

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. Also Present: John and Cindi Rueschhoff, Brian Brandon, Jacque Holden, Sean Mathes, Deb and Bob Welch, Ann Schmidt-Sanner, Deb and Merle Christopherson, Josh McGrath																
Celebrations	Deb Christopherson, a bus driver for Campbell County School District, was honored for her heroic efforts in assisting fellow bus driver Julie Parker. She played a crucial role in the life-saving CPR performed by Parker on a community member in Wright after an auto accident, ensuring she had the proper medical supplies, etc. This incident showcases Christopherson's caring and calm nature, as well as her ability to respond effectively in an emergency. Deb Welch, a bus driver for Campbell County School District, was not just a participant but a standout winner at the annual WPTA (Wyoming Pupil Transportation Association) bus rodeo driving skills competition in Casper, taking first place and bringing recognition to the district.																
Academic Report	Pronghorn Elementary Brian Brandon shared the school's academic report.																
Board Committee Reports	The Board provided committee reports on the following: BOCHES - Trustee Mary Brunner reported that up to 700 students were enrolled in the continuing education program, an amazing opportunity. They surveyed graduates about the program and received very positive feedback. Staff Recognition & Retention Committee - Human Resources Manager Melanie Sylte reported that the committee has done the following: • Every school and certified teacher in the District during Parent/Teacher Conferences was celebrated with a delivery of cookies, and one convenience day was given per building in a drawing to show appreciation for a certified teacher's hard work and dedication to our District. • October is Principals Appreciation Month, and one convenience day was given to a principal for a giveaway drawing during a leadership meeting. • On Veterans Day, all Campbell County School District will be recognized and honored. Their sacrifice and service will be acknowledged with a special ad in the newspaper and a recognition at the November 11 board meeting. • Future Plans - Onesies will be given for all new babies born to staff members, and ESP staff will be recognized in December with a surprise giveaway.																
Board Reports	Pronghorn Elementary Principal Brian Brandon provided an academic report for Cottonwood Elementary.																
CONSENT AGENDA	A motion was made by Mr. Williams and seconded by Mr. Albin to approve all items on the Consent Agenda. The motion carried 6-1.																
Minutes	Minutes of the October 14, 2025, Board of Trustees regular meeting were approved. Minutes of the October 14, 2025, Board of Trustees special dinner meeting were approved. Minutes of the October 21, 2025, Board of Trustees executive session previously provided to the Board were approved.																
Human Resources Actions	The following actions taken by the Human Resources Department were approved:																
EDUCATION SUPPORT PERSONNEL	<table><tr><td><u>NEW HIRES - REGULAR</u></td><td></td></tr><tr><td>Daniel Bodenstein Ramirez</td><td>SPEA – High Needs/Stocktrail</td></tr><tr><td>Joshua Eckhoff</td><td>Custodian/TBHS</td></tr><tr><td>Bobbi Guettler</td><td>SPEA for students w/ Hearing Impairment/SSC</td></tr><tr><td>Cristy Hughes</td><td>Custodian/Pronghorn</td></tr><tr><td>Jessica Kirkpatrick</td><td>Vocational Job Coach/TBHS</td></tr><tr><td>Andrea Kramer</td><td>Instructional Teacher Asst./Lakeview</td></tr><tr><td>Keri McPheeters</td><td>Special Programs Ed. Asst./Rozet</td></tr></table>	<u>NEW HIRES - REGULAR</u>		Daniel Bodenstein Ramirez	SPEA – High Needs/Stocktrail	Joshua Eckhoff	Custodian/TBHS	Bobbi Guettler	SPEA for students w/ Hearing Impairment/SSC	Cristy Hughes	Custodian/Pronghorn	Jessica Kirkpatrick	Vocational Job Coach/TBHS	Andrea Kramer	Instructional Teacher Asst./Lakeview	Keri McPheeters	Special Programs Ed. Asst./Rozet
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Sarah Newbern	Nutrition Service Assistant/Nutrition Services
Ronald Sifuma	Asst. Head Custodian/TBHS

NEW HIRES – SUBSTITUTES/TEMPORARIES

Martin Garcia	Bus Driver in Training/Transportation
Sebrina Pacheco	Bus Driver in Training/Transportation
Ashley Pitter	Bus Driver in Training/Transportation

TRANSFERS

Aleksandr Carter	FROM: SPEA/CCHS TO: SPEA-HN/CCHS
Erin Jensen	FROM: Custodian/Sage Valley TO: Assistant JH Head Custodian/Sage Valley
Alma Lozano	FROM Custodian/CCHS TO: Assistant HS Head Custodian/CCHS
Kali Metzger	FROM: SPEA-ED/TBHS TO: ISDP Director/TBHS
Gregory Wilson	FROM: Bus Driver in Training/Transportation TO: Bus Driver/Transportation

RESIGNATIONS

Dakota Brown	Custodian/TBHS
Caja Campbell	SPEA – ASD/Lakeview
Gina Hodgins	SPEA – High Needs/Wagonwheel
Lizbeth Lopez	ESL-TA/CCHS
Jorge Martinez-Reyes	SPEA/YES House
Andrew Wright	Custodian/TBHS

TERMINATIONS

Christine Reeder	SPEA-HN/WJSH
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CERTIFIED

RECOMMENDATION FOR HIRE

Alex Ayers	Superintendent of Schools
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SUBSTITUTE TEACHER NEW HIRES

Kathryn Bennett	Substitute Teacher/All Schools
Amber Eby	Substitute Teacher/All Schools
HayLeigh Fenner	Substitute Teacher/All Schools
Rebekah Forstner	Substitute Teacher/All Schools
Sebastian Hernandez Velez	Substitute Teacher/All Schools
Kylee Lamb	Substitute Teacher/All Schools
Courtney Rosenau	Substitute Teacher/All Schools
Mystie Thomas	Substitute Teacher/All Schools
Danielle Trujillo	Substitute Teacher/All Schools
Beth Williamson	Substitute Teacher/All Schools

EXTRA DUTY RECOMMENDATIONS

Hunter Hayden	Asst. Wrestling Coach/CCHS
Tarina Holland Leithead	7/8 Boys Asst. Basketball Coach/WJSH
Gregory Logsdon	7/8 Asst. Wrestling Coach/WJSH
Benjamin Partlow	7/8 Boys Asst. Basketball Coach/Sage Valley
Jennifer Senef	7/8 Boys Asst. Basketball Coach/Sage Valley

REQUEST FOR MEDICAL LEAVE OF ABSENCE

Employee B requests medical leave for the period of November 5th, 2025 – February 11th, 2026.

Employee C requests a medical leave for the period of November 5th, 2025 – February 11th, 2026.

Warrants

The following warrants were ratified and approved:

Payroll Warrants	238828 - 238961
Combined Fund Warrants	402699 - 402913
ACH Combined Funds	1354, 1356, 1378, 1390
ACH Nutrition Services	1355, 1377, 1379
Major Maintenance Warrants	10400 - 10417
Nutritional Services Fund Warrants	14100 - 14109
Insurance Warrants	5015 - 5020
Student Activities Warrants	37960 - 37967
Activity Official WJHS Warrants	1617 - 1618
Activity Official TBHS Warrants	2326 - 2331
Activity Official SVJH Warrants	1074 - 1086

Bids and Quotes	The following bids and quotes were approved: 1. District-Wide Real Estate Brokerage Services were awarded to ERA Priority Real Estate for the following: Hourly Rate-\$175.00, Buyer Commission-2.5%, and Sales Commission-5%. 2. Paintbrush Elementary Water Main Break Repairs were awarded to Long's Plumbing & Heating, Inc., for \$114,706.75. 3. Stocktrail Elementary Detention Pond Infill – Emergency was awarded to Norton Construction for \$31,500.00. 4. Thunder Basin High School Water Softener Replacement-Emergency was awarded to Wyoming Water Solutions-Softener for \$29,899.00 and Long's Plumbing & Heating, Inc.-Installation for \$14,734.90 for a total of \$44,633.90.
Contracts and Agreements	1. Professional Services Agreement with Learning by Design Consulting, LLC
School Improvement Plans	Approval was given for the 2025-2026 School Improvement Plans.
Facility Update	Mr. Bartlett provided a facility update on the following projects: • Aquatic Center - pool is being filled, elevator install will be completed by Friday, testing and balancing of systems will be ongoing for three weeks • Little Powder - playground delivered, finish work continues, systems testing and balancing are ongoing, staff have started to pack and prepare for the move, will start in the new building January 5, demolition of the old building is scheduled to begin January 19 • Transportation - continue to work with (SFD) School Facilities Department on the plan to request additional funding needed, the state has 3rd party firms reviewing the cost estimate to ensure accuracy • Campbell County High School - design team will be in Gillette on November 5th for a series of focus group meetings, approved to move to 60% design on the stadium and 35% on the building, looking at options for alternative parking for the duration of the project • Conestoga Most Cost-Effective Remedy (MCER) - draft was delivered to SFD, process should be completed in approximately two months
Legislative Update	Select Committee on School Facilities - No district projects; major maintenance; SF34-38.1 M increase; one-time money; discussion of making it permanent; safety and security priorities: vestibules, bollards at entry points, and the district's request for re-keying.
Public Comments	A staff member shared that during Parent/Teacher Conferences, the cookies delivered to staff and the convenience day given by the recognition committee were amazing; everyone in the building was very excited and grateful.
Trustee Celebrations	Mr. Williams celebrated the upcoming RE/MAX-hosted fundraising event on November 5th, which the community is invited to for the Thank Heaven for Kids program. The office will hold a luncheon with soup, salads, and desserts, and, if people choose, they can support THFK by donating. He also shared that the visit to Twin Spruce and Campbell County High School was phenomenal. The students were doing what they needed to do, the school has excellent teachers, he was in awe of the teaching, and we can all take immense pride in our excellent district. It is the job of board members to ensure that this great work continues.
Adjournment	The meeting adjourned at 6:53 PM.

Chairman

Clerk