

Call to Order	The meeting was called to order by Chairman Lisa Durgin at 6:00 PM in the Board Room at the Educational Services Center, with the following trustees also present: Tim Albin, Mary Brunner, Mark Christensen, Tim Hallinan, Larry Steiger and Rollo Williams. 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: Sean Mathes, Christy Mathes, John and Cindi Rueschoff, Robbin Streeter, Sheldon Kline, Nick Bouzis, Ellie Bouzis, Mike Dorr, Reese Dorr, Helen Hayden, Rylee McNeil, Brooklyn Noble, Raynor Ranum, Gracie Ranum, Rhonda Ranum, Lanae Kimbley, Melinda Leastman, Jacque Holden, Brandon Cone, Ricardo Scenz, Sam Scenz, Jon Gallardo, Jessica Borah, Brandon Vahlkamy, Kristi Bell, Michael Bell, Malarie Maki, Kimberly Hutchison, Sarah Toland, Nikki Lubken, Julie Rankin, Brady Hunt, Cylis Gallion, Michele Ban, Ashleigh Stuber, Ashley Eirins, Tony MacDonald, Kathy Reynolds, Becky Herther, Jason Garman, Brian Brandon, Anne Ochs, Jodi Wilson, Brandee Maurer																																									
Celebration	Campbell County High School Principal Chad Bourgeois introduced the 2024-2025 Valedictorians and Salutatorians and commended them for their hard work and dedication. The top three Book Battle winners were recognized: Lakeview Elementary/Cottonwood Elementary (1st place), Stocktrail Elementary (2nd Place), and Buffalo Ridge Elementary (3rd Place). Campbell County High School Activities Director Dave Plendl recognized “CCHS Champions” for fall and winter sports and activities.																																									
CONSENT AGENDA	A motion was made by Mr. Williams and seconded by Mr. Hallinan to approve all items on the Consent Agenda. The motion carried unanimously.																																									
Minutes	Minutes of the April 22, 2025, Board of Trustees regular meeting were approved. Minutes of the April 22, 2025, Board of Trustees special dinner meeting were approved..																																									
Human Resources Actions	The following actions taken by the Human Resources Department were approved:																																									
EDUCATION SUPPORT PERSONNEL	<u>NEW HIRES - REGULAR</u> <table><tr><td>Marcy Befus</td><td>Custodian/Westwood High School</td></tr><tr><td>Ana Enriquez</td><td>SPEA – High Needs/CCHS</td></tr><tr><td>Augustina Gartzke</td><td>Special Programs Ed. Asst./Hillcrest</td></tr><tr><td>Jennifer Keller</td><td>SPEA – ASD/Lakeview</td></tr><tr><td>Lara Lopez</td><td>Special Programs Ed. Asst./Conestoga</td></tr><tr><td>Marti Mehling</td><td>Admin. Asst. to Director of Curr., Assess, & PD/LLC</td></tr><tr><td>Scott Neal</td><td>Supervisor of Transportation</td></tr><tr><td>Roland Schofield</td><td>Custodian/WJSH</td></tr><tr><td>Kim Scott</td><td>HS Data Clerk-Special Programs/TBHS</td></tr></table> <u>NEW HIRES – SUBSTITUTES/TEMPORARIES</u> <table><tr><td>Daniel Wood</td><td>Bus Driver in Training/Transportation</td></tr><tr><td>Lori Zimmerschied</td><td>Bus Driver in Training/Transportation</td></tr></table> <u>TRANSFERS</u> <table><tr><td>Shelby Bruce</td><td>FROM: SPEA – High Needs/TBHS TO: SPEA – ED/Conestoga</td></tr><tr><td>Janine Ehrler</td><td>FROM: Tech Asst, Inst. Asst, Title I Asst/Recluse TO: Rural School Secretary/Recluse</td></tr><tr><td>Bretta Jassek</td><td>FROM: SPEA-ED/Conestoga TO: Bus Assistant – Special Programs/Transportation</td></tr><tr><td>Andrea Lofley</td><td>FROM: Library Media Assistant/WJSH TO: Guidance Secretary/Registrar/WJSH</td></tr><tr><td>Amanda Matlock</td><td>FROM: Guidance Secretary/Registrar/WJSH TO: Secretary to the Principal/WJSH</td></tr></table> <u>RESIGNATIONS</u> <table><tr><td>Tonya Anderson</td><td>Special Programs Bus Assistant/Transportation</td></tr><tr><td>Debra Baumert</td><td>Bus Driver/Transportation</td></tr><tr><td>Colette Bertrand</td><td>Secretary to the Principal/WJSH</td></tr><tr><td>Natalee Cook</td><td>Special Programs Ed. Asst./Buffalo Ridge</td></tr></table>		Marcy Befus	Custodian/Westwood High School	Ana Enriquez	SPEA – High Needs/CCHS	Augustina Gartzke	Special Programs Ed. Asst./Hillcrest	Jennifer Keller	SPEA – ASD/Lakeview	Lara Lopez	Special Programs Ed. Asst./Conestoga	Marti Mehling	Admin. Asst. to Director of Curr., Assess, & PD/LLC	Scott Neal	Supervisor of Transportation	Roland Schofield	Custodian/WJSH	Kim Scott	HS Data Clerk-Special Programs/TBHS	Daniel Wood	Bus Driver in Training/Transportation	Lori Zimmerschied	Bus Driver in Training/Transportation	Shelby Bruce	FROM: SPEA – High Needs/TBHS TO: SPEA – ED/Conestoga	Janine Ehrler	FROM: Tech Asst, Inst. Asst, Title I Asst/Recluse TO: Rural School Secretary/Recluse	Bretta Jassek	FROM: SPEA-ED/Conestoga TO: Bus Assistant – Special Programs/Transportation	Andrea Lofley	FROM: Library Media Assistant/WJSH TO: Guidance Secretary/Registrar/WJSH	Amanda Matlock	FROM: Guidance Secretary/Registrar/WJSH TO: Secretary to the Principal/WJSH	Tonya Anderson	Special Programs Bus Assistant/Transportation	Debra Baumert	Bus Driver/Transportation	Colette Bertrand	Secretary to the Principal/WJSH	Natalee Cook	Special Programs Ed. Asst./Buffalo Ridge
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Karin Engelhaupt Tara Goetz LeAnn Gross Wanda Kinsinger Lisa Koranda Darcie Lyon Endia McNeil Trevor Morton Cindy Newton Michell Rivas Jackie Roberts Kaley Rodriguez Cheyanne Salugao Kelsey Williams Ellie Wilson	Special Programs Ed. Asst./Pronghorn Bus Driver/Transportation Infant Care Assistant/Westwood 0.5 Instructional Assistant/Pronghorn SPEA – ED/Conestoga Instructional Assistant/Lakeview SPEA-ED/Sage Valley Water Safety Assistant/Aquatic Center Rural School Secretary/Recluse ESL Assistant/Hillcrest Water Safety Assistant/Aquatic Center Special Programs Ed. Asst./Conestoga Custodian/Stocktrail SPEA – ED/Conestoga Special Programs Ed. Asst./Lakeview
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TERMINATIONS
Elia Castillo De Martinez
Uruyuky Martinez
Rebecca Oedekoven

Custodian/Westwood High School
Assistant Head Custodian/CCHS
Bus Driver in Training/Transportation

CERTIFIED

RECOMMENDATION FOR HIRE

Salvatore Bonafede
Alyx Bruce
Anna Caffee
Carolina De La Torre
Marc Dittman

Maria Dominguez
Taylor Kadera
Adrienne Mackenzie
Alexandra Martinez

Caitlin Pedersen
Cliff Toole

Kena Wolf

RESIGNATIONS
Mary Boethwick
Theresa McRann
Julie Norman

Tamara Torrez

TRANSFERS

Matthew Albin

Kyle Avery

Samantha Burr

Amanda Candelaria

Celeste Hayden

Brendan Jordan

Krystal Jorgensen

Mikah Kadera

Ashley Pollick

Barbara Rasse

Music Teacher/Sunflower
Exc. Child Specialist/Conestoga
School Counselor/Stocktrail
Kindergarten DLI Teacher/Stocktrail
Exc, Child Specialist-ASD Program/Twin
Spruce
Fourth Grade DLI Teacher/Stocktrail
Fifth Grade Teacher/Bufalo Ridge
Math Teacher/WJSH
Dual Language Immersion Teacher/Twin
Spruce
Art Teacher/Stocktrail
Elementary Principal/.75 Rawhide & .25
Recluse
Elementary Multiple Teacher/Recluse

Spanish Teacher/TBHS
Reading Recovery Teacher/Rozet
Special Programs Professional Development
Specialist/SSC
Transition Specialist/SSC

FROM: Music Teacher/Sunflower
TO: Vocal Music Teacher/CCHS
FROM: PE Teachers/Rozet
TO: .5 Associate Principal-Activities Dir./ .5
Health Teacher/Twin Spruce
FROM: Professional Development
Specialist/LLC
TO: Director of Technology/LLC
FROM: Exc. Child Specialist/Bufalo Ridge
TO: Exc. Child Specialist/WJSH
FROM: Exc. Child Specialist/Pronghorn
TO: Exc. Child Specialist/Sage Valley
FROM: Kindergarten Teacher/Conestoga
TO: Fourth Grade Teacher/Bufalo Ridge
FROM: Second Grade Teacher/Stocktrail
TO: GATE Teacher/ 0.6 Pronghorn & 0.4
Rawhide
FROM: Physical Education Teacher/Stocktrail
TO: Physical Education Teacher/TBHS
FROM: Fifth Grade Teacher/Lakeview
TO: GATE Teacher/0.6 Bufalo Ridge & 0.4 4J
FROM: Second Grade Teacher/Bufalo Ridge
TO: Science Teacher/Sage Valley

SUBSTITUTE TEACHER NEW HIRES

Wendy Compton
Brady Eby
Danielle Law
Victoria Reyes
Elizabeth Walters

Substitute Teacher/All Schools
Substitute Teacher/All Schools
Substitute Nurse/All Schools
Substitute Nurse/All Schools
Substitute Nurse/All Schools

Tasha Weber	Substitute Teacher/All Schools
Jamie Williams	Substitute Teacher/All Schools
Meghan Young	Substitute Teacher/All Schools

EXTRA DUTY RECOMMENDATIONS

Bree Arzy-Mitchell	Assistant Cheer Coach-Fall/TBHS
Hannah Brown	Assistant Cheer Coach-Winter/TBHS
Kelly Hunter	Assistant Golf Coach/CCHS
Tyler Pownall	Head Girls Wrestling Coach/CCHS
Nathan Schelling	HS Head Basketball Coach/WJSH

EXTRA DUTY RESIGNATIONS

Matt Albin	7/8 Football Coach/Sage Valley
Michael Hladky	Head Boys Basketball Coach/CCHS
Patrick Neely	Head Boys Basketball Coach/WJSH
Tyler Pownall	Wrestling Asst. Coach/CCHS

Warrants	The following warrants were ratified and approved:
	Payroll Warrants 237704 - 237904
	Combined Fund Warrants 400507 - 400747
	ACH Combined Funds 2223, 2226, 2240, 2242
	ACH Nutritional Services 2241
	Major Maintenance Warrants 10144 - 10159
	Nutritional Services Fund Warrants 13846 - 13864
	Insurance Warrants 4925
	Student Activities Warrants 37869 - 37876
	Activity Official CCHS Warrants 7102 - 7139
	Activity Official TBHS Warrants 2264 - 2290

Bids and Quotes	The following bids and quotes were approved:
	1. Schoology FY26 Annual License and Subscription Renewal was awarded to PowerSchool for \$43,889.63.
	2. Renewal for Character Strong Toolkits and Training was awarded to CharacterStrong for \$31,977.00.
	3. Renewal for District PowerSchool Software for Students was awarded to PowerSchool Group LLC for \$35,365.20.
	4. New Crew Cab ¾ Ton Pickup for Maintenance Department was awarded to Chalmers Ford for \$51,598.30.
	5. Wright Jr. Sr. High Concrete repairs were awarded to Powder River Construction, Inc., for \$45,040.00.
	6. Wright Jr. Sr. High Irrigation System was awarded to G&G Landscaping, Inc, for \$476,216.50.
	7. Plastic Can Liners for FY2026 were awarded to Cowboy Supply House (\$17,692.32) and Norco, Inc, (\$11,904.00) for a total of \$29,596.32.

Contracts and Agreements	The following contracts and agreements were approved:
	1. Special Education Related Services Agreement for Students with Disabilities with Kuhn Behavioral Consulting, LLC
	2. Campbell County High School Student Portrait Agreement with Inter-State Studio
	3. Special Education Related Services Contract Addendum to WDE 406 with Desiree Rivera, Bilingual Speech Language Pathologist.
	4. Special Education Related Services Contract Addendum to WDE 406 with Counseling Associates

Ratified Contract and Agreement	1. Special Education Residential Services Agreement In-State Placement with Northeast Wyoming Board of Cooperative Educational Services (N.E.W. BOCES)
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Student Expulsion	Approval was given for Student #43 to be expelled for one calendar year with early re-admittance under strict probation.
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2025-2025 Salary/Benefits, and Health Insurance Recommendations.	Mrs. Sylte reviewed the following recommendations for the 2025-2026 Health, Dental, and Vision Rate Benefits and asked for Board approval: • Insurance Premiums: 4.5% increase for all employee medical plans (with the 4% Wellness Discount). • Increases to all medical plans for employees will begin September 1, 2025. • No change to Dental and Vision premiums. • Dual Enrollment Incentive: a \$200 monthly incentive for insurance-eligible employees/spouses on district health insurance. Both must be enrolled in the same plan and complete the wellness screening to be eligible for the incentive. • Retiree plans will be 45% above total premium costs. Retiree dental plans will be 22% above total premium costs. Retiree increases begin July 1, 2025.
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	Dr. Ayers made the following recommendations for the 2025-2026 salaries and benefits: • Advancement on the salary schedules for longevity (a step) take place. • Vertical steps (experience) for staff on the certified salary schedule be increased from \$1100 to \$1200.
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- Certified and ESP employees completing education or training that would provide additional compensation be allowed the appropriate salary adjustments.
- Salary schedules be adjusted in the following manner for the 2025-26 school year:
 - Increase the base of the teacher salary schedule by 6.67%;
 - Increase the base of the ESP, licensed professional, supervisor, and manager salary schedules by 6.67%;
 - Increase the base of administrator salary schedules by 5%.
- Topped-out employees receive a one-time stipend of 3% to be paid out proportionally in regular checks during the 2025-2026 school year. Topped out on the certified staff schedule is defined as those currently on the final step of the Bachelor's plus 45, Master's plus 45, and Doctorate columns only. Topped out in all other positions is defined as those currently on the final step of their salary schedule.
- When two spouses employed full-time choose to be covered together on one health insurance plan, a \$200/month premium deduction will be applied to their monthly premium.
- 8 hours of sick leave be replaced by 8 hours of convenience leave for all staff for 2025-2026 and going forward. Additionally, the amount of hours allowed to carry over in the convenience bank be increased by 8 hours.

After discussion, Mr. Williams motioned to approve the recommendations as presented, and Mrs. Brunner seconded the motion.

After additional discussion, Mr. Steiger made a motion to increase the administrators' base salary from 5% to 6.67%. Mr. Albin seconded the motion. The motion carried 5-2 with Chairman Durgin, Mr. Albin, Mr. Christensen, Mr. Steiger, and Mr. Williams voting yes, and Mrs. Brunner and Mr. Hallinan voting no.

Chairman Durgin asked for a vote on the remainder of the recommendations, and it passed unanimously.

Policy 1360
Designating Facility
Usage

Mrs. Sylte provided information on proposed Policy 1360 Designating Facility Usage. The Legislature passed Wyoming Statute 21-3-137, which requires the district to immediately create and adopt a policy designating facility use. Mrs. Sylte requested approval of first reading and asked for formal adoption of Policy 1360 Designating Facility Usage.

Mrs. Brunner motioned to approve the formal adoption on first reading of Policy 1360 Designating Facility Usage in compliance with the newly passed Wyoming Statute 21-3-137. Mr. Christensen seconded the motion, and it passed unanimously.

Policies and
Administrative
Regulations

Mr. Eisenhower provided information on the Notice of Intent to Adopt Policy, which is proposed to amend, repeal, and conform current District policies to align with House Bill 172, enrolled as Act No. 24, House of Representatives of the Sixty-Eighth Legislature. That Bill made it legal for non-students holding a valid conceal carry permit to conceal carry on District property. It permits Districts to create rules regarding employees' concealed carrying on District property.

The following proposed policies exceed the minimum substantive state statutory requirements and are proposed to protect our students' health, safety, and welfare and to ensure that those of our employees concealed-carrying in our District are as safe and qualified to carry as reasonably possible.

Mr. Eisenhower presented first reading of Policy 1500, Prohibition of Firearm Open Carry, and requested approval. Mrs. Brunner motioned to approve first reading of the policy, Mr. Hallinan seconded the motion, and it passed unanimously.

Mr. Eisenhower presented first reading of Policy 5500, Prohibition of Student Carrying a Firearm, and requested approval. Mr. Williams motioned to approve first reading of the policy, Mr. Hallinan seconded the motion, and it passed unanimously.

Mr. Eisenhower reviewed first reading revisions to Policy 4341 Personnel Authorized to Carry Concealed Firearms, Administration Regulations 4341-R Section 1 Applicability & Limitations; 4341-R Section 2 Holster Concealed Biometric Container, or Lockbox Requirements for Concealed Carry, 4341-R Section 3 Mandatory Drug & Alcohol Testing, 4341-4 Section 4 Training Requirements, 4341-R Section 5 Ammunition Requirements, and 4341 Form-Concealed Carry Firearm or Holster Change Order and requested approval. Mr. Christensen motioned to approve first reading of the policy and regulations, Mrs. Brunner seconded the motion, and it passed unanimously.

Preliminary Budget

Mr. Bartlett and Mrs. Haney reviewed the 2025-2026 preliminary budget. Mr. Albin made a motion to approve the 2025-2026 preliminary budget as presented in the amount of \$311,423,504.50. Mrs. Brunner seconded the motion, and it carried unanimously.

Facility Update	Mr. Bartlett provided a facility update on Little Powder, Aquatic Center, Transportation Facility, Campbell County High School, Sage Valley Kitchen Remodel, Cottonwood roof replacement, and Lakeway Learning Center remodel.
Public Comments	None
Celebrations	Trustee Celebrations: - Chairman Durgin celebrated the great raises given to staff, acknowledging their hard work, praised the Staff Communicator's Assembly and administration, thanked the legislature for the ECA, and shared her excitement for the staff because it was well deserved. - Mr. Christensen praised the administration's work in putting a budget together quickly and doing it well because it is not easy. He also gave special recognition to Finance Manager Shelly Haney for her exceptional work for the district.
Adjournment	The meeting adjourned at 9:27 PM.

Administrative Assistant
Tracy Peterson

Chairman

Clerk