

REGULAR MEETING – DECEMBER 8, 2009

1. CALL TO ORDER & 2. PLEDGE OF ALLEGIANCE: Chairman Keith called the regular meeting to order at 8:05 p.m. in the Elementary Board Conference Room. Trustees Present: Krystal Zentner, Mark Giesick, Penny Young and Russ Imlay. Others Present: John Ballard, Becky Bell, Betty Sweet, Deb Imlay, Robin Smith, & Linda Eckerman.

3. MINUTES:

Trustee Zentner made a motion to approve the minutes of the November 10th Regular Meeting with a typing correction in Item 8A and a date correction in Item 13 to note the correct meeting date of December 8, 8:00 p.m. Trustee Imlay seconded the motion. Members voted 5/0 in favor.

4. CLAIMS & PAYROLL:

Trustee Giesick made a motion to accept the following: claims 13075-13146 with number 13013 being declared Void and replaced with 13104 (3 Screens, amount due was less than originally quoted). Trustee Zentner seconded the motion. Vote 5/0. Discussion included questions on the 3 Screens payment (Red Ribbon Week assembly), C & B Operations (repairs to John Deere tractor, not the new Kubota) and the networkable digital projector that was purchased for the Board Conference Room.

5. ATHLETIC/ACTIVITY ACCOUNTING:

Trustee Young made a motion to accept the activity accounting for November. Trustee Imlay seconded the motion. Vote: 5/0. Members wondered about the high balance in the Elementary Fundraising account. Funds from the recent Martinson Chocolate Sales had just been deposited. No new plans have been made for the funds in that account; they are used to pay for the housing expenses for the Missoula Childrens' Theatre actors, ski scholarships and, in the past, playground equipment.

6. CORRESPONDENCE:

Information on an HR Symposium (formerly RIF Workshop) by MTSBA and MSUIP was given to the Board. An article from *Magic City Magazine* entitled "Montana Money" reflected on the future of legislative funding for schools. A notice was received from the Bridger Education Association that will require the Board to meet again before December 16. A meeting was set for Monday, December 14 at 8:00 p.m. and will be noticed as a special meeting with a Grievance Hearing as one agenda item.

7. PUBLIC COMMENT:

None at this time.

8. SPECIAL REPORTS:

A. Activities Director Report: None at this time.

B. Principal's Report: **1. Overview:** Principal Bell reported on the progress the district Crisis Team has made on a hazards checklist, her schedule for evaluations on the non-tenured and tenured staff and, that the Response to Intervention program in the K-2 classrooms has students working in small groups specific to their needs for a portion of their reading instruction. The

staff has given valuable input into the 5-year planning process and they are doing a book study through a blog about the book "The First Days of School". The studies are leading directly into successful 5-year planning and relate well to the correlates. To emphasize the Board's support Trustee Young made the following proclamation: "Whereas the board has previously approved the Correlates of Effective Schools as guidance for this district, we would also like to proclaim our support in the utilization of "The First Days of School" by Wong and Wong as a reference source to support the effective schools philosophy". Trustee Giesick seconded the motion and all members voted in favor. Since the temperatures have been so cold, recess has been moved indoors and the students walk around the elementary school building and have the opportunity to visit with each other. Other activities are performed in the classroom to ensure the students get an opportunity to exercise. The cell phone trial is nearly over and the data will be collected on 12/16. Students and staff will be informed of the next steps in the trial in early January.

C. Superintendent's Report: Superintendent Ballard noted that there are no accreditation issues this year. Based on information learned at the Board Retreat, Mr. Ballard looked into additional language to add to our Student Discipline Policy 3310. The changes will be brought to the next regular meeting for action.

1. Oil, Gas and Bentonite Revenues: The members were asked for input on using unanticipated (not used to fund the General Fund Budget) non-levy revenues from Oil, Gas & Bentonite to fund bonuses at the end of the year if the budget allows. Because O G & B monies are not sustainable they can't be used for salaries or benefits. These funds have been used in the past to pay for repairs and supplies. A question on the legality of giving bonuses will be looked into and more information will be brought to an upcoming meeting.

9. OLD BUSINESS:

A. Vision, Mission and Goals: Members worked on the mission statement discussed at the last meeting. Trustee Giesick made a motion to table action on the statement until the December 14th special meeting. Trustee Imlay seconded the motion. Members voted 5/0 in favor of the following: "Bridger School is dedicated to being a leader in the educational community through innovation, imagination, professional development of staff and advanced curriculum; resulting in an enhanced educational learning experience for all students." The staff will be asked for their input.

10. NEW BUSINESS:

A. Negotiations: Trustee Zentner made a motion to ratify the proposal given to the Bridger Education Association retroactive to July 1, 2009 for the 2009-10 school year for salary and insurance. Trustee Imlay seconded the motion and members voted 5/0 in favor. The proposal included an increase of 1% on the base salary plus normal steps and lanes and an increase in the district portion for health insurance premiums to \$345.60-single, \$691.20-employee & spouse, \$656.80- employee and children and \$864.00-family. The increase in salary amounts to \$10,661 annually with regular and extended contracts and the insurance increases raised the district's portion paid toward health insurance for the certified staff by \$8,764.80 annually.

The BEA declined the second portion of the proposal for 2010-2011 and will be sending notice to the Board after the first of the year to open negotiations for that year.

B. First Reading Policy 8105-School Bus Replacement: Trustee Zentner made a motion to accept the first reading of Policy 8105 as developed by Superintendent Ballard with the corrections noted. Trustee Giesick seconded the motion; members voted unanimously in favor.

Information regarding upcoming changes (1/1/2013) for bus radios and the frequencies they will be allowed to broadcast on was given to the board. We need to start planning now to migrate to narrowband systems by checking compatibility with our current equipment and applying for new or modified licenses.

C. Personnel-Accept Resignation: Trustee Giesick made a motion to accept the resignation of Superintendent Ballard upon fulfilling his 2009-2010 contract obligations. Trustee Imlay seconded the motion. Members noted their regret for Mr. Ballard's decision and thanked him for his service to the district. Vote: 5/0.

As the cost for having MTSBA run our Superintendent Search is expensive, we will manage the search ourselves. The ad will be placed this week on the OPI web site and through School Administrators of Montana. We will ask Jeff Weldon to do background checks on the applicants we would like to interview. Class C salary average is \$67,500. If asked, the salary range is \$60,000 to \$70,000 but we will indicate DOE (depending on experience) in the ads. We would like someone with experience in human resources and financial management. The following list of questions will be added to the application and noted in the ad: 1. Describe your experience with budgeting and with budget shortfalls, give examples, 2. How would you support & encourage teachers to integrate technology in the curriculum for each classroom, 3. What special qualities do you have that merit an interview, 4. Describe your leadership style and skills; please give examples, 5. Are you currently under contract and, if you are, would your district release you from this contract.

D. Establish Scholarship Account: As the account currently set-up in Activities Accounting is named 'Scholarship Account' and not designated as the 'Coca-Cola Scholarship' account, no new account needs to be established. Clerk Sweet was granted permission to put the rebate from MASBO for Mastercard use into the activity Scholarship Account.

11. CLERK'S REPORT: End of the year payroll reports, a Work Comp audit, the Superintendent Search, correcting errors in the school accounting program and balancing October and November with the Treasurer are on the clerk's list of things to do over the holidays. In addition, balancing the grant accounts, compensated absences and the yearly payroll before W-2's are ran are also on the list. A draft of the Management Discussion and Analysis will be prepared for the superintendent's review before submission to the auditors.

12. FUTURE ISSUES:

Superintendent Search, principal evaluation and re-hiring, and, updates and additions to district policies including 5328 & 5328P-Family Medical Leave.

13. NEXT REGULAR MEETING:

Trustee Young made a motion to adjourn the meeting at 10:33 p.m. Trustee Giesick seconded the motion and all members voted in favor. The next regular Board meeting will be held Thursday, January 14th at 7:00 p.m. A special meeting will be held December 14, 2009 at 8:00 p.m.

ATTEST:

Board Chairman

Clerk of the Board