

JCSD#1 2025 WSBA

Delegate Assembly Items for Consideration

The 2025 Wyoming School Boards Association Delegate Assembly will consider the following:

Resolutions:

Consent List: There will not be a Consent List this year. Due to the reduced number of items submitted for consideration, all items will be discussed individually.

Individual Consideration: The WSBA Board of Directors makes the following recommendations for Resolutions and forwards them to the Delegate Assembly Floor for discussion:

Affirm:

- 2027.1 *Special Education Placement Reimbursement*

No Recommendation:

- 2027.2 *Termination Hearing Timeframes*
- 2027.3 *Pay Considerations for Individuals Charged with Certain Crimes*

All items will be considered individually in accordance with their numerical order. The WSBA Board of Directors does recommend specific action on 2027.1, but believes the Assembly should consider the item. The Board of Directors made “no recommendation” on the remaining items and believes they should be discussed by the Assembly. The presenting districts have provided a rationale for their proposed resolutions.

Resolutions that pass the Delegate Assembly will become part of the 2027 WSBA Advocacy Agenda. The Advocacy Agenda will guide WSBA in seeking the best remedy for the issue presented, whether that remedy requires statutory revision or another remedy. The Advocacy Agenda will represent the official WSBA position on the issue.

2026 Advocacy Agenda: The WSBA Advocacy Agenda represents the position of the Wyoming School Boards Association on matters pertaining to public education. This agenda guides the advocacy efforts of the Association and provides a basis for responding to issues that emerge over the coming year.

Election of Area Directors: The odd-numbered areas will be up for election this year. We want to remind districts that the election of Area Directors is a function of the Delegate Assembly. We will ask voting delegates from each odd-numbered area to make their selection at the Delegate Assembly if at all possible. WSBA staff will be available to assist with area elections.

2025 WSBA Resolutions

2027.1 Special Education Placement Reimbursement

BE IT RESOLVED that the Wyoming School Boards Association urges the Wyoming Department of Education (WDE) to modify its Special Education Reimbursement schedule to provide timely reimbursement to school districts for special education funding for special education students placed outside the district, ideally on a monthly basis rather than annually.

Rationale: It is the obligation of school districts to provide FAPE (Free Appropriate Public Education) for students identified with an IDEA disability. At times, an out-of-district placement may be the only way an IEP team can meet its FAPE obligation, though such placements can incur significant annual costs, in some cases reaching up to \$400,000 annually or more. While districts appreciate state cost reimbursement, receiving it a full year later places an undue burden on school districts, severely impacting their budgets and ability to provide quality services. More frequent reimbursements will help districts manage these expenses responsibly while ensuring continued support for students with special needs. Whether this action takes legislative action or can be completed under the current statutory framework, action needs to be taken to provide relief for districts

Submitted by: Big Horn County School District #3

Chair: Bette Rae Jones

Contact Person: Bette Rae Jones, Board Chair – bjones@bgh3.k12.wy.us

Supported by: Hot Springs County School District #1; Washakie County School District #2; Park County School District #1

Potential Legislative Sponsor: None Identified

Recommendation of the WSBA Board of Directors: Affirm

JCSD#1 Superintendent Recommendation: Approve

2026.2 Termination Hearing Timeframes

BE IT RESOLVED that the Wyoming School Boards Association supports a change to W.S. 21-7-110(d) regarding hearings upon the dismissal of a teacher. WSBA supports a specific timeframe for ensuring that a termination hearing is concluded within a reasonable time.

Rationale: Currently, if an employee is terminated from a Wyoming district and chooses to file an objection, W.S. 21-7-110(d) dictates that a hearing must “commence on a date no later than forty-five (45) days after notice”. However, there is no requirement that the hearing must be completed in any amount of time, essentially allowing the employee to drag out a hearing indefinitely. This can cause Wyoming School Districts to pay out substantial amounts of money in pay and benefits while a hearing is drug out over many months or years.

W.S. 21-7-110(d) should be amended to a time limit to conclude a hearing. This may read as follows: “In no event shall the hearing commence on a date later than forty-five (45) days after notice, and the hearing officer shall complete the hearing within 100 days after the notice is filed.” (The 100 days is a recommendation and could be changed to another reasonable timeframe so long as a time certain is identified to limit how long the hearing can drag on for.)

Submitted by: Laramie County School District #1

Chair: Alicia Smith

Contact Person: Brittany Ashby, Board Member
-brittany.ashby@laramie1.org

Potential Legislative Sponsor: None Identified

Recommendation of the WSBA Board of Directors: No Recommendation

Rationale: *The WSBA Board of Directors felt that this issue should be discussed by the Delegate Assembly. There are considerations on both sides of this issue that have merit. By giving “No Recommendation”, this matter will be forwarded to the floor of the Delegate Assembly for discussion and action.*

JCSD#1 Superintendent Recommendation: Approve

2026.3 Pay Considerations for Individuals Charged with Certain Crimes

BE IT RESOLVED that the Wyoming School Boards Association supports a change to W.S. 21-7-110 and W.S. 21-7-102(a)(vi)(B) regarding hearings upon the dismissal of a teacher and teacher pay prior to a hearing. WSBA supports allowing for school districts to put an employee who has been charged, but not convicted, of certain crimes to be put on leave without current compensation, with provisions for back-pay and reinstatement if the employee is not convicted.

Rationale: Currently, if a district pursues the termination of an employee, the termination hearing can drag on indefinitely. A district can be caught in a difficult position because W.S. 21-7-102(a)(vi)(B) only allows for a suspension of pay for the employee following the hearing. Thus, a hearing can languish for months while an employee continues to receive pay and benefits. This is true even if an employee is charged with a crime. These issues are causing Wyoming School Districts to pay out substantial amounts of money in pay and benefits while a hearing is drug out over many months or years.

W.S. 21-7-102(a)(vi)(B) should be amended to allow for superintendents to suspend teachers without pay under specific circumstances instead of only after a hearing takes place with language such as: A superintendent may suspend without regular compensation a licensed employee who has been officially charged but not yet convicted of a felony or a crime involving moral turpitude or immorality. If the charge is dismissed or if the employee is found not guilty, the employee must be reinstated with back pay, plus interest, and normal seniority.

Submitted by: Laramie County School District #1

Chair: Alicia Smith

Contact Person: Brittany Ashby, Board Member

- brittany.ashby@laramie1.org

Potential Legislative Sponsor: None Identified

Recommendation of the WSBA Board of Directors: No Recommendation

Rationale: *The WSBA Board of Directors felt that this issue should be discussed by the Delegate Assembly. There are considerations on both sides of this issue that have merit. By giving "No Recommendation", this matter will be forwarded to the floor of the Delegate Assembly for discussion and action.*

JCSD#1 Superintendent Recommendation: Approve

2026 WSBA Advocacy Agenda

1. Empowering Local Control for Quality Education: Because we believe in providing all Wyoming students with a world-class education while empowering local school districts with the flexibility they need to achieve this, our approach focuses on:

- Local Control for Quality Education: Providing all students with equitable access to a world-class education, while allowing districts the flexibility to design and deliver programs that meet students' needs, graduation, and Hathaway scholarship requirements, and deliver diverse learning opportunities
- Championing Innovation: Encouraging Wyoming districts to explore and implement innovative approaches to meet the unique needs of their students.
- Strategic Resource Allocation: Advocating for careful consideration of new initiatives, ensuring they align with existing priorities and are integrated through established processes, not ad hoc legislative mandates.
- Meaningful and Manageable Standards: Ensuring educational standards provide valuable learning experiences for students while remaining practical and manageable for local districts to implement effectively.
- Protecting Local Assessment Control: Prioritizing and safeguarding local control over assessment systems by reducing mandated testing requirements.

2. Appropriate Funding: Because we advocate for a school funding model that accurately reflects the true cost of delivering a quality education across Wyoming, as ordered by the Court, coupled with block-grant flexibility for local districts, our key priorities include:

- Protecting Education Funding: Opposing arbitrary cuts and maintaining funding levels based on a cost-based model that reflects the actual expenses of providing a quality education in every Wyoming community.
- Predictable Adjustments: Advocating for regular, predictable adjustments (including ECA and RCA) to the funding model to account for inflation and changing costs.
- Ensuring Accuracy: Diligently monitoring the accuracy of state and consultant reports and their interpretations regarding funding.
- Empowering Local Boards: Supporting the block grant concept and preserving local school board authority to adapt funding to meet specific district needs.
- Personnel Investment: Advocating for resources to recruit and retain high-quality school district personnel, recognizing market pressures and shortages.
- Upholding Funding Principles: Promoting school funding in accordance with the Wyoming Constitution and the recent court decision in WEA v. State.
- Promoting Efficiency & Collaboration: Supporting statewide education system efficiencies that do not compromise student learning and incentivize resource sharing across districts.

3. Empowering Wyoming's Next Generation: Because we believe in an educational program that truly equips students for success in life beyond high school, our approach focuses on:

- **Future-Ready Learning:** Supporting initiatives like Profile of a Graduate and RIDE to foster innovation and personalized learning and remove systemic barriers, ensuring students are prepared for what's next.
- **Foundational Skills:** Prioritizing strong reading, writing, and mathematics skills for K-3 students to build a solid base for all future learning.
- **Relevant Skills:** Fostering educational opportunities that prepare students for life after graduation, ready as productive members of society.
- **Early Childhood Partnerships:** Supporting enhanced early childhood education through collaborative partnerships.
- **Constitutional Literacy:** Advocating for robust social studies standards grounded in the U.S. and Wyoming Constitutions, with curriculum choices made at the local level. • **Transparency:** Encouraging districts to make curriculum and materials available to the public.

4. Promoting the Choice of Public Schools: Because we advocate for strengthening educational options within Wyoming public schools, our stance opposes diverting funds to programs that lack the transparency, accountability, and local oversight inherent in our public system, and our priorities include:

- **Public School Options First:** Support educational choices within the accountable and transparent framework of Wyoming public schools.
- **Local Charter Authority:** Empower local school boards as the appropriate authority to evaluate all charter applications.
- **Engaged Family Partnerships:** Recognize and promote parents as essential partners for student success through effective communication and engagement.
- **Transparent Funding Discussions:** Advocate for honest conversations about the financial implications of alternative school choice models like charter schools and education savings accounts.

5. Prioritizing Safe and Supportive Schools: Because we are committed to ensuring all Wyoming students learn in safe and supportive environments, while giving local districts the flexibility to address their unique safety needs, our approach includes:

- **Investing in School Resource Officers:** Supporting the funding and deployment of School Resource Officers.
- **Comprehensive Safety Strategy:** Advocating for a holistic approach that covers preventative measures, facility and infrastructure enhancements, critical incident planning and training, swift response, and robust recovery efforts.
- **Empowering Suicide Prevention:** Supporting the integration of suicide prevention training into state standards, while allowing districts to determine the most effective implementation for their students.

- Local Control on Personnel: Encouraging measures that empower local school boards and communities, including decisions about armed personnel within schools.
- Addressing Mental Health: Prioritizing student mental health needs and ensuring access to comprehensive wrap-around services that connect students with appropriate resources. •
Fostering Positive Culture: Supporting the ongoing cultivation of a positive school culture.
- Collaborative Best Practices: Encouraging collaboration and the sharing of best practices to continuously enhance school safety.

Other Issues/Positions:

- A. Support the removal of obstacles in rehiring retired teachers.
- B. Support statutory changes to make it easier to reduce the Board's size.
- C. Support raising the mandatory attendance age to 18 or graduation, whichever comes first, and exempting home-schooled students from the regulation.
- D. Respect a family's right to choose homeschooling while acknowledging this choice places the child outside of the public school system, with access to the public school system determined by local policy and capacity.