

- Call to Order The meeting was called to order by Chairman Anne Ochs at 6:00 PM in the Board Room at the Educational Service Center with the following trustees also present: Linda Bricker, Ken Clouston, Lisa Durgin, David Foreman, Joe Lawrence, and Larry Steiger.
- Others participating in the meeting include: Dr. Alex Ayers, Superintendent; Mr. Kirby Eisenhauer, Deputy Superintendent; Mr. Dennis Holmes, Associate Superintendent for Instructional Support; Dr. Larry Reznicek, Human Resources Manager; Mr. Frank Stevens, attorney; and Tracy Peterson, Secretary to the Board.
- Also present: Bertine Bahige, Halley Elliston, Brittany Boeding, Sandi Kinneer, Laura Miller, Ken Shannon, Gay Ann Bitner, Roxanne Everhard, Patricia Kearnes, Dawn Mackenzie, Cliff Toole, Cassia Catterall, Megan Bietz, Judith Crow, Susan Knesel, Carolin Hardesty, Sean Barrick, Nate Cassidy, and Brad Gregorich.
- Additions or Changes to the Agenda Dr. Lawrence requested that Policy 6144, Library Media Services, be removed from the Consent Agenda.
- Celebration Buffalo Ridge Elementary Principal Nate Cassidy introduced Music Teacher, Mrs. Bjordahl and members of the 3<sup>rd</sup>-6<sup>th</sup> grade choir who sang "Snow" by Teresa Jennings.
- Academic Reports Buffalo Ridge Elementary Principal Nate Cassidy provided an academic report for Buffalo Ridge Elementary School.
- Hillcrest Elementary Principal Brad Gregorich provided an academic report for Hillcrest Elementary School.
- CONSENT AGENDA** Dr. Clouston abstained from voting on warrants #385602 and #385603 payable to Gillette Physical Therapy, Mr. Steiger abstained from voting on warrant #385715 payable to him, and Chairman Ochs abstained from voting on warrant #385644 payable to her.
- A motion was made by Mr. Foreman and seconded by Dr. Clouston to approve all items on the Consent Agenda except Policy 6144, Library Media Services. The motion carried unanimously.
- Dr. Reznicek shared information about the policy committee and the processes to review and revise policies. Chairman Ochs opened the discussion to the public for comments regarding Policy 6144, Library Media Services.
- After discussion of Policy 6144, Library Media Services, Mrs. Bricker made a motion to approve the recommendation of revisions, and Dr. Clouston seconded the motion. The motion carried with Chairman Ochs, Mr. Foreman, Dr. Clouston, Mrs. Bricker, and Mrs. Durgin voting "yes", and Dr. Lawrence and Mr. Steiger voting "no".
- Minutes Minutes of the December 14, 2021 Board of Trustees regular meeting were approved.
- Minutes of the December 14, 2021 Board of Trustees special board dinner meeting were approved.
- Human Resources Actions The following actions taken by the Human Resources Department were approved:

**EDUCATION SUPPORT PERSONNEL**

**Resignations**

Kaitlin Bailey	Bus Driver in Training/Transportation
Cameron Benedict	Activity Driver/Transportation
Flor Camp	SPEA – ASD/Lakeview
Cathy Donald	Bus Assistant/Transportation
Paulanne Downey	Library/Media Assistant/Rawhide
Jerome Vincent Elero	Sanitizer/Paintbrush
Kenneth Fugate	Bus Driver in Training/Transportation
Janice Henning	Bus Driver in Training/Transportation
Ashley Klein	Bus Driver/Transportation
Christina Krasovich	Elementary Office Clerk/Rawhide
Emily Lucero	Instructional Asst – Study Hall/Sage Valley
Jessica Pate	Bus Driver/Transportation
Brenda Pina Hemeyer	SPEA – High Needs/TBHS
Cory Reeves	Bus Driver/Transportation
Alicia Shaffer	Asst. Supv. Nutrition Svcs./Nutrition Services
Kirstie Sloan	Bus Driver/Transportation
Jennifer Toland	Bus Assistant/Transportation
Ana Valeriano	Bus Assistant/Transportation
Kisa Young	Guidance Secretary/CCHS

**New Hires - Regular**

Anthony Campese	SPEA – ED/CCHS
Brittany Christensen	Kinderday Assistant/Pronghorn
Reggie Coombs	Technology Assistant/TBHS
Deborah Garland	Bus Assistant/Transportation
Tripolyn Johnson	Assistant Cook/Nutrition Services
Alissa McFarlane	Library/Media Asst./Rawhide
Kimberly McNeil	Instructional Asst./Wagonwheel
Brian Mego	Custodian/Rozet
Sadie Record	High School Office Clerk/TBHS
Brooke Roberson	Skilled Maintenance – Grounds/Maintenance
Evan Wieburg	Skilled Maintenance – Grounds/Maintenance

**New Hires-Substitute/Temporaries**

Syrus Bartles	Student Custodian/TBHS
Christie Miller	Sanitizer/Lakeview

**Transfers**

Abigail Bradford	FROM: SPEA/Bufalo Ridge TO: Skilled Maintenance – Irrigation Specialist/Maintenance
Christie Miller	FROM: Bus Assistant/Transportation TO: Safety Patrol/Transportation
Theresa Montague	FROM: Special Programs Ed. Asst/Lakeview TO: SPEA/ASD/Lakeview
Ashley Sherman	FROM: SPEA – High Needs/SVJH TO: Special Programs Ed. Asst./Hillcrest
Kenneth Smith	FROM: Bus Driver in Training/Transportation TO: Bus Driver/Transportation
Ashley Thomas	FROM: Title I Asst./Rawhide TO: Elementary Office Clerk/Rawhide
Kenna Vance	FROM: Skilled Maintenance – Grounds/Maintenance TO: Skilled Maintenance – Locksmith/Maintenance

**CERTIFIED**

**New Hires – Substitutes/Temporaries**

Linda Barbour	Substitute Teacher/All Schools
Caitlin Bentz	Substitute Teacher/All Schools
Kade Bradley	Substitute Teacher/All Schools
Makayla Daniels	Substitute Teacher/All Schools
Miranda Fifield	Substitute Teacher/All Schools
Nicole Hankinson	Substitute Teacher/All Schools
Lateesha Hiser	Substitute Teacher/All Schools
Patrick Johns	Substitute Teacher/All Schools
Jillian Mills	Substitute Teacher/All Schools
Mason Powell	Substitute Teacher/All Schools
Claire Schaffer	Substitute Teacher/All Schools
Kathryn Wright	Substitute Teacher/All Schools

**Extra Duty Resignations**

Bre'Allan Bartell	7/8 Cheerleading Coach – Fall/Twin Spruce
Bre'Allan Bartell	7/8 Cheerleading Coach – Winter/Twin Spruce
Courtney Lutgen	Asst. Football Coach/CCHS
Jamie Wilson	Asst. Football Coach/TBHS

**Extra Duty Transfers**

Eric Finn	FROM: Asst. Football Coach/CCHS TO: Asst. Football Coach/TBHS
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Warrants

The following warrants were ratified and approved:

Payroll Warrants	230361 - 230588
Combined Fund Warrants	385486 - 385772
ACH Combined Funds	1529
ACH Nutritional Services	1479, 1519
Major Maintenance Warrants	8682 - 8693
Nutritional Services Fund Warrants	12400 - 12429
Insurance Warrants	4449 - 4454
Student Activities Warrants	37133 - 37146
CCHS Activities	6409 - 6440
TBHS Activities	1724 - 1751
WJSH Activities	1433 - 1441

Bids and Quotes                   The following bids and quotes were ratified and approved:  
1. Colored Copy Paper was awarded to Wyoming Office Products in the amount of \$40,870.06.

The following bids and quotes were approved:  
1. Campbell County High School Gym II Lighting Upgrade Project awarded to Daktronics ACE Inc. in the amount of \$9,450.00.  
2. Conestoga Elementary School Fire Alarm Systems Replacement awarded to Collins Communications in the amount of \$82,399.88.  
3. Recluse Elementary School Intercom System Replacement awarded to Collins Communications in the amount of \$74,430.44.

Contracts and                   The following contracts and agreements were approved:  
Agreements  
1. District FastBridge Annual Renewal Subscription with Illuminate Education  
2. Twin Spruce Junior High School Flooring Replacement with Areate Design Group  
3. Memorandum of Understanding with The Counseling Center  
4. Campbell County High School Parking Lot Lights with Ace, Inc.

Policies                           Revisions to Policy 5027 Homeless Children and Administrative Regulation 5027-R Homeless Children were approved.

Revisions to Policy 5110 Surrogate Parents and Administrative Regulation 5110-R Surrogate Parents were approved.

Review with no changes to Policy 5130 Activities Participant Drug Testing and revisions to Administrative Regulation 5130-R Activities Participant Drug Testing were approved.

Revisions to Policy 6144 Library Media Services was approved.

Student Expulsions           Students #17 and #18 were expelled for one calendar year with early re-admittance under strict probation.

Mileage Reimbursement      The mileage reimbursement rate of .585 cents per mile was approved effective January 1, Rate  
2022. The rate aligns with IRS regulations as outlined in Administrative Regulation 4260-R, Mileage Reimbursement.

Surplus Requests              Administration approved surplus and recycle of obsolete and outdated items.

**CONSENT AGENDA  
ENDS**

Seal of Biliteracy             Dr. Shannon and Mr. Bahige provided information about the Seal of Biliteracy award for diplomas upon graduation to recognize students who have studied and attained proficiency in two or more languages by high school graduation. The award given to students by local school districts is a statement of accomplishment for future employers and college admissions.

Dr. Lawrence made a motion to approve the Seal of Biliteracy. Mr. Foreman seconded the motion, and the motion carried unanimously.

COVID-19 Update             Administration provided a COVID-19 update. Mr. Eisenhauer reported that the district has worked with local public health officials and the Wyoming Department of Health regarding the additional guidance from the CDC for isolation and quarantine. Staff and students with a positive test of COVID-19 will isolate for five days, and if they remain asymptomatic, are improving, and fever-free for 24 hours, can return to work and/or school. Staff and students exposed to COVID-19 due to close contact with a positive individual will quarantine for five days, with day zero being the day of contact. Quarantined staff and students who do not develop any symptoms after the required five days may return to work and/or school.

The new "Test to Stay" option for quarantined staff and students due to a close contact with a positive individual is voluntary and adds added flexibility. Quarantined staff or students have the option of daily testing by the district nurses for five days. The first day of testing will begin the day after the close contact. Testing appointments begin at 7:00 am, can be scheduled on the district website, and are conducted in two designated parking spaces at the Educational Service Center. If the test is negative, the staff member or student may go to work/school, and they are required to wear masks until the quarantine is complete. Staff and students who have a school activity on the weekend will need a negative test to participate and students are not required to wear a mask when participating in an event.

Transportation Staffing      Mr. Chrans provided a transportation staffing update and shared that the department has Update  
an extreme shortage of bus drivers, which puts the district in an emergency situation

affecting route efficiency. The transportation office staff, dispatchers, and mechanics are covering routes if needed. Routes have been consolidated, which makes them longer for students. According to a statewide survey, the district starting bus driver pay is in the bottom third of those who responded. A Bus Driver Emergency Pay Plan was reviewed with the following recommendations: increase the starting bus driver hourly rate from \$16.20 per hour to \$19.34 per hour for the remainder of the year and the 2022-2023 school year; increase the pay schedule for current employees; and offer a \$25.00 per route stipend (a.m. and p.m.) to the office staff, dispatchers, and mechanics who cover routes. The transportation budget will cover all increases.

After discussion, Dr. Lawrence made a motion to approve the Bus Driver Emergency Pay Plan for the remainder of the year and the 2022-2023 school year. Mr. Foreman seconded the motion, and the motion carried unanimously.

American Rescue Plan  
(ARP)

Mr. Holmes recognized Sandi Kinnear, Administrative Assistant for Grants & Federal Programs for the work she put into the ARP Implementation Plan Template and thanked all the committee members including Chairman Ochs and Mr. Steiger who are on the committee for their time, hard work, and effort. Mr. Holmes reviewed the template, which is the district's plan for spending, in compliance with federal law required for the ARP ESSER funds the district received to help safely reopen and sustain the safe operation of schools due to the coronavirus pandemic. The ARP Implementation Plan Template will be posted on the Campbell County School District website and submitted to the Wyoming Department of Education prior to January 18, 2022.

Dr. Lawrence made a motion to approve the ARP Implementation Plan Template, and Mr. Foreman seconded the motion. The motion carried unanimously.

Public Comments

Public comments were heard on a CDL waiver option for the bussing shortage, and the Campbell County Education Association President thanked administration for allowing her to meet about the statewide survey.

Trustee Celebrations

Chairman Ochs thanked everyone for the work that went into the ARP Implementation Plan, and expressed her appreciation to the board members for the time and effort spent at the retreat/workshop and the board meeting.

Adjournment

With no other business before the board, the meeting was adjourned at 8:17 pm.

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Secretary  
Tracy Peterson

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Chairman

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Clerk