

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: Tim Albin, Mary Brunner, Mark Christensen, Tim Hallinan, and Rollo Williams. Lisa Durgin was absent. Others participating in the meeting included Alex Ayers, Superintendent; Kirby Eisenhauer, Deputy Superintendent; Associate Superintendent for Instructional Support; Dave Bartlett, Human Resources Manager; Melanie Sylte; Alison Gee, Attorney; and Tracy Peterson, Secretary to the Board. Also present: John and Cindi Rueschhoff, Sean and Christy Mathes, Courtnei and Jay Costigan, Braylynn Hitt, Kelly Boltin, Jack and Susan Clary, Dateron Boltin, Rolf and Trinic Aranoy, Marcie Rodgers, Rory Williams, Amber Frei, Amanda Gilbert, TJ Guernsey, Jacque Holden, Jessica Capicatto, Jonathan Gallardo, Ashley Quinn, Raechell
Celebrations	Rawhide Elementary Principal Cliff Toole introduced 6th-grade student, Braylynn Hitt's achievement as the winner of the logo drawing contest, chosen from 300 submissions for the Campbell County 250th Semiquincentennial Celebration. Paintbrush Elementary Principal introduced Estela Guernsey, music teacher and the current CCSD Teacher of the Year, along with a small section of her choir students who performed "I Choose" for the Board.
Academic Reports	Paintbrush Elementary Principal Jenni Gilson shared the school's academic report. Prairie Wind Elementary Principal Rory Williams shared the school's academic report.
Board Committee Reports	There were no committee reports. Mrs. Brunner removed Section E, Item 1, IXL Annual Site License Renewal Grades K-12 for discussion. A motion was made by Mr. Christensen and seconded by Mr. Williams to approve all other items on the Consent Agenda. The motion carried unanimously. After discussion, Mrs. Brunner motioned to approve Section E, Item 1, IXL Annual Site License Renewal Grades K-12. Mr. Christensen seconded the motion, and it carried unanimously.
Minutes	Minutes of the December 9, 2025, Board of Trustees regular meeting were approved. Minutes of the December 9, 2025, Board of Trustees dinner meeting were approved. Minutes of the December 9, 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	<u>NEW HIRES - REGULAR</u> <table><tr><td>Kaitlyn Bray</td><td>Instructional Teacher Asst./Prairie Wind</td></tr><tr><td>Catherine Carlson</td><td>SPEA – ED/Conestoga</td></tr><tr><td>Lesli Corte Valenzuela</td><td>Custodian/CCHS</td></tr><tr><td>Valerie Erickson</td><td>SPEA – ASD/Lakeview</td></tr><tr><td>Maria Farnum</td><td>Instructional Teacher Asst./Buffalo Ridge</td></tr><tr><td>Abigail Godwin</td><td>Custodian/TBHS</td></tr><tr><td>Brenda Gutierrez</td><td>Nutrition Service Assistant/Nutrition Services</td></tr><tr><td>Nicole Hankinson</td><td>Special Programs Ed. Asst./Hillcrest</td></tr><tr><td>Bethany Jeter</td><td>SPEA – High Needs/Prairie Wind</td></tr><tr><td>Alba Linares Sanchez</td><td>SPEA-HN/CCHS</td></tr><tr><td>Amber Matthews</td><td>SPEA – ASD/Pronghorn</td></tr><tr><td>Jill Matson</td><td>Special Programs Ed. Asst./Pronghorn</td></tr><tr><td>Christina McMillian</td><td>SPEA – ASD/Lakeview</td></tr><tr><td>Maria Molina Varela</td><td>Custodian/Stocktrail</td></tr><tr><td>Tashara Muller</td><td>Special Programs Ed. Asst./Pronghorn</td></tr><tr><td>Maureen Ransone</td><td>Technology Asst./Rawhide</td></tr><tr><td>Anna Rauch</td><td>Bus Assistant-Special Programs/Transportation</td></tr><tr><td>Amber Schultz</td><td>Nutrition Service Assistant/Nutrition Services</td></tr><tr><td>Alexander Toland</td><td>Custodian/Twin Spruce</td></tr><tr><td>Pearl Waldner</td><td>Special Programs Bus Assistant/Transportation</td></tr><tr><td>Haley Warren</td><td>SPEA-ASD/Twin Spruce</td></tr><tr><td>Sarah Watson</td><td>SPEA – ED/Conestoga</td></tr><tr><td>Anissa Zamzow</td><td>SPEA – ASD/Pronghorn</td></tr></table>	Kaitlyn Bray	Instructional Teacher Asst./Prairie Wind	Catherine Carlson	SPEA – ED/Conestoga	Lesli Corte Valenzuela	Custodian/CCHS	Valerie Erickson	SPEA – ASD/Lakeview	Maria Farnum	Instructional Teacher Asst./Buffalo Ridge	Abigail Godwin	Custodian/TBHS	Brenda Gutierrez	Nutrition Service Assistant/Nutrition Services	Nicole Hankinson	Special Programs Ed. Asst./Hillcrest	Bethany Jeter	SPEA – High Needs/Prairie Wind	Alba Linares Sanchez	SPEA-HN/CCHS	Amber Matthews	SPEA – ASD/Pronghorn	Jill Matson	Special Programs Ed. Asst./Pronghorn	Christina McMillian	SPEA – ASD/Lakeview	Maria Molina Varela	Custodian/Stocktrail	Tashara Muller	Special Programs Ed. Asst./Pronghorn	Maureen Ransone	Technology Asst./Rawhide	Anna Rauch	Bus Assistant-Special Programs/Transportation	Amber Schultz	Nutrition Service Assistant/Nutrition Services	Alexander Toland	Custodian/Twin Spruce	Pearl Waldner	Special Programs Bus Assistant/Transportation	Haley Warren	SPEA-ASD/Twin Spruce	Sarah Watson	SPEA – ED/Conestoga	Anissa Zamzow	SPEA – ASD/Pronghorn
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NEW HIRES – SUBSTITUTE/TEMPORARIES

Jessica Gunter	Bus Driver in Training/Transportation
Joel Morgan Jr.	Bus Driver in Training/Transportation
Jason Willbanks	Bus Driver in Training/Transportation

TRANSFERS

Justina Brinkerhoff	FROM: Bus Driver/Transportation TO: Bus Driver Trainer/Transportation
Regina Diggs	FROM: Bus Driver/Transportation TO: Bus Driver Trainer/Transportation
Hannah Hillius	FROM: SPEA – ASD/Pronghorn TO: Jr. Kindergarten SPEA/Pronghorn
Vicky Loveless	FROM: Special Programs Ed. Asst./Buffalo Ridge TO: Technology Asst./Buffalo Ridge
Dale Shaver	FROM: Custodian/Rozet TO: Elementary Head Custodian/Rozet

RESIGNATIONS

Briana Balcom	Special Programs Ed. Asst./Rozet
Christy Dodgin	ESL Assistant/Hillcrest
Josey Frazier	ESL Assistant/CCHS
Abigail Godinez	SPEA-HN/CCHS
Bailey Grisbaum	Special Programs Ed. Asst./Rozet
Laurel Morsett	SPEA-ED/CCHS
Taylor Rohrich	SPEA-ASD/TBHS
Lynetta Taylor	Bus Driver Trainer/Transportation
Samantha Wright-Barber	Bus Driver/Transportation

CERTIFIED

RECOMMENDATION FOR HIRE

Karen Overholt	First Grade Teacher/Conestoga
Jolyn Strohschein	English Teacher/WJSH

RESIGNATIONS

Renee Fritzen	Foreign Language/CCHS
Ashley Gangwish	Kindergarten Teacher/Hillcrest
Eduar Giraldo Sanchez	Third Grade Teacher/Stocktrail
Michael Palo	Guidance Counselor/CCHS
Cindy Stone	ASD Teacher/Pronghorn
Catherine Welch	Exc. Child Specialist/Conestoga

SUBSTITUTE TEACHER NEW HIRES

Deborah Anderson	Substitute Teacher/All Schools
Mary Baeza	Substitute Teacher/All Schools
Kasey Hays	Substitute Nurse/All Schools
Emily Heinrich	Substitute Teacher/All Schools
Raelee Holding	Substitute Teacher/All Schools
Sheyenne Jacobson	Substitute Teacher/All Schools
Loughen Keith	Substitute Teacher/All Schools
Lanie Knapp	Substitute Teacher/All Schools
Addison Lucas	Substitute Teacher/Wagonwheel
Sadie Ring	Substitute Teacher/SVJH
Tracy Shaw	Substitute Teacher/All Schools
Ashlie Whitcher	Substitute Teacher/All Schools

EXTRA DUTY RECOMMENDATIONS

Allison Kellebrew	CCHS Cheerleading Coach – Fall
Rylie Rankin	CCHS Asst. Cheer Coach – Fall
Evan Strand	CCHS Head Cross Country Coach
Trisha Pownall	CCHS Assistant Cross Country Coach
Joshua Dillinger	CCHS .5 Events Coordinator
Autumn Williams	CCHS .5 Events Coordinator
OPEN	CCHS Head Football Coach
OPEN	CCHS Assistant Football Coach
OPEN	CCHS Assistant Football Coach
OPEN	CCHS Assistant Football Coach
OPEN	CCHS Assistant Football Coach
OPEN	CCHS Assistant Football Coach
OPEN	CCHS Assistant Football Coach
OPEN	CCHS Assistant Football Coach
OPEN	CCHS Assistant Football Coach
Kelly Hunter	CCHS Head Golf Coach
Maria Farnum	CCHS Assistant Golf Coach
Bubba Hladky	CCHS .5 Open Gym – Fall
OPEN	CCHS .5 Open Gym – Fall
Phil Rehard	CCHS Head Girls Swim & Diving Coach

Vena Rehard	CCHS Assistant Girls Swim & Diving Coach
Cale Miessler	CCHS Head Tennis Coach
Andrew Richert	CCHS Assistant Tennis Coach
Kelsey Heath	CCHS Assistant Tennis Coach
OPEN	CCHS Head Volleyball Coach
OPEN	CCHS Assistant Volleyball Coach
OPEN	CCHS Assistant Volleyball Coach
OPEN	CCHS Assistant Volleyball Coach
OPEN	CCHS Assistant Volleyball Coach
Micah Christensen	CCHS Weight Program – Fall Supervisor
Misty Pikula	TBHS Cheerleading Coach – Fall
Bree Arzy-Mitchell	TBHS Assistant Cheerleading – Fall
Terri Hinkel	TBHS Head Cross-Country Coach
Andrew Trapp	TBHS Assistant Cross-Country Coach
Jennifer Clark	TBHS .5 Events Coordinator – Fall
Wyatt Humphrey-Phillips	TBHS .5 Events Coordinator – Fall
OPEN	TBHS Head Football Coach
OPEN	TBHS Assistant Football Coach
OPEN	TBHS Assistant Football Coach
OPEN	TBHS Assistant Football Coach
OPEN	TBHS Assistant Football Coach
OPEN	TBHS Assistant Football Coach
OPEN	TBHS Assistant Football Coach
OPEN	TBHS Assistant Football Coach
OPEN	TBHS Assistant Football Coach
Anthony Schamber	TBHS Head Golf Coach
Josh Smith	TBHS Assistant Golf Coach
Anthony Schamber	TBHS .5 Open Gym – Fall
Hailey Holmes	TBHS .5 Open Gym – Fall
Marci Young	TBHS Head Girls Swim & Diving Coach
Luke Walker	TBHS Assistant Girls Swim & Diving Coach
OPEN	TBHS Head Tennis Coach
OPEN	TBHS Assistant Tennis Coach
OPEN	TBHS Assistant Tennis Coach
John Bayles	TBHS Head Volleyball Coach
Megan Milliron	TBHS Assistant Volleyball Coach
Jozi Edwards	TBHS Assistant Volleyball Coach
Richonda Klaassen	TBHS Assistant Volleyball Coach
Arabella Mancini	TBHS Assistant Volleyball Coach
Scot Allerdings	TBHS Weight Program – Fall Supervisor
Christine Pichon	WJSH Jr/High Cheerleading Coach – Fall
Sarah Glasser	WJSH Head Cross Country Coach
Selena Benim	WJSH Assistant Cross Country Coach
Larry Yeradi	WJSH Events Coordinator
Wade Messner	WJSH Head Football Coach
Greg Logsdon	WJSH Assistant Football Coach
Justin Robb	WJSH Assistant Football Coach
OPEN	WJSH 7/8 Football Coach
OPEN	WJSH 7/8 Football Coach
Allen Patz	WJSH Head Golf Coach
Katie Pearson	WJSH Head Volleyball Coach
Jolene Cooley	WJSH Assistant Volleyball Coach
Jami Jacobson	WJSH Assistant Volleyball Coach
Anne Ziegenhorn	WJSH 7/8 Volleyball Coach
Katie Strohschein	WJSH 7/8 Volleyball Coach
Larry Yeradi	WJSH Weight Program – Fall Supervisor
Hannah Brown	SVJH Cheerleading Coach – Fall
Kayla Griffis	SVJH JH Head Coach - Cross Country
Dewain Myers	SVJH 7/8 Cross Country Coach
Jennifer Betts	SVJH .5 Events Coordinator
Jessica Cale	SVJH .5 Events Coordinator
Joseph Glennon	SVJH JH Head Coach – Football
Burke Burgess	SVJH 7/8 Football Coach
Nate Cina	SVJH 7/8 Football Coach
Matt Hard	SVJH 7/8 Football Coach
Nick Newman	SVJH 7/8 Football Coach
Mikah Kadera	SVJH 7/8 Football Coach
Kyle Posten	SVJH 7/8 Football Coach
Jimmy Hilliard	SVJH 7/8 Football Coach
Brandon Preston	SVJH 7/8 Football Coach
Allen Merrill	SVJH Open Gym – Fall
Kaila Haskvitz	SVJH JH Head Coach – Volleyball
Jennifer Betts	SVJH 7/8 Volleyball Coach
Whitney Mohr	SVJH 7/8 Volleyball Coach
Bailey Munger	SVJH 7/8 Volleyball Coach

	Burke Burgess Laci Almen Shawn Wendt Kelly Hawkinson Grant Senef Clay Rodgers Clay Rodgers Eric Finn Jerome Krysl Alex Gerber Troy Stevens Grant Senef Sergio Rios Rede Ballard Damon Kuhbacher Grant Senef Des Damori Cassie Cobb Sarah Pietron Amber Frei Tanner Kelting Tanner Kelting Sean Munger Troy Stevens SVJH Weight Lifting – Fall TSJH Cheerleading Coach – Fall TSJH JH Head Coach - Cross Country TSJH 7/8 Cross Country Coach TSJH .5 Events Coordinator TSJH .5 Events Coordinator TSJH JH Head Coach – Football TSJH 7/8 Football Coach TSJH 7/8 Football Coach TSJH 7/8 Football Coach TSJH 7/8 Football Coach TSJH 7/8 Football Coach TSJH 7/8 Football Coach TSJH 7/8 Football Coach TSJH 7/8 Football Coach TSJH Open Gym – Fall TSJH JH Head Coach – Volleyball TSJH 7/8 Volleyball Coach TSJH 7/8 Volleyball Coach TSJH 7/8 Volleyball Coach TSJH Weight Lifting – Fall 7/8 Assistant Track Coach/Twin Spruce Assistant Track Coach/TBHS 7/8 Assistant Track Coach/Twin Spruce
	EXTRA DUTY RESIGNATIONS Sean Munger .5 Assistant Track Coach/TBHS
Warrants	The following warrants were ratified and approved: Payroll Warrants 239209 - 239408 Combined Fund Warrants 403007 - 403078 ACH Combined Funds 1533, 1536, 1541, 1547, 1548, 1564, 1634, 1635, 1636, 1637 ACH Nutrition Services 1540, 1549, 1550, 1638, 1639 AP Automation Combined Funds 1538, 1555, 1563, 1595, 1645 AP Automation Major Maintenance 1553, 1562, 1644 AP Automation Nutrition Services 1552, 1560, 1643 AP Automation Student Activities 1554, 1561, 1646 Major Maintenance Warrants 14027 Nutrition Services 14118 - 14120 Insurance 5027 - 5031 Student Activities 37970 - 37972 Activity Officials CCHS Warrants 7222 - 7252 Activity Officials TBHS Warrants 2338 - 2343 Activity Officials WJSH Warrants 1630 (Void) 1631 - 1638 Activity Officials SVJH Warrants 1095 - 1103 Activity Officials TSJH Warrants 1091
Ratified Bids and Quotes	The following ratified bids and quotes were approved. 1. New Forklifts for Maintenance and Nutrition Services were awarded to Anderson Forklift-Bobcat for (Maintenance \$51,535.00; \$31,694.00) for a total of \$83,229.00. 2. Renewal for Destiny Library Resource License was awarded to Follett Software for \$39,882.06.
Bids and Quotes	The following bids and quotes were approved. 1. IXL Annual Site License Renewal, Grades K-12, was awarded to IXL Learning for 416,906.60. 2. Sale of old Hillcrest Elementary was awarded to bid #1 for \$850,000.00. 3. Cottonwood Elementary HVAC Replacement was awarded to Powder River Heating & Air Conditioning in the amount of \$6,377,880.00. 4. Fire Extinguishers and Kitchen Hood Systems were awarded to State Fire.
Contracts and Agreements	The following contracts and agreements were approved: 1. Special Education Related Services Agreement for Students with Disabilities with Servio Carroll 2. Special Education Related Services Agreement for Students with Disabilities with Clear Path Psychological, Inc. 3. Special Education Related Services Agreement for Students with Disabilities with Hoskinson Audiology, LLC 4. Special Education Related Services Agreement for Students with Disabilities with Melissa Chandler 5. Special Education Contract Addendum to WDE 413 with Northeast Wyoming Board of Cooperative Educational Services

Campbell County High School Replacement Project Demolition	Approval was given pursuant to WS 21-15-123 f(vi) for the demolition of buildings as part of the Campbell County High School Replacement Project.
Student Expulsions	Approval was given for Students #19 and #20 to be expelled for one calendar year, with early re-admittance under strict probation.
Grant	Approval was given for the District to apply for the Wyoming Education Trust Fund Grant.
Mileage Reimbursement Rate	Approval was given for the new mileage reimbursement rate in accordance with Administrative Regulation 4260-R, <i>Mileage Reimbursement</i> , which aligns with Internal Revenue Service guidelines.
Policies and Administrative Regulations	Approval was granted for the review and edits to the following policies and administrative regulations. • Policy 4200 Sick Leave and Administrative Regulation 4200-R Sick Leave • Policy 4205 Convenience Leave and Administrative Regulation 4205-R Convenience Leave • Policy 4374 Title IX Sexual Harassment • Policy 5276 Bullying • Policy 5330 Student Use of Electronic and Recording Devices • Policy 7100 Technology and Administrative Regulation 7100-R Section 3 Technology Acceptable Use
District Technology Plan	Director of Technology, Sam Burr, presented the District Technology Plan for January 2026 - January 2029, highlighting key areas: Digital Transformation-Teaching and Learning; Operational Excellence-Infrastructure & Devices; Data Collection and Security-Teaching & Organizational; Empowered Personnel-Staff Technology Training, and the connection to the District Strategic Plan. Mr. Albin motioned to approve the Campbell County School District Technology Plan, January 2026-January 2029. Mr. Christensen seconded the motion, and it carried unanimously. Mr. Bartlett provided a facility update on the following: • Old Hillcrest Elementary approved under the consent agenda for \$850K, funds will go to the D-Fund and earmarked for future capital construction projects - CCHS enhancements. • Conestoga MCER - The District received the draft of the 2nd study and is in the process of reviewing it. Once consensus is reached, the State Construction Department will present the results to the Board. • Campbell County High School Update - the school and several out buildings on the property are listed on our state inventory and will be demolished, this is part of the MCER approval process so is more of a formality, design on the main facility continues, Phase 1 is out to bid and includes milling portions of the East lot and utilizing the material as the base for the temporary parking lot, Phase II-stadium construction is moving toward 90% design. • Transportation Update - Given notice to proceed to 60% design. • Cottonwood HVAC - Approval given by the Board for the project, and in addition to the upgrade, the District will replace the ceiling grid, paint interior walls, and replace fire suppression heads. • Aquatic Center - New & Old - the contractor continues to complete punch list and warranty items on the new Aquatic Center, systems are working well and they have held several events, the old Aquatic Center has been taken off line-access control has been turned off, the pool has been drained, starting to relocate inventory that can be used elsewhere in the District, will begin the asset surplus process in March, in the process of gather data on options for the old facility to present to the Board to discuss options and board preferences for the facility moving forward • Little Powder - staff finished their move-in, students started on the 6th, PTO completed their surplus sale, anticipate demolition of old building to take approximately three months, ribbon cutting on January 14 at 2:00 PM
Public Comments	Concerns regarding policies and wants assurance they are reviewed, clarified, and enforced; student safety and safeguards for events, praise for the IXL program used in the schools and how the students are engaged, appreciation expressed for innovative programs and the presenters at board meetings and knowing those staff members leave positive imprints, appreciation expressed to the district's technology department and the assistance they give to employees to support the district's success; question asking if the new Aquatic Center could be available to the public for use.

Trustee Celebrations	Mr. Williams has lived in Gillette for 52 years, and he has never been able to celebrate until now. He can now yell, "HOO, HOO, HOOSIERS!"
Adjournment	With no other business before the board, the meeting was adjourned at 8:25 PM.

Secretary - Tracy Peterson

Chairman

Clerk