

Campbell County School District Board of Trustees Special Dinner Meeting
Tuesday, November 15, 2022, at 5:15 PM
Educational Services Center, Rocky Point Room

Present: Anne Ochs, Linda Bricker, Lisa Durgin, Joe Lawrence, Larry Steiger, Alex Ayers, Kirby Eisenhower, Dennis Holmes, Larry Reznecik, Alison Gee, and Tracy Peterson. Ken Clouston and Dave Foreman were absent.

Also attending: Cassia Catterall and Mary Stroka.

Dr. Ayers listed the topics for the meeting: 1) Policy Committee Update; 2) Recruitment and Retention.

Policy Committee Update – Dr. Larry Reznicek updated the board regarding policy work and shared that the committee has been working on reviewing the following policies and regulations: 4160 Educational Support Personnel Trade Time, 4162 Educational Support Personnel Flex Time, 4175 Staff Recognition, 4181 Staff Wellness, 4195 Leave of Absence, 4200 Sick Leave, 5415 Unpaid Student Meal Debt.

Recruitment and Retention – Dr. Larry Reznicek reviewed the proposed Early Resignation Notification Incentive Program and proposed changes to Policy 4115 Certified Resignations. The hope is that these programs will help address critical teacher openings early enough, as most recruiting fairs take place in March and April.

Through the proposed Early Resignation Notification Incentive Program, certified employees, licensed professionals, or certified administrators who plan on leaving the district at the end of the school year would be eligible for a \$1000 incentive. To be considered, resignation forms must be submitted on or before February 15, 2023. The incentive will not be paid to any employee who has received a notice of a termination recommendation, a one-year-only contract, resignation in lieu of termination, or other notice of intent not to recommend renewal. Payments would be made in the June payroll and are not Wyoming Retirement eligible.

Proposed changes to Policy 4115 Certified Resignations and the liquidated damages for resigning after May 15 of each school year are as follows: After May 15 but before June 30 – increase to \$1000.00; After June 30 but before August 14 – increase to \$2,000.00; and after August 14 – increase to \$3,000.00. Liquidated damages are used to help with advertising costs which have increased considerably.

A proposed change to the New Hire Incentive would increase from \$500.00 to \$1,000.00.

The meeting adjourned at 5:52 pm, with no action taken by the board.

Secretary, Tracy Peterson

Chairman

Clerk