

CROOK COUNTY SCHOOL DISTRICT #1
MINUTES of MEETING
BOARD of TRUSTEES

CALL TO ORDER

The regular meeting of the Board of Trustees of Crook County School District #1 was held in Hulett, WY, Monday, May 16, 2016, at the hour of 6:00 PM at the Hulett School.

ROLL CALL

The meeting opened with the following present: Chairman Brian Marchant; Trustees Marlene Edwards, Rick Gill, Thayne Gray, Dena Mills, and Ken Rathbun. Trustees absent – Don Clonch, Keith Haiar, and Josie Pearson. Administrators present – Mark Broderson, Superintendent; Teresa Brown, Director of Curriculum; Linda Wolfskill, Hulett School Principal; Jason Moss, Moorcroft K8 Principal; Brian Brandon, Moorcroft K8 Assistant Principal; Becky Waters, Moorcroft High School Principal; Brian Hartwig, Sundance Elementary Principal; and Darlene Hartman-Hallam, Bear Lodge High School Principal.

APPROVAL of MINUTES

Motion was made by Trustee Mills and seconded by Trustee Gill to approve the minutes of the last regular meeting. Motion carried.

ADOPTION OF AGENDA

Motion was made by Trustee Mills and seconded by Trustee Gray adopt the agenda. Motion carried.

VISITORS

Members of the Hulett Advanced Biology Class: Katie Rathbun, Bodhi Penning, Tashina Spaid, Cody Smith, Trevor Burch, and Courtney Johnson spoke of the legislative process they followed in order to have Big Sage declared the Wyoming state shrub. Lila Kennah, their teacher, expressed pride in the students, the project, and the students' exemplary behavior while participating in legislative sessions during their trips to Cheyenne.

Bobbi Butler, President of the Greater Hulett Community Center, asked board members to consider budgeting funds in the 2016-17 school year to help the GHCC with future up keeping and maintenance costs. She said Hulett students use the gym & weight room most frequently. She stated the GHCC board members want to keep lines of communication open with the school district. Ms. Butler also said reciprocal help, such as trading labor, is an option. Chairman Marchant asked the GHCC board to present a list of actual costs. Ms. Butler said future projects are to refinish the gym floor, replace the weight room floor, and redo the sidewalk in front.

Chairman Marchant used this time to acknowledge and thank Moorcroft employees who will retire at the end of this school year. He presented engraved acrylic apples to Patricia Kottraba (34 years) and Dorothy Wondercheck (27 years). Because John Ferguson (33 years) and Paul Ormseth (24 years) were unable to attend tonight's meeting, Mr. Broderson will hand deliver their plaques. Board members and members of the audience stood to applaud the retirees.

FINANCIAL

Motion was made by Trustee Gray and seconded by Trustee Edwards to approve the financial reports as submitted. Motion carried.

CONSTRUCTION

Tom Necklason, owner rep,

- ✓ Gave a progress report on the new Sundance Elementary School project. He said 2 door handles were broken during an attempted break-in; however, the individuals were not able to get into the building
- ✓ Reported that weeds are growing through the asphalt covering the Moorcroft track, so this will need to be addressed before the track can be covered with a new surface

BOCES & BOCHES

No reports.

SPECIAL PROGRAMS

Teresa Brown, Director of Curriculum, reported

- ✓ summer school staff members are being hired tonight and supplies are being ordered to start the summer school sessions
- ✓ she will supply MAP data to board members in June
- ✓ the Wyoming Agriculture & Natural Resource Science Institute is June 15-17 in Hulett; Mrs. Brown invited board members to the Crook County Community Night on June 17 - the keynote speaker is Bruce Vincent
- ✓ she will miss this year's graduations for her daughter's wedding!

PRINCIPALS

Principals Linda Wolfskill, Becky Waters, Brian Hartwig, Darlene Hartman-Hallam, and Jason Moss all spoke of wrapping up the school year; students displaying their end-of-year projects at the various shows; graduations; summer school; MAP data; and state track. Mr. Hartwig said Sundance Elementary staff members are also busy packing!

SUPERINTENDENT

Mr. Broderson reported:

- ✓ the City of Sundance, the golf course board, and the school district have all agreed to plans detailing the layout of the athletic complex
- ✓ 21 contractors attended the pre-bid meeting for the Hulett and Sundance outdoor tracks
- ✓ bids for the Hulett and Sundance outdoor tracks are due May 19; there will be a special school board meeting on Tuesday, May 23, to accept bids (NOTE: These dates have changed.)
- ✓ a timeline for the Sundance football field is to lay sod on August 1 - lay asphalt on September 1 - with partial completion by November 1
- ✓ he wrote a letter to Ainsworth-Bening acknowledging the fact that ownership of the company has changed to Ainsworth-Benning Construction, a Journey Group Company
- ✓ Hulett Future Business Leaders of America qualified for nationals; Mrs. Wolfskill will chaperone the five students
- ✓ he needs the board to take action this evening to declare a Moorcroft K8 student habitually truant
- ✓ the county commissioners contacted him to find out how, or if, the fairgrounds will be impacted this summer by school district construction projects (i.e. new elementary school, football field, outdoor track, etc.); Mr. Broderson has already visited with Randy Gill, Crook County Facilities & Maintenance. Mr. Broderson or Tom Necklason will meet with county officials to address their concerns.
- ✓ State track and graduations this weekend!

CHAIRMAN

No report.

**CONSENT
AGENDA**

Chairman Marchant asked if any board member would like an item removed from the Consent Agenda.

Motion was made by Trustee Rathbun and seconded by Trustee Gill to approve the Consent Agenda.

To approve the bill listing and to issue warrants in payment thereof.

To appoint Pamela Garman, Business Manager, as CCSD#1 Representative to the School Risk Retention Program Board of Trustees for a three-year term to expire June 30, 2019.

To approve the 2016-17 Associated School Boards Workers' Compensation Trustee Fund Participation Agreement.

To approve \$100/day Unit Development stipends on May 31 and June 2 for the following individuals: Maylee Baron-Kanode, Joy Sheehan, Desiree Albertson, Shanna Kinnick, Gina Dewey, Maria Highland, Jennifer Linn, Sarah Merchen

To approve hiring for summer 2016 custodians/groundskeepers:

1. MK8 – Alexis Fowles
2. MHS – Annette Holbrook

To approve resignations at the end of the 2015-16 school year for:

1. Randall Mixon – Sundance Bus Route Driver
2. Heather Dryden – Sundance Elementary Teacher

To approve certified hiring for the 2016-17 school year:

1. LaNae Graham – Moorcroft K8 Elementary Teacher
2. Zachariah Richards – Moorcroft K8 Elementary Teacher
3. Moved to Action Item A2
4. Moved to Action Item A2
5. Sharla Dowding – Moorcroft HS Science Teacher
6. Amanda Ramos – Moorcroft HS Agriculture Education Teacher
7. Nathan Towell – Moorcroft HS Music Teacher
8. Stephen West – Sundance HS Music Teacher

To approve 2016 summer school hiring:

Certified Regular Education

| | | |
|-----------------|-----------------|------------------|
| Linda Wolfskill | Marti Brown | Anna Backen |
| Kristen Brindza | Lila Kennah | Jason Moss |
| Joy Sheehan | Maria Highland | Gypsy Petz |
| Shanna Kinnick | Linda Cote | Becky Waters |
| Nick Olson | Andrea Wood | Tammy Needham |
| Tina Inghram | Calvin Dobesh | Trevor Olson |
| Abbie Love | Kassie Clements | Mary Jane Jordan |
| Jim O'Connor | | |

Regular Education Paras

| | | |
|------------------|---------------|--------------|
| Allison Ver Burg | Marci Allison | Will Inghram |
| Mikaela Murtha | | |

Certified Special Education

| | | |
|------------------|--------------|---------------|
| Kate Meints | Angela Olson | Alyson Kopp |
| Lydia Guthmiller | Renee Brazil | Kim Eymer |
| Julie Stephany | Lisa Richter | Rosie Pearman |

Special Education Paras

| | | |
|---------------------|---------------|------------------|
| Diane Marshal | Kathy Davis | Terri Buckman |
| Peggy Moeller | Becky Fossen | April Stone |
| Alyson Zimmerschied | Amber Mathews | Marissa Isaacson |
| Lorena Robinson | Savanna Knapp | Candy Phillips |

To approve 2016-17 instructional facilitators:

1. MK8 – Maylee Baron-Kanode, Lori Backen, Courtney Bartell, Michelle Davis, Gina Dewey, Shanna Kinnick
2. MHS – Lona Tracy, Stephen Richter, Debra Harrison (.5)

To approve 2016-17 extra-duty contracts as recommended by the building principals. Copies are attached and become a part of these minutes.

To approve 2016-17 special education related services contracts:

1. Bifulco, Katherine
2. Carlson, Bonita Lindholm
3. Lovett, Lisa
4. Mountain Plains Counseling Center
5. North Platte Physical Therapy, Inc.
6. Northern Wyoming Mental Health
7. Specials, LLC
8. Tkbourd, LLC

To approve a 2015-16 request for isolation payment:

1. Bernie Hough

Motion carried.

**MOORCROFT
ART**

As recommended by the superintendent, motion was made by Trustee Mills and seconded by Trustee Gill to approve increasing the full time equivalency (FTE) for art education in the Moorcroft Schools from 1 teaching position to 2 teaching positions. Motion carried.

As recommended by the superintendent, motion was made by Trustee Gill and seconded by Trustee Rathbun to hire the following certified individuals for the 2016-17 school year:

1. Katherine Ribstein - Moorcroft K8 Art Teacher
2. Kasey Stroud - Moorcroft HS Art Teacher

Trustee Gray expressed concern that increasing the art FTE would decrease business class offerings at the high school level, such as accounting I & II. Discussion was held. Board members asked for input from administrators. Motion carried.

**TENTATIVE
BUDGET**

Pamela Garman, Business Manager, presented the 2016-17 tentative budget summary to board members. A copy of the summary is attached and becomes a part of the minutes.

**SALARY &
BENEFITS**

Motion was made by Trustee Gray and seconded by Trustee Edwards to approve the 2016-17 salary & benefits package as recommended by the salary committee. Trustee Mills presented the summary to board members and the audience. The other members of the salary committee are Trustees Edwards, Gill, and Gray. Discussion was held. Questions were asked and answered. Motion carried. A copy of the salary & benefits package is attached and becomes a part of these minutes.

TRUANCY

As recommended by the superintendent, motion was made by Trustee Rathbun and seconded by Trustee Gill to contact the district's attorney to declare a MK8 student as habitually truant. Motion carried.

RECOGNITION None at this time.

DISCUSSION

1. Tom Necklason was asked if site work at the new Sundance Elementary will be completed in time for first day of school; he said yes.
2. Attorney Hughes was asked if any action needs to be taken by the board regarding transgender bathrooms; he said no action needs to be taken at this time.
3. Pamela Garman said she will send an all-staff email to let employees know when Terry Sterling, WSBAIT Director of Insurance Services, would be in the district to answers questions about health insurance changes.
4. Mr. Broderson informed board members that a special board meeting would need to be held to accept bids for the Hulett and Sundance outdoor tracks.

**EXECUTIVE
SESSION**

Motion was made by Trustee Rathbun and seconded by Trustee Mills to go into executive session at 7:28 PM to discuss possible litigation. Motion carried.

**REGULAR
SESSION**

Chairman Marchant called the meeting back into regular session at 7:38 PM.

**ADJOURN-
MENT**

Chairman Marchant adjourned the meeting at 7:39 PM. Motion carried.

Chairman

Clerk

HULETT SCHOOL

2016-17 Extra-duty Contracts

| | | |
|-------------------------|---------------------|------------------|
| Activities Supervisor | | Jen Stevens |
| Football | Head HS Coach | Derrick Backen |
| Football | JH Coach | Dave Letellier |
| Football | JH Coach | Derrick Backen |
| Volleyball | Head HS Girls Coach | Kylie Bears |
| Volleyball | Asst HS Girls Coach | Marti Brown |
| Volleyball | JH Girls Coach | Shelly Westover |
| Volleyball | JH Girls Coach | LouAnn Cornett |
| Basketball | Head HS Boys Coach | Brian Benson |
| Basketball | Asst HS Boys Coach | Andy Bears |
| Basketball | JH Boys Coach | Dave Letellier |
| Basketball | JH Boys Coach | Marti Brown |
| Basketball | Head HS Girls Coach | Josh Willems |
| Basketball | Asst HS Girls Coach | Jen Stevens |
| Basketball | JH Girls Coach | Dave Letellier |
| Basketball | JH Girls Coach | Shelly Westover |
| Wrestling | Head HS Coach | Derrick Backen |
| Wrestling | Asst HS Coach | Lincoln Driskill |
| Wrestling | JH Coach | Derrick Backen |
| Wrestling | JH Coach | Lloyd Jolley |
| Track | Head HS Boys Coach | Dave Letellier |
| Track | Asst Coach | Brandon Ackerman |
| Track | JH Coach | Kristen Brindza |
| Track | JH Coach | LouAnn Cornett |
| Golf | Fall | Josh Willems |
| Golf | Spring | Andy Bears |
| Junior Class Sponsor | | Coleen Letellier |
| Junior Class Sponsor | | Carla Snook |
| Student Council Sponsor | | Kristen Brindza |
| FBLA Sponsor | | Kenneth Merwin |
| Music | Summer | Lila Kennah |
| Music | Extra Instrumental | Lila Kennah |
| Music | Extra Vocal | Lila Kennah |
| School Play | | Toni Neiman |
| Vocational Agriculture | Summer | James Pannell |
| Vocational Agriculture | School Year | James Pannell |
| Accompanist | | Pauline Jolley |

MOORCROFT HIGH SCHOOL

2016-17 Extra-duty Contracts

| | | |
|-------------------------|--------------------------|---------------------|
| Activities Supervisor | | Randi Faeth |
| Football | Head HS Coach | Dustin Petz |
| Football | Asst HS Coach | |
| Football | Asst HS Coach | |
| Football | JH Coach | |
| Football | JH Coach | |
| Football | JH Coach | |
| Volleyball | Head HS Girls Coach | |
| Volleyball | Asst HS Girls Coach | Katherine Patterson |
| Volleyball | Asst HS Girls Coach | |
| Volleyball | JH Girls Coach | Gina Dewey |
| Volleyball | JH Girls Coach | Joy Sheehan |
| Basketball | Head HS Boys Coach | Eric Thomson |
| Basketball | Asst HS Boys Coach | |
| Basketball | JH Boys Coach | |
| Basketball | JH Boys Coach | |
| Basketball | Head HS Girls Coach | Dustin Petz |
| Basketball | Asst HS Girls Coach | |
| Basketball | JH Girls Coach | |
| Basketball | JH Girls Coach | |
| Wrestling | Head HS Coach | Charlie Williams |
| Wrestling | Asst HS Coach | TJ Bartell |
| Wrestling | Asst HS Coach | Cory Allison |
| Wrestling | JH Coach | TJ Bartell |
| Wrestling | JH Coach | Charlie Williams |
| Wrestling | JH Coach | |
| Track | Head HS Boys Coach | Mary Hunter |
| Track | Head HS Girls/Boys Coach | |
| Track | Asst Coach | Stephen Richter |
| Track | JH Coach | Jennifer Linn |
| Track | JH Coach | |
| Track | JH Coach | |
| Cross Country Track | | Jennifer Linn |
| Golf Coach | FALL | Chris Ingersoll |
| Golf Coach | SPRING | Chris Ingersoll |
| Golf Coach | Fall Assistant | |
| Golf Coach | Spring Assistant | |
| Junior Class Sponsor | | |
| Junior Class Sponsor | | |
| Debate/Speech Coach | | |
| FCCLA | | Darcy Sams |
| Student Council Sponsor | | Lona Tracy |
| Student Council Sponsor | | Julie Stephany |
| Music | Summer | |
| Music | 1/2 Extra Instrumental | |
| Music | 1/2 Extra Instrumental | |
| Music | 1/2 Extra Vocal | |
| Music | 1/2 Extra Vocal | |
| School Play | Drama | Deb Harrison |
| School Play | Musical | |
| Vocational Agriculture | Summer | |
| Vocational Agriculture | School Year | |

**CROOK COUNTY SCHOOL DISTRICT #1
2016-2017 TENTATIVE BUDGET SUMMARY**

| | FISCAL YEAR 2014-2015 ACTUAL | FISCAL YEAR 2015-2016 ESTIMATED | PROPOSED 2015-2016 BUDGET |
|--|---|--|--|
| GENERAL FUND | Revenue \$ 20,511,841 | \$ 20,883,041 | \$ 20,733,041 |
| | Expenditures \$ 20,546,191 | \$ 21,765,450 | \$ 22,953,041 |
| SPECIAL REVENUE FUND | Revenue \$ 2,186,985 | \$ 2,769,225 | \$ 2,900,000 |
| | Expenditures \$ 1,791,454 | \$ 2,251,869 | \$ 2,900,000 |
| CAPITAL PROJECTS FUND | Revenue \$ 16,060,360 | \$ 15,326,354 | \$ 20,029,298 |
| | Expenditures \$ 16,060,360 | \$ 15,326,354 | \$ 20,029,298 |
| ENTERPRISE FUND FOOD SERVICES | Revenue \$ 658,798 | \$ 695,725 | \$ 695,725 |
| | Expenditures \$ 627,306 | \$ 695,725 | \$ 695,725 |
| TRUST FUND INSURANCE ESCROW | Revenue \$ 2,831,650 | \$ 3,879,203 | \$ 3,879,203 |
| | Expenditures \$ 2,797,234 | \$ 3,879,203 | \$ 3,879,203 |
| AGENCY FUND PUPIL ACTIVITY | Revenue \$ 845,411 | \$ 850,000 | \$ 850,000 |
| | Expenditures \$ 763,164 | \$ 850,000 | \$ 850,000 |
| TOTAL ALL FUNDS | Total Revenue \$ 43,095,045 | \$ 44,403,548 | \$ 49,087,267 |
| | Total Expenditures \$ 42,585,710 | \$ 44,768,601 | \$ 51,307,267 |

2016-2017 Salary Committee Recommendations

Certified Staff

- Education (horizontal) movement allowed
- Base increased by \$1,025 to: \$41,025; Step 1 = \$43,075
- BA+45, Step 14 increased \$1,025; other values of that frozen column remain the same.
- MA + MA and PhD columns were both eliminated.
- PhD added \$4,000 to current step, to match national board certification.
- Health Insurance funding rates were set at \$600 Single and \$1,500 Family, approximately 85% of Plan B. Plan A was eliminated by WSBAIT for 2016-17.
- No changes to extra-duty or stipend salary schedule.

Professional & Professional Counselor Staff

- No changes to salary schedules.
- Movement allowed.

Administrative

- New salary schedule created to improve equality throughout the schedule
- Reduced days to 205 for Elementary & K-8
- Movement allowed

Other Annual Salaries

- \$500 increase
- Owner's Representative for SE, CO & Tracks: \$15,000

Nurses

- Updated salary schedule to remove 3-yr & BA +15 columns
- Increased step 1 to \$37,000
- Movement allowed.

Classified

- Movement allowed.
- Added \$.20 to each Step 1
- Step values = \$.60
- Bus driver Step 1 = \$15.50
- Move Bus Mechanic to DW Maintenance column

Community Education

- Created new salary schedule (was "Other Salary")
- Columns: Associate & Bachelor Degree
- Base = \$29,400 (15-16 salary schedule amount)

Health Insurance – All Qualified Staff

WSBAIT board of trustees voted to eliminate Plan "A", which has traditionally been the plan CCSD#1 used as a reference point to fund premiums. It is recommended CCSD#1 fund \$600 per month for single coverage and \$1,500 per month for family coverage.

The wellness incentive recommendation, to be funded to a HSA or HRA health savings account, for those who participated in the blood draw:

\$400 for Single; \$600 for Family; \$400 if only the employee participated

CROOK COUNTY SCHOOL DISTRICT NO. ONE

2016-2017

CERTIFIED

190 day contract

Salary Schedule

Adopted: May 16, 2016

| | BA | BA+15 | BA+30 | BA+45 | MA | MA+15 | MA+30 |
|----------------|-----------|--------------|--------------|--------------|-----------|--------------|--------------|
| <i>Step 1</i> | 43,075 | 42,225 | 43,425 | 44,945 | 46,425 | 47,925 | 49,725 |
| <i>Step 2</i> | 43,400 | 43,250 | 44,450 | 45,255 | 47,450 | 48,950 | 50,750 |
| <i>Step 3</i> | 43,725 | 44,275 | 45,475 | 45,566 | 48,475 | 49,975 | 51,775 |
| <i>Step 4</i> | 44,100 | 45,300 | 46,500 | 45,876 | 49,500 | 51,000 | 52,800 |
| <i>Step 5</i> | 45,125 | 46,325 | 47,525 | 46,187 | 50,525 | 52,025 | 53,825 |
| <i>Step 6</i> | 46,150 | 47,350 | 48,550 | 47,248 | 51,550 | 53,050 | 54,850 |
| <i>Step 7</i> | 47,175 | 48,375 | 49,575 | 48,309 | 52,575 | 54,075 | 55,875 |
| <i>Step 8</i> | 48,200 | 49,400 | 50,600 | 49,370 | 53,600 | 55,100 | 56,900 |
| <i>Step 9</i> | | 50,425 | 51,625 | 50,430 | 54,625 | 56,125 | 57,925 |
| <i>Step 10</i> | | 51,450 | 52,650 | 51,491 | 55,650 | 57,150 | 58,950 |
| <i>Step 11</i> | | | 53,675 | 52,552 | 56,675 | 58,175 | 59,975 |
| <i>Step 12</i> | | | 54,700 | 53,613 | 57,700 | 59,200 | 61,000 |
| <i>Step 13</i> | | | | 54,674 | 58,725 | 60,225 | 62,025 |
| <i>Step 14</i> | | | | 57,785 | 59,750 | 61,250 | 63,050 |
| <i>Step 15</i> | | | | | 60,775 | 62,275 | 64,075 |
| <i>Step 16</i> | | | | | | 63,300 | 65,100 |
| <i>Step 17</i> | | | | | | | 66,125 |
| <i>Step 18</i> | | | | | | | 67,150 |
| <i>Step 19</i> | | | | | | | 68,175 |

1. Hours refer to semester hours. All hours beyond BA+15 must be graduate hrs.
2. Vertical advancement is limited to one step per year.
3. New Teacher Salary Placement: Policy GCBA
4. Substitute pay is **\$100.00** per day. Upon certification of the principal that the contract teacher is incapacitated and cannot do planning and/or grading for students, substitute pay will increase to **\$120.00** per day with the expectation that, under the direction of the principal, the substitute will conduct planning and grading duties.
6. National Certification Compensation & PhD: \$4,000 per year.
7. The school district will pay \$600 for Single and \$1,500 for Family toward monthly health insurance premiums.
8. BA + 45: Teachers currently in column will be grandfathered. However, no new movement into this column will be allowed. After BA + 30 you must have a Master's Degree to advance.
9. Employee will pay increase to Wyoming Retirement (employee) as follows:
07/01/16 - 6/30/17: 2.305% [07/01/2017 - 6/30/2018: 2.680%]

CROOK COUNTY SCHOOL DISTRICT NO. ONE

2016-2017

EXTRA-CURRICULAR

Salary Schedule

Adopted: May 16, 2016

| | |
|--|--------------------------|
| Boys HS Head Coaches - FB, BB, WR, TR | \$4,400.00 |
| Girls HS Head Coaches - VB, BB, TR | \$4,400.00 |
| Asst. Boys Coaches - FB, BB, WR, TR | \$2,800.00 |
| Asst. Girls Coaches - VB, BB, TR | \$2,800.00 |
| Girl's/Boy's Cross Country Track | \$3,850.00 |
| Girl's/Boy's Golf | \$3,850.00 |
| JH Boys Coaches - FB, BB, WR, TR | \$2,000.00 |
| JH Girls Coaches - VB, BB, TR | \$2,000.00 |
| Directing School Plays | \$ 975.00 per play |
| Debate/Speech/Drama Sponsor | \$2,750.00 |
| Extra Music - School Year - Instrumental (3/4) | \$2,062.50 |
| Extra Music - School Year - Instrumental (1/4) | \$ 687.50 |
| Extra Music - School Year - Vocal | \$2,175.00 |
| Summer Music | \$3,410.00 |
| FFA & FCCLA Sponsor - School Year | \$3,850.00 |
| FFA Sponsor - Summer - up to 40 days paid @ \$270 daily rate | |
| FBLA Sponsor - School Year | \$2,750.00 |
| Junior Class Sponsor | \$1,100.00 |
| Student Council Sponsor | \$ 550.00 |
| Activities Director/Supervisor | \$6,050.00 |
| Activity Driving | See Bus Driving Schedule |

OFFICIATING RATES

| | Football | Volleyball | Basketball | Wrestling |
|--------------|----------|------------|------------|-----------|
| Varsity | \$60.00 | \$50.00 | \$60.00 | \$60.00 |
| Jr Varsity | \$45.00 | \$37.50 | \$45.00 | |
| Jr High | \$30.00 | \$25.00 | \$30.00 | \$30.00 |
| Score | \$9.00 | \$9.00 | \$9.00 | \$9.00 |
| Time | \$9.00 | \$9.00 | \$9.00 | \$9.00 |
| Lines (All) | | \$12.00 | | |
| Chains (All) | \$12.00 | | | |

CROOK COUNTY SCHOOL DISTRICT NO. ONE

2015-2016

STIPENDS

Employees Recommended by Administrators Annually

Salary Schedule

Adopted: May 16, 2016

| <u>General Fund</u> | <u>Unit</u> | <u>Amount</u> |
|--|-------------|---------------|
| Ecology Summer Trip | Each | \$2,000 |
| Adjudication | Day | \$200 |
| Early Resignation – set by board annually | Each | TBD |
| ROPES Course Facilitator (can be split) | Each | \$2,800 |
| | | |
| <u>Special Revenue (Grants)</u> | <u>Unit</u> | <u>Amount</u> |
| Workshops – Summer | Day | \$100 |
| Perkins – Grant Facilitating | Each | \$1,000 |
| Instructional Facilitator – Technology | Each | \$6,000 |
| Instructional Facilitator – Curriculum | Each | \$6,000 |
| Instructional Facilitator – Special Education | Each | \$6,000 |
| Mentor – New Teachers (69 Hours) | Each | \$2,000 |
| Mentors – School Improvement Grant | Each | \$3,000 |
| Special Olympics – Fall semester | | \$1,000 |
| Special Olympics – Certified Chaperones (Fall) | Each | \$100 |
| Special Olympics – Spring semester | | \$2,000 |
| Special Olympics – Certified Chaperones (Winter) | Each | \$500 |
| Special Olympics – Certified Chaperones (Spring) | Each | \$100 |
| Concurrent enrollment – Fall semester | Per Class | \$500 |
| Concurrent enrollment – Spring semester | Per Class | \$500 |

CROOK COUNTY SCHOOL DISTRICT NO. ONE
2016-2017
PROFESSIONAL CONTRACT
190 day contract

School Psychologist
Speech Language with National Certification
School Diagnostician
Physical Therapist
Occupational Therapist
Salary Schedule
Adopted: May 16, 2016

| | MA | MA + 15 | MA + 30 |
|--------|-----------|----------------|----------------|
| Step 1 | 63,430 | 64,283 | 65,136 |
| 2 | 64,260 | 65,113 | 65,966 |
| 3 | 65,090 | 65,943 | 66,796 |
| 4 | 65,920 | 66,773 | 67,626 |
| 5 | 66,750 | 67,603 | 68,456 |
| 6 | 67,580 | 68,433 | 69,286 |
| 7 | 68,410 | 69,263 | 70,116 |
| 8 | 69,240 | 70,093 | 70,946 |
| 9 | 70,070 | 70,923 | 71,776 |
| 10 | 70,900 | 71,753 | 72,606 |
| 11 | 71,730 | 72,583 | 73,436 |
| 12 | 72,560 | 73,413 | 74,266 |
| 13 | 73,390 | 74,243 | 75,096 |
| 14 | 74,220 | 75,073 | 75,926 |
| 15 | 75,050 | 75,903 | 76,756 |
| 16 | 75,880 | 76,733 | 77,586 |
| 17 | 76,710 | 77,563 | 78,416 |
| 18 | 77,540 | 78,393 | 79,246 |
| 19 | 78,370 | 79,223 | 80,076 |

Substitute pay is **\$131.00** per day.

CROOK COUNTY SCHOOL DISTRICT NO. ONE
2016-2017
PROFESSIONAL SCHOOL COUNSELOR
200 day contract

Salary Schedule
Adopted: May 16, 2016

| Step | MA | MA + 15 | MA + 30 |
|------|-----------|----------------|----------------|
| 1 | 53,302 | 55,435 | 58,633 |
| 2 | 54,132 | 56,265 | 59,463 |
| 3 | 54,962 | 57,095 | 60,293 |
| 4 | 55,792 | 57,925 | 61,123 |
| 5 | 56,622 | 58,755 | 61,953 |
| 6 | 57,452 | 59,585 | 62,783 |
| 7 | 58,282 | 60,415 | 63,613 |
| 8 | 59,112 | 61,245 | 64,443 |
| 9 | 59,942 | 62,075 | 65,273 |
| 10 | 60,772 | 62,905 | 66,103 |
| 11 | 61,602 | 63,735 | 66,933 |
| 12 | 62,432 | 64,565 | 67,763 |
| 13 | 63,262 | 65,395 | 68,593 |
| 14 | 64,092 | 66,225 | 69,423 |
| 15 | 64,922 | 67,055 | 70,253 |
| 16 | 65,752 | 67,885 | 71,083 |
| 17 | 66,582 | 68,715 | 71,913 |
| 18 | 67,412 | 69,545 | 72,743 |
| 19 | 68,242 | 70,375 | 73,573 |

CROOK COUNTY SCHOOL DISTRICT NO. ONE

2016-2017

ADMINISTRATIVE

Salary Schedule

Adopted: May 16, 2016

| | Associate 210 days | Elementary 210 days | K-8 210 days | Secondary 210 days | K-12 210 days | Director 217 days |
|---------------|-------------------------------|--------------------------------|-------------------------|-------------------------------|--------------------------|------------------------------|
| <i>Step 1</i> | 68,000 | 70,040 | 72,080 | 74,800 | 76,800 | 75,800 |
| <i>Step 2</i> | 69,500 | 71,540 | 73,580 | 76,300 | 78,300 | 77,300 |
| <i>Step 3</i> | 71,000 | 73,040 | 75,080 | 77,800 | 79,800 | 78,800 |
| <i>Step 4</i> | 72,500 | 74,540 | 76,580 | 79,300 | 81,300 | 80,300 |
| <i>Step 5</i> | 74,000 | 76,040 | 78,080 | 80,800 | 82,800 | 81,800 |
| <i>Step 6</i> | 75,500 | 77,540 | 79,580 | 82,300 | 84,300 | 83,300 |
| <i>Step 7</i> | 77,000 | 79,040 | 81,080 | 83,800 | 85,800 | 84,800 |
| <i>Step 8</i> | 78,500 | 80,540 | 82,580 | 85,300 | 87,300 | 86,300 |
| <i>Step 9</i> | 80,000 | 82,040 | 84,080 | 86,800 | 88,800 | 87,800 |

CROOK COUNTY SCHOOL DISTRICT NO. ONE

2016-2017

OTHER ANNUAL SALARIES

Salary Schedule

Adopted: May 16, 2016

| | | |
|--|----------|-----------|
| Superintendent | 260 days | \$125,000 |
| Technology Coordinator | 260 days | 75,185 |
| Facilities & Purchasing | 260 days | 60,992 |
| Owner Representative SE & TRACK Projects | 260 days | 15,000 |
| Business Manager | 260 days | 81,185 |
| Bear Lodge High School Principal | 210 days | 66,418 |

CROOK COUNTY SCHOOL DISTRICT NO. ONE

2016-2017

NURSE

190 day contract

Salary Schedule

Adopted: May 16, 2016

School Nurse

| | |
|----------------|--------|
| <i>Step 1</i> | 37,000 |
| <i>Step 2</i> | 38,000 |
| <i>Step 3</i> | 39,000 |
| <i>Step 4</i> | 40,000 |
| <i>Step 5</i> | 41,000 |
| <i>Step 6</i> | 42,000 |
| <i>Step 7</i> | 43,000 |
| <i>Step 8</i> | 44,000 |
| <i>Step 9</i> | 45,000 |
| <i>Step 10</i> | 46,000 |
| <i>Step 11</i> | 47,000 |
| <i>Step 12</i> | 48,000 |

A nurse who has teacher certification may receive a \$1,000 stipend for year-long classes (up to 3 classes a year) that the nurse is assigned to teach.

CROOK COUNTY SCHOOL DISTRICT NO. ONE
2016-2017
COMMUNITY EDUCATION COORDINATORS
220 day contract
Salary Schedule
Adopted: May 16, 2016

| | Associate | Bachelor |
|---------------|------------------|-----------------|
| <i>Step 1</i> | 29,440 | 30,440 |
| <i>Step 2</i> | 30,440 | 31,440 |
| <i>Step 3</i> | 31,440 | 32,440 |
| <i>Step 4</i> | 32,440 | 33,440 |
| <i>Step 5</i> | 33,440 | 34,440 |
| <i>Step 6</i> | 34,440 | 35,440 |
| <i>Step 7</i> | | 36,440 |
| <i>Step 8</i> | | 37,440 |

CROOK COUNTY SCHOOL DISTRICT NO. ONE

2016-2017

CLASSIFIED

Salary Schedule

Adopted: May 16, 2016

Hourly Wages

| Lane | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|------|--|------------------|-------------|---|------------------------------|--------------------------|-------------------|--------------------|--------------------------------|------------------|-----------------------------------|---------------------------------|--|----------------------------|---|
| Days | 185 | 180 | 180 | 175 | | 180 | 260 | 260 | 260 | 260 | 260 | 260 | 260 | 260 | 260 |
| | Administrative Paraprofessional | Head Cook | Cook | Bus Driver Activity Driving Wait Time: Step 1 | Homebound (certified) | Paraprofessionals | Bookkeeper | Maintenance | Payroll/Human Resources | Custodian | Transportation Coordinator | Administrative Assistant | Superintendent's Administrative Assistant | Computer Technician | District-Wide Maintenance Bus Mechanic |
| Step | | | | | | | | | | | | | | | |
| 1 | 13.82 | 13.50 | 12.44 | 15.50 | 15.76 | 12.59 | 14.99 | 18.24 | 19.03 | 14.29 | 18.48 | 15.58 | 16.63 | 18.85 | 20.48 |
| 2 | 14.42 | 14.10 | 13.04 | 16.10 | | 13.19 | 15.59 | 18.84 | 19.63 | 14.89 | 19.08 | 16.18 | 17.23 | 19.45 | 21.08 |
| 3 | 15.02 | 14.70 | 13.64 | 16.70 | | 13.79 | 16.19 | 19.44 | 20.23 | 15.49 | 19.68 | 16.78 | 17.83 | 20.05 | 21.68 |
| 4 | 15.62 | 15.30 | 14.24 | 17.30 | | 14.39 | 16.79 | 20.04 | 20.83 | 16.09 | 20.28 | 17.38 | 18.43 | 20.65 | 22.28 |
| 5 | 16.22 | 15.90 | 14.84 | 17.90 | | 14.99 | 17.39 | 20.64 | 21.43 | 16.69 | 20.88 | 17.98 | 19.03 | 21.25 | 22.88 |
| 6 | 16.82 | 16.50 | 15.44 | 18.50 | | 15.59 | 17.99 | 21.24 | 22.03 | 17.29 | 21.48 | 18.58 | 19.63 | 21.85 | 23.48 |
| 7 | 17.42 | 17.10 | 16.04 | 19.10 | | 16.19 | 18.59 | 21.84 | 22.63 | 17.89 | 22.08 | 19.18 | 20.23 | 22.45 | 24.08 |
| 8 | 18.02 | 17.70 | 16.64 | 19.70 | | 16.79 | 19.19 | 22.44 | 23.23 | 18.49 | 22.68 | 19.78 | 20.83 | 23.08 | 24.68 |

*Part-time student employees shall be paid the minimum wage as established by the federal government (GDBA).

*Summer School/After School Paraprofessionals shall be paid at Step 4, unless regular paraprofessional wage is higher.