



1 Whitney Way  
Sheridan, WY 82801  
(307) 675-0505



300 W. Sinclair  
Gillette, WY 82718  
(307) 681-6000

## **Our Mission**

NWCCD welcomes all learners, empowers student success, encourages and strengthens community development.

## **NORTHERN WYOMING COMMUNITY COLLEGE DISTRICT - BOARD OF TRUSTEES**

### **Minutes**

### **Special Meeting**

**Wednesday, July 1, 2020, 6:30 p.m.**

**Whitney Academic Center, Kinnison Hall**

#### **Trustees Present**

Walt Wragge, Chair  
Robert Leibrich, Vice Chair  
Debra Wendtland, Treasurer  
Shelley Wilson Kinnison  
Norleen Healy  
Bruce Hoffman  
Gary Koltiska

#### **Trustees Absent**

#### **Advisory Board Representatives Present**

Cindy Kremers, Chair, Johnson County Advisory Board  
Robert Palmer, Chair, Gillette College Advisory Board

#### **Advisory Board Representatives Absent**

#### **Administration Present**

Dr. Walt Tribbley, President  
Janell Oberlander, Vice President of Gillette College  
Cheryl Heath, Vice President for Academic Affairs  
Jen Crouse, Sheridan College Foundation Executive Director & Vice President for Student Affairs  
Estella Castillo-Garrison, Vice President of Academic Affairs  
Heidi Gross, Gillette College Foundation Executive Director  
Wendy Smith, Associate Vice President for Strategic Communication & Public Relations  
Jennifer McArthur, Assistant Vice President of Human Resources

#### **Others Present**

Hayden Heaphy, NWCCD Board Counsel

Sign in sheets were available for members of the public to sign in.

Three spaces, in addition to the WCA – Kinnison Hall, were made available for members of the public to attend. Each space was equipped with a livestreamed video of the meeting happening in real time. Each space was set-up in a manner compliant with COVID-19 guidelines.

## **Recorder**

Andrea Morgan

### **1. Call to Order and Roll Call – Special Meeting**

Chair Wragge welcomed everyone to the meeting and introduced the Board of Trustees, Gillette College and Sheridan College in Johnson County Advisory Board Chairs, and Board Counsel. Chair Wragge acknowledged that the meeting topic may be emotionally charged, but he asked that everyone remain civil when making comments. Chair Wragge explained that the meeting is not a question and answer session but that a public hearing would take place so that people may make comments.

Chair Wragge called the Northern Wyoming Community College District Board of Trustees Special Meeting, July 1, 2020 to order at 6:36 p.m.

Chair Wragge referenced the draft NWCCD Board of Trustees goals discussed during the Board Retreat on June 20, 2020 and asked the Board to make edits to them.

Chair Wragge asked if role had been taken. Role was taken, and there was a quorum.

### **2. Retirement Policy 4070 Change – First Reading: Information, Discussion, Action**

Dr. Tribley presented proposed changes to Policy 4070: Retirement Policy. The changes include removing the age restriction and changing the years of service requirement from 15 to 8 years to be completed by December 1, 2020. One year of applicant's salary would be paid out over three years. Applicant's retirement date must be on or before December 31, 2021 and they must apply by August 10, 2020. The plan will terminate at the end of the application period.

VP Heath provided context including the existence of this policy for at least 15 years. Dr. Tribley noted that this program is for early retirement from the District; employees who access this program may be employed elsewhere.

Hearing no further questions, Chair Wragge requested a motion to accept changes to Policy 4070: Retirement Policy on first reading. Trustee Leibrich moved and Trustee Koltiska seconded the motion. The motion passed unanimously.

### **3. Campbell County Commissioner Presentation**

Chair Wragge explained that the agenda shows presentations for items 3 and 4; however, they would be combined. He recognized Rusty Bell from Campbell County as the presenter.

Mr. Bell thanked the Board for their time and listening to a proposal. Mr. Bell explained that this would be a team effort and that he would ask Campbell County Mayor, Louise Carter-King to say a

few words, followed by Dave Horning, GC Foundation President, and lastly, Mr. Bell would close the presentation.

Wendy Smith, Associate Vice President for Strategic Communication and Public Relations cleaned the microphone and explained that this would occur between speakers.

Ms. Carter-King spoke first regarding the ways that the city of Gillette has supported Gillette College.

Dave Horning, President of Gillette College Foundation (GCF) spoke next. He referenced a letter written by GCF and the Campbell County Commissioners received yesterday, 6-30-2020 by the Board of Trustees. Mr. Horning described the following proposal. The letter proposes the GCF provide the monies necessary to continue Gillette College athletic programs and Energy City Voices (ECV) through fiscal year 2020-2021 to provide enough time for a stable source of funding to be found.

Rusty Bell spoke last. He requested that someone make a motion later in the meeting that the Board accept Campbell County and Gillette College Foundation's proposal to allow for the continuation of programs through 2020-21.

#### **4. Gillette College Foundation Board Member Presentation**

Presentation combined with agenda item 3. See above.

#### **5. Public Hearing for the FY21 Budget – Information, Action**

Chair Wragge introduced the public comment portion of the meeting by explaining "Wragge's Rules" summarized below:

1. Be civil.
2. Presenters will face the Board of Trustees.
3. Presenters will be given 2 minutes. There is a timer.
4. The public hearing is not a question and answer session. The Board is here to listen but not engage in dialogue. The Board will be good listeners.
5. Keep applause to a minimum. We want to be sure every voice is heard.
6. Show respect to the speakers.
7. Don't use offensive language.
8. The Board won't try to manage the comments in categories of "pros" or "cons."
9. If you are with a group of people, consider sending a spokesperson.
10. One person at a time.
11. You may not donate your time to another speaker.
12. Introduce yourself.

Chair Wragge called upon Wendy Smith to explain logistics. Ms. Smith explained that public comments would be conducted in a COVID-19-safe manner, that there would be no breaks in effort to reduce congestion in the hallways and restrooms, but people may utilize the restrooms during the meeting. She asked for only one speaker at a time with a 2 minute time limit. Ms. Smith asked everyone to maintain 6 feet of social distance while in line. People in the overflow spaces were asked to come to the concert hall should they wish to make a comment.

Upon recessing the Special Meeting at 7:02 p.m., Chair Wragge opened the Public Budget Hearing for the Fiscal Year 2021 Budget. Public comments were heard by the following people (name and title or affiliation is included if specified and clear).

1. Josh McGrath – Gillette College Advisory Board Member and Booster Club President.
2. Jeff Wasserburger – State Senator from Campbell County and BOCHES Director.
3. Dennis Gilbar – Director of the Energy City Voices.
4. Mark Kinner – Member of the Wyoming House of Representatives who serves on the Appropriations Committee
5. Scott Powers – Former SC Basketball Player for Trustee Bruce Hoffman.
6. Bill Phillips – Former Basketball Coach for Sheridan College and colleague of Trustee Bruce Hoffman
7. Cindy – Women’s Basketball Player for Gillette College
8. Chad Trebby
9. Norine Kasperik – Former Nurse Educator for Gillette College and former legislator.
10. Tim Carsrud – Gillette City Council Ward Two.
11. Vern Tystad
12. Ryan Davis – Head Women’s Basketball Coach for Sheridan College.
13. Cyrus Western – Representative of House District 51, Sheridan in Wyoming State Legislature
14. Cody Ball – Head Men’s Basketball Coach for Sheridan College
15. J.J. McGinnis – Sheridan College Alumnus
16. Dave Kinsky – Wyoming State Senator representing Sheridan and Johnson Counties.
17. A member of the Sheridan College Women’s Basketball Team accompanied by 3 team members
18. Liz Lewis – Women’s Basketball Coach for Gillette College
19. Shawn Neary – Gillette, WY
20. Campbell County Resident
21. Jack Harrison – Alumnus and Sheridan County Resident
22. Gillette College Soccer Player
23. Saber Garcia – Gillette College Men’s Soccer Coach
24. Men’s Basketball Player
25. Jamie – Women’s Soccer Recruit for the 2020-21 Season
26. Rob Milne – Sheridan College Faculty
27. Mike – Sheridan Resident
28. Melissa Badgely
29. Zack – Gillette Men’s Soccer Team
30. Heidi Parker – Sheridan College Resident and Host Parent for the Men’s Basketball Program
31. Edith Johnson-LaMeres – Sheridan College Instructor
32. Bubba Hall – Athletic Director for NWCCD
33. Jason Taylor – Gillette Resident and Parent of a Sheridan College Women’s Basketball Player
34. Gillette College Booster
35. Eric Barlow – Wyoming House of Representatives House District Three
36. Libby Schueler – Casper Resident

**6. Adjourn Public Budget Hearing / Reconvene Special Meeting**

Upon hearing no further comments, Chair Wragge closed the Public Budget Hearing and reconvened the Special Board Meeting at 8:29 p.m.

## **7. 2020-2021 Budget Adoption**

Administration presented the 2020-2021 Proposed Budget for the Board's consideration and approval.

Dr. Tribley thanked the public for their comments, their care and concern for students, programs, and their communities noting the generous offer of support is appreciated. Dr. Tribley expressed his hope that everyone stays together in support of higher education. Dr. Tribley shared rationale and key points related to budget cuts. The budget cut contained within the 2020-21 budget is approximately \$4 million and an ongoing reduction. The budget presented, after declaring financial exigency, is balanced. There is a reduction in force. All impacted students will keep their scholarships should they choose to remain NWCCD students. All athletes will be released to play for other teams, and athletics will be discontinued. Students enrolled in the discontinued academic programs will have the opportunity to finish their degree or certificate and their scholarships will be honored. All affected, full-time employees were offered a severance package. Those that qualify for early retirement may apply, though they may continue to work for another entity even if they accept early retirement.

Dr. Tribley recommended changes that allow the District to be fiscally sustainable with the majority of the academic programs supported so that students can transfer into the workforce. He explained that the budget reduction prioritizes academics, fiscal solvency, and supports the economic vitality of our region by providing a trained workforce. He proposed it may be possible to form an athletic division for the Wyoming community colleges or bring back athletics in another fiscally sustainable way.

Dr. Tribley explained that when he met recently with the Sheridan College Foundation, Gillette College Foundation and various leaders in Campbell County, he was unable to share details as the individuals effected had not yet been informed. Although, he did tell the groups that cuts were coming, and they would impact personnel, programs, and students. On June 22 a similar communication was sent to all legislators in our tri-county area.

Dr. Tribley reiterated that during a budget crisis, fiscal consideration plays a disproportionate role in all decisions.

Dr. Tribley recommended the proposed budget to the Board of Trustees. Dr. Tribley asked VP Heath to continue to provide context for this agenda item.

Trustee Hoffman stated that there is no division III in NJCAA athletics. Dr. Tribley commented that there are division III teams in NJCAA athletics.

VP Heath walked Trustees through the budget packet and answered questions. Mr. Palmer asked about page 10 and the estimated cash available stored in the auxiliary fund. VP Heath explained that there are funds available in the auxiliary fund and plant funds. NWCCD does not store reserves there unless planning to spend them. Mr. Palmer asked where the recent savings of \$750k appears

in the budget. VP Heath explained that it appears as reduced expenditures. VP Heath explained that the NWCCD calculated reserves, as of the 17-18 biennium as reported to the Commission in the standard format and formula, are \$2.59 million. Reserves will be calculated for this biennium after the closing the fiscal year. NWCCD does not calculate reserves at the end of each fiscal year. Reserves are calculated at the end of each biennium because there is a recapture distribution, enrollment growth funding, and performance funding. No further questions heard.

Chair Wragge requested a motion that the Board approve the Expenditure Authority Resolution and the Resolution to Provide Income, which adopts the Fiscal Year 2021 Budget in the amount of \$80,382,877.00. Trustee Koltiska moved and Trustee Leibrich seconded the motion. Before the vote, Chair Wragge asked each Trustee and Advisory Board Chair to comment. Comments were limited to two minutes.

Trustee Wendtland shared that the Board did not know about this until June. She stated that there is significance and value in sports outside of Division I. She stated that she would like to be creative, but she has a responsibility to the tax payers. She shared that she went to Campbell County the previous Tuesday to talk to the leadership there including Commissioner Reardon, Councilman McLeland, Senator Wasserburger, Tracy Wasserburger, Robert Palmer, and others. Those in attendance agreed to be in this together. She stated she cannot support a solution that is only partial for a District and one that is not sustainable. She thanked Mr. Brown and Mr. Lackey for being kind, courteous, and correct. There may be a time when Gillette decides to leave the District. It's not just \$100.00 from 600 people. It's millions of dollars, and there is life outside of Division I. No student who has been offered a scholarship has been turned away. They may not return if they wish to play in Division I, but the Board will honor all scholarships for all students.

Trustee Hoffman made no comments.

Trustee Kinnison thanked everyone for telling their stories. She is new to being on a college board, but she spent a full day with everyone on the Board to listen to the work of Dr. Tribley and his cabinet and nothing is more painful than this. She expressed hope that everyone can stick together. She commended the public on their creative solutions. This is not anything that anyone wanted.

Trustee Leibrich stated that he has been in Wyoming for over 20 years and that the community colleges are very visible in our communities. The public shows great support for coaches and athletes. The Wyoming workforce is getting older and doesn't have enough graduates to fill the positions that will be open in our state. He suggested that we need to train a workforce that has skills in machining, welding, diesel mechanics, industrial engineering, and if we don't have instructors, we won't be able to train our youth for future careers.

Trustee Koltiska stated that he has two sons who went to college on football scholarships, but they would have gone to college without them in order to make a life for themselves. It's a tough decision, but he sees no other option.

Trustee Healy stated that she has been a part of this college for 40 years and on the Board for the last 10 years, and this decision and vote will be the most difficult because it effects people. She was moved by the people who spoke. She understands the pride people have in athletics. The Healy's were host parents several times. Now, when hard choices have to be made, she has to choose academics and education above all else. We are a college, and that is what we have to do.

Chair Wragge thanked the public for attending and following the rules. Chair Wragge expressed appreciation for the passion expressed by the public. He stated that the Board's purpose is to determine what is best for all students in the District. As he listened, he heard many proposals coming from people in support of Gillette College, and they spoke well. He stated that we need to find solutions for the entire District.

Advisory Board Chair Cindy Kremers stated that she is a huge proponent of athletics. But, in her position representing Johnson County, the biggest need is to support dual and concurrent enrollment and adult basic education. If a choice has to be made, then she would make the choice to keep students motivated to pursue an education that can earn them a good living in our state.

Advisory Board Chair Robert Palmer expressed that the last few days have been tough for everyone. He stated he appreciates the difficult situation balancing the budget, practicing sound fiscal stewardship, diminishing revenues, and increased expenditures. It must be understood that this is only the first round of budget reductions. The Board has heard from individuals representing the District with strong convictions voicing support and concerns for programs that unfortunately we may lose. They are also a passionate people with a plan. He requested that Board be of thoughtful delivery on what was heard this evening, correspondence received, and the pledge by Campbell County to be responsible for all Gillette College athletic and Energy City Voices expenditures for fiscal year 2020-21 as the Board makes its decision. NWCCD is a community college district, let us continue to work together to keep the community in the college. We are not a junior college, we are a community college. You heard from your community, and one thing we heard beyond athletics and beyond Energy City Voices is that we didn't communicate very well. If we are going to have reductions and additional difficulties, we have to communicate with all of communities within the District. These are tough decisions. Trustees represent the whole District. Embrace the individuals here and throughout the District that are important to all of us. Thank you for your consideration in amending your proposed budget.

Chair Wragge called for a vote on the motion to adopt the budget for 2020-21. The motion passed unanimously.

## **8. Approval of Two (2) Expenditure Authority Resolutions**

Dr. Tribley asked VP Heath to present the agenda item to the Board. She explained the trustee requires that these resolutions are approved each year. These bond payments are paid 100% by Whitney Benefits. Administration recommended the approval of two (2) Expenditure Authority Resolutions:

1. Refunding and Improvement Lease Revenue Bonds: Mars Ag & Science Center and Whitney Center for the Arts
2. Refunding and Improvement Lease Revenue Bonds: Tech Ed Center

Upon hearing no questions, Chair Wragge requested a motion for the Board to approve the two Expenditure Authority Resolutions. Trustee Healy moved and Trustee Wendtland seconded the motion. Chair Wragge asked if there were any questions. Hearing none, he called for a vote. The motion passed unanimously.

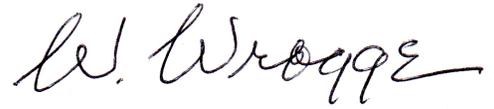
**9. Adjourn**

Chair Wragge thanked the Trustees for their participation and adjourned the meeting at 9:31 p.m.

Respectfully Submitted:

A handwritten signature in blue ink that reads "Michelle Kinnison". The signature is fluid and cursive, with the first name being more prominent.

Michelle Wilson Kinnison  
NWCCD Board of Trustees, Secretary

A handwritten signature in blue ink that reads "W. Wragge". The signature is bold and cursive, with a large initial "W" and a long, sweeping tail.

Walter Wragge  
NWCCD Board of Trustees, Chair