

- 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, and Deb Hepp. Andrea Hladky was excused.
- 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 Mrs. Meldene Goehring, administrative assistant.
- Also present: Kathy Brown, Brandon Crosby, Devan McAtee, Staci Miller, Cliff Hill, Lyla Downey, Cathy McGeowan, Kelly Daniel, Jenny Mashak, Don Dihle, Marci Holte, Steve Hill, Alexis Hedrick, Blythe Stanley, Kerry Rettinghouse, Wayne Rettinghouse III, Michael Rettinghouse, and Georgia Rice.
- Change to Agenda There were no changes to the agenda.
- Celebration Deputy Superintendent Alex Ayers presented the following school principals for celebration of their school:
- Recluse School principal, Brandon Crosby, presented sixth/seventh/eighth grade teacher Devan McAtee and students who shared information on their duck hatching project with the board.
- 4-J School principal, Brandon Crosby, presented teacher Staci Miller and students who shared technology projects with the board.
- Activities director, Cliff Hill, presented the Campbell County High School DECA Club sponsor Suzan Newberry and team members. The students shared with the board their state and international honors.
- Mr. Hill also presented Campbell County High School girls track coach, Shelly Stremcha, assistant coaches, and team members who are consecutive three-time state champions.
- Assistant Superintendent for Technology Education Lyla Downey introduced members of the district technology department. She also introduced students from various schools and grade levels who have been using technology through the TEConnect program. The students shared their projects with the board.
- School Academic Reports Mr. Crosby presented an academic report for Recluse School.
- Mr. Crosby presented an academic report for 4-J School.
- Appointment Mrs. Jennings appointed trustees Lisa Durgin and Deb Hepp to each serve a five-year term on the Campbell County Community Public Recreation District Board (CCCPRD).
- Public Comment Steve Hill spoke to the board about hiring preferences for veterans and encouraged the board to give preference to veterans when making hiring decisions.

CONSENT AGENDA

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

Minutes

Minutes of the May 12, 2015, Board of Trustees meeting were approved.

Employee Actions

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

**EDUCATIONAL
 SUPPORT PERSONNEL**

Resignations

Sandra Bondurant	Secretary to JH Assoc. Principal/SVJH
Phyllis Clingman	Title I Teacher Asst./Hillcrest
Lea Hamm	SPEA/Prairie Wind
Patricia Lacasse	Nutrition Services Manager/Nutrition Services-CCHS South
Jean Roesler	S.P.E.A. with High Needs/Hillcrest
Joseph Storm	Student Custodian/TSJH

Terminations

Angela Mormann	Bus Driver/Transportation
Barbara Olson	Instructional Teacher Asst.– Title I Teacher Asst./WW
Samantha Taylor	Summer Lawn Crew/Maintenance

New Hires – Regular

Julie Adair	5-hour Custodian/SVJH	Replace
Laura Reeves	Safety Patrol/Transportation	Replace

New Hires – Substitutes/Temporaries

Kelby Borchgrevink	Summer Lawn Crew
Rebekah Cash	Bus Driver-in-Training/Transportation
Clark Christenson	Summer Water Monitor/Maintenance
Tyler Kinnear	Summer Water Monitor/Maintenance
Dallon Napier	Summer Lawn Crew/Maintenance
Cheyenne Palu	Summer Lawn Crew/Maintenance
Alisa Rankin	ESY S.P.E.A./Lakeview
Dakota Schroeder	Summer Lawn Crew/Maintenance
Jacob Vetter	Summer Lawn Crew/Maintenance

Transfers

Crystal Emerson	FROM: Bus Driver-in-Training/Transportation TO: Bus Driver/Transportation
Nicole Hamilton	FROM: Instructional Assistant/Buffalo Ridge TO: Sec. to JH Associate Principal/SVJH

CERTIFIED

Recommendation for Hire

Dustin DeBoer	Social Studies Teacher/CCHS	Replace
Heather Engebretson	Sixth Grade/Lakeview	Replace

Andrew Gillett	Sixth Grade/Meadowlark	Replace
Curtis Goehring	Math Teacher/SVJH	Replace
Matthew Gross	School Counselor/TSJH	Replace
Tom Krogman	Driver's Ed. Teacher/CCHS-South	Replace
Jenny Manor	Special Education Teacher/CCHS	Replace
April Merkley	Family & Consumer Science Teacher/WJSH	Replace
Christine Quinn	SPED/Paintbrush	Replace
Nicholas Ryan	Assoc. Principal-Activities Director/TSJH	Replace
Amber Stahl	G.A.T.E./Wagonwheel	Replace
Evan Strand	SPED/Pronghorn	New
Peter Stocker	Small Engines Teacher/CCHS-South	Replace
Alicia Teeter	Third Grade Teacher/Rozet	Replace
Becky Thompson	First Grade Teacher/Paintbrush	Replace
Natalie Warga	Health Teacher/TSJH	Replace

Resignations

Tammy Bourne	Fifth Grade/Lakeview
Kris Butler	Sixth Grade Teacher/Cottonwood
JoAnne Coolidge	.5 Sixth Grade/Paintbrush
Lindsey Kintz	Art Teacher/Sunflower
Gayle Lobdell	Autism/Asperger Resource Consultant/Lakeview
Karyl Meyer	Art Teacher/CCHS

Substitute Teacher New Hires

Katrina Fitzgerald	Substitute Teacher/All Schools
Lynette Hines	Substitute Teacher/All Schools
Connie Werner	Substitute Teacher/All Schools

Extra Duty Recommendations

Cory Beckham	Football Facilitator Co-Sponsor/SVJH
Brian Brandon	7th Grade Football/SVJH
Saber Garcia	8th Grade Football/SVJH
Matt Gross	8th Grade Football/SVJH
Luke Janssen	7th Grade Football/SVJH
Allen Merrill	Football Facilitator Co-Sponsor/SVJH
Tyrell Teeter	7th Grade Football/SVJH
Donovan Voigt	Secondary Summer School Math/CCHS-North
Andrea Wood	Volleyball Facilitator/TSJH

Extra Duty Resignations

Katie Green	8B Volleyball/TSJH
Matt Hard	7th Grade Football/SVJH

Transfers

Andrew Borgialli	FROM: Business Education Teacher/SVJH TO: Business Education Teacher/CCHS
Dustin Evenson	FROM: Exc. Child Specialist/CCHS TO: Exc. Child Specialist/SVJH
Stacey Vaughn	FROM: Elementary Multiple Teacher/Recluse TO: Second Grade Teacher/Paintbrush

Warrants	Payroll Warrants	205041 – 205211
	Combined Fund Warrants	347606 – 347973
	Major Maintenance Warrants	6450 – 6458
	Nutritional Services Fund Warrants	8798 – 8855
	Insurance Warrants	3588
	Student Activities/Bldg Sp. Rev. Warrants	35366 – 35383

- Bids
- The following bids were approved:
1. Wagonwheel Library Furniture was awarded to School Outfitters in the amount of \$8,640 and William Peterson & Associates in the amount of \$3,253.90.
 2. 2016 Stockroom Supplies were awarded to Powder River Office Supply for an estimated amount of \$340; Pyramid Paper Products for an estimated amount of \$45,866.23; and School Specialty for an estimated amount of \$4,896.14. Actual dollar amounts may vary depending on ordering of full cases.

- Contracts and Agreements
- The following contracts and agreements were approved:
1. CCHS North Stadium Restroom Facility Bidding and Construction Administration with CTA
 2. CCHS North Photo Booth Rental with Pics N Giggles
 3. Professional Development with Stephanie Harvey Consulting
 4. Professional Development with Elizabeth (Libby) Jachles, Writing/Literacy Consultant
 5. Service agreement with Montana Fitness & Repair
 6. Professional Development with Corwin Press, Inc.

- Policies
- The following policies and regulations were reviewed and approved with no changes:
- Policy 4205 and Regulation 4205-R, *Convenience Leave*
Policy 4206, *Informal Leave*
Policy 4208 and Regulation 4208-R, *Family Leave*
Policy 4210 and Regulation 4210-R, *Bereavement Leave*
Policy 4216 and Regulation 4216-R, *Short-Term and Long-Term Disability*
Policy 4218 and Regulation 4218-R, *Workers' Compensation*
Policy 4219 and Regulation 4219-R, *Post Offer Pre-Employment Physical Testing*

Habitual Truancy Declaration

Student #T5 was declared habitually truant.

Student Expulsions

Student #27 and Student #28 were expelled for one year with early readmittance under strict probation, subject to terms and conditions.

CONSENT AGENDA ENDS

- Salary and Benefit Regulations
- Dr. Brown presented the administrative recommendation for 2015-2016 salaries of the following:
- Give one step on the ESP and Certified Salary Schedule.
 - Increase the base of the ESP Salary Schedule by 2%, and eliminate the 1.5% stipend for topped out staff.
 - Increase the base of the certified salary schedule by \$1,500, and eliminate the 1.5% stipend for topped out staff.
 - Increase the substitute salary schedule by \$5 per day.

Dr. Fall made a motion to approve the administration recommendation, and Mrs. Ochs seconded the motion. After discussion, Mrs. Durgin made a motion to amend the original motion and recommend an increase to the ESP Salary Schedule of **3% rather than 2%**. Mrs. Ochs seconded the motion to amend the original motion. The motion to amend carried. The amended motion was then voted on and passed.

Mr. Rezincek presented the administrative recommendation for 2015-2016 benefits to increase the employee-paid premium for medical insurance rates by 7.5%. Dr. Fall made a motion to approve the recommendation, and Mr. Foreman seconded the motion. The motion carried.

- Policies and Regulations Mr. Reznicek reviewed changes to Policy Regulation 4030-R, *Recognition of Experience*. Due to the changes to the ESP Salary Schedule, the regulation needed to be revised. Dr. Fall made a motion to approve the changes to Policy Regulation 4030-R, *Recognition of Experience*, and Mrs. Ochs seconded the motion. The motion carried.
- Electronic Signatures Mr. Reznicek explained the history of the contract process and asked the board to allow electronic signatures from board designees on contracts. Dr. Fall made a motion to allow electronic signatures and to designate the Human Resources Manager, Deputy Superintendent, and Associate Superintendent for Instructional Support as signers on behalf of the board for regular assignment contracts. All contracts for assignments outside of an employees' regular assignment will still be signed by the board. Mrs. Hepp seconded the motion, and the motion carried.
- Recalibration Mr. Eisenhower updated the board on the first recalibration committee meeting. The overall meeting was positive. Mr. Eisenhower listed a few topics that might be addressed including class size, regional cost adjustment, ECA, nutrition service program funding, security and school resource officers, and preschool.
- Facilities Update Mr. Eisenhower provided information on the Campbell County High School South Campus stadium. The estimated cost of a modest stadium is \$8 million. There is \$5.5 million in funding available from CCCPRD. The School Facilities Department will be responsible for funding the playing field and track; however, these funds will need to be approved by the legislature. Funds are also available in district Fund 40. The board encouraged administration to make every effort to have the stadium completed when this school opens as a second high school.
- Executive Session At 9:50 p.m. Mrs. Durgin made a motion to adjourn to executive session to discuss personnel issues. Mrs. Ochs seconded the motion, and the motion carried. At 10:35 p.m. the board returned to regular session.
- Comments from Trustees There were no additional 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 10:36 p.m.

Chairman

Clerk