

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF TRUSTEES
ROBERTS SCHOOL DISTRICT NO. 5
JUNE 14, 2011**

The regular meeting of the Board of Trustees, Roberts School District No. 5 was called to order by Vice Chair Frank Ropp at 7:00 p.m. on June 14, 2011 in the library at the Roberts School.

ATTENDANCE

Frank Ropp, Vice Chair

Joel Bertolino

Carl Easthouse (via telephone at 7:00 p.m.)

Sanford Langager

Absent: Tracy Timmons

Elliott Crump, Superintendent

JaLayne Obert, District Clerk

GUESTS: Tisa Wright, Sarah DeVries, Rod Melton, Stacie Nardinger

MINUTES

Motion was made by Carl Easthouse, seconded by Sanford Langager and carried unanimously to approve the minutes of the regular meeting of May 10, reorganization meeting of May 10, and special meeting May 31, 2011 as presented. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none.)

CLAIMS, SEQUENCE, AND VOIDED CHECKS

Mrs. Obert asked the Board to first approve the checks written for the year-end teacher payroll at the end of May.

Motion was made by Sanford Langager, seconded by Carl Easthouse and carried unanimously to approve the claims, sequence, and voided checks for the end-of-year teacher payroll on May 26, 2011. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Motion was made by Sanford Langager, seconded by Carl Easthouse and carried unanimously to approve the claims, sequence, and voided checks for June, 2011 as presented. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

PUBLIC COMMENT

Tisa Wright asked if there is any way to schedule the refinishing of the gym floors closer to the start date of school.

Mr. Crump stated our new gym floor takes some special care and scheduling of that is more up to the company than us.

Mrs. Wright stated perhaps it could be done right after school gets out so could be used more for open gym in the summer.

PERSONNEL

RESIGNATION – Mr. Crump stated he received a letter of resignation from Nanette Tomlin and recommended the Board accept it.

Motion was made by Carl Easthouse, seconded by Sanford Langager and carried unanimously to accept the letter of resignation from Nanette Tomlin. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

COACHING RECOMMENDATIONS – Mr. Crump made the following recommendations for coaching staff for the 2011-2012 school year:

Jr. High and High School Football – Kyle Neibauer

Mr. Crump stated there will need to be two assistant coaches named at a later date for football.

Motion was made by Sanford Langager, seconded by Joel Bertolino and carried unanimously to hire Kyle Neibauer as head high school and junior high football coach. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Mr. Crump recommended hiring Rezina Zeiler as head high school volleyball coach.

Motion was made by Carl Easthouse, seconded by Sanford Langager and carried unanimously to hire Rezina Zeiler as the head high school volleyball coach. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Mr. Crump recommended the following coaching assignments:

Junior High Girls' Basketball – Ronnie Wright Jr.

High School Girls' Basketball – George Nelson/Jené Reinhardt

High School Boys' Basketball – Elliott Crump and Kyle Neibauer

Junior High Boys' Basketball – Kyle Neibauer

Track – Jené Reinhardt (head), George Nelson and Kyle Neibauer (assistants)

Mr. Crump stated he would make recommendations for assistant coaches later depending on the number of students in the sport.

Motion was made by Sanford Langager, seconded by Carl Easthouse and carried unanimously to approve the coaching assignments as recommended by Mr. Crump for basketball (junior high girls and boys and high school girls and boys) and track.. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

MAINTENANCE POSITION – Mr. Crump stated he has three applicants for the on-call maintenance position and will be holding interviews on Monday, June 20, 2011.

JOB DESCRIPTIONS – Mr. Crump asked for Board approval of job descriptions for head cook, assistant cook, special education aide, classroom aide, bus driver, and custodian. He added if the job descriptions are approved in the format presented, they can be used as the end-of-year evaluation.

Mr. Ropp asked if the custodial job description works with the split shifts. Mr. Crump stated he feels it does.

Motion was made by Joel Bertolino, seconded by Sanford Langager and carried unanimously to approve the job descriptions as presented by the superintendent for the head cook, assistant cook, special education aide, classroom aide, bus driver, and custodian. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Mr. Crump stated the duties of the position of administrative secretary have changed with the increase in paperwork expected by OPI, maintaining report cards and serving as administrator for PowerSchool for attendance, lunch, and scheduling. He stated he feels the position should be a salaried position working 220 days at a salary of \$26,400.

Mr. Langager stated he is abstaining from the discussion and vote due to a conflict in interest.

Mr. Bertolino stated he agrees with the recommendation with the increase in number of days.

Motion was made by Carl Easthouse, seconded by Joel Bertolino and carried unanimously to change the administrative secretary position to executive assistant to the superintendent, make it a salaried position for 220 days per year at a yearly salary of \$26,400. (YES—Ropp, Bertolino, Easthouse. NO—none. Abstained: Langager).

NEW BUSINESS

MHSA DUES – Mr. Crump stated he is recommending the Board approve payment of dues to the Montana High School Association for the district's participation in high school athletic and music events for the 2011-2012 school year in the amount of \$1915.00 which includes the premium for catastrophic insurance.

Motion was made by Sanford Langager, seconded by Carl Easthouse and carried unanimously to approve payment of \$1915.00 to the Montana High School Association for dues and catastrophic insurance for the 2011-2012 school year. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

ATHLETIC SERVICE CONTRACT – Mr. Crump recommended renewal of the contract with Beartooth Hospital for services of the trainer for the 2011-2012 year at a cost of \$600.

Mr. Bertolino asked where the trainer sees the athletes. Mr. Crump stated usually on the table outside the locker rooms.

Mr. Bertolino stated we may want to find a different spot that would provide some privacy.

Motion was made by Carl Easthouse, seconded by Joel Bertolino and carried unanimously to renew the contract with Beartooth Hospital in the amount of \$600 for services of the trainer for the 2011-2012 school year. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

NEGOTIATIONS FOR CLASSIFIED STAFF – Mr. Crump stated the Board needs to meet with the classified staff on negotiations for next year.

Mr. Ropp stated he would represent the Board but would like another Board member to join him.

Mr. Langager stated he would assist with negotiations for the classified staff.

Mr. Ropp stated he would try to arrange a meeting for Thursday, June 23 around 7:00 p.m.

OLD BUSINESS

END OF YEAR PRIORITY LIST – Mr. Crump stated he is recommending approval of the purchase of eight (8) laptops for the Promethean boards at a cost of \$6782.80.

Mr. Ropp asked if we're going to have to replace all those laptops in a few years. Mr. Crump stated we won't need to replace them all at once.

Motion was made by Carl Easthouse, seconded by Sanford Langager and carried to approve the purchase of eight laptops at a cost of \$6782.80. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Mr. Crump stated he did get a bid for a partial brick replacement for \$14,545.86 and he doesn't feel it is worth it to not do the whole project. He stated his recommendation is to do the entire project which would include repairing the roof by the weight room at a cost of \$21,186.80.

Motion was made by Joel Bertolino, seconded by Sanford Langager and carried unanimously to approve the bid for the brick project, to include repair of the roof by the weight room, to Petersen Building, Inc. for \$21,186.80. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Mr. Crump stated there were two bids for the electrical work, one from Hi-Altitude Electric not to exceed \$1190 and one from Magtek Electric for \$1581.20. He stated Magtek Electric would have to complete some insurance requirements before doing the job.

Mr. Ropp stated we are really in a time crunch to get the project done.

Motion was made by Carl Easthouse, seconded by Joel Bertolino and carried unanimously to approve the bid from Hi-Altitude Electric for \$1190.00 for the electrical projects. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Mr. Crump stated he is recommending the purchase of a mobile lab at a price not to exceed \$15,000. He stated the goal is to have the lab for English, science, social studies, and the elementary.

Stacie Nardinger stated it would really open up her curriculum for character education to have a mobile lab.

Motion was made by Carl Easthouse, seconded by Joel Bertolino and carried unanimously to approve the purchase of a mobile lab, not to exceed \$15,000. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Mr. Crump stated Conditioned Air will be coming in to give us a bid for work on the heating system.

Mr. Easthouse stated we should look at unhooking the remaining radiators upstairs to help control the heat.

TEACHER NEGOTIATIONS – Mr. Ropp stated the old salary matrix for the teachers included a 4% increase per step and 4% increase per lane. He stated it was the goal to come up with a matrix that is more affordable and the best compromise we've come up with is a base of \$24,900 with a 2.5% increase for experience and a 2% increase for lanes.

He stated the following is an overview of the negotiations:

1. New salary matrix with base of \$24,900
2. Two week paid maternity/paternity/adoption leave was not approved.
3. Clarification in faculty handbook that staff and spouse get into games free – maybe have spouse pass
4. Grievance procedure in the staff handbook will be aligned with board policy.
5. Removal or adjustment of language regarding the penalty for withdrawing from the contract was not approved by the board. This can be discussed case by case scenario with teacher and board.
6. Advisor/senior trip committee language. Remove from negotiated agreement.
7. Assembly of board policy manual is currently being reviewed.
8. Hiring Policy – Teachers can be hired based on actual full years of experience. New teachers can be offered a one-time signing bonus. This language will be in the teacher contract.
9. Nine discretionary days (add **to be scheduled**) dependent on superintendent approval will be offered in place of 10 sick days and 3 personal days. Bereavement days will remain the same.

Contract language – Teachers will have 9 discretionary days (**to be scheduled**) dependent on superintendent approval. Discretionary days will convert to sick days to accumulate for each teacher. Upon a bank of 60 days, the sick days above and beyond will be paid out at current substitute rate.

10. The contract will be offered for one year.
11. Contract language: Work hours will be 7:45 to 4:00 p.m. Monday through Thursday. 7:45 to 2:30 Friday. Other scheduled work hours will be teacher meetings, parent/teacher conferences, and other pre-arranged early outs.
12. Preparatory time must occur in the building unless approved by the superintendent. Teachers must check in and out if they leave the building.
13. For 1 ½% reduction in health insurance rates, teachers using the school health care insurance will have to attend a mandatory health seminar. Insurance amount will be adjusted to current district cost. Insurance subscriber will be updated to current carrier.
14. Currently scheduled 5/8 or above teachers will receive full-time health care benefits. Less than 5/8 will not receive health care benefits.
15. Contract language will include clarification “other teacher duties as outlined in the faculty handbook.” **Removed from negotiations per both teams.**
16. Include contract language: “By signing this contract, _____ (name) agrees to abide by the district policy manual and staff handbook.”
17. Any person signing a contract with the District for a fourth consecutive school year shall be placed on tenured status pursuant to MCA 20-4-203 (**Removal of “full” school year**).
18. Any contract language not addressed above will remain the same.

Mr. Crump stated on the salary matrix, he would like to change "Years Experience" to "Step." He suggested putting the agreement in final form before taking action on it.

RECESS

Mr. Ropp called for a recess at 9:38 p.m. and returned the meeting to regular session at 9:42 p.m.

SUPERINTENDENT REPORT

SUPERINTENDENT SCHEDULE – Mr. Crump stated he will be on vacation from June 22 through June 27.

ELEMENTARY CONFIGURATION – Mr. Crump asked for approval of the elementary configuration of grades K/1, 2/3, 4/5, and 6 so he can send out letters of explanation to elementary parents.

Motion was made by Carl Easthouse, seconded by Joel Bertolino and carried unanimously to approve the elementary configuration for the 2011-2012 school year as proposed by the superintendent. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

CLASS SCHEDULE – Mr. Crump stated the class schedule for next year includes new classes earlier approved by the board and AP Biology/Oceanography/Physics and AP English.

Mr. Crump stated he feels if a student wants to take an AP class online, he/she should also have to take the test for the college credits. He stated he also needs to do some research to see if the district has already adopted a policy on online classes.

Mr. Crump stated the district has a weighted class system and adding new classes and online classes makes it difficult to know where those classes fit in. He added he personally disagrees with the weighted system as it is difficult to say one class has more value than another.

Mr. Crump stated Mr. Creeden's schedule will not be completed until his return.

Motion was made by Sanford Langager, seconded by Carl Easthouse and carried unanimously to approve the class schedule for the 2011-2012 school year. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

MISCELLANEOUS

CORRESPONDENCE – Mr. Crump stated the district received a thank you letter from Amelia Manuel, a Red Lodge student who accompanied our BPA club to nationals and a thank you from the 4-H club for use of the bus.

ADJOURNMENT

Motion was made by Sanford Langager, seconded by Carl Easthouse and carried unanimously to adjourn the meeting at 10:30 p.m. (YES—Ropp, Bertolino, Easthouse, Langager. NO—none).

Board Vice Chair

District Clerk

**MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF TRUSTEES
ROBERTS SCHOOL DISTRICT NO. 5
JUNE 21, 2011**

The special meeting of the Board of Trustees, Roberts School District No. 5 was called to order by Chair Tracy Timmons at 7:02 p.m. on June 21, 2011 in the library at the Roberts School.

ATTENDANCE

Tracy Timmons, Chair
Frank Ropp, Vice Chair
Joel Bertolino
Carl Easthouse (by phone)

Absent: Sanford Langager

Elliott Crump, Superintendent
JaLayne Obert, District Clerk

GUEST: Annette Hart

PUBLIC COMMENT

Annette Hart thanked the Board and Mr. Crump for their support as she worked on her Master's program, which she has now completed.

PERSONNEL

MAINTENANCE POSITION –Mr. Crump stated he interviewed three candidates for the on-call maintenance position and it is his recommendation to hire Brian Kessler.

Motion was made by Frank Ropp, seconded by Joel Bertolino and carried unanimously to hire Brian Kessler for the on-call maintenance position at \$15.00 per hour. (YES—Timmons, Ropp, Bertolino, Easthouse. NO—none).

NEW BUSINESS

2168 POLICY REVISION – Mr. Crump stated the Board earlier discussed a need for a policy on online classes and he found we already have the policy – 2168 Distance, Online, and Technology Delivered Learning. He stated he would like to amend the policy by adding the following:

6. The student is in his/her junior or senior year unless extenuating circumstances require the opportunity be extended to lower grades based on School Board approval.
7. The student pays for the exam associated with the advanced placement course they intend to take. Additionally, the student must have already taken the district course associated with the advanced placement course if the district offers that course; and
8. The student does not exceed 2 online credits per semester and no more than 6 online credits over the course of the student's junior and senior years.

Mrs. Timmons asked if we're currently paying for the courses. Mr. Crump stated there has been no cost to take the classes yet.

Mrs. Timmons asked what happens if a student wants to take the class but doesn't want credit. Mr. Crump stated he feels if they take an advanced placement course, they should take the test.

Mrs. Timmons asked what happens if they can't afford to take the test.

Mr. Crump stated the district was very ill-prepared for online classes this year and there are issues to be addressed.

Mr. Bertolino stated if the student takes an AP class, they need to take the test or it opens the door for students to take the classes but not take them seriously.

Mrs. Timmons stated she doesn't want to punish those students who can't afford to take the test.

(Policy 2168 as amended is attached.)

WEIGHTED CLASS SYSTEM – Mr. Crump stated there was discussion at the last meeting on the weighted class system and it is his recommendation we remove it. He stated the issues the system was designed to address are already spelled out in the handbook under the class requirements for valedictorian/salutatorian. He added the system makes more work for us and may downgrade the value of some coursework.

Mr. Ropp stated the teachers felt students were taking easier classes to lift up their grade point average. Mr. Crump stated he doesn't think the teachers and counselor will let students take classes that are easier than they need.

Mr. Bertolino asked how long the system has been in place. Mr. Crump stated it hasn't been used but is scheduled to begin next year.

Motion was made by Joel Bertolino, seconded by Carl Easthouse and carried unanimously to accept the superintendent's recommendation to remove the weighted class system. (YES—Timmons, Ropp, Bertolino, Easthouse. NO—none).

CLASSIFIED NEGOTIATIONS – Mr. Ropp stated he and Mr. Bertolino met with six of the nine classified staff and proposed giving them a \$1.00 per hour bonus for 2011-2012 and \$1.25 bonus for 2012-13 to be paid in a lump sum from the 2010-2011 budget. He stated activity bus driver salary will increase from \$9.00 per hour to \$9.25 per hour and the substitute bus driver rate will increase from \$10.82 to \$11.00 per hour.

Mr. Ropp stated the offer was met with a positive response and the only concern expressed was if there would be a bonus payback in the case of position elimination. Mr. Ropp stated he told them if a position is eliminated, that person would not have to pay back the bonus. He stated it was also determined that if an employee quits, he/she will owe back the net portion of the bonus, not the taxes.

Mr. Crump stated he was contacted by one staff member who would like the opportunity to express concerns in a non-group setting.

Mrs. Timmons stated we haven't conducted individual negotiations since about 2005. She added those concerns should be taken to the immediate supervisor.

Mr. Ropp stated if there is a change in a job description, that could be brought to the Board.

Motion was made by Frank Ropp, seconded by Joel Bertolino and carried unanimously to proceed with a bonus for classified staff of \$1.00 per hour for 2011-2012 and \$1.25 per hour for 2012-2013 to be paid as a lump sum from the 2010-2011 budget. If the employee resigns before the end of the two years, the prorated amount of bonus will be due back to the district and may be taken from the employee's last pay check. If the district eliminates an employee's employment due to the elimination of position, the employee will not be required to pay back any of the bonus. (YES—Timmons, Ropp, Bertolino. NO—none. Abstained: Easthouse (conflict of interest)).

Motion was made by Frank Ropp, seconded by Carl Easthouse and carried unanimously to increase the hourly rate for activity bus drivers from \$9.00 per hour to \$9.25 per hour and for substitute bus drivers from \$10.82 per hour to \$11.00 per hour. (YES—Timmons, Ropp, Bertolino, Easthouse. NO—none).

Mr. Easthouse asked where we're at with the bonus from last year that wasn't returned.

Mr. Ropp stated we are no longer pursuing the issue.

Mr. Easthouse stated it may be a problem getting people to pay back a bonus when we didn't follow through with making a former employee pay back the bonus.

Mr. Crump stated there is more opportunity with classified staff to recoup the bonus.

OLD BUSINESS

END OF YEAR PRIORITY LIST – Mr. Crump recommended approval of \$3,120 for repairs and adjustments to improve the heating system.

Motion was made by Frank Ropp, seconded by Joel Bertolino and carried unanimously to approve up to \$3120 of year-end money for work on the heating system. (YES—Timmons, Ropp, Bertolino, Easthouse. NO—none).

Mr. Crump stated that leaves around \$12,000 in year-end funds.

Mrs. Timmons stated we've gotten through all items on the Priority List in categories 1, 1.5, and 2 and she would like the Board to consider the sidewalk engineering report. She stated the application for a planning grant is not due to OPI until August and if we received a grant, we would have to provide \$5,000 in match. She added if we had the engineering report, other groups could help work with us to get the project funded.

Mrs. Timmons stated she and Mr. Bertolino have volunteered to write the grant to apply for funding for the planning report. She stated other groups such as the Water Board and the Montana Department of Transportation could help with our project as they're working on their own projects in the area.

Mr. Ropp stated it would be helpful to have the engineering report so we could be part of the big picture for the area.

Mrs. Obert stated we can't encumber funds from this year's budget without specifics but we may be able to fund something from next year's budget with this year's money to free up funds in next year budget.

NEXT MEETING – The decision was made to meet again on Tuesday, June 28 at 6:00 p.m. for the purpose of dealing with administrative negotiations, finalizing teacher negotiations, approving warrants for year-end projects, and finishing the year-end priority list.

ADJOURNMENT

Mrs. Timmons adjourned the meeting at 8:55 p.m.

Board Chair

District Clerk

INSTRUCTION

2168

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Distance, Online, and Technology-Delivered Learning

For purposes of this policy, “distance learning” is defined as: instruction in which students and teachers are separated by time and/or location with synchronous or asynchronous content, instruction, and communication between student and teacher (e.g., correspondence courses, online learning, videoconferencing, streaming video).

The District may receive and/or provide distance, online, and technology-delivered learning programs, provided the following requirements are met:

1. The distance, online, and technology-delivered learning programs and/or courses shall meet the learner expectations adopted by the District and be aligned with state content and performance standards;
2. The District shall provide a report to the Superintendent of Public Instruction, documenting how it is meeting the needs of students under the accreditation standards, who are taking a majority of courses during each grading period via distance, online, and/ or technology-delivered programs;
3. The District will provide qualified instructors and/or facilitators as described in ARM 10.55.907(3)(a)(b)(c);
4. The District will ensure that the distance, online, and technology-delivered learning facilitators receive in-service training on technology-delivered instruction as described in ARM 10.55.907(3)(d); and
5. The District will comply with all other standards as described in ARM 10.55.907(4)(5)(a-e).

The District will permit a student to enroll in an approved distance learning course, in order that such student may include a greater variety of learning experiences within the student’s educational program.

Credit for distance learning courses may be granted, provided the following requirements are met:

1. Prior permission has been granted by the principal;
2. The program fits the education plan submitted by the regularly enrolled student;
3. The course does not replace a required course offered by the District;

4. The course is needed as credit retrieval and cannot fit into the student's schedule;
5. Credit is granted for schools and institutions approved by the District after evaluation for a particular course offering;
6. The student is in his/her junior or senior year unless extenuating circumstances require the opportunity be extended to lower grades based on School Board approval;
7. The student pays for the exam associated with the advanced placement course they intend to take. Additionally, the student must have already taken the district course associated with the advanced placement course if the district offers that course; and
8. The student does not exceed 2 online credits per semester and no more than 6 online credits over the course of the student's junior and senior years.

The District will not be obligated to pay for a student's distance learning courses.

Cross Reference:	2410 and 2410P	High School Graduation Requirements
Legal Reference:	ARM 10.55.602	Definitions
	ARM 10.55.705	Administrative Personnel; Assignment of School Administrators/Principals
	ARM 10.55.906	High School Credit
	ARM 10.55.907	Distance, Online, and Technology Delivered Learning

Policy History:

Adopted on: 3/9/2010

Reviewed on: 6/21/2011

Revised on:

**MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF TRUSTEES
ROBERTS SCHOOL DISTRICT NO. 5
JUNE 28, 2011**

The special meeting of the Board of Trustees, Roberts School District No. 5 was called to order by Chair Tracy Timmons at 6:05 p.m. on June 28, 2011 in the library at the Roberts School.

ATTENDANCE

Tracy Timmons, Chair
Frank Ropp, Vice Chair
Sanford Langager

Absent: Carl Easthouse, Joel Bertolino

Elliott Crump, Superintendent
JaLayne Obert, District Clerk

CLAIMS, SEQUENCE, AND VOIDED CHECKS

Mrs. Obert noted the voiding of check #37338 to Conditioned Air in the amount of \$5939.41. She stated the invoice for the work to be done by them is less than projected.

Mrs. Obert asked for approval of claims #37335 through #38381 in the amount of \$105,738.21 with the exception of claim #37338.

Motion was made by Frank Ropp, seconded by Sanford Langager and carried unanimously to approve the claims, sequence and voided checks as presented for the period of June 15-28, 2011. (YES—Timmons, Ropp, Langager. NO—none).

OLD BUSINESS

TEACHER NEGOTIATIONS – Mr. Ropp asked the Board to approve the negotiated agreement and salary matrix for the teachers for the 2011-2012 school year (see attached).

Motion was made by Sanford Langager, seconded by Frank Ropp and passed unanimously to approve the 2011-2012 negotiated agreement with the teachers, including the new salary matrix. (YES—Timmons, Ropp, Langager. NO—none).

ADMINISTRATIVE NEGOTIATIONS – Mr. Ropp stated there are three classifications of employees in the district – certified, classified, and administrative and the Board tries to stay fairly consistent with the increases given to each group. He stated the classified staff received a bonus from the 2010-2011 year-end monies instead of a raise for the next two years and the teachers agreed to a one-year contract.

Mr. Ropp stated the offer to administrative staff was a 7.6% increase. He stated Mrs. Obert asked that her salary be increased to \$18.00 per hour and he did research with other districts to see the salary range and benefits given to others in the same position. He added those salaries ranged from \$15 to \$22.03 with health insurance benefits ranging from single coverage to family coverage.

Mr. Ropp stated the 7.6% offer of \$17.22 was not received with a lot of enthusiasm so the issue is coming to the Board.

Mr. Ropp stated raising the base for the teachers results in an hourly rate of \$18.31 per hour. He stated other factors to consider are Mrs. Obert's experience and ability to do the job.

Mrs. Timmons stated if the district gets into a mill levy situation, we have to be able to justify our salaries. She asked if we are renegotiating with the teachers in a year, should we do the same for the administration. She also asked if we have anything in writing for those receiving bonuses to say they'll pay back the bonus if they are no longer employed with the district.

Mr. Crump stated there is more opportunity with classified to recover the bonus because of when they're paid and vacation and sick leave.

Mr. Langager stated he would like to offer the clerk as much as possible so it is appealing for her to stay.

Mr. Ropp stated he is beginning to lean toward offering the \$18.00 per hour.

Mr. Crump stated the increase wouldn't affect the budget for the next two years if it is dealt with as a bonus.

Mr. Ropp stated if it is done for two years, we don't have to renegotiate next year.

Mr. Crump stated all administrative positions don't have to be dealt with in the same manner. He stated in his conversation with Mr. Ropp, they both felt a one year contract for him makes the most sense but for Mrs. Obert, the two year may be the way to go.

Mrs. Timmons stated we need to decide what is a fair wage and what we can live with. She stated she is comfortable with the 7.6% but more than that may be hard to defend. She stated she would like to know where we are for fixed costs in next year's budget.

Mr. Langager stated the difference in what is being offered and what is requested is \$.75 per hour or about \$1500 per year. He stated he feels we can afford that.

Mr. Ropp stated all the superintendents he spoke with stated a good clerk is very valuable.

Motion was made by Sanford Langager, seconded by Frank Ropp and carried unanimously to approve a \$2.00 per hour raise to \$18.00 per hour for the business manager for the next two years in the form of a bonus from the 2010-2011 budget. The raise is to be calculated the same as for the classified staff but the salary will remain at the higher figure at the end of the two years. (YES—Timmons, Ropp, Langager. NO—none).

Motion was made by Frank Ropp, seconded by Sanford Langager and carried unanimously to approve a one-year contract for the superintendent with an increase to \$70,000 to be taken from next year's budget. (YES—Timmons, Ropp, Langager. NO—none).

Discussion was held on the best method to pay the increase for the executive assistant to the superintendent. It was decided to consult with her and do a phone vote on June 29 on the matter.

Mr. Crump relayed a message from Carl Easthouse that he would like consideration of the lunch room tables for the end-of-year priority list.

(The following is the result of the telephone vote on Wednesday, June 29, 2011. Motion was made by Frank Ropp, seconded by Joel Bertolino and carried unanimously to fund Nancy Langager's \$2.00/hour raise (now \$15.00), based on two years of expected and scheduled worked hours, from the 2010-2011 school budget which will be reimbursed to the District, in a pro-rated manner, if employment does not continue for the entire two year period. YES—Timmons, Ropp, Bertolino, Easthouse. NO—none. Abstained: Langager (conflict of interest)).

ADJOURNMENT

Mrs. Timmons adjourned the meeting at 7:10 p.m.

Board Chair

District Clerk

TEACHER NEGOTIATIONS 2011-2012
FINAL AGREEMENT

1. Salary matrix as proposed by the teachers was accepted by the board negotiating team. Each teacher will receive a separate e-mail with his/her salary based on the new matrix.
2. Clarification in staff handbook – spouses allowed into games without charge.
3. Grievance procedure in the staff handbook will be aligned with board policy.
4. Nine (9) discretionary days to be scheduled dependent on superintendent approval will be offered in place of ten (10) sick days and three (3) personal days. Bereavement days will remain the same.

Contract Language – Teachers will have nine (9) discretionary days to be scheduled dependent on superintendent approval. Unused discretionary days will convert to sick days to accumulate for each teacher. Upon a bank of sixty (60) days, the sick days above and beyond will be paid out at current substitute rate.

5. The contract will be offered for a one-year period, the 2011-2012 school year.
6. Contract Language: Work hours will be 7:45 a.m. to 4:00 p.m. Monday through Thursday and 7:45 a.m. to 2:30 p.m. on Friday. Other scheduled work hours will be teacher meetings, parent/teacher conferences, and other pre-arranged early outs.
7. Preparatory time must occur in the building unless approved by the superintendent. Teachers must check in and out if they leave the building.
8. For a 2% reduction in health insurance premiums, teachers using the school health care insurance will have to attend a mandatory health seminar. The cost for single coverage health insurance through the present carrier, Joint Powers Trust, is \$410.86.
9. Teachers with 5/8 time or above teaching schedules will receive full health care benefits. Less than 5/8 will not receive health care benefits.
10. Include in contract language: “By signing this contract, _____ (name) agrees to abide by the district policy manual and staff handbook.”
11. Any teacher signing a contract with the district for a fourth consecutive school year shall be placed on tenured status pursuant to MCA 20-4-203. (Removal of “full” school year.)
12. Include Lane, Step, and District Experience in district contracts.

Any contract language not addressed above will remain the same.