Regular Board of Education Meeting

Thursday, September 25, 2025 5:00 PM
Board Meeting Room, Educational Support Center, 1205 Fleming Street, Garden City, KS 67846

A. **PLEDGE**

B. **SILENT REFLECTION**

C. **MEETINGS OF NOTE**

- **Board-Faculty Meeting, Edith Scheuerman Elementary School, Wednesday, October 1, 2025, at 7:30 a.m. Four or more Board members may be in attendance.**
- **Board Faculty Meeting, Garden City High School, Wednesday, October 1, 2025, at 2:30 p.m. Four or more Board members may be in attendance.**
- **Board-Faculty Meeting, Victor Ornelas Elementary School, Tuesday, October 7, 2025, at 7:45 a.m. Four or more Board members may be in attendance.**
- **Board-Faculty Meeting, Florence Wilson Elementary School, Wednesday, October 8, 2025, at 7:30 a.m. Four or more Board members may be in attendance.**
- **Board-Faculty Meeting, Buffalo Jones Elementary School, Wednesday, October 8, 2025, at 4:10 p.m. Four or more Board members may be in attendance.**

D. **APPROVAL OF AGENDA with the following amendments:**

1. Additional classified personnel actions for consideration, item E.3.

E. **CONSENT AGENDA**

1. Minutes

a. Minutes of September 8, 2025, Regular Board of Education meeting.

2. Accounts Payable totaling $7,740,581.06, noting that all major accounts contain adequate balances to meet current obligations.

3. Personnel

a. Certified

b. Classified

F. **UNFINISHED BUSINESS**

1. The Board of Education is asked to consider and approve the change from American Fidelity to Benefits Direct (AmeriLife) per the recommendation from the Insurance Committee.

G. **NEW BUSINESS**

1. Superintendent Search Discussion

2. Grade Reconfiguration Discussion

H. **NEXT BOARD MEETING**

I. **EXECUTIVE SESSION**

1. Personnel matters for non-elected personnel.

J. **ADJOURNMENT**

GARDEN CITY PUBLIC SCHOOLS

DRAFT* MINUTES *DRAFT

Regular Board of Education Meeting, Monday, September 8, 2025 - 6:00 PM

Board Meeting Room, Educational Support Center, 1205 Fleming Street, Garden City, KS 67846

The Board of Education of Garden City USD 457 met for a Regular meeting on Monday, September 8, 2025, at 6:00 P.M. in the Board Meeting Room, Educational Support Center, 1205 Fleming Street, Garden City, KS 67846.

Board members present were Andy Fahrmeier; Jackie Gigot; John Wiese; Mark Hinde; Nathan Haeck; Randy Ralston; Robin Bergkamp. Joining board members at the conference table was Interim Superintendent, Josh Guymon. Also in attendance were Drew Thon, Interim Deputy Superintendent; Steve Nordby, Interim Assistant Superintendent; and Jessica Nothern, Chief Financial Officer.

President Randy Ralston called the meeting to order at 6:00 P.M. The meeting opened with the Pledge of Allegiance.

A. **PLEDGE** – Everyone stood for the Pledge of Allegiance.

B. **SILENT REFLECTION** – Thirty seconds of silent reflection was observed.

C. **MEETINGS OF NOTE**

- Board-Faculty meeting, Kenneth Henderson Middle School, Wednesday, September 10, 2025, at 7:15 A.M. Four or more Board members may be in attendance.
- Board-Faculty meeting, Horace Good Middle School, Tuesday, September 23, 2025, at 7:20 A.M. Four or more Board members may be in attendance.
- Board-Faculty meeting, Charles Stones Intermediate Center, Wednesday, September 24, 2025, at 7:45 A.M. Four or more Board members may be in attendance.
- Board-Faculty meeting, Garden City Achieve, Wednesday, September 24, 2025, at 3:30 P.M. Four or more Board members may be in attendance.

D. **APPROVAL OF AGENDA**

I move to approve the meeting agenda as presented. This motion, made by Mark Hinde and seconded by John Wiese, Carried.

Bergkamp:	Yea
Fahrmeier:	Yea
Gigot:	Yea
Haeck:	Yea
Hinde:	Yea

Ralston: Yea
Wiese: Yea

E. **DELEGATIONS, Q & A, PUBLIC COMMENTS, RECOGNITIONS, COMMITTEE REPORTS**

E.1. **Building Presentation - Garden City Achieve**, Lucas Sullivan, Principal and student leaders Presented the following:

- Mission Statement
- Theme for the Year
- Assessment Data
- LIM Elective Class
- Academic Action Team
- Leadership Action Team
- Culture Action Team
- Next Steps

Board members' questions were answered.

F. **CONSENT AGENDA**

I move to approve all consent agenda items as presented. This motion, made by Andy Fahrmeier and seconded by Nathan Haeck, Carried.

Bergkamp: Yea
Fahrmeier: Yea
Gigot: Yea
Haeck: Yea
Hinde: Yea
Ralston: Yea
Wiese: Yea

F.1. **Minutes**

F.1.a. Minutes of the August 28, 2025, RNR Hearing – approved as presented.
F.1.b. Minutes of the August 28, 2025, Budget Hearing – approved as presented.
F.1.c. Minutes of the August 28, 2025, Regular Board of Education Meeting – approved as presented.

F.2. **Accounts Payable** totaling $213,668.89, noting that all major accounts contain adequate balances to meet current obligations – approved as presented.

F.3. **Personnel** – all certified and classified personnel actions were approved as presented.

F.3.a. **Certified**

Student Teacher Agreements:

- Davida DeLeon – Newman University
- Kaylen Lobmeyer – Newman University

Tuition Reimbursement Agreement:

- Olivia Ortega – ESOL Endorsement

F.3.b. **Classified**

Resignations: Deeqa Axmed Xasan, Bernice Lopez, Alec Stewart
Assignments: Erin Guitron, Claudia Perez, Christina Rosser, Jamile Unruh
Transfers:

- Joy Marie Clifford from Paraprofessional III at Victor Ornelas Elementary School to Paraprofessional I at Victor Ornelas Elementary School
- Alexia Galvez-Huizar from Paraprofessional I at Charles O. Stones Intermediate Center to 1:1 Paraprofessional II at Charles O. Stones Intermediate Center
- Silvia Garcia from Paraprofessional I at Victor Ornelas Elementary School to Paraprofessional III at Victor Ornelas Elementary School

Other:

- Closed Paraprofessional I position at Kenneth Henderson Middle School
- Opened 1:1 Paraprofessional II position at Kenneth Henderson Middle School

F.4. **Other**

F.4.a. Approved the Garden City High School Out of State Travel for 2025-26 as presented.

G. **NEW BUSINESS**

The Board of Education is asked to consider and approve the change from American Fidelity to Benefits Direct (AmeriLife) per the recommendation from the Insurance Committee. Jessica Nothern, Chief Financial Officer, informed the Board that they were initially asked to approve the change from American Fidelity to Benefits Direct (AmeriLife) per the recommendation from the Insurance Committee. The Committee has since been asked and decided to hear a presentation from American Fidelity. Final recommendation will come to the Board for approval at the September 25th meeting.

H. **BOARD OPEN DISCUSSION**

- **Andy Fahrmeier** stated that he appreciated the presentation from the students at GC Achieve and Mr. Sullivan. He also stated that he enjoyed hearing the students share their personal reason for becoming a student leader.
- **Randy Ralston** stated that he appreciated the presentation from GC Achieve and that hearing the students share their stories was inspiring. He also stated that school is off to a good start.
- **Robin Bergkamp** stated that it was great to have the kids back and that it's always nice to see them. She stated that she is always amazed to see a thread of something similar and a thread of something that makes each school stand out a little bit on their own and that it is nice to see the differences and the similarities. She also stated that she is looking forward to a great year.
- **Mark Hinde** stated that he always looks forward to hearing from the different schools and that it was great to hear from GC Achieve and Mr. Sullivan and the students tonight. He also stated that school is off to a great start and that he looks forward to a continuation of it.
- **Nathan Haeck** stated that he agrees with previous comments about GC Achieve. He stated that he appreciated the community that is being built within our school system. He also stated that there are a lot of positive things going on and that he is hearing a lot of good things. He stated that he wanted to give a huge thanks to Transportation, that they are out there every day getting things taken care of and that he appreciates their hard work. He also thanked teachers for their hard work and dedication.
- **John Wiese** stated that the GC Achieve presentation was nice and that there are a lot of positive things going on there and that he appreciated their presentation.
- **Josh Guymon** stated that Mr. Sullivan and his team have worked hard and done a great job at GC Achieve. He stated that there is a good culture at GC Achieve and that the staff have positive things to say. He also stated that he has been out visiting buildings and that it has been a great start to the school year and that we need to keep that momentum and drive going through May.

I. **NEXT BOARD MEETING** - The next meeting of the Board of Education will take place on Thursday, September 25, 2025, at 5:00 p.m. in the Board Meeting Room at the Educational Support Center, 1205 Fleming St., Garden City, Kansas.

J. **EXECUTIVE SESSION - After the completion of all other business, the Board of Education will adjourn to executive session for the following reason:**

J.1. **Consultation with an attorney for the body or agency which would be deemed privileged in an attorney-client relationship.**

Mr. President, I move we go into executive session for 20 minutes, to review and discuss compliance with state or federal law with an attorney pursuant to the exception for matters which would be deemed privileged in the attorney-client relationship under KOMA beginning at 6:30 PM and the open meeting will resume in the Board Meeting Room at 6:50 PM. I would like to invite Josh Guymon, Drew Thon, Steve Nordby, Jessica Nothern and Jennifer Cunningham to join us in executive session. This motion, made by Mark Hinde and seconded by Nathan Haeck, Carried.

Bergkamp:	Yea
Fahrmeier:	Yea
Gigot:	Yea
Haeck:	Yea
Hinde:	Yea
Ralston:	Yea
Wiese:	Yea

Voting Summary: Yea: 7, Nay: 0

Board members returned to the meeting room at 6:50 P.M. and the following action took place.

I move to extend the executive session for 10 minutes beginning at 6:50 P.M. and the open meeting will resume at 7:00 P.M. This motion, made by Nathan Haeck and seconded by Mark Hinde, Carried.

Fahrmeier:	Yea
Haeck:	Yea
Hinde:	Yea
Ralston:	Yea
Wiese:	Yea

Voting Summary: Yea: 5, Nay: 0

The open meeting resumed in the meeting room at 7:00 P.M.

J.2. **Personnel matters for non-elected personnel.**

Mr. President, I move we go into executive session for 15 minutes, to discuss a personnel matter pursuant to non-elected personnel exception under KOMA, beginning at 7:05 P.M. and the open meeting will resume in the Board Meeting Room at 7:20 P.M. I would like to invite Drew Thon to join us in executive session. This motion, made by Mark Hinde and seconded by Andy Fahrmeier, Carried.

Bergkamp:	Yea
Fahrmeier:	Yea
Gigot:	Yea
Haeck:	Yea

Hinde: Yea
Ralston: Yea
Wiese: Yea
Voting Summary: Yea: 7, Nay: 0

The open meeting resumed in the meeting room at 7:20 P.M.

J.3. **Personnel matters for non-elected personnel.**

Mr. President, I move we go into executive session for 15 minutes, to discuss a personnel matter pursuant to non-elected personnel exception under KOMA, beginning at 7:21 P.M. and the open meeting will resume in the Board Meeting Room at 7:36 P.M. I would like to invite Josh Guymon to join us in executive session. This motion, made by Mark Hinde and seconded by Nathan Haeck, Carried.

Bergkamp: Yea
Fahrmeier: Yea
Gigot: Yea
Haeck: Yea
Hinde: Yea
Ralston: Yea
Wiese: Yea
Voting Summary: Yea: 7, Nay: 0

The open meeting resumed in the meeting room at 7:36 P.M.

K. **ADJOURNMENT** – There being no further business to come before the Board, the following action took place.

That the Board of Education meeting be adjourned at 7:37 P.M. This motion, made by Mark Hinde and seconded by Andy Fahrmeier, Carried.

Bergkamp: Yea
Fahrmeier: Yea
Gigot: Yea
Haeck: Yea
Hinde: Yea
Ralston: Yea
Wiese: Yea
Voting Summary: Yea: 7, Nay: 0

Respectfully submitted, Approved:

Jennifer Ramos, Clerk Randy Ralston, President

BOARD OF EDUCATION

Certified Personnel Actions

September 25, 2025

TRANSFERS:

Honey Coash – from first grade position at Jennie Barker Elementary School to science position at Jennie Barker Elementary School.

Jannel Varela Marquez – from science position at Jennie Barker Elementary School to first grade position at Jennie Barker Elementary School.

EDUCATION ATTAINMENT:

The following staff attained categorical advancement as of September 1, 2025:

Aldaco, Alexa	BS to MS
Amos, Alyson	MS+15 to MS+30
Arambula Rascon, Valeria	BS to MS
Arellano, Emily	BS+45 to MS
Armstrong, Jennifer	MS+15 to MS+30
Arteaga, Stephanie	MS to MS+15
Bailey, Trista	BS+45 to MS
Beard, Kayleigh	BS to MS
Bellows, Kyra	BS+15 to BS+30
Burnfin, James	MS to MS+15
Burns, Michael	MS+60 to MS+75
Bussen, Kristopher	BS+30 to MS
Campaña Joyce, Jane	BS+30 to BS+45
Campos, Ellvan	MS+30 to MS+45
Caro, Adriana	MS to MS+15
Carrillo, Ana	BS to BS+15
Castro Barbosa, Cecilia	BS+15 to BS+30
Castro Barbosa, Norma	BS to BS+15
Corpuz, Sheila	MS to MS+15
Crandall, Ciara	BS to BS+15
De La Cruz Matt, Judson	MS+30 to MS+45
DeLeon Mary, Connie	MS to MS+15
Doll, Annette	BS+45 to MS
Dougherty, Grace	BS to BS+15
Dunlap, Jeffrey	BS to BS+15
Espino, Ana	BS to BS+15
Fick, Catherine	BS+45 to MS
Foster, Savannah	BS to BS+15
Gutierrez-Mendoza, Fabiola	BS+15 to BS+30
Harris, Cheryl	MS+30 to MS+45
Henningsen, Kayla	MS+15 to MS+30
Higida Ma, Jerone	BS+30 to MS
Hill, Reagan	BS+30 to BS+45
Johnson, Amanda	MS+15 to MS+30
Karlin, Zachary	BS+30 to MS
Keiss, Tyler	BS+15 to BS+30
Ketterling, Shelby	BS to BS+15
Kirk, Rebecka	BS+15 to BS+30
Kitch, Danica	MS+30 to MS+45
Knechtel, Katie	BS+30 to BS+45
Koehn, Rocio	BS+15 to BS+30
Konrade, Natalie	MS+30 to MS+45
Lappin, Tonya	MS+15 to MS+30
Martinez, Beatriz	BS+30 to BS+45
Martinez, Brenda	BS+15 to BS+30
Meinzer, Tracy	BS+45 to MS
Meza, Veronica	BS+30 to BS+45
Moore, Jordyn	BS+15 to BS+30
Moser, Carrie	MS+15 to MS+30
Myerhoff, Cassandra	BS to BS+15
Nunez, Jenna	BS to BS+15
Ochs, Brandy	MS+30 to MS+45
Orozco, Sarah	BS+15 to BS+30
Ortiz, Sahyra	MS to MS+15
Pak, Carrie	BS to BS+15
Partin, Ashley	MS+15 to MS+30
Potts, Amber	MS to MS+15
Powell, Linda	BS+15 to MS
Rodrigueza, Rene	MS to MS+15
Runnion, Garrett	BS to BS+15
Scheib, Chelsea	BS to BS+15
Skinner, Cheston	MS+15 to MS+30
Sotelo Serrano, Lupita	MS+15 to MS+30
Soto, Rhonda	MS+30 to MS+45
Spangler, Michelle	BS+15 to BS+30
Steinert, Cayla	BS to BS+15
Stevenson, Andrea	MS+15 to MS+30
Suderman, Megan	BS+15 to BS+30
Sullivan, Lucas	MS+30 to DL
Swedberg, Luke	MS+15 to MS+30
Unger, Katrina	MS to MS+15
Vega, Rocio	BS to BS+15
Veyza, Viky	BS+15 to BS+30

BOARD OF EDUCATION

Classified Personnel Actions

September 25, 2025

RETIREMENTS	POSITION	BUILDING	DATE
Maria Del Leon	Nutrition I	Horace Good Middle School	11/14/2025

RESIGNATIONS	POSITION	BUILDING	DATE
Ashley Baker	Teacher Apprentice	Florence Wilson Elementary School	8/22/2025
Bianca Gutierrez	Paraprofessional III	Abe Hubert Elementary School	8/29/2025
David Childress	Bus Driver	Transportation	9/8/2025
Lisandra Lopez	Paraprofessional I	Victor Ornelas Elementary School	9/17/2025
Salvador Monroy Calderon	Custodian I	Kenneth Henderson Middle School	9/17/2025
Maria Borjon-Felix	Nutrition I	Charles Stones Intermediate School	9/17/2025
Angela Villanueva Luna	Paraprofessional III	Victor Ornelas Elementary School	9/19/2025
Morgan Nelson	Paraprofessional II	Horace Good Middle School	9/24/2025
Maria Avila	Nutrition I	Horace Good Middle School	10/1/2025

ASSIGNMENTS	POSITION	BUILDING	DATE
Gabriela Lemus Melendez	Paraprofessional II	Garfield Early Childhood Center	9/8/2025
Liubisa Rivas	Paraprofessional I/ESL	Kenneth Henderson Middle School	9/15/2025
Lacey Haughawout	Paraprofessional III	Charles O. Stones Intermediate Center	9/17/2025
Maricela Gonzalez	Paraprofessional I	Garfield Early Childhood Center	9/17/2025
Valencia, Yenifer	Paraprofessional I	Garfield Early Childhood Center	9/22/2025

TRANSFERS	FROM	TO	DATE
Estela Gutierrez	Paraprofessional II Garfield Early Childhood Center	Paraprofessional II Abe Hubert Elementary School	9/9/2025
Lauren Gleason	Paraprofessional II Abe Hubert Elementary School	Paraprofessional I 0.5 Abe Hubert Elementary School	9/10/2025
Dina Carbajal	Paraprofessional III Victor Ornelas Elementary School	Teacher Apprentice Victor Ornelas Elementary School	9/15/2025
Maria Rincon	Custodian I Plant Facilities	Custodian I Abe Hubert Elementary School	9/15/2025
Zoila Ninabuck	Custodian I Abe Hubert Elementary School	Custodian I Horace Good Middle School	9/16/2025
Nelly Santana	Garden City High School	Plant Facilities	9/18/2025
Elsa Ortiz	Charles O Stones Intermediate School	Plant Facilities	9/18/2025
Juana Herrada Soriano	Educational Support Center	Charles O. Stones Intermediate School	9/19/2025
Elsa Ortiz	Charles O. Stones Intermediate School	Plant Facilities	9/19/2025
Vianca Esquivel	Office Assistant II Horace Good Middle School	Office Assistant II Educational Support Center	9/26/2025

Other:
Jessica Nothern CFO is requesting the following position changes:

CLOSE: 1.0 Administrative Specialist 2 – Educational Support Center
CLOSE: 1.0 Office Assistant 1 - Educational Support Center
OPEN: 1.0 Office Assistant 2 – Educational Support Center

Gina Galpin Director of Special Education request the following changes:

CLOSE: 2.0 Paraprofessional II positions at Garfield Early Childhood Center **OPEN:** 2.0 Paraprofessional II positions at Garden City High School
CLOSE: 2.0 Paraprofessional I positions at Garden City High School
OPEN: 2.0 Paraprofessional I positions at Garfield Early Childhood Center

BOARD OF EDUCATION

Classified Personnel Actions Addendum

September 25, 2025

RESIGNATIONS	POSITION	BUILDING	DATE
Tanya Cook	Paraprofessional II	Georgia Matthews	9/23/2025

ASSIGNMENTS	POSITION	BUILDING	DATE
Amber Delinger	Paraprofessional II	Florence Wilson Elementary School	9/25/2025
Ashley Baker	Paraprofessional II	Horace Good Middle School	9/29/2025

NOTES:
LeeAnn Thon, HR Coordinator request the following:

Close: 1.0 Paraprofessional II position at Georgia Matthews

MEMORANDUM

TO: Board of Education
THRU: Josh Guymon, Superintendent
FROM: Jessica Nothern, Chief Financial Officer
DATE: September 22, 2025
RE: Benefits Direct

ISSUE:

The Board of Education is asked to approve the change from American Fidelity to Benefits Direct (AmeriLife) per the recommendation from the Insurance Committee.

BACKGROUND:

The Insurance Committee recently met to review supplemental insurance options for district employees. During the meetings, the committee heard presentations from Benefits Direct and American Fidelity. Following the presentations, the committee voted overwhelmingly in favor of transitioning to Benefits Direct as our new supplemental insurance provider. Benefits Direct offers a wider range of products, improved pricing, and enhanced coverage options for our staff. Employees who wish to continue their current coverage with American Fidelity will still have the option to do so via direct pay.

ALTERNATIVES:

Remain with American Fidelity.

RECOMMENDATION:

Approve the Insurance Committee's recommendation and transition to Benefits Direct.

FISCAL NOTE:

There is no district financial impact due to these offerings being 100% employee paid. Based on the presentation from Benefits Direct, employees have an opportunity to significantly save on premiums while keeping the same type of coverages.

ATTACHMENTS:

2025 AmeriLife Benefits Overview

AMERILIFE® BENEFITS



Our Commitment to You

You are committed to providing employees with valuable, affordable benefits that help protect their health and financial well-being.

AmeriLife Benefits is committed to helping you achieve your objectives – providing a robust, competitive benefits program with affordable coverages and outstanding employee services.

Do you have concerns with any of these 10 common challenges?

1. **Low employee participation** and satisfaction with benefits
2. **Continual billing and eligibility** issues with carriers
3. **Enrollment & BenAdmin system issues** – e.g., plans and eligibility rules set up incorrectly, delayed EDI data transmissions, inadequate data access and reporting
4. **Difficult claims submission** processes and issues resolution
5. **Outdated benefit plans and missing coverages**, such as long-term care (LTC) and more advanced wellness benefits
6. **Not enough employee education and communication** resources, including support for your Spanish-speaking employees
7. **Concerns with vendor cyber/data security or compliance** with HIPAA, ACA, COBRA, 403(b)/457, or cafeteria plan regulations
8. **Multiple entities with different benefit plans** or multi-state employee populations
9. **Limited HR/Benefits resources** – could use an extra pair of hands, including help answering routine employee questions
10. **Difficult benefits administration** with high employee turnover and onboarding challenges

We can help.

Increase employee participation and satisfaction with more robust coverages

Reduce premiums on non-medical benefit plans

Deliver strategic, customized communication, education, and enrollment support

Provide employees and your HR/Benefits team with year-round assistance

Benefits support you can trust from new hire to retirement



Employee benefit plan solutions and services that wrap around your medical and prescription drug coverage to provide a robust benefits package.



Executive benefits to help reward key executives with important coverages for personal protection and business planning.



Long-Term Care (LTC), 403(b)/457 Retirement plans, and **Medicare services** to help achieve a more secure future.

Our benefit services

As an independent benefits specialist, we are not carrier-biased. We take our due diligence responsibility seriously, sourcing the best plan solutions for the unique needs of each program.

Independent benefit solution expertise

In-depth industry benchmark analysis of non-medical benefits package

Carrier negotiation for highly competitive benefit plan features, underwriting, pricing, and technology support

Vendor negotiation, contracts, and performance management

Regular program reviews, employee satisfaction survey, and reporting to inform strategic decisions and keep program up-to-date

Execution is critical to success

"The team at AmeriLife Benefits has been instrumental in facilitating both our Open Enrollment process and our benefits management throughout the plan year."

- HR Director

"I have never seen a more thorough, well-structured, and executed enrollment in my life. It was like night and day. They were all over it."

- Benefits Broker

Employers and medical brokers across the country depend on AmeriLife Benefits as a trusted partner to not only deliver competitive plan solutions, but high-quality program management and service.

AmeriLife Benefits

60+ years of experience as an Employee Benefits Specialist, serving large employers and medical brokers across the country with Voluntary (VB) and other non-Medical plan solutions and services.

100% of services provided in-house – from program analysis through full-service licensed third-party administration (TPA).[1]

Offices in Kansas, Louisiana, Mississippi, Tennessee, Florida, and Texas with more than 250 agency- and AmeriLife-support employees.

Wholly owned by AmeriLife Group, LLC, a national distributor of protection and financial solutions for more than 5 million Americans.

Our program management & service features

Enrollment Planning & Account Management	**Dedicated Enrollment Planning & Account Management Support** • An experienced Benefits Consultant and dedicated Account Management team that is easy to reach and quick to respond—serving as "an extension of your team" • Provides industry insights, annual enrollment planning and project management, on-going program support, reporting, and more
Benefits Communication	**Professional Benefits Communication (Bi-lingual)** • Customized with employer key messages and branding, expert content and delivered via multiple channels to increase employee understanding and participation • Communication package includes a customized Benefits Communication Portal, benefits guide(s), flyers, emails, text messages, educational videos, podcasts, and more. AI tools used for agile development
Enrollment Platform	**TurnKey Benefits Advantage℠** • A customized, user-friendly enrollment and decision support system for self- and agent-assisted enrollments (annual enrollment and new hires). Supports Medical/Rx, VB, and supplemental plans, with advanced rules capability, and an ACA reporting module • In-house technical team enables rapid setup and testing of benefit plans and data file transmissions • Integrates seamlessly with more than 80 leading carriers/vendors and nearly 20 payroll systems—e.g., ADP, Paychex, Workday, Paycom, UKG, Paylocity • Plus, integration with our in-house Billing Administration system enables automated data transfer for increased accuracy and timeliness
Benefit Counselors	**Certified Licensed Benefits Counselors (CLBC)** • Non-commissioned counselors (including bi-lingual and LTC specialist) undergo extensive training and certification pre-enrollment to provide expert, unbiased guidance for Medical and non-Medical plans during annual and offseason enrollment and for new hires: – Proficient enrolling in TurnKey and third-party systems – Counselor appointments set up via easy-to-use online scheduler • Enrollment calls quality-checked, recorded, and retained for 7 years
Customer Service	**Year-round Employee Assistance** • Dedicated employee service helpline (and email) to assist with questions on benefit plans, eligibility changes, forms, claims processing, and more • Benefits Communication Portal provides a valuable benefits resource 24 x 7 x 365
Employer BenAdmin Platform	**Employer BenAdmin System** • The TurnKey BenAdmin platform provides employers 24 x 7 x 365 access to employee benefits data, reporting, and functions for more efficient management
Premium Administration	**Two Options for Premium Administration Support** • *Option I: Full-service Licensed TPA* provides consolidated "one-check" billing, including eligibility management, premium reconciliation and remittance processing at the certificate level for all plans managed with AmeriLife Benefits' support • *Option II: Stand-alone Premium Reconciliation* service to rapidly identify invoice discrepancies across all plan types
Flex Made Easy℠	• FSA, HSA, HRA Pre-Tax Savings Account Administration & Compliance Support • Post-Tax Lifestyle Spending Account (LSA)
Data Privacy & Security	**Advanced Data Privacy & Security** • Strict protocols in place for privacy and data security in compliance with state and federal laws (HIPAA, HITECH, GLB)—e.g., TurnKey Benefits Advantage℠ SOC 2 Type II Certification, required annual HIPAA and security awareness training, defined compliance processes, limitations on data access, internal and third-party audits • Advanced technologies in place to protect against cyber threats and malicious software: multiple firewalls and MFA, active 24 x 7 x 365 MDR services, regular penetration testing, next generation virus, malware, and spyware protection technologies, etc. – Cybersecurity insurance in place; each claim: $2.0 million

AMERILIFE® BENEFITS

> One way employers can edge out their competition is to offer a robust workplace benefits package and educate their workers about those benefits throughout the year."
>
> *LIMRA.com*

Our benefit solutions

Affordable insurance and wellness benefits that employees need and want...

Health

Accident
Critical Illness
Hospital Indemnity
GAP, MEC & Limited Indemnity Plans
Dental & Vision

Wellness

Mental/Behavioral
Exercise & Weight
Genomic Services
Emergency Transport
Employee Safety & More

Life, DI & Long-Term Care

Group & Voluntary Life
Permanent Life
Permanent Life with Long-Term Care
Group & Voluntary STD & LTD

Financial

FSA, HSA, HRA & LSA
Legal Services
Identity Protection
Financial Coaching

Scan the QR codes below for more details on our services

- TurnKey Enrollment & BenAdmin Platform
- Communication Services
- Premium Reconciliation Service
- TPA Premium Administration Billing & Reconciliation
- Pre-tax Account Administration Flex Made Easy℠

[1]All services are administered in-house except for ACA and COBRA, which are offered through integrated, trusted providers

[2]LIMRA.com: 2022 Beat Study: Benefits and Employee Attitude Tracker

SOLUTIONS FOR LIFE, HEALTH, AND FINANCIAL SECURITY

BENEFITS, ENROLLMENT AND ADMINISTRATIVE SERVICES YOU CAN TRUST

AMERILIFE BENEFITS

SINCE 1958

"Discover the value of an independent, experienced Benefits Specialist team working for you.

One you can trust for help in delivering an exceptional benefits package, along with year-round customer service and expert program administration."

Barb Stewart
President – AmeriLife Benefits

Talk to us today to learn more about how we can help you!

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MEMORANDUM
TO: Board of Education
THRU: Randy Ralston, BOE President
FROM: Drew Thon, HR Director
DATE: 9-20-25
RE: Superintendent Search

ISSUE:
The Board of Education must determine the process for hiring the next Superintendent of Schools.

BACKGROUND:
The Board of Education needs to begin the search for a Superintendent of Schools. With multiple superintendent positions opening across the state, moving forward quickly will allow our district to remain competitive and attract the strongest candidates.
The Board has three potential options for how to proceed:

1. Issue a new RFP and select a search firm. This would allow the Board to review multiple firms and compare services, but it extends the timeline and includes costs.
2. Utilize Ray & Associates under the existing warrant. This option allows the district to engage Ray & Associates immediately at no additional cost, saving both time and money.
3. Do nothing at this time. This option slows the process but risks limiting the candidate pool, as other districts are already moving forward.

ALTERNATIVES:

- Option 1: New RFP/Search Firm
  - *Pros:* Fresh start, multiple firms considered, potential for tailored services.
  - *Cons:* Cost of $5,000–$30,000, longer timeline, delay in launching search.
- Option 2: Ray & Associates (existing warrant)
  - *Pros:* No additional cost, immediate start, firm has knowledge of district from prior work.
  - *Cons:* Board may prefer to explore new firms.
- Option 3: Do Nothing at This Time
  - *Pros:* No immediate cost, postpones decision until later.
  - *Cons:* Risks falling behind other districts, smaller candidate pool, less time for vetting and transition.

RECOMMENDATION:
Administration defers to the Board for direction on which option best serves the district.

FISCAL NOTE:

- Ray & Associates – No additional cost under the existing warrant.
- New search firm – Estimated $5,000 to $30,000 depending on scope and services.
- Do nothing – No immediate cost, but potential risk of higher costs later if fewer candidates are available.

ATTACHMENTS:

- None

MEMORANDUM

TO: Board of Education
FROM: Josh Guymon, Superintendent
DATE: 09/25/2025
RE: Grade Reconfiguration

ISSUE:

The board is asked to discuss and vote on giving a directive to move forward with planning grade reconfiguration.

BACKGROUND:

There have been board members expressing an interest in moving forward with grade reconfiguration. The board is asked to discuss and vote on giving district administration a directive to move forward with developing a plan for approval.

ALTERNATIVES:

1. Approve the directive
2. Do not approve the directive

RECOMMENDATION:

No recommendation, board discretion

FISCAL NOTE:

Initial costs for any architectural design that will be brought to the board for consideration.

ATTACHMENTS:

None