



**Cowley County, 1407 Wheat Road, Winfield, KS 67156  
BOARD OF EDUCATION MEETING-MINUTES**

**December 8, 2025**

**5:30 p.m.**

AI: Action Item

DI: Discussion Item

IO: Information Only

**USD 465 Mission Statement  
Developing responsible citizens for the future**

(AI) 1. CALL TO ORDER.....Kinnie Ledford  
Meeting was called to order at 5:30pm, by President Ledford. All members were present: Andreas, Ball, Ledford, Morton, Richardson, and Trimmer.

- 1.1 Roll Call
- 1.2 Pledge of Allegiance
- 1.3 Adoption of Agenda

**Sarah Morton moved to adopt the agenda as presented. Jalaine Richardson seconded. Motion passed 6-0.**

- 1.4 Recognition of Visitors
  - Persons may present ideas or concerns regarding USD 465. The Board will take no action at this meeting. Such items will be referred to the appropriate administrator(s) for future information and researched and reported back to the Board at a later meeting. Personalities and behavior of employees are not to be presented during this period but are to be reported to the employee’s immediate supervisor. The president shall determine the amount of time to be spent on citizen participation.
- 1.5 Citizen’s Open Forum

(IO) 2. COMMUNICATIONS.....Kinnie Ledford

- Board Member Comments
- Written Communications / Correspondence

(IO) 3. PRESENTATION.....Kinnie Ledford

- FFA National Convention Highlights-  
The Winfield FFA Chapter presented; providing an overview of their recent participation in the National FFA Convention and highlighting the chapter’s accomplishments.

4. BUSINESS.....Kinnie Ledford

(IO/AI) **A. Course Proposals for WHS 2026-27**  
Jane Bodman-Smith of the WHS Social Studies Department presented a proposal to add three semester-long elective courses: World Cultures: Asia, World Cultures: Africa, and World Cultures: Latin America. The proposal is intended to address changes made in 2018–2019, when several regional world culture and geography courses were replaced by a single semester of World Geography, resulting in condensed content and fewer elective options for students. Each proposed course would include both physical and human geography, with an initial global overview followed by in-depth study of a specific region. The courses would rotate over

multiple semesters so students have more than one opportunity to enroll during their high school career. The department shared that these courses can be taught with existing World Geography resources, with only minimal supplemental materials if needed, and are designed so any teacher with a general social science certification can teach them. World geography concepts will continue to be reinforced through World History, while these electives allow students to explore regions of interest in greater depth. The proposal was reviewed by the Curriculum Council following a student presentation and was approved to move forward, pending administrative scheduling and enrollment considerations.

The Board reviewed a proposal presented by Scott Nuss for a new Sports Officiating course designed to help address the nationwide shortage of athletic officials while providing students with real-world training and employability skills. The course would use the vetted RepReps curriculum, which combines online modules, rule instruction, officiating mechanics, and authentic game-based learning through first-person video and on-court experience. Students would study the rules and procedures for sports offered at the high school and work toward being qualified to officiate contests, with opportunities to officiate middle school or sub-varsity games as part of their assessment. The course would be housed in the Physical Education Department and taught by an instructor with extensive high school officiating experience. There is a persport, per-student seat license cost, which is commonly paid by students and may be offset by compensation earned from officiating games; the State High School Association would cover registration fees and provide rule books and guest speakers. The course is student-paced, focuses on skills such as decision making, confidence, and handling adversity, and offers a pathway for students to continue officiating beyond high school into varsity and community athletics.

The proposals were reviewed by the Curriculum Council following the staff presentation and was approved to move forward, pending administrative scheduling and enrollment considerations.

**Jalaine Richardson moved to approve the new courses and Ed Trimmer seconded. Motion passed 6-0.**

(10)

#### **B. Bus Camera Policy**

Phil Bressler, Assistant Superintendent, presented an overview of the district's existing policy on the use of video cameras (Policy JGGA) and proposed related procedures to provide clearer guidance for implementation, privacy, and consistency. The proposed procedures outline standards for camera installation and notification, including visible signage and annual written notice to families and staff; activation and operation parameters for interior and exterior cameras; secure storage, restricted access, and defined retention timelines; and clear rules for access, disclosure, and use in disciplinary or law-enforcement matters. Additional procedures address vendor requirements, staff training, complaint processes, and parent notification, with defined administrative and transportation responsibilities. The presentation was informational and intended to support consistent, lawful, and transparent use of vehicle cameras aligned with student safety, privacy protections, and Board oversight.

(IO/AI)

**C. Strategic Plan-**

The Board approved Phase II of the Strategic Plan with minor edits reflecting feedback Superintendent Reiser received from school and community stakeholder groups. Superintendent Reiser presented the plan, which was developed with assistance from Chad Higgins of ESSDACK and builds on the work of Phase I, outlining eight goals across four key focus areas: Culture and Communication, Student Programming, Student Support, and Infrastructure and Resources. She reviewed the rollout and implementation process, noting stakeholder input gathered from mid-November through December. Implementation will begin in January, with committees formed for each focus area to define charges and accountability measures, and the district aims to have a fully operational plan in place by July 1, with progress updates provided at each Board meeting.

**Ed Trimmer moved to accept the Strategic Plan, Andrea Ball seconded and the motion passed 6-0.**

(IO/AI)

**D. Maintenance Truck Purchase**

The Board received information regarding the need to replace an aging maintenance truck currently used for snow removal, sanding entryways, and light material hauling. The existing 3 | Page vehicle, a late-1980s Dodge with approximately 390,000 miles, is increasingly unreliable and is one of only two trucks equipped with a snowplow. Administration requested approval to issue an RFP for a three-quarter or one-ton, four-wheel-drive cab chassis truck. Upon purchase, a new dump bed would be added using Capital Outlay funds due to uncertainty and cost concerns associated with transferring the existing bed. The estimated cost is \$55,000–\$60,000 for the truck and approximately \$12,000 for the dump bed.

**Kinnie Ledford moved to approve the RFP for a maintenance truck, Roy Andreas seconded. The motion passed 6-0.**

(IO/AI)

**E. Development Agreement-TH Vaughn Tennis Facility Improvements**

Assistant Superintendent Phil Bressler shared the condition of the tennis courts and presented a proposal for Board consideration of a resolution authorizing a development agreement with Southwestern College, the Winfield Recreation Commission, and the City of Winfield for the reconstruction of seven south tennis courts and related site improvements at the T.H. Vaughn Tennis Facility. The Board approved the agreement, which outlines cost sharing among all parties, design and construction responsibilities, and management of the facility by USD 465 upon completion. The estimated project cost is \$750,000, with each party responsible for an equal share.

**Jalaine Richardson moved to approve the agreement. Ed Trimmer seconded. Motion passed 6-0.**

(IO/AI)

**F. WHS Agriculture Building**

The Board reviewed information regarding proposed improvements to the WHS Agriculture Building, including replacement of the non-functional welding

ventilation system with a new air purification system, updated hoods and ductwork, and the addition of a roof-mounted make-up air unit to introduce conditioned fresh air and maintain proper interior air pressure. The project also includes replacement of original, non-serviceable electrical panels to improve safety and extend the building's longevity. Administration reported the total project cost is approximately \$446,332, funded through deferred maintenance, and noted the work would significantly improve air quality, safety, and the long-term usability of the Ag facility. The anticipated construction timeframe is four to six weeks once all equipment is on site, with efforts planned to minimize disruption to instruction.

**Ed Trimmer moved to approve the improvements to the Ag Building, Andrea Ball seconded. The motion passed 6-0.**

(IO) **G. December 2025 Policy Updates First Reading**

Superintendent Reiser presented the KASB December 2025 Policy Updates for first reading. The updates include recommendations from the KASB Legal/Policy Services staff, and outlines the suggested changes to existing policies.

1. BCBK Executive Session (revised)
2. BG Membership (revised)
3. IHF Graduation Requirements (revised)
4. IIBE Use of Artificial Intelligence (AI) (new)
5. IKB Controversial Issues (revised)
6. IKC Human Sexuality Education – FORM (revised) (Title change)
7. IKD Religion in Curricular or School Sponsored Activities (revised)
8. IKDA Activity Participation Opt-Out Form (revised)
9. IKDA Religious Objections to Activities (revised)
10. JBCC Enrollment of Nonresident Students (revised)
11. JCAC Interrogation and Investigation (revised)
12. JDDC Bullying Plan FORM
13. JQI Adult Students (revised)
14. Visitors to Schools (revised)

(IO/AI) **H. Second Reading Job Description-Payroll Clerk, Special Education Director**  
Mr. Bressler reviewed the job descriptions for the Payroll Clerk and Special Education Director positions for second reading following their first reading at the November 10 Board meeting, and the Board approved the job descriptions.  
**Jalaine Richardson moved to approve the job descriptions, Ed Trimmer seconded. Motion passed 6-0.**

(IO/AI) **I. Executive Search Service Proposal- Special Education Director**  
Administration presented and the Board considered a proposal from ESSDACK and Greenbush to conduct the executive search for the next Director of Special Education for Cowley County Special Services. The proposal outlined a customized 4–6-week search process that includes a needs assessment, recruitment and screening of candidates, facilitation of superintendent-led interviews, and support for transition and Year-One goal development for the selected director. The Board approved the request.  
**Jalaine Richardson moved to approve the Executive Search, Sarah Morton seconded. Motion passed 6-0.**

- (IO) 5. ASSISTANT SUPERINTENDENT.....Kinnie Ledford  
(Refer to Mr. Bressler)
- A. Personnel Report**
- B. Country View Bond Update**  
The Board reviewed expenditures related to the USD 465 General Obligation Bonds and received an update on the progress of the Country View Elementary controlled entrance.
- C. November Financials and Updates**  
Mr. Bressler presented the November check register to the Board of Education. Administration also reported that the AGH accounting firm had completed the 2023–24 financial books and that the records were provided to the BFR accounting group for audit review; however, the district is still awaiting completion of the audit, with John Regier continuing to assist in overseeing the process.
- D. USD 465 Health Insurance Updates**  
Administration provided a health insurance update, noting that after six years of flat rates, some increase was expected. A recent meeting with USI suggested the district’s increase may be moderate compared to trends seen in other districts, and current usage compared to premiums remains favorable. The Board was informed that final rates will be confirmed once the numbers are received.
- (IO) 6. DIRECTOR OF TEACHING & LEARNING.....Kinnie Ledford  
(Refer to Dr. Ray)
- A. Updated PDC Plan**  
Director of Teaching and Learning Dr. Ray presented an updated version of the district’s Professional Development Plan. The update followed a format provided by Greenbush for the professional development review process. Upon comparison with the current plan, minimal content changes were needed, with most revisions related to formatting. A notable addition was in Section Two, which emphasizes the quality of teacher reflections, the alignment of teacher goals to standards, and the focus on student outcomes in connection with KESA. Dr. Ray highlighted that much of this work had already been initiated through teacher goal-setting, feedback on reflections, and standards-alignment efforts. Overall, the updated plan reinforces existing practices, aligns with state expectations, and maintains a strong focus on improving student learning outcomes.
- (IO) 7. SUPERINTENDENT.....Kinnie Ledford
- A. Grants / Donations**  
The Board received a report on grants and donations received in December 2025. Contributions included \$250 from KASB to HOSA for participation in the District Showcase, \$7,000 from the USD 465 Foundation distributed to all Winfield Public Schools, \$300 from Grace United Methodist Church for student activities at Irving, and \$1,548.94 from the #WinningInWinfield tshirt fundraiser to support student negative lunch balances.

## B. Early Childhood Program

Superintendent Reiser, Winfield Early Childhood Principal, Ashley Schneider, and Business Office Manager Elizabeth Smith presented a proposal to the Board of Education outlining the district’s plan to transition away from the Head Start agreement. The proposal highlighted the growth and strength of the district’s own early childhood program, the financial sustainability of continuing two classrooms without federal oversight, and the opportunity to expand and better integrate services to support all students and families.

[Link to Press Release](#)

- (IO/AI) 8. EXECUTIVE SESSION.....Kinnie Ledford  
 TIME 8:05pm  
 The Board of Education will go into executive session.  
 “Mr. President, I move that the Board go into executive session to discuss an individual employee’s performance pursuant to the exception for Non-elected Personnel under KOMA.  
 The open meeting will resume in this board room at \_8:25\_p.m.”  
**Jalaine Richardson moved for an executive session: Sarah Morton seconded. Motion passed with a rollcall vote 6-0. Executive session ended 8:25pm and open meeting continued.**
- (IO/AI) 9. EXECUTIVE SESSION.....Kinnie Ledford  
 TIME: 8:25pm  
 The Board of Education will go into executive session.  
 “Mr. President, I move that the Board go into executive session to discuss an individual employee’s performance pursuant to the exception for Non-elected Personnel under KOMA.  
 The open meeting will resume in this board room at 8:40 p.m.”  
**Jalaine Richardson moved for an executive session: Sarah Morton seconded. Motion passed 6-0.  
 An additional 5 minutes was requested. Open meeting resumed at 8:45pm.**
- (AI) 10. CONSENT AGENDA .....Kinnie Ledford
- A. Personnel
  - B. Approval of November , 2025 BOE Minutes
  - C. Approval of Grants / Donations
  - D. Approval of November Financials
  - E. Approval to apply for the KPP Early Childhood Grant
  - F. Approval to apply for the Early Childhood Block Grant
  - G. Approval of the Distrit’s Decision Not To Renew the Head Start agreement with USD 470
  - H. Approval of updated PDC Plan
- Ed Trimmer moved to approve the consent agenda and Sarah Morton seconded. Motion passed 6-0.**

- (10) 11. UPCOMING DATES.....Kinnie Ledford  
**Winter Break:** December 19, 2025 – January 2, 2026  
**No School – Report/Record:** Monday, January 5, 2026  
**No School – Professional Development:** Tuesday, January 6, 2026  
**No School – Collaboration:** Wednesday, January 7, 2026  
**School Resumes:** Thursday, January 8, 2026  
**BOE Meeting** – Monday, January 12, 2026 – 5:30 at the District Office.
  
- 12. FUTURE AGENDA ITEMS.....Kinnie Ledford
  
- 13. ADJOURNMENT.....Kinnie Ledford  
Adjourned at 8:52pm.

Board Meeting Date 12/08/2025

Classification	Employee	Change	Position	Building	Prior Assignment
Classified	Carter, Vanessa	New	IR Para	IRV	Open
Classified	Fearon, Stefan	New	ID Para	COOP-ACMS	
Classified	Inasy, Shelby	New	ID Para	COOP-Adams	
Classified	Lowe Drake	New	ED Para sub	COOP	Open
Classified	Loya, Carson	New	Boys-BB Coach	WMS	Austin Wolfe
Classified	Massony, Melissa	New	ID Para	ACHS	Open
Classified	McCauley, Kinsley	New	Aide	IRV	Open
Classified	Saengsouvana, V	New	Custodian	WMS	Open
Classified	Castleberry, Heather	Resigned	Para	WMS	
Classified	Eveleigh, Briana	Resigned	Para	FW	
Classified	Ibarra, Maribel	Resigned	para	FW	
Classified	Mills, Bailey	Resigned	Para		
Classified	Robinson, Bethany	Resigned	Para	IRV	
Classified	Thomas, Patricia	Resigned	Para-	Adams	
Classified	Williams, Ayanna	Resigned	Aide	IRV	
Classified	Butler, Bryanna	Transfer	Para-ACMS	Adams	
Classified	Clift, Krys	Transfer	Substitute	COOP	Para
Classified	Daniels, Bayleigh	Transfer	Part-time Roosevelt		
Classified	Hamrick, Tosha	Transfer	Para-PT	ACHS	FT-Para ACHS
Classified	Mangold, Nathan	Transfer	MS Asst ScholarsBowl		
Classification	Employee	Change	Position	Building	Prior Assignment
Certified	Archambeau, Christa	Resigned	Teacher	WMS	
Certified	Mangold, Latasha	Resigned	Teacher	WHS	