

Canyon Creek School District #4
Yellowstone County, Billings, MT
6:30 p.m. – Library

Call To Order

April 27, 2022

Chair, Amy Sironi, called the Regular Meeting of the Board of Trustees to order at 6:31 p.m. by leading those present in the Pledge of Allegiance. The following trustees and officers were present: Amy Sironi, Chair, Amy Gibbons, Vice-Chair, Kelly Hickey, Trustee, and Carl Siroky, Trustee. Brent Lipp, Superintendent and Dani Roberts, Business Manager/District Clerk were also present.

Additional guests present: Haley Morales, Dean of Students, Delaney Johnson, Sheena Cain, Christina Stormer, Rachel Swoboda, Devan Farrar, Amber Rall, Meghan Ascherman, Candi Allen, Jess Shade, Miranda Hayes, Amanda Agyeman-Budu.

Absent: NA

Adjustments to the Agenda

NA

Public Comment

Candi Allen – Teacher Resignations: Candi brought up concerns regarding the staff resignation letters not being in the board packet, the amount of staff resigning, the accessibility to find information of upcoming board meetings, how the board meetings are available for the public to view, and where the Board receives their information from. Lastly, she addressed the teachers resigning.

Consent Agenda

Carl Siroky motioned to open the consent agenda. Amy Sironi seconded the motion.

Mrs. Roberts explained that there needed to be an amendment to the March 22, 2022 board minutes under section A of New Business. The original motion approved was to increase the transportation fund to 25.69 mills with the unanimous agreement from the Board that the number of mills was based on a specific percentage increase. Mrs. Roberts noted that the actual percentage calculation would mean increasing the transportation fund to 29.45 mills, not 25.69 mills.

Carl Siroky mentioned that there needed to be an amendment to the March 22, 2022 board minutes under the Call To Order section. The original minutes shows it as a regular board meeting and needs to be amended to a special board meeting.

Carl Siroky also brought up the need for an amendment to the April 20, 2022 board minutes under the Call To Order section. The original minutes shows it as a regular board meeting and needs to be amended to a special work meeting.

Amy Sironi mentioned that there needed to be an amendment to the March 10, 2022 board minutes on page 5, section E. The original minutes shows the motion being made by Amy Sironi and needs to be amended to Amy Gibbons.

Amy Gibbons moved to approve the Consent Agenda with the amendments mentioned. Carl Siroky seconded the motion. The motion passed unanimously (4-0).

Correspondence

1. River Stone Health (*Information*) – School Nurse Report: The Board reviewed the report. No questions or discussion held.
2. Letters of Resignation (*Information*) – Amy Sironi recognized all of the teachers resigning and wished them all the best in their future endeavors.

Administrative Report

- Superintendent's Report (*Information*) –
 1. Kindergarten Roundup – Superintendent Lipp shared that we currently have 30 students registered for kindergarten for the coming school year. He thanked Devan Farrar, Emily Stevens, and Kirsten Weatherford for doing a great job with the Roundup. He also noted that there are still signing kids up to be enrolled for kindergarten for next year.
 2. Teaching Positions – Superintendent Lipp shared that there are quite a few staff resigning and the District is sad to see them go and wishes them all the best. He then went on to share that the Admin. Team has had nine interviews so far with four of those being offered a job with Canyon Creek and three of the four turning the offer down due to the salary matrix and to only being able to transfer six years of experience. He stated that we are not competing with other Districts on those two points, and that it makes it difficult as we have had some great candidates. Superintendent Lipp also shared that there were still more interviews in the near future. Lastly, he shared that we did have a candidate accept a kindergarten position that afternoon.
 3. Maintenance – Superintendent Lipp shared that he has put Mr. Ross, Facility Manager, as lead on the septic issue. Mr. Ross has reached out to multiple companies for input. Superintendent Lipp shared that he would be touching base with Mr. Ross soon and that he was optimistic the work could possibly be done before July.
 4. Levy – Superintendent Lipp advised the Board to consider running a levy for FY24. He suggested having a levy committee this summer to start gathering information in order to make a full campaign. He noted that the school is quickly running out of space and will need to possibly look at renovation in the near future.
 5. Montana Department of Labor and Industry – Superintendent Lipp explained that this is a challenge from the State of MT Federation of Public Employees in regards to a request they made earlier in the year for certain criteria of personal information regarding the District's employees. He explained that the school released only the information allowed by law. Superintendent Lipp mentioned that there are multiple local schools

listed in this dispute and that our school attorney has agreed to pursue the case as a group case. He noted that the Board should expect a large expenditure from this and that he has already disclosed this dispute to the school insurance company. PayneWest has accepted the dispute and is now working with the school attorney. He mentioned that our insurance has a \$1,000.00 deductible. Superintendent Lipp advised the board to anticipate this dispute to continue into the summer. Lastly, he shared that he recently had an updated from the attorney assistant and that the notice has been updated with more current data. There were no questions from the board.

6. Classified Wages- Superintendent Lipp suggested to the Board about putting a negotiations committee together to discuss classified wages and benefits. He explained that the Board would have the committee convene, crunch numbers, and get something going as soon as possible. He suggested meeting before the next board meeting. There are concerns regarding the maintenance department about the summer to do list for the facility. He did mention how other schools are looking into classified staff wages and benefits also, as there is a shortage of people applying for these jobs. Lastly, Superintendent Lipp brought up that another option, but more expensive, would be to hire an outside company to help keep up on the cleaning of the facility.
 7. Science Curriculum Update- Superintendent Lipp planned to have the presentation tonight, but the committee hasn't had a chance to meet. He did mention that the curriculum committee has decided on a science curriculum that they would like to present to the Board. He noted that the presentation will be at the next board meeting. It was reiterated that this curriculum needs to be ordered before July 1st, 2022.
 8. Negotiations Work Session- Superintendent Lipp noted that this was already covered in the section 6 of the Superintendent's Report.
- Dean of Student's Report (*Information*) –
 1. SBAC Testing – Mrs. Morales shared that state-wide testing will hopefully be finished this week as there are only three students left. She mentioned that Mrs. Tennant has willing to step in and help, which has been much appreciated. There will be no results until fall.
 2. NWEA Testing – Mrs. Morales shared that this is district-wide. K-4th grades are this week and 5-8th grades start next week. She mentioned that the data will be available for the June board meeting.
 3. Jr. High – Mrs. Morales explained that Admin. has been switching days for who is teaching the 6-8 math position. She said that it has been eye-opening to see the students in that environment and using the curriculum. She also mentioned that Admin. has a shared lesson plan so that they can pick up where the other left off and that they have been putting grades in and assessments.

New Business

- A. Blue Cross Blue Shield Estimated Renewal Rates (*Information*) – (health insurance) Mrs. Roberts

Page 3

March 10, 2022

Regular Meeting

shared with the Board the tentative renewal rates for staff health insurance. She noted that this was only for the health insurance, as we did not have the tentative renewal rates yet for dental and vision, but would be getting those numbers soon. She explained that currently through our provider, BCBS, staff have three different plans to choose from. While there were increases to each of the plans, the main changes were: an increased deductible in the Focus Gold 101 plan, and the generic virtual visit co-pay for the Focus Gold 007 and Gold PPO 105 plans decreasing from \$35 to \$15. She explained that, based on the current Master Agreement, for FY23 and FY24 *“Any additional health insurance rate increase shall be split 50-50. In the event the rate increase is different between plans the rate for determining the increase shall be the increase to the highest deductible single plan,”* the Focus Gold 101 is the plan with the highest deductible. The difference between the current plan rate (Focus Gold 101) and the tentative renewal rate (Focus Gold 101) is \$78.04. Based on the Master Agreement, that amount would be split between the certified employee and the District, with each side accruing an increase of \$39.02. The new health insurance benefit for certified staff for the FY23 would equal to \$589.02, previously \$550.

- B. Unfair Labor Practice filed by MFPE vs. Canyon Creek School District #4 (*Information*) – Superintendent Lipp explained that this was discussed in section 5 of the Superintendent’s Report and if the Board had any other questions. There was discussion on how the Board should communicate official documents in the future, where legal documents should be filed, and if there should be a transmittal log or e-form.
- C. Approve YBGR Student Attendance Agreements (*Action*) –*Amy Gibbon motioned to approve the YBGR Student attendance agreements. Kelly Hickey seconded the motion.*

Superintendent Lipp explained that these are a “blind approval” due to student confidentiality. He mentioned that one of the student’s is homeless as of right now and that he has been working with the Yellowstone Boys and Girls Ranch to get the family settled, which would mean we would not have that contract next year. He also noted that both students have been with the District for years.

The motion passed unanimously (4-0).

- D. Staff Appreciation Event Planning (*Information*) – Amy Sironi had a few ideas that were communicated to the Board. She also mentioned that she would like to have a discussion with the Board in the future for updating when certain events are started with the Board. She explained that having the events moved up on the timetable would allow the Board to have more time to process and plan. There was discussion about the current plan for staff appreciation week and what would be viable due to the timeline and what is already scheduled for the school that week. The Board came to a consensus about what would be done for this year’s staff appreciation. It was decided that Wednesday, May 4th at 10:30 am is when the Board would have the staff appreciation event.

E. MREA FY23 Membership (Action) –

Amy Gibbons motioned to discuss the MREA FY23 membership. Carl Siroky seconded the motion.

Superintendent Lipp explained that the District used to be a member of MREA (Montana Rural Education Association) years ago. That MREA deals with issues that schools, like Canyon Creek, are dealing with currently. He mentioned some of the things that MREA does for schools, including: Helping with legal counsel, professional development, staffing, and funding. Discussion was held.

Amy Sironi motioned to approve the MREA FY23 membership. The motion passed unanimously (4-0).

F. Dean of Students Renewal (Action) –

Amy Sironi motioned to approve the renewal of the dean of students. Carl Siroky seconded the motion.

It was noted for clarification that this is a discussion strictly on renewal for next year, not about the contractual agreement details. Superintendent Lipp suggested to the Board that Mrs. Morales be present at the negotiations committee meeting.

The motion passed unanimously (4-0).

G. Certified Staff Contract Renewals – Tenured Staff (Action)

- 1. Amy Gibbons motioned to renew Kim Tennant at 1.0 FTE for the 2022-2023 school year as presented. Carl Siroky seconded the motion. The motion passed unanimously (4-0).*
- 2. Kelly Hickey motioned to renew Carey See at 1.0 FTE for the 2022-2023 school year as presented. Carl Siroky seconded the motion. The motion passed unanimously (4-0).*
- 3. Carl Siroky motioned to renew Silvia Matt at 1.0 FTE for the 2022-2023 school year as presented. Amy Gibbons seconded the motion. The motion passed unanimously (4-0).*
- 4. Amy Gibbons motioned to renew Loni Fox at 1.0 FTE for the 2022-2023 school year as presented. Carl Siroky seconded the motion. The motion passed unanimously (4-0).*
- 5. Amy Gibbons motioned to renew Endreah Burnham at 1.0 FTE for the 2022-2023 school year as presented. Carl Siroky seconded the motion. The motion passed unanimously (4-0).*

H. Certified Staff Contract Renewals – Non-Tenured Staff for Tenure – Daron Asleson (Action)

- 1. Amy Gibbons motioned to renew non-tenured teacher Daron Asleson for tenure at 1.0 FTE for the 2022-2023 school year as presented. Kelly Hickey seconded the motion. The motion passed unanimously (4-0).*

Superintendent Lipp congratulated Daron Asleson on his years of service and his subsequent tenure.

I. Certified Staff Contract Renewals – Non-Tenured Staff (*Action*)

1. *Amy Gibbons motioned to renew Amanda St. John at 1.0 FTE for the 2022-2023 school year as presented. Kelly Hickey seconded the motion. The motion passed unanimously (4-0).*
2. *Amy Gibbons motioned to renew Amber Rall at 1.0 FTE for the 2022-2023 school year as presented. Kelly Hickey seconded the motion. The motion passed unanimously (4-0).*
3. *Carl Siroky motioned to renew Devan Farrar at 1.0 FTE for the 2022-2023 school year as presented. Kelly Hickey seconded the motion. The motion passes unanimously (4-0).*
4. *Amy Gibbons motioned to renew Emily Stevens at 1.0 FTE for the 2022-2023 school year as presented. Carl Siroky seconded the motion. The motion passed unanimously (4-0).*
5. *Carl Siroky motioned to renew Christina Stormer at 1.0 FTE for the 2022-2023 school year as presented. Kelly Hickey seconded the motion. The motion passed unanimously (4-0).*
6. *Carl Siroky motioned to renew Meghan Costle at 1.0 FTE for the 2022-2023 school year as presented. Kelly Hickey seconded the motion. The motion passed unanimously (4-0).*

J. New Hire – Alicia Bear – 1.0 FTE Teacher, 2022-2023 (*Action*)

Discussion was held. Superintendent Lipp mentioned that Alicia Bear has an MA degree with 3 years of experience. He also noted that she accepted the 2nd grade position.

Kelly Hickey motioned to hire Alicia Bear at 1.0 FTE for the 2022-2023 school year as presented. Carl Siroky seconded the motion. The motion passed unanimously (4-0).

K. New Hire – Ann Beals – 1.0 FTE Teacher, 2022-2023 (*Action*)

Discussion was held. Superintendent Lipp mentioned that Ann Beals currently lives in Texas but is from the Forsyth area. He also noted that she has an MA and 21 years of experience and that she accepted the 6-8 math position in the junior high.

Amy Gibbons motioned to hire Ann Beals at 1.0 FTE for the 2022-2023 school year as presented. Carl Siroky seconded the motion. The motion passed unanimously (4-0).

L. New Hire – Darla Torix – 1.0 FTE Teacher, 2022-2023 (*Action*)

Discussion was held. Superintendent Lipp mentioned that Darla Torix is the wife of new Superintendent in the Laurel school district. He also noted that she has an MA+10 and 7 years of experience. He also noted that she accepted the position for 4th or 5th grade.

Kelly Hickey motioned to hire Darla Torix at 1.0 FTE for the 2022-2023 school year as presented. Amy Gibbons seconded the motion. The motion passed unanimously (4-0).

Agenda Items for the Next Regular Meeting – May 12th

- A. Maintenance/Classified Wages and Benefits
- B. Science Curriculum Presentation
- C. Classified Staff Renewals
- D. Trustee Election by Acclimation
 - a. Oath of Office – Carl Siroky
 - b. Oath of Office – Candi Allen
- E. Reorganization of the Board
- F. Canvass of the election
- G. MSGIA Follow-Up
- H. Approve updated policies
- I. New hires
- J. Approve FY23 professional development

Adjournment

The next Regular Meeting will be held Thursday, May 12th, 2022 at 6:30 p.m. in the Canyon Creek School District Library.

Carl Siroky motioned to adjourn the meeting at 7:49 p.m. Amy Gibbons seconded the motion. The motion passed unanimously (4-0).

Amy Sironi, Chair

Dani Roberts, Business Manager/Clerk