

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES OF SD #4

The trustees met in regular session, November 19, 2019 at 6:30 p.m. in the library. Those present throughout the meeting were Brent Lipp, Superintendent, Amanda Agyeman-Budu, Jeanne Carroll, Business Manager/Clerk, Amy Sironi, Trustee, Joel Junso, Chairman, Amy Gibbons, Trustee and Jason Ascheman, Trustee. Haley Morales, Dean of Students, Seara Stovall, Business Manager/Clerk-in-Training and Larry Martin, Legal Counsel for the Board, were also present.

The chairman, Joel Junso called the meeting to order and led the group in the **CONSENT AGENDA** pledge of allegiance. He said there would be two forms of Public Comment and anyone wishing to comment on anything other than what is on the agenda, please do it now. There was no one. All other public comment will be done under the agenda item listed.

Amy Sironi moved to approve the Consent Agenda. Amanda seconded. All in favor.

Joel moved the Public Comment for Item #6 on the agenda up to the front of the agenda. He then read the board policy on public comment as follows:

“To allow fair and orderly expression of public comments, the Board will permit public participation through oral or written comments during the public comments section of the Board agenda and prior to a final decision on a matter of significant interest to the public. The Chairperson may control such comment to ensure an orderly progression of the meeting.

Individuals wishing to be heard by the Chairperson shall first be recognized by the Chairperson. Individuals, after identifying themselves, will proceed to make comments as briefly as the subject permits. The Chairperson may interrupt or terminate an individual's statement when appropriate, including when statements are out-of-order, too lengthy, personally directed, abusive, obscene or irrelevant. Each speaker will be allotted no more than three minutes of time to address the Board. No more than fifteen minutes per issue will be devoted to public comment during a meeting, except by unanimous consent of the Board. The Board as a whole shall have the final decision in determining the appropriateness of all such rulings.”

Joel then turned the meeting over to Larry Martin, Legal Counsel for the Board:

Larry Martin, Legal Counsel for the Board said earlier in the year an agreement was reached on the lawsuit with public comment to be heard at a regular monthly meeting agenda item. He said that is what we are here to do tonight. Part of the discussion he is going to put into context by the laws. It is the Boards' responsibility to hire or fire, but they do not have powers to do it without a Superintendent's recommendation, and then if they are a tenure or non-tenure teacher. In the case of a non-tenure it is until a 4th consecutive contract is received. Up until that time they are considered probationary employees. In Montana the statute requires that the teacher be notified one way or the other by June 1, and if that has not happened the teacher is automatically elected. A recommendation can be with cause or without cause. In the case of last spring, the board accepted recommendations to terminate within the prerogative of the Superintendent and the Board and there is no discussion at the board level regarding cause.

He repeated the public comment topics to be addressed which are “District's Policy and Method Employed For Renewing or Non-Renewing Teacher Contracts, Retaining Staff and Staff Continuity”

Wendy Bekkedahl was up first up to speak and handed out her report to the board members. She is also the plaintiff in the case. She spoke about her feelings that the second evaluation should be done earlier

In the May and her reasons why. She asked about credible comments and evaluation. She would like parent feedback for teacher's performance. She also spoke on staff continuity. She said she would like going forward to not have this be about a lawsuit, but to be going forward. Joel answered a question in that he simply did not access his email, not because he did not want to respond. He thanked her for her report. He said we appreciate them coming and we just want to get this resolved.

Jonathan Vacek thanked all the board members and Mr. Lipp and said he appreciates all they do. He said he agrees with what Wendy said, and he said there is a way of showing values in doing so, not just following the laws. He is also wondering about the Principal and Superintendent job being combined and understands in a small school it is like that. He wonders what our ratios are for staff retention. He believes the out-of-district students buoy our district and review from top to bottom is necessary. He says he doesn't have the solution.

Becca Sedlacek said her kids have two great new teachers this year and questioned if they have been evaluated yet. Who is their mentor? She feels the staff needs to be able to evaluate the Superintendent. She thanked the board. Joel thanked all of them for their comments.

ADMINISTRATIVE REPORT

Superintendent's Report:

Family Fun Night: Brent spoke and said this was definitely a family event. That was great. The key club also helped out with this.

Athletics: He said we are in the middle of basketball season and it is going really good. We have really good participation numbers. There have been several changes of schedules and he apologizes for that and adjustments get made on the fly trying to get as many games as possible.

Concerts: In the second or third week of December there will be a full elementary concert and junior high is a little later.

Report Cards: These are going out in the mail tonight or tomorrow.

Conferences: We are using the online system again for the second year, so you can sign up for a slot with the exception of the junior high. For those you just come in and speak with them during the junior high conference. The parents can also have a teacher conference if they wish..

Thanksgiving Dinner: Dinner is in two days, the cooks are working like dogs and are serving more of a real turkey. It will be fun.

Adopt-A-Gym: He recognized Katie for \$1000 for Adopt-a-Gym that is for a school damaged by hurricanes, tornadoes, etc. and it is sent to a company in New York that purchases supplies for them.

STEM/Wellness: This is new this trimester and Lynette Brug is teaching it. It is hands-on and is going to be really exciting for our junior high. She is working hard on it. This is an elective and the numbers were capped, but those who couldn't do it this trimester will be able to do it next semester.

First View App: This is a new app we got working for our parents. This app can be on their phone where they can see where the bus is on the route and if their student is at school. Amy Gibbons said, using this, she can set up notifications to see where the bus is. The time does lag a little bit. Brent said if you are having issues call the school.

E-Rate Update: This program allows us to have fiber into the building for higher internet speeds. We are very close to having this completed. This was done through competitive bidding through the e-rate program.

Transportation: We have our new buses with seatbelts. It seems the kids are using their seatbelts and the safety is so much better. We have drop down chains on the new buses so we shouldn't be getting stuck.

Pre-School: This is the co-op's last year for preschool and he is working with 4 other districts to try to co-op to set up our own program. Right now, the cost looks like it will be about \$150,000. It is not affordable the way it sits, so the next meeting is trying to find more information on tuition, and other ways of helping fund it. They have calls in to OPI for that. He feels Canyon Creek is the place to house this and we have a dean of students with the expertise to run it, however, 5 kids out of the 19 across 4 districts, need services for the blind and none of them are potty-trained. By law we have to provide this and that is bad news. He will continue

to work on this and hopes to have something more by the end of December. There is no funding for three year olds.

Dean's Report:

Polar Plunge: She handed out the Polar Plunge At the Depot, information on December 6th and has several participants doing the Plunge. The kids are super excited about it.

SWIS: She has a more up-dated version. She graphs disrespect and defiance which are still the top two. She said they have been working hard on these students. So she is trying to get this toned down. The main areas are the classroom and the bus. They have really good videos on the buses, so we are buying equipment to be able to watch those for discipline. Ten o'clock is our busy time of the day and bus time. Days of the week are every day, but Wednesday is second. K and 6th grade are the highest classes for discipline.

Behavior Plans: She, Brent and the Kindergarten teachers had a half day meeting and made a behavior intervention plan and how to respond to those triggers and how to respond when they do something good. They designed a calm corner in every classroom for them to go to. Monday was the best day ever. The teachers are excited. They will meet again in two weeks and go over it.

Power of Positivity: She and Brent have been working on positivity and ice breakers. They did a "Remember your why" and the teachers have to remember why they are here. Then a "Let's Talk About You" on the board in the staff room. In September, they did Happy Friday Full Moon the 13th with chocolate. They are doing REACH for success activities and kids get cards and then pull out a teacher, then each teacher pulled gets a Target gift card with a note with Add Inspirational Video every Friday. In October, they left inspirational quotes on the staff windshields for when they left for the day. They shared the coffee video and shared things while doing their jobs. The Focus for November Is Thankful Thursday with cupcakes. Last week was staff lunch for early out. In December, the last 12 days are bringing in kindness.

Brent said there is no Christmas party this year and we are postponing it until possibly March.

Brent said in response to Jonathan's question, no he has not gotten another evaluation done for November. Wendy said this should not be taken lightly. She would be having an expectation to show in the November reports that he will have more done in December and the reason why.

Amy Gibbons made the motion to adjourn at 7:29 p.m. Amy Sironi seconded. All in favor.

Jeanne Carroll, Business Manager/Clerk

Joel Junso, Chairman