

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 included 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, Secretary to the Board.	
	Also present: Sean and Christy Mathes, Dawn Melton, Kristi Bell, John and Cindi Rueschhoff, Tracy and Aaron Ernie, Heidi Hunter, Jayde Williams, Kim Dike, Zach and Jennifer Sloyer, Cora Didier, Julie Rankin, Jacque Holden, Monika Yount, Becky Herther, Ashley MacDonald, Jenni Gilson	
Celebrations	Student team members from the top three teams in the District's Book Battle Competition - Hillcrest Elementary (1st Place), Prairie Wind Elementary (2nd Place), and Paintbrush Elementary (3rd Place) were recognized.	
	Twin Spruce Junior High recognized its 2X Wyoming Regional Champion Science Bowl Team.	
	Thunder Basin High School recognized its State Champion Girls Indoor Track Team, Indoor Track Coach of the Year, Trent Pikula, and Assistant Coach of the Year, Meghan Meyer.	
Academic Reports	Hillcrest Elementary Principal Valerie Bruce shared the school's academic report.	
	Conestoga Elementary Principal Peggy Bankenbush shared the school's academic report.	
Board Committee Reports	Mrs. Durgin complimented the employee recognition committee for the great work they have done throughout the year.	
Board Retreats	Mrs. Durgin proposed a board retreat for this summer.	
	Mrs. Durgin reviewed the revised public comment protocols and procedures to be implemented on July 1, 2026.	
Consent Agenda Approvals	Mr. Albin abstained from voting on Warrant-Combined Fund Voucher 2054, payable to himself.	
	Motion by Mr. Williams to approve all items on the consent agenda.	
	Motion seconded by Tim Albin	
	Voting Results: Unanimously Approved	
Minutes	Minutes of the April 28, 2026, Board of Trustees regular meeting were approved.	
	Minutes of the April 28, 2026, Board of Trustees dinner meeting were approved.	
Human Resources Actions	The following actions taken by the Human Resources Department were approved:	
EDUCATION SUPPORT PERSONNEL	NEW HIRES - REGULAR	
	Maria Cervantes Garcia	Nutrition Service Assistant/Nutrition Services
	Ramona Fischer	Title I Family Resource Coordinator/LLC
	David Gentile	Custodian/Pronghorn
	Breeana Gleason	Special Programs Ed. Asst./Wagonwheel
	KC Krieter	Skilled Maintenance HVAC/Maintenance
	Kristin Mackey	Secretary to Elementary Principal/Wagonwheel
	Amanda Mills	Safety Patrol/Transportation
	NEW HIRES - SUBSTITUTES/TEMPORARIES	
	Araelia Corley	Student Custodian/CCHS
	Madeline Dawkins	Summer Lawn Crew/Maintenance
	Kimberly Garduno	Student Custodian/CCHS
	Pyper Gould	Summer Lawn Crew/Maintenance
	Brenda Gutierrez	Summer Custodian/Sunflower
	Westin Johnson	Summer Lawn Crew/Maintenance
	Phoenix Martin	Summer Lawn Crew/Maintenance
	Agustin Membreno	Summer Lawn Crew/Maintenance
	Carie Newsome	Bus Driver in Training/Transportation
	Jude Pennington	Summer Lawn Crew/Maintenance
	Aspen Peterson	Summer Lawn Crew/Maintenance

	Nevaeh Sims	Summer Lawn Crew/Maintenance
	TRANSFERS	
	Scott Hungerford	FROM: Bus Driver/Transportation TO: Activity Driver/Transportation
	Joel Morgan Jr.	FROM: Bus Driver/Transportation TO: Activity Driver/Transportation
	Sarah Newbern	FROM: Nutrition Service Assistant/Nutrition Services TO: Assistant Cook/Nutrition Services
	RESIGNATIONS	
	Jack Becker	Student Custodian/CCHS
	Holly Campbell	Water Safety Assistant/Aquatic Center
	Martha Garcia Macias	Nutrition Service Assistant/Nutrition Services
	Daniel Ekstrom	Skilled Maintenance Mechanic/Maintenance
	Bailey Hofland	SPEA - ASD/Pronghorn
	Cassidy Hood	ESL Assistant/Hillcrest
	Melissa May	Jr. Kindergarten SPEA/Prairie Wind
	Domanick Christopher Montoya	Bus Driver/Transportation
	Chantelle Shearer	SPEA - High Needs/Paintbrush
	Lilly Shippy	Special Programs Ed. Asst./Prairie Wind
	Tammie Smith	Music Accompanist/Twin Spruce
	Krista Terry	Special Programs Technology Coordinator/SSC
	Caleb Wheeler	Student Custodian/CCHS
	TERMINATIONS	
	Addison Bruce	Special Programs Ed. Asst./Stocktrail
CERTIFIED	RECOMMENDATION FOR HIRE	
	Jayce Delancey	Social Studies Teacher/WJSH
	Cayla Lundstrom	Exc. Child Specialist/Prairie Wind
	Brandon McQuade	English Teacher/TBHS
	RESIGNATIONS	
	Heidi Clark	GATE Teacher/0.5 Paintbrush & 0.5 Sunflower
	Alexander Gerber	English Teacher/TBHS
	Heather Schmelzle	Guidance Counselor/TBHS
	Samantha Vetter	Math Teacher/TBHS
	Sarah Wade	Fourth Grade Teacher/Rozet
	Devon Wicks	Art Teacher/0.9 Cottonwood and 0.1 4J
	TRANSFERS	
	Amber Avery	FROM: Fourth Grade Teacher/Cottonwood TO: Business Education Teacher/TBHS
	Dustin Evenson	FROM: Exceptional Child Specialist/TBHS TO: Exceptional Child Specialist/Westwood
	Kaylee Hastings	FROM: Behavior Specialist/Special Services TO: Exceptional Child Specialist/SVJH
	Jennifer Mason	FROM: English Teacher/Sage Valley TO: Instructional Facilitator/Sage Valley
	Tyler Pownall	FROM: Technology Teacher/Twin Spruce TO: School Guidance Counselor/Twin Spruce
	Janie Seders	FROM: Exc. Child Specialist/Hillcrest TO: Exc. Child Specialist/0.5 Stocktrail & 0.5 Wagonwheel
	SUBSTITUTE TEACHER NEW HIRES	
	Blaine Allen	Substitute Teacher/All Schools
	Keyton Botelho	Substitute Teacher/All Schools
	EXTRA DUTY RECOMMENDATIONS	
	Laura Becerra	Elementary Community Living SPEA/SSC
	Gay Bitner	Secondary Summer School Nurse/TBHS
	Timothy Corkery	Secondary Summer School Teacher/TBHS
	Alexis Hedrick	Elementary Community Living SPEA/SSC
	Kim Kern	Elementary Community Living APE Teacher/SSC
	Elizabeth Maller	Elementary Community Living SPEA/SSC
	Betsy Ochoa	Secondary Summer School SPEA/TBHS
	Kimberly Osborne	Secondary Summer School SPEA/TBHS
	Beth Poitra	Secondary Summer School Activities Coordinator/TBHS
	Kaden Race	Assistant Football Coach/CCHS
	Kara Roberts	Elementary Community Living SLP/SSC
	John Scott	Assistant Football Coach/CCHS
	Becky Watters	Secondary Summer School Teacher/TBHS

EXTRA DUTY RESIGNATIONS

Rede Ballard	7/8 Assistant Football Coach/Twin Spruce
Holly Campbell	Jr. High Head Swim Coach/Aquatic Center
Alexander Gerber	Assistant Boys Basketball Coach/TBHS
Alexander Gerber	7/8 Assistant Football Coach/Twin Spruce
Sarah Glasser	Assistant Girls Basketball Coach/WJSH
Jerome Krysl	7/8 Assistant Football Coach/Twin Spruce
Misty Pikula	Head Cheerleading Coach Fall & Winter/TBHS

Warrants

The following warrants were ratified and approved:	
Payroll Warrants	240138 - 240194
Combined Fund Warrants	403344 - 403370
ACH Combined Funds	2039, 2042
ACH Nutrition Services	2043
AP Automation Combined Funds	2033, 2054
AP Automation Major Maintenance	2052
AP Automation Nutrition Services	2051
AP Automation Student Activities	2053
Major Maintenance	10435 - 10436
Nutrition Services	14134 - 14136
Insurance	5066
Student Activities	37984 - 37985
Activity Officials CCHS Warrants	7324 - 7342
Activity Officials TBHS Warrants	2407 - 2425
Activity Officials WJSH Warrants	1650 - 1652

Bids and Quotes

The following bids and quotes were approved:	
1. Approval for Diesel Fuel Conditioner was awarded to Reney's BG Service for \$35,984.00.	
2. Approval for ICEV CTE Site Licensing was awarded to CEV Multimedia Ltd for \$25,200.00.	
3. Meadowlark Elementary Playground Swing Replacement was awarded to Miracle Playsystems for \$61,330.25.	
4. Towel and Tissue Products FY2026-2027 were awarded to Norco, Inc., for \$58,205.97.	
5. Access Control Upgrades were awarded to Collins Communications for the following: Cottonwood Elementary (\$71,186.74), Sage Valley Junior High (\$99,826.36), Thunder Basin High School (\$128,037.96), Twin Spruce Junior High (\$124,091.32), Westwood High School (\$74,501.82), and Wright Jr. Sr. High School (\$104,875.62) for a total of \$602,519.82.	

Contracts and Agreements

The following contracts and agreements were approved:	
1. Special Education Contract Addendum to WDE 406 with Cathy Guzman	
2. Professional Development Services with Marzano Resources, LLC	
3. Special Education Contract Addendum to WDE 406 with Heather Voigt	
4. Special Education Professional Development Service Proposal with Boys Town	
5. Little Powder Elementary Student Portrait Agreement with Inter-State Studios	
6. Recluse Elementary Student Portrait Agreement with Inter-State Studios	

Ratified Agreement

The following ratified agreement was approved:	
1. Special Education Residential Services Agreement in-State Placement with Standards Habilitation Services	

Student Expulsion

Approval was given for student #33 to be expelled for one calendar year.
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**2026-2027
Salary/Benefits, and
Health
Recommendations**

Dr. Ayers reviewed the proposed salary recommendations.	
Salary Recommendations:	
• Advancement on salary schedules for longevity (a step) takes place for the 2026-2027 school year. • Certified and ESP employees completing education or training that would provide additional compensation be allowed the appropriate salary adjustments. • Increase the base of the teacher salary schedule by \$6,500. • Increase the base of the ESP, licensed professionals, supervisor, and manager salary schedules by 9%. • Increase the base of administrator salary schedule by 5%. • Topped-out employees continue to receive a one-time 3% stipend to be paid out proportionally in regular checks for the 2026-27 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. • Coaching stipends remain the same for the 2026-2027 school year.	

Mrs. Sylte and Mrs. Christenson reviewed the benefits recommendations:

Insurance and Benefits Recommendations:

- 7.9% increase for all employee medical plans with the 4% Wellness Discount. Exception is Medical Plan G Employee Only coverage. There is no increase to dental.
- Increase to all plans for employees will begin on September 1, 2026.
- Retiree plans will be 60% above the total premium costs and only available for grandfathered participants. Increases for retirees are effective July 1, 2026. (Approved at the 2/24/26 Board of Trustees meeting.)
- Cobra is 102% of actual premiums.
- Effective July 1, 2026, Plan G Employee Only premiums will adjust to \$195.00 per month (pre-wellness incentives) to align with standard district offerings. This move brings the plan to our standard 25% employee/75% employer cost-sharing structure for Employee Only and Employee + Spouse coverage, with slightly lower percentage rates for Employee + Children and Family plans due to a blended rate formula. Plan costs for Medical Plan G continue to meet all ACA minimum cost requirements.
- Medical Plan D deductibles will increase from \$3,300 to \$3,400 Single / \$6,600 to \$6,800 Family. Maximum Out-of-Pocket costs will increase from \$4,000 to \$4,100 Single / \$8,000 to \$8,200 Family. This change is due to IRS regulations.
- Allow a consultant to be hired to assist in finding the best insurance options for the district going forward. (WSBAIT, WEBT, State Plan, Self-Insure, etc.)

Motion made by Dr. Hallinan to approve the salary benefits and health recommendations as presented.

The motion was seconded by Mr. Christensen.

 | **Voting Results:** Unanimously Approved

Cell Phone Policy Options

Mr. Eisenhower presented three options for the proposed cell phone policy/regulation and asked the Board to consider and approve the first reading of the recommended policy/regulation. After approval, the recommended policy/regulation will move forward to two public hearings.

Option A

- Elementary School – Cell phones, smart devices, and other electronic communication devices are banned from student use from arrival at school until final dismissal.
- Secondary Schools – Cell phone and smart device use is banned for the entirety of each class period “Bell to Bell.” Students will have access to cell phones and smart devices before school, passing periods, lunch, and after school.

Option B

- Elementary and Junior High School - Cell phones, smart devices, and other electronic communication devices are banned from student use from arrival at school until final dismissal.
- High School – Cell phone and smart device use is banned for the entirety of each class period, “Bell to Bell.” Students will have access to cell phones and smart devices before school, passing periods, and lunch.

Option C

- K-12 – Cell phones, smart devices, and other electronic communication devices are banned from student use from arrival at school until final dismissal.

Motion by Mrs. Brunner to approve first reading of Option C - K-12 – Cell phones, smart devices, and other electronic communication devices are banned from student use from arrival at school until final dismissal.

Motion seconded by Mr. Steiger.

After discussion, the motion passed 4-3.

 | **Voting results:**
 | Mr. Albin: No
 | Mrs. Brunner: Yes
 | Mr. Christensen: No
 | Mrs. Durgin: No
 | Mr. Hallinan - Yes
 | Mr. Steiger - Yes
 | Mr. Williams - Yes

2026-2027 Preliminary Budget

Mr. Yount reviewed the 2026-2027 preliminary budget in the amount of \$491,673,589.64.

Motion by Mr. Christensen to approve the preliminary budget as presented.

Seconded by Mr. Williams.

 | **Voting Results:** Unanimously Approved

Public Comments	Concerns with the revised public comment protocol were expressed; gratitude given for the time, effort, and hard work the administration put into the approved raises, as it is monumental and will improve recruitment; thankfulness to the Board for supporting the students with the STEM Showcase, and watching all the kids with their projects was amazing.
Trustee Celebrations	Chairman Durgin celebrated the STEM Showcase and its great success. Mr. Christensen thanked the budget committee and all who were involved in the raises, noting that this was a big step and that the future looks bright. Mr. Williams celebrated the upcoming graduations and what a great year it has been with really good kids in our district.
Adjournment	With no other business before the board, the meeting was adjourned at 9:05 PM.

Secretary - Tracy Peterson

Chairman

Clerk