

High School

TO: F.A.C.S. Teacher/Sage Valley Junior High

FROM: Third Grade Teacher/Rozet Kailee Haefele TO: First Grade Teacher/Cottonwood

FROM: Elementary Multiple Teacher/Recluse

TO: Sixth Grade Teacher/Rawhide Paul Lehman FROM: School Counselor/Cottonwood

TO: School Counselor/Sunflower

FROM: F.A.C.S. Teacher/Sage Valley Sidney Johnston

Junior High

TO: F.A.C.S. Teacher/Campbell County

High School

FROM: Elementary Multiple/Recluse Kayla Newman

TO: First Grade Teacher/Rozet

Nikki Wendt FROM: First Grade Teacher/Paintbrush

TO: Instructional Facilitator/Paintbrush

Warrants

The following warrants were approved:

Payroll Warrants 216015 - 216136 366726 - 366967 Combined Fund Warrants Major Maintenance Warrants 7318 - 7326 Nutritional Services Fund Warrants 10517 - 10535 Insurance Warrants 3968 - 3973 Student Activities 36197 - 36209 5819 - 5850 Activity Officials CCHS Warrants Activity Officials TBHS Warrants 1333 - 1365

Bids

The following bids were approved:

- 1. Campbell County High School Press Box Renovation was awarded to Van Ewing Construction in the amount of \$878,254.00.
- 2. Delivery Truck was awarded to I State Truck Center in the amount of \$46,000.00.
- 3. District Boiler, Chiller, Cooler Tower Servicing were awarded to Apex Mechanical in the amount of \$45,520.00.
- 4. Lakeway Learning Center, Meadowlark Elementary and Rozet Elementary doors, windows and hardware replacements were awarded to Hladky Construction in the amount of \$126,300.00 for Lakeway Learning Center; \$69,616.00 for Meadowlark Elementary and \$199,762.00 for Rozet Elementary; for a total bid award of \$395.678.00.
- 5. Twin Spruce Junior High lunch tables were awarded to Top Office Products, Inc. in the amount of \$24,354.00.
- 6. Conestoga Skylights were awarded to Wyoming Roofing, LLC in the amount of \$73,705.00 and Sunflower Skylights and Roof Replacement were awarded to Inman Roofing, Inc. in the amount of \$796,661.02 for a total bid award of \$870,366.02.
- 7. Annual Auction Services was awarded to Castle Auction Service in the amount of 35% of sales.
- 8. Music Instruments were awarded for Bb Clarinets, Alto Saxophones, Trumpets and Soprano Saxophone to Haggerty's Musicworks in the amount of \$21,934.00; and Rotary Tuba, Professional Bb Clarinet, Professional Tenor Saxophone and Professional Alto Saxophone were awarded to Taylor Music in the amount of \$19,814.00, for a total bid award of \$41,748.00.
- 9. Thunder Basin High School science tables were awarded to Wyoming Office Products in the amount of \$13,297.00.

Contracts and Agreements

The following contracts were approved:

- Campbell County High School Press Box Renovation with Van Ewing Construction.
- 2. Campbell County High School and Thunder Basin High School Graduation Facility Use Agreement with CAM-PLEX.
- 3. Lakeway Learning Center, Meadowlark Elementary and Rozet Elementary Doors, Windows and Hardware Replacements with Hladky Construction.
- 4. Paintbrush Elementary Book Fair with Scholastic Book Fairs.
- Special Education Related Services Contract Addendum with Hearing Solutions.
- 6. Special Education Related Services Contract Addendum with Campbell County Behavioral Health.
- Conestoga Elementary Skylight Replacement with Wyoming Roofing, LLC.
- 8. Sunflower Skylights and Roof Replacement with Inman Roofing, Inc.
- 9. Pronghorn Elementary Book Fair with Scholastic Book Fairs.

2018-2019 Salary and Benefits Recommendation

Dr. Ayers expressed appreciation to Mr. Eisenhauer, Dr. Reznicek and the Staff Communicators Assembly for all the work they have put into their salaries and benefits proposals.

Dr. Ayers presented the following administration recommendations for the 2018-2019 Salaries and Benefits:

•It is recommended that all staff employed on or before May 8, 2018 receive a One-Time Stipend of 3%. The stipend would be calculated at 3% of an employee's current "regular" salary/wage. The regular wage does not include overtime, extra duty assignments, extended days, on call pay, or any additional compensation. Temporary, substitute and student employees are not eligible for the stipend. The stipend would be pro-rated for employees hired throughout the year.

For employees with a start date after September 30, 2017:

- •Employees with a start date of October 1 through December 31, 2017 will receive a 75% pro-rated stipend;
- •Employees with a start date of January 1 through March 31, 2018 will receive a 50% pro-rated stipend;
- •Employees with a start date of April 1 through May 8, 2018 will receive a 25% pro-rated stipend.

Anticipated cost is approximately \$2,450,000.00. To receive the One-Time Stipend, employees must still be employed May 23, 2018.

•It is recommended that a Freeze Incentive be provided to all employees whose salaries were frozen from 2015-16 to 2016-17 and from 2016-17 to 2017-18. The incentive would be in the amount of \$450.00 for each frozen year. Staff employed on or before June 30, 2016 will receive \$900.00, and staff with initial employment dates ranging from July 1, 2016-June 30, 2017 will receive \$450.00. Employees hired on or after July 1, 2017 are not eligible for this incentive.

Anticipated cost is approximately \$1,450,000.00. To receive the Freeze Incentive, employees must still be employed May 23, 2018.

- •It is recommended that advancement on the salary schedules for longevity not take place for the 2018-2019 school year. However, the salary schedules be improved in the following manner:
 - Increase the base of the teacher salary schedule by \$500.00 and distribute \$500.00 throughout the salary schedule;
 - $_{\circ}$ Increase the base of the ESP salary schedule by 1.05% and distribute the percentage throughout the schedule;
 - Increase the base of supervisor, manager, licensed professional, and administrator salary schedules in a comparable manner.

Anticipated cost is approximately \$650,000.00.

- •For certified and ESP staff that complete education or training that would provide additional compensation, it is recommended to allow for such advancement in the 2018-19 school year. Anticipated cost is \$165,000.00.
- •Employee contributions to the Wyoming retirement system will increase by .25% on September 1, 2018. This is the first of four .25% increases passed by the Legislature. Employees are statutorily required to pay the increase.
- •It is recommended that the .375% employee contribution increase to the Wyoming retirement system that went into effect July 1, 2017 and was paid by Campbell County School District this past year is, once again, paid by the District for the period of July 1, 2018-June 30, 2019. Anticipated cost is approximately \$280,000.00.
- •It is recommended that substitute teacher pay be increased by \$5.00 per day beginning with the 2018-2019 school year. Anticipated cost is \$60,000.00.

Mrs. Durgin made a motion to approve the 2018-2019 salaries and benefits recommendation. Mr. Foreman seconded the motion, and the motion carried unanimously.

2018-2019 Health Insurance Proposal

Dr. Reznicek presented the 2018-2019 health insurance proposal. The District has met the 85% participation rate for the blood draw, and there will be no rate increase for employees in Plan C, D-HSA, Plan E, E-HAS. There is a slight decrease in Plan D (1.2%-1.45%). No increase will be given for dental. Mr. Foreman made a motion to approve the 2017-2018 health insurance recommendation. Dr. Lawrence seconded the motion, and the motion carried unanimously.

The board recessed at 8:23 pm and reconvened at 8:32 pm.

2018-2019 Preliminary Mr. Eisenhauer reviewed the 2018-2019 preliminary budget and explained

factors that could change the final budget which will be adopted in July, 2018. Mr. Eisenhauer requested approval of the 2018-2019 preliminary budget in the amount of \$197,183.506.54. Mr. Foreman made a motion to approve the 2018-2019 preliminary budget as presented, and Mrs. Bell seconded the motion. The motion

carried unanimously.

Mrs. Bell recognized staff for Teacher Appreciation Week. She thanked the teachers and expressed her appreciation for all they do. Chairman Ochs thanked staff in the **Trustee Celebrations**

district for their hard work.

Adjournment With no other business before the board, the meeting was adjourned at 8:57 p.m.

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Chairman	Clerk