
From: Dr. Fall [mailto:dfall@ccsd.k12.wy.us]
Sent: Wednesday, February 15, 2017 12:17 PM
To: Toni Bell <TBell@abovethelinecpas.com>
Subject: meeting

Toni,

In the future before you pull items from the consent agenda you need to do a little better job of trying to get more information. For example, with the weight equipment, you could have made a couple calls, like Lisa did, to satisfy yourself about the need for this equipment. By pulling this item you are saying to everyone that you do not trust administration, you do not think they are doing their job, they need to justify or prove to you they are doing what we are paying them to do. It sends a very bad message. The rest of the board believes in our administrators to never bring something to us that they have not vetted completely. With Alex Ayers, you could have sat down with Alex and had 90% of your questions answered prior to the meeting instead of putting him through somewhat got a public humiliation. I had no problem with pulling the recommendation because you do not believe central administration should be coaching, but putting Alex through that was not justified or right. In the future you need to do a lot more homework before you pull items from the consent agenda. I often have questions about items on the consent agenda, I make a couple phone calls and my questions and concerns are always answered.

Dave

Toni Bell

From: Toni Bell
Sent: Wednesday, February 15, 2017 3:26 PM
To: 'Dr. Fall'
Subject: RE: meeting

Thanks Dr. Fall. I already had the answers and did my homework. I felt the public had a right to know that I wanted to question these items. Sometimes we don't ask questions for ourselves but to assure the public that what we are doing is correct. That we are spending their money wisely. How does the public know I did my due diligence if I don't speak so in the "public" meeting. Even if I get my answers ahead of time, how do I know that the other trustee's understand the issue if we don't discuss in public? I want to ask the questions I think the public may have. Even if I trust the administrators that they are doing what is right. It is my job to inform the public as their trustee. The only thing I was thinking that I could do is instead of pulling from the agenda as a separate vote is to comment in discussion after the item has been seconded. I didn't need to go around admin like Lisa did to ask my questions I followed the chain of command. I even gave you a heads up before the meeting of what I was going to address. I even talked to you in the car about Alex. I even asked you if it warranted Exec session. What was humiliating was the fact that there were at least 4 other board members that had concerns about Alex but in the public have a change of tune. That is what is humiliating to me.

What is humiliating is the fact that I had a small question about the weight equipment and it was a very simple answer by Kirby that Lisa drew out. There was no need for Lisa to do any due diligence as I trusted Kirby would have my answers. I trusted that the admin did their due diligence, but I want the public to know that we actually do discuss a few things. I'm sorry if you don't like my approach, but I am not going to change that. There should be no concern by the administration that the questions I ask are offensive. They should trust that as "trustee" I work for the public.

You say that all we have to do is ask and we get things on the Agenda. I've asked 2X and you still haven't gotten sharing the stadium on the agenda. The conversation during the retreat was cut short and we didn't get to finish the conversation and I'm concerned as to how the administration took that as forward action instead of asking for clarification. These important items need to be voted on. And it seemed clear last night that the reason is you don't want to share the stadium. However, you are 1 out of 7 and all I'm asking is for a discussion. If we get all the information and I'm voted down, so be it. But we need to have the discussion. You say it is OK if we want to pull something off the agenda to discuss. Then you are mad when I do? Why do you make me feel like the enemy? When we discuss legislature and issues in person, I don't think we are very far apart. I don't get it.

I feel like I can't win.

Sorry –

Toni

Toni Bell

From: Toni Bell
Sent: Thursday, February 16, 2017 4:45 PM
To: Andrea Hladky
Subject: Fwd: meeting

Sent from my iPhone

Begin forwarded message:

From: "Dr. Fall" <dfall@ccsd.k12.wy.us>
Date: February 16, 2017 at 4:33:38 PM MST
To: <TBell@abovethelinecpas.com>
Subject: Re: meeting

Toni, I respect your position. The consent agenda was created years ago as a way to quickly get through the routine business of the district. Things on the consent agenda are there because they are things we do every month, they are the day to day business items for the district. We don't believe in micro managing the school district. It is a philosophy we have had for the 17 years I have been a trustee. We hire the best administrators and let them run the district. If we start questioning their recommendation at every meeting, we are saying we no longer trust you to run the district, we are saying what we need are different administrators. We don't trust you to recommend the best teachers, bus drivers, etc, we do not trust your judgement in the bid process, we do not believe you are diligent in spending the districts funds, we do not trust your recommendation for changes in our policies, in other words we do not trust you to run our district and we are going to start managing the day to day business of our district. We are not going to do this. If you have concerns about an item on the consent agenda, get them answered before the meeting. You do not have to prove to the public that you are doing your do diligence. I have never been questioned about my preparation or commitment to the district.

As far as the single stadium issue is concerned, we discussed this at length when the field of dreams was being discussed. We discussed it again, at length, when we decided to open Thunder Basin High School. The overwhelming consensus was to have 2 separate stadiums. We felt each high school needed their own identity and did not want a single stadium, or sports complex for the community. I have absolutely no intention of any further discussion on this issue, unless a majority of board members, which means 4 members, wants to discuss and re vote on this issue. I am tired of tired of rehashing issues that have been thoroughly discussed and unless I hear from a majority of the board, I am not going to do that any more.
Dave

From: Andrea Hladky <andreahladky@hotmail.com>, Internet 2/15/2017
11:13:31 AM
Subject: Last night
To: aochs@ccsd.k12.wy.us, Internet
Lisa Durgin <durg@bresnan.net>, Internet Dr. Fall
"davidwilliamforeman@gmail.com", Internet
<davidwilliamforeman@gmail.com>, Internet
"Toni Bell" <tbell@abovethelinecpas.com>, Internet
Ken Clouston <kcc4j@yahoo.com>, Internet

Hello,

I am writing today to address the hiring of Dr. Ayers at last night's board meeting. I feel compelled to share my concerns and feelings toward our actions last night. I have not been in favor of Administration being hired as head coaches from the beginning. I voiced those concerns when Dr. Ayers presented this to us in the fall. In addition to this, I am not at all in favor of having a Deputy Superintendent as a head coach. I voiced those concerns to Dr. Brown yesterday, primarily in hopes that as our Superintendent he would recognize the conflict and step up as our leader to resolve the issue. I'm not writing this to point blame at anyone. I'm writing this because I came home last night and was ashamed of my actions. I did not stay true to my values and I feel I failed those in the community and in our district that saw this conflict of interest and voiced their concerns to me. I was elected to represent the community and staff and keep their best interest in mind. I fell silent last night and did not share all my concerns; this has bothered me all night and today. I want to commend Toni for asking the tough questions and not allowing the uncomfortable situation to deter her.

What I should have shared last night was first, I feel we put Mr. Holmes and Mr. Seamans in a no win situation as they had to interview their superior. Really did we think they weren't going to hire Dr. Ayers? (I do want to put on the record I am not questioning Dr. Ayers' ability to coach or his work ethic. I know he will manage both and do well.) Secondly, I feel the chain of command is a real issue. I know an MOU was created and Mr. Seamans will report to Dr. Brown in regards to Dr. Ayers, but Dr. Ayers is still a direct Supervisor of Mr. Holmes who is Mr. Seamans supervisor, who will be Dr. Ayers' Supervisor. How is it okay to have Dr. Ayers at the top and bottom of the chain of command? As a leader in our district I would have hoped our Superintendents would have recognized this conflict, yet they did nothing until their hand was forced. My feeling is that this should have been addressed prior to any interview. Third, I feel relationships with Dr. Ayers will be affected by him being hired as head coach. People in the community and in the district feel he used his position to get this job. If it's true or not perception is reality, and he lost a lot of peoples respect. This concerns me as we have a lot going on in the district and need our staff to trust and believe in Dr. Ayers' commitment to the entire district. Lastly, what kind of message did we send to the district when we picked our Deputy Superintendent over our current head coach? What a blow to our coaching staff!

I understand we put ourselves in this situation when we accepted Dr. Ayers' recommendation last fall to allow administration to coach. I also understand the conflict other board members may have felt last night as well, knowing this was not the best decision for our District. I have gained a life lesson from this situation and will work hard at being a better board member. I will accept the decision and move forward.

I thank you all for your time and hope we can all feel comfortable asking questions, and know that just because we ask a question doesn't mean we don't trust our administration. Questions create dialogue and help develop trust in one another.

Sincerely,

Andrea

From: Anne Ochs <aochs@ccsd.k12.wy.us>
Sent: Wednesday, March 8, 2017 4:19 PM
To: Frank Stevens
Subject: Fwd: Letter to the board
Attachments: Board February17.doc

----- Original Message -----

I also attached the letter in Word format in case the margins are messed up on your email.

Hi Everyone,

It's Thursday evening, I had to have some time to process the events that occurred at our meeting on Tuesday and the letter from Andrea on Wednesday morning. So, I went to the American School Board Journal for some help....*7 Signs of Effective School Board Members*.

1. Going solo is a no-no - Your success as a board member is tied to the success of your board.

The first area of board responsibility is legislativepolicy making which gives direction to the superintendent and staff enabling them to manage the district. We hold the staff accountable for its implementation.

With this in mind, I believe that Andrea was wrong to expect Dr. Brown to step up and resolve the issue....his job is to implement our direction, not to solve our problems working together.

The second area is administration...approving and monitoring the budget, contracts and hiring and evaluating the superintendent.

2. Respect the team - You were elected as an individual but you need to work as part of a team. The best way to succeed as a board is to practice collaboration and respect towards each other and the staff. The impact of respect goes beyond the board. The board sets the tone for the entire school system. Effective boards do not only handle their own work well...they establish a model of collegiality and collaboration that builds confidence across the community.

With this in mind, I believe that by pulling Alex's name and asking multiple questions about Boyd's ability to supervise Alex and Alex's work ethic, Toni did not work as part of the team.

Those questions should have been asked and answered with Dr. Ayers and Dr. Brown before the meeting. If those questions were still unanswered in her mind, then she should have asked for all of the coaches to be pulled from the consent agenda instead of embarrassing one of our best employees.

3. Understand the difference between board and staff - Effective board members refrain from trying to perform management functions that are the responsibility of the superintendent and staff.

With this in mind, it is not a board function to micromanage items to be purchased on the consent agenda during the meeting. Every board member has questions about different items that appear in the consent agenda and we call to get further information before the meeting. Pulling things from the consent agenda has a negative connotation and should be avoided whenever possible. Questions are good....when questioned appropriately and at the correct time.

4. Share and defend your views, but listen to the views of others - The board sets the standard for communication within the district. We will not agree on everything, but by respectful disagreement and spirited discussion followed by a difficult vote. After a difficult vote, effective boards move forward together. With this in mind, I believe that our board did exactly that on the boundary issue. It has worked out well and it has been good for kids and schools.

5. Do your homework and ask tough questions - Members of effective boards come to meetings prepared to discuss....there is a lot of background information needed to make policy and assess accountability.

Some suggested questions: What is the goal of this initiative? How does it align with our vision, mission, and system goals? How much will it cost? Is our staff ready to implement it? If not, what is our plan? How will we evaluate the results?

6. Respect your oath - Confidentiality is critical.

7. Keep learning - Effective board members participate in professional development.

After all of that....I believe that our most important purpose is to hire the best administrators possible and then let them do their job under the direction they have been given by us as a board. We have a great team, if not the best team, of administrators that I have ever worked with. We need to treat them with respect. I for one, am tired of going home thinking how stressful these meetings have become. If we are unable to resolve these issues, I will request a board workshop to develop guidelines for the consent agenda and to establish procedures for the removal of items.

Sorry this was so long.... Anne

Re: Letter to the board
Sat, Feb 18, 2017 01:00 PM
From:

- Lisa <durg@bresnan.net>

Sat, Feb 18, 2017 01:00 PM
To:

- { "davidwilliamforeman@gmail.com" <davidwilliamforeman@gmail.com>
- aochs@ccsd.k12.wy.us
- dfall@ccsd.k12.wy.us
- { "kcc4j@yahoo.com" <kcc4j@yahoo.com>
- "andreahladky@hotmail.com" <andreahladky@hotmail.com>
- Toni Bell

[Internet Header](#) [View Original](#)

All,

I appreciate the responses as I believe we do need to talk about what has happened this week. After spending the week helping my friend recover from life-changing surgery, I am trying to look at this situation different and felt compelled to reach out to you all as well. I don't think Toni meant to hurt Alex on Tuesday night and I don't think Andrea intended to hurt Boyd when she wrote that letter. Unfortunately, intentions were not met and damage was done. We are lucky that Alex has great integrity and most likely will not seek a lawyer and we will also be fortunate if all our administration stays in our district if this questioning of job capability and integrity continues. Regardless, we need to examine how this happened and how we can prevent it from occurring again.

Everything Anne said was spot on and is what we have been trying to express for months. The bottom line is there is a trust problem. If we don't start trusting all our district employees to do their jobs and there are continued efforts to micro-manage what they do, we will be ineffective as a board and problems will continue to arise. Using the *7 Signs of Effective School Board Members*, we have been an incredible and very effective board in the past. If we don't have all seven of us on board for these concepts and adhering to our Board Governance, we cease to be effective. When controversy is created, confusion starts and the public then views our board as ineffective and in disarray. The school district employees, as a whole, then respond with a sense of unease because our board sets the tone and the tone is now negative. If our board showed a positive attitude and had a unified tone, the district would respond accordingly.

We must find a way to work with each other and our administration as a team. I am working on some ways we can implement a system change to our meeting agendas to accommodate the need for information and discussion in a positive fashion. However, the real shift must be in *wanting* to work as a team to set a unified, positive tone for the people who work in our district.

Lisa

On Feb 17, 2017, at 3:00 PM, davidwilliamforeman@gmail.com wrote:

Anne, I commend you for stepping up and tactfully addressing this issue. Quite frankly, I was embarrassed at the way Dr. Ayers and Mr. Eisenhower were treated at Tuesday's meeting.

3/2/2017

Mailbox

emails...

Mon, Feb 20, 2017 01:17 PM

From:

- ↵ Toni Bell

Mon, Feb 20, 2017 01:17 PM

To:

- ↵ Anne Ochs
- 📧 Lisa_ Durgin

I just wanted you to know that I was very personally offended by your emails and the fact that you shared it with the entire board. I found the emails and responses to be a personal attack on my character. I asked Frank if I had violated any laws , policies, or procedures. He said NO. After an email like that how am I supposed to move forward? I felt very bullied. I had a email with Dr. Fall in private that also suggested telling me how to be as a board member. How do you expect a person to walk into a meeting after that? I don't think either of you even know the entire story that transpired before the meeting. I'm not sure what you wanted to get out of the emails, but a better relationship built on trust and respect is not one of them. I am not willing to change how I am as a person and or doing what is right for the public. I will continue to ask questions when I feel necessary to "on the record". I got several emails thanking me for asking the hard questions. The only hate mail I received was from the board itself.

3/2/2017

Mailbox

Meeting Agenda
Tue, Feb 21, 2017 03:45 PM
From:

- ↵ Toni Bell

Tue, Feb 21, 2017 03:45 PM
To:

- ↵ Boyd Brown
- ↵ Meldene Goehring
- ↵ Dr. Fall

Per 8350-R, I am requesting that we continue our discussion of a shared stadium and what that may look like. This could be an urgent matter at some point as we can save \$36700 by holding on the logos. I would also like survey the public on this issue and get their feedback before we make our decision. I do not want to put any money towards athletics at this time. The college was going to plant grass on their soccer field this spring, so we could potential share TBHS with them as well. The Rec Mill grant funded most of this stadium and it should be community.

I have emails from Anne, Ken, and a verbal from Andrea for this discussion to continue with myself that makes 4 (even though our policy doesn't say that I need a majority for an agenda item).

I would also recommend that you take a look at Sheridan #2 consent agenda and minutes and see how much they discuss items in public and how much is NOT on consent agenda.

Consent agenda items should be items that don't offer any discussion or questions. If we are pulling items from Consent they shouldn't be there in the first place. It's very possible that I may ask for clarification for the public in the meeting if necessary.

I appreciate your consideration. I've included Meldene as the regulation states to be provided to superintendent's secretary.

Toni

8350-R Determining the Agenda

In an effort for the Board of Trustees to give proper study, to arrive at good decisions and to attempt to shorten board meetings, the Board of Trustees of the Campbell County School District adopts the following guidelines:

- It will be the policy of the Board that the tentative agenda for each board meeting be developed by the superintendent, or in his absence his designee, in consultation with the board chairman, or in his absence the vice-chairman, and provided to each board member by the end of the work week prior to the board meeting. With the exception of student hearings or extremely urgent items, any item not on the tentative agenda with full background information and an administrative recommendation will be held until the subsequent meeting.

3/2/2017

Mailbox

- Agenda items must be provided to the superintendent's secretary by noon on the Wednesday prior to the board meeting. All background information on the item is needed by Thursday noon. In the event that an urgent item comes to the superintendent, between Wednesday and Thursday noon, he will check with the board chairman about its addition to the agenda. The tentative agenda and enclosures must be prepared prior to the end of the work week preceding the board meeting.
- Board members are asked to read the tentative agenda upon receipt. Should they have any questions, they are encouraged to contact the administration for details prior to the board meeting.

Toni,

Actually, Anne informed me that any questions she had about the stadium were completely answered by Kirby at the last meeting and that she has absolutely no interest in a further discussion on this issue. However, with that said as you feel so strongly about this issue, I will put it on the agenda at our next meeting, the first meeting in March, when we have an update on facilities. By this time the legislative session will be over and we will be in a much better position to know where we stand. Thanks.

Dave

----- Original Message -----

From: Toni Bell

To: dfall@bighorn.pcc.com ; Boyd Brown ; Meldene Goehring ; Dr. Fall

Sent: Tuesday, February 21, 2017 3:45 PM

Subject: Meeting Agenda

Per 8350-R, I am requesting that we continue our discussion of a shared stadium and what that may look like. This could be an urgent matter at some point as we can save \$36700 by holding on the logos. I would also like survey the public on this issue and get their feedback before we make our decision. I do not want to put any money towards athletics at this time. The college was going to plant grass on their soccer field this spring, so we could potential share TBHS with them as well. The Rec Mill grant funded most of this stadium and it should be community.

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I appreciate your consideration. I've included Meldene as the regulation states to be provided to superintendent's secretary.

Toni

8350-R Determining the Agenda

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- It will be the policy of the Board that the tentative agenda for each board meeting be developed by

006 D. Fall

about:blank

2/24/2017

COMMENTS FROM TRUSTEES EMAILS

Andrea

Sent from Outlook

From: David Fall <dfall@bighorn.pcc.com>

Sent: Thursday, January 12, 2017 9:13 AM

To: Andrea Hladky

Subject: Re: Board Agenda

Andrea,

For a long time the purpose of the Comments from the Trustees section was for board members to make positive comments about something in the district, such as talking about something great we had seen in the district or congratulating a fellow board member or administrator for something they had done or had happened or talking about a conference or a learning opportunity for fellow board members, things like this. However, lately this section of the agenda has turned into a place where we are asking questions like, why are we not talking about such and such or we need to talk about this, or I want to know why we are are not doing this and that. If a board member wants to discuss or talk about an issue, all they need to do is ask to place it on the agenda. By placing an item on the agenda it gives administration and our fellow board members a chance to do a little research, to think about their position, to come prepared to talk about the issue. I took it off the agenda because I did not want to be surprised at a public meeting and I do not want my fellow board members to be surprised. See you this afternoon.

Dave

----- Original Message -----

From: Andrea Hladky

To: dfall@bighorn.pcc.com ; Dr. Fall ; bbrown@ccsd.k12.wy.us

Sent: Wednesday, January 11, 2017 12:20 PM

Subject: Board Agenda

Good Afternoon,

I noticed last night in the meeting the "Comments from Trustees" has been removed from the Board Agenda. I was wondering why the decision to remove "Comments from Trustees" was made? I looked back to past agendas and "Comments from Trustees" has been on the Agenda as far back as 2008.

Thank you,

Andrea

Sent from Outlook

From: Andrea Hladky <andreahladky@hotmail.com>
Sent: Monday, February 27, 2017 3:54 PM
To: Frank Stevens
Subject: Fw: Board Agenda

Sent from Outlook

From: David Fall <dfall@bighorn.pcc.com>
Sent: Monday, January 16, 2017 9:46 AM
To: Andrea Hladky
Subject: Re: Board Agenda

Andrea,
I just read your email, as usual. Thanks for your comments. I will see if we can talk about this at a dinner meeting. I can see you were surprised at a couple meetings as was I. Maybe we can set up some guidelines to avoid this in the future and then I would not have a problem with leaving the comments section on the agenda.
Dave

----- Original Message -----

From: Andrea Hladky
To: David Fall
Sent: Thursday, January 12, 2017 2:48 PM
Subject: Re: Board Agenda

Dave,

Thank you for your response. I was unaware there was protocol or guidelines for Comments from the Trustees, I have never been informed of such information. I do understand the concern in regards to Trustees asking questions or proposing actions in the Comments sections, I was caught off guard in the Aug. 23rd meeting when you proposed we go forward with hiring the AD for TBHS during Comments from Trustees and also in the Oct. 11th meeting when Lisa proposed we put together a taskforce for the 7 period day during Comments from Trustees. I feel a conversation regarding Comments from Trustees could resolve your concerns without just removing this section from the Agenda. Honestly, when I saw you had removed this I was offended and upset. If you would have had a conversation with the board your concerns could be addresses without offending Board members. An action like this builds animosity, this was not an action that builds trust and confidence among board members.

Thank you for giving me guidance on how Comments from Trustees is suppose to be utilized.

I would like to request Comments from Trustees be put back on the Agenda.

See you this afternoon,