

Call to Order	The meeting was called to order by Vice-Chairman Larry Steiger at 6:00 PM in the Board Room at the Educational Services Center, with the following trustees also present: Mary Brunner, Mark Christensen, Tim Hallinan, and Rollo Williams. Mr. Albin and Mrs. Durgin were absent. Others participating in the meeting include Alex Ayers, Superintendent; Kirby Eisenhower, Deputy Superintendent; Dave Bartlett, Associate Superintendent for Instructional Support; Melanie Sylte, Human Resources Manager; Alison Gee, Attorney; and Tracy Peterson, Administrative Assistant to the Superintendent and Board of Trustees. Also present: Susan Monaghan, Jacque Holden, Cindi and John Rueschoff, Brandon Crosby, Julie Rankin, Romelle Hoon, Becky Burt, Joey Gutierrez, April Kelin, Sherry Leistriz, Nicole Heer, Charleigh Bowe, Robbin Streeter, Sheldon Kline, Matricia Vigil, Anthony Ault, Josh and Amy Schlomer, Jason Schlomer, Tanya Eisenhower, Ty Eisenhower, Faith Eisenhower, Ruth Wenz, Jimmy Hilliard, June Cathey, Vicki Swenson, Marci Rodger, Ashley Eivins, Jennifer Mason																
Celebration	Thunder Basin High School Principal Mike Daniel introduced the 2024-2025 Valedictorians and Salutatorians and commended them for their hard work and dedication. Conestoga Elementary Principal Peggy Bankenbush introduced Science Olympiad leaders and student team members who earned first place at the Science Olympiad competition. Buffalo Ridge Elementary Principal Nate Cassidy introduced Chess Club sponsor April Klein and team members who shared their favorite things about the club and showed appreciation to the board and administrators by presenting them with a keychain of their favorite chess piece.																
Academic Reports	Buffalo Ridge Elementary School Principal Nate Cassidy shared an academic report for Buffalo Ridge Elementary School. Thunder Basin High School Principal Mike Daniel shared an academic report for Thunder Basin High School.																
Name, Image, and/or Likeness (NIL) Policy	Dr. Ayers provided information on the Name, Image, and/or Likeness (NIL) proposed policy by the Wyoming High School Activities Association (WHSAA) that will allow high school student-athletes compensation for their Name, Image, and/or Likeness (NIL). As stated in WHSAA policy 5.7.0, "An amateur athlete is one who engages in athletic competition solely for the physical, mental, social, and pleasure benefits derived from such participation. After discussion, Mr. Christensen motioned for a resolution that the administration write a letter to the WHSAA and indicate that Campbell County School District does not support the proposed policy because allowing student-athletes to receive NIL compensation is counter to the spirit of high school athletics and risks eroding the fairness and integrity of high school sports. Mr. Hallinan seconded the motion, and it passed unanimously.																
CONSENT AGENDA	A motion was made by Mrs. Brunner and seconded by Mr. Williams to approve all items on the Consent Agenda. The motion carried unanimously.																
Minutes	Minutes of the April 8, 2025, Board of Trustees regular meeting were approved. Minutes of the April 8, 2025, Board of Trustees special dinner meeting were approved. Minutes of the April 3, 2025, Community Vision Special meeting were approved.																
Human Resources Actions	The following actions taken by the Human Resources Department were approved:																
EDUCATION SUPPORT PERSONNEL	<u>RECOMMENDATION FOR RE-HIRE FOR 2025-2026 SCHOOL YEAR</u> <table><tr><td>Michelle Heitmann</td><td>Community Project Manager/ESC</td></tr><tr><td>Holley Kimbrell</td><td>Assistant Human Resources Manager/ESC</td></tr></table> <u>NEW HIRES - REGULAR</u> <table><tr><td>Gina Erickson</td><td>Nutrition Services Assistant/Nutrition Services</td></tr><tr><td>Jessie Kerns</td><td>Secretary to the Director of Activities/TBHS</td></tr><tr><td>Tammi Poppleton</td><td>Special Programs Ed. Asst./Buffalo Ridge</td></tr><tr><td>Janika Shearer</td><td>Music Accompanist/CCHS</td></tr><tr><td>Stacy Wilder</td><td>Nutrition Services Assistant/Nutrition Services</td></tr></table> <u>TRANSFERS</u> <table><tr><td>Brian Camilli</td><td>FROM: Custodian/WJSHS</td></tr></table>	Michelle Heitmann	Community Project Manager/ESC	Holley Kimbrell	Assistant Human Resources Manager/ESC	Gina Erickson	Nutrition Services Assistant/Nutrition Services	Jessie Kerns	Secretary to the Director of Activities/TBHS	Tammi Poppleton	Special Programs Ed. Asst./Buffalo Ridge	Janika Shearer	Music Accompanist/CCHS	Stacy Wilder	Nutrition Services Assistant/Nutrition Services	Brian Camilli	FROM: Custodian/WJSHS
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Brian Camilli	FROM: Custodian/WJSHS																

Mary Gallob	TO: Custodian/Cottonwood FROM: Custodian/Cottonwood
Charles Pearson	TO: Elementary Head Custodian/Cottonwood FROM: Bus Driver in Training/Transportation
Lorraine Taylor	TO: Bus Driver/Transportation FROM: Title I Teacher Assistant/Meadowlark
Lorena Zendejas Mendez	TO: ESL Assistant/Meadowlark FROM: Bus Driver in Training/Transportation TO: Bus Driver/Transportation

RESIGNATIONS

Lisa Anderson	Custodian/LLC
Connie Borchgrevink	Special Programs Data Clerk/TBHS
Aunamae Brinkerhoff	Bus Driver/Transportation
Rebecca Cates	Special Programs Ed. Asst./Conestoga
Brittany Dorson	SPEA – ED/Conestoga
Shelly Haney	Finance Manager/ESC
Eryca Howard	Title I Teacher Assistant/Rawhide
Anita Martin	SPEA-High Needs/TBHS
Cheylyn Morris	Special Programs Ed. Assistant/Conestoga
Marshall Rhoades	Custodian/Recluse
Taylor Tapia Jones	Dispatcher/Transportation
Stacia Wise	SPEA – High Needs/Pronghorn

TERMINATIONS

Kristy Carel	Custodian/TBHS
Julie Sinclair	Campus Supervisor/CCHS

CERTIFIED

RECOMMENDATION FOR HIRE

Marlaina Anderson	Exc. Child Specialist/Lakeview
Christina Bergin	Instrumental Music Teacher/Conestoga
Blaine Christenson	Math Teacher/TBHS
Jacob Coleman	Physical Education Teacher/CCHS
Keegan Jenness	Math Teacher/Twin Spruce
Mark Miessler	Exc. Child Specialist/Twin Spruce
Gypsy Petz	School Counselor/Pronghorn
Ashley Price	English Teacher/Sage Valley
Laura Stimson	School Social Worker/Conestoga
Layne Symington	Foreign Language-German/CCHS
Ramsey Wendt	Second Grade Teacher/Prairie Wind
Rickay Wolf	School Nurse/Lakeview

RESIGNATIONS

Baillie Gibson	Physical Education Teacher/CCHS
Samantha Knapp	Fourth Grade Teacher/Cottonwood
Kathryn Lubnau	Speech Pathologist/Paintbrush

TRANSFERS

Jolene Barth	FROM: School Counselor/Stocktrail TO: School Counselor/0.9 Rawhide & 0.1 Recluse
Jennifer Betts	FROM: Exceptional Child Specialist/Sage Valley TO: Math Teacher/Sage Valley
Vanessa Brisson	FROM: Fifth Grade Teacher/Bufalo Ridge TO: Fifth Grade Teacher/Prairie Wind
Belinda Brunelli	FROM: Sixth Grade Teacher/Lakeview TO: Math Interventionist/Lakeview

EXTRA DUTY RECOMMENDATIONS

Brendan Jordan	Assistant Football Coach/TBHS
Elizabeth Maller	7/8 Assistant Track Coach/Sage Valley
Wade Messner	Weight Program-Summer/WJSH
Sara SanJuan	Assistant Track Coach/CCHS

EXTRA DUTY RESIGNATIONS

Jamie Matson	.5 Events Coordinator/Twin Spruce
Georgia McNamee	Assistant Volleyball Coach/CCHS
Kenneth Merwin	Assistant Football Coach/CCHS
Matthew Mordecai	Assistant Golf Coach/CCHS
Stephanie Neely	Weight Program Supervisor Summer/WJSH
Robert Vomhof	Assistant Football Coach/CCHS

Warrants

The following warrants were ratified and approved:	
Payroll Warrants	237636 - 237703
Combined Fund Warrants	400307 - 400506

ACH Combined Funds	2103, 2104, 2105, 2112, 2113, 2117, 2122, 2124, 2125
ACH Nutritional Services	2114, 2123
Major Maintenance Warrants	10126 – 10143
Nutritional Services Fund Warrants	13829 – 13845
Insurance Warrants	4923 – 4924
Student Activities Warrants	37860 – 37868

Bids and Quotes	The following bids and quotes were approved: 1. Camera Systems for New District Buses – Summer 2025 were awarded to AngelTrax for \$57,870.71. 2. Mobile Lift System for Transportation was awarded to D&J Equipment Sales for \$60,386.00. 3. Wood Mulch for District Playgrounds was awarded to Star Playgrounds for \$26,752.50.
Contracts and Agreements	The following contracts and agreements were approved: 1. Pronghorn Elementary School Student Portrait Agreement with Inter-State Studio 2. Paintbrush Elementary School Book Fair Agreement with Scholastic Book Fairs 3. Special Education Related Services Contract Addendum to WDE 406 with Counseling Associates
Mil Levies	Approval was given to continue the Board of Cooperative Higher Education Services one-half mil levy and the Campbell County Public Recreation District one-mil levy.
2025-2025 Fee Schedules	Approval was given for the 2025-2026 Academic and Activity Fee Schedules.
Policies	Approval was given for revisions to the following policies and administrative regulations: • Policy 4116 Retire-Rehire • Policy 4120 Staff Reduction-Continuing Contract Certified • Policy 4336 Use of Tobacco Products and Electronic Vaping Devices and Administrative Regulation 4336-R Use of Tobacco Products and Electronic Vaping Devices • Policy 4112 Extra-Duty Assignments – Evaluation and Rehire • Policy 4120 Staff Reduction-Continuing Contract Certified • Administrative Regulation 4260-R Mileage Reimbursement
Student Expulsions	Approval was given for Student #41 and #42 to be expelled for one calendar year with early re-admittance under strict probation.
Staff Communicators	Certified Staff Communicators Assembly representatives Crista Shelby and Julie Rankin, and ESP Staff Communicators Assembly representatives Jacque Holden and Romelle Hoon presented their proposal for the 2025-2026 salaries and benefits. The proposal included the following: 1. Service the salary schedule. A. Allow a step for experience for those eligible. • Cost to CCSD: \$2.25 million for the entire district (ESP and certified combined). The ongoing General Fund expenditures are \$1.5 million (excludes reimbursables). This would equate to \$1,100 for certified staff and a 3% increase for ESP staff. • Consider increasing the experience (vertical) steps for the Certified Salary Schedule from \$1,100 to \$1,200. Cost to CCSD: \$1,000,000. The ongoing General Fund expenditures are estimated at \$750,000. B. Allow horizontal movement for certified staff where applicable and additional compensation as appropriate for ESP certifications. • Cost to CCSD: approximately \$150,000. 2. Add \$3,500 to the base salary for certified staff and the equivalent of a 6.67% increase base increase to the ESP hourly salary schedule. • Cost to CCSD: \$7 million for the entire district (ESP and certified combined). The ongoing General Fund expenses are \$5.04 million (excludes reimbursables). 3. Provide topped-out employees with a one-time 3% stipend for those who are topped out at either Bachelor's+45, Master's+45, or Doctorate (and where applicable on ESP salary schedule). • The new cost to CCSD to move from 2% to 3%: \$70,000 (for ESP and certified staff combined). 4. An additional paid day off during the Christmas break for 9 and 10-month ESP staff. This would be significant in helping with retention and possible recruitment. • Cost to CCSD: \$160,000 (for the specified ESP staff).

5. Convert one sick day (8 hours) to one (1) convenience day (8 hours) for all certified employees and the equivalent to ESP staff. Allow one extra day (8 hours) to be saved in the Convenience Leave Bank. For example, instead of 32 hours allowed in the Convenience Leave Bank, 40 hours would be allowed.

- There is no additional cost to CCSD since no new time is being granted.

6. Create a proposal to reduce health care insurance premiums for married couples who are both full-time employees of CCSD. We strongly believe that this will not only help with recruitment but also with retention. We respectfully request that the funds to reduce insurance premiums come from an account not used for the SCA process.

Public Comments

Paintbrush Elementary welcomed University of Wyoming staff and students who hosted a STEM day for Paintbrush students. The day was filled with exciting and amazing activities, and thanks were expressed to the board, Paintbrush staff, and the school district for their support of these events.

Gratitude was expressed for their family's legacy because the school district has employed many family members, and working for the district is an honor.

Adjournment

The meeting adjourned at 7:35 PM.

Chairman

Clerk