

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
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
Raelynn Dearing	Summer Custodian/Paintbrush
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	Jump Start Assistant/Lakeview
Vanessa Gregson	Summer Lawn Crew/Maintenance
Jennifer Hammill	Summer Lawn Crew/Maintenance
Anita Harbarger	Summer Water Monitor/Maintenance
Jacque Holden	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	Summer Lawn Crew/Maintenance
Katie Wilson	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	Speech Language Pathologist/SSC
Jennifer Betts	Special Education Teacher/Sage Valley
Chad Bourgeois	Principal/Campbell County High School
Jennifer Brown	Kindergarten Teacher/Wagonwheel
Jacob Daniels	CTE Auto Teacher/Thunder Basin

Josh Dillinger	Art Teacher/Conestoga
Debbie Disney	Reading Interventionist-Tutor/Cottonwood
Crystal Foss	Exc. Child Spec. – ED/Paintbrush
Esther Garcia Hervas	DLI Third Grade/Stocktrail
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
Jose Antonio Sanchez Perez	DLI Second Grade Teacher/Stocktrail
Heidi VanLishout	Science Teacher/Thunder Basin
Taylor Willard	Fifth Grade Teacher/Conestoga

Resignations

Josh Bott	PE Teacher/Stocktrail
Brandy Brakke	Kindergarten Teacher/Wagonwheel
Brice George	Kindergarten Teacher/Sunflower
Kathy Kintz	Third Grade Teacher/Sunflower
Nick Ryan	Assoc. Principal/Thunder Basin High School
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
Tracey Gardner	Summer School Teacher/Lakeview
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
Lacy Rodgers	Summer School Teacher/Lakeview

Extra Duty Resignations

Gene Hanson	Drama Club Sponsor/Wright Jr Sr High
Gene Hanson	Musical Director/Wright Jr Sr High
Gene Hanson	Play Assistant/Wright Jr Sr High
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 Sr High
Nick Ryan	Asst Wrestling Coach/Thunder Basin High School
Victor Wilkerson	Summer Weight Lifting Sponsor/Campbell County

Transfers

Karen Beattie	FROM: F.A.C.S. Teacher/Campbell County High School TO: F.A.C.S. Teacher/Sage Valley Junior High
Kailee Haefele	FROM: Third Grade Teacher/Rozet TO: First Grade Teacher/Cottonwood
Devan Jones	FROM: Elementary Multiple Teacher/Recluse TO: Sixth Grade Teacher/Rawhide
Paul Lehman	FROM: School Counselor/Cottonwood TO: School Counselor/Sunflower
Sidney Johnston	FROM: F.A.C.S. Teacher/Sage Valley Junior High TO: F.A.C.S. Teacher/Campbell County High School
Kayla Newman	FROM: Elementary Multiple/Recluse 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
Combined Fund Warrants	366726 - 366967
Major Maintenance Warrants	7318 - 7326
Nutritional Services Fund Warrants	10517 - 10535
Insurance Warrants	3968 - 3973
Student Activities	36197 – 36209
Activity Officials CCHS Warrants	5819 – 5850
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:

1. 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.
5. Special Education Related Services Contract Addendum with Hearing Solutions.
6. Special Education Related Services Contract Addendum with Campbell County Behavioral Health.
7. 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. Eisenhower, 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;
- 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. Eisenhower reviewed the 2018-2019 preliminary budget and explained factors that could change the final budget which will be adopted in July, 2018. Mr. Eisenhower 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.

Trustee Celebrations

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 district for their hard work.

Adjournment

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

Chairman

Clerk