



**BOZEMAN SCHOOL DISTRICT NO. 7**  
**WILLSON BOARD ROOM #122**  
**MONDAY -- March 7, 2022 -- 5:45 PM**

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**Regular Board Meeting**

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- 5:45 1. **Call to Order -- Roll Call -- Pledge of Allegiance** **Red = Not an Agenda Item (Placeholder)**  
2. **BSD7 Experience** Black = Agenda Item
- 2.1 Student Representatives Report
  - 2.2 Recognition and Awards
    - [2.2.1](#) 2021-2022 AA Wrestling State Champion and All-State Individuals
    - [2.2.2](#) 2021-2022 AA Swimming All-State Individuals
    - [2.2.3](#) 2021-2022 AA Speech and Debate State Championship Team, Individual State Champions, All-State Individuals, National Qualifiers, and Academic All-Americans
  - 2.3 **Board Education**

The Board Education Opportunity is a **15-minute** segment that allows our Board to receive an educational snippet of what is happening in our District.
3. **Action Items -- Consent**
- 3.1 Policy 2nd Reading
    - [3.1.1](#) Consider Approval of Revisions to Policy 2600: Work Experience Program
  - 3.2 Minutes
    - [3.2.1](#) Consider Approval of Board Meeting Minutes
  - 3.3 **High School District**
  - 3.4 Both Districts
    - [3.4.1](#) Consider Approval of Personnel Actions
    - [3.4.2](#) Consider Resolution of Notice of Intent to Increase Non Voted Levies
    - [3.4.3](#) Consider Approval of Banking Services Vendor
  - 3.5 **Elementary District**
4. **Action Items -- Singular**
- 4.1 **Both Districts**
  - 4.2 High School District
    - [4.2.1](#) Consider Certification of May 3, 2022 High School Ballot Language
  - 4.3 Elementary District
    - [4.3.1](#) Consider Certification of May 3, 2022 Elementary Ballot Language
5. **Board Discussion**
- 5.1 Policy 1st Reading
    - [5.1.1](#) Discuss Proposed Revisions to Policy 6143: Leadership Compensation Plan
  - 5.2 **Committee Reports**
6. **Public Comment on Non-Agenda Items**

Recognition of visitors and explanation of procedures to be followed when addressing the Board. Members of the community are given the opportunity to make brief comments to the Board on any matter that is not included in the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.

## 7. Reports

[7.1](#) Executive Cabinet Report

[7.2](#) Board of Trustees

Requests, Calendar, Concerns, Reports, Future Agenda Items, Open Meeting Topics for Next Meeting

ADJOURN

Public comment may be submitted electronically to [trustees@bsd7.org](mailto:trustees@bsd7.org)

### PLEASE TURN OFF CELL PHONES

**The Board meeting will be held in person at Willson School, Room #122. For your convenience, the meeting will be broadcast with Zoom. Public comment can only be given in person at Willson.**

[Watch Zoom Meeting](#)

Montana Code Annotated 2019

TITLE 45. CRIMES

CHAPTER 8. OFFENSES AGAINST PUBLIC ORDER

Part 1. Conduct Disruptive of Public Order

Disorderly Conduct

45-8-101. Disorderly conduct. (1) A person commits the offense of disorderly conduct if:

- (a) the person knowingly disturbs the peace by:
    - (i) quarreling, challenging to fight, or fighting;
    - (ii) making loud or unusual noises;
    - (iii) using threatening, profane, or abusive language;
    - (iv) rendering vehicular or pedestrian traffic impassable;
    - (v) rendering the free ingress or egress to public or private places impassable;
    - (vi) disturbing or disrupting any lawful assembly or public meeting;
    - (vii) transmitting a false report or warning of a fire or other catastrophe in a place where its occurrence would endanger human life;
    - (viii) creating a hazardous or physically offensive condition by any act that serves no legitimate purpose; or
    - (ix) transmitting a false report or warning of an impending explosion in a place where its occurrence would endanger human life; or
  - (b) in the course of engaging in any of the conduct prohibited by subsections (1)(a)(i) through (1)(a)(vi), a peace officer recognizes the person's conduct creates an articulable public safety risk.
- (2)
    - (a) Except as provided in subsections (2)(b), (3), and (4), a person convicted of the offense of disorderly conduct shall be fined an amount not to exceed \$100.
    - (b) A person convicted of a second or subsequent violation of subsections (1)(a)(i) through (1)(a)(vi) within 1 year shall be fined an amount not to exceed \$100 or be imprisoned in the county jail for a term not to exceed 10 days, or both.
  - (3) A person convicted of a violation of subsections (1)(a)(vii) through (1)(a)(ix) shall be fined an amount not to exceed \$1,000 or be imprisoned in the county jail for a term not to exceed 1 year, or both.
  - (4) A person convicted of a violation of subsection (1)(b) shall be fined an amount not to exceed \$500 or be imprisoned in the county jail for a term not to exceed 1 day, or both.

History: En. 94-8-101 by Sec. 1, Ch. 513, L. 1973; R.C.M. 1947, 94-8-101; amd. Sec. 1, Ch. 508, L. 1989; amd. Sec. 8, Ch. 415, L. 1991; amd. Sec. 1693, Ch. 56, L. 2009; amd. Sec. 1, Ch. 250, L. 2013; amd. Sec. 16, Ch. 321, L. 2017; amd. Sec. 2, Ch. 372, L. 2019.

[Double Click to Return to Agenda](#)



**Meeting Date:** March 7, 2022  


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**Category:** Recognition and Awards  


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**Agenda Item #:** 2.2.1  


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**Originated By:** Mark Ator, Activities Director  


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**Others Involved:** Nate Laslovich, GHS Head Coach  
 Sean Dellwo, BHS Head Coach  


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MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**  
 2021-2022 AA Wrestling State Champion and All-State Individuals

**Fiscal Impact:**  
 N/A

**Recommendation:**  
 It is recommended that the Board of Trustees adopt the following resolution:

**WHEREAS:** The Bozeman High and Gallatin High Boys and Girls Wrestling teams competed in the AA State Wrestling Meet in Billings February 10-12, 2022; and

**WHEREAS:** The following wrestler was an individual State Champion:  
 Avery Allen          Junior                  152 pound weight class          Bozeman High

**WHEREAS:** The following wrestlers placed at the State Wrestling Tournament:

Boys				
3rd	Gavin Millard	Senior	182 pound weight class	Bozeman High
3rd	Hudson Wiens	Sophomore	289 pound weight class	Bozeman High
5th	Felix Peterson	Senior	160 pound weight class	Gallatin High
6th	Kameron Amende	Junior	132 pound weight class	Gallatin High
6th	Cooper McGovern	Freshman	145 pound weight class	Gallatin High
Girls				
2nd	Lily Schultz	Senior	126 pound weight class	Gallatin High
4th	Maria Matosich	Senior	138 pound weight class	Gallatin High
5th	Matteah Jones	Senior	170 pound weight class	Bozeman High

**THEREFORE:** Be it resolved that the Board of Trustees recognize and honor 2021-2022 AA Wrestling State Champion Avery Allen and All-State Individuals: Kameron Amende, Matteah Jones, Maria Matosich, Cooper McGovern, Gavin Millard, Lily Schultz, Felix Peterson, Hudson Wiens.



<b>Meeting Date:</b>	March 7, 2022
<b>Category:</b>	Recognition and Awards
<b>Agenda Item #:</b>	2.2.2
<b>Originated By:</b>	Mark Ator, Activities Director
<b>Others Involved:</b>	Siobhan Gilmartin, Head Coach

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**  
2021-2022 AA Swimming All-State Individuals

**Fiscal Impact:**  
N/A

**Recommendation:**  
It is recommended that the Board of Trustees adopt the following resolution:

WHEREAS: The Bozeman High and Gallatin High Swim teams competed in the AA State Swim Meet in Great Falls March 5-6, 2022; and

WHEREAS: The following Bozeman High team members were All-State Performers:

B Boyer	Freshman	5th 200 Freestyle Relay	6th 500 Freestyle
		6th 400 Freestyle Relay	
Annika Lawrence	Senior	6th 200 Freestyle	5th 100 Freestyle
		5th 400 Freestyle Relay	
Ella Dietrich	Sophomore	5th 400 Freestyle Relay	
Analise Belasco	Sophomore	5th 400 Freestyle Relay	
Peyton Summerhill	Junior	5th 400 Freestyle Relay	
Parks Inlow	Junior	5th 200 Freestyle Relay	6th 500 Freestyle
Eli Stevens	Sophomore	6th 400 Freestyle Relay	
Brynn King	Freshman	5th 400 Freestyle Relay	
Ajax Geddes	Junior	5th 200 Freestyle Relay	

WHEREAS: The following Gallatin High team members were All-State Performers:

Aeden DeGraw	Senior	2nd 100 Breaststroke	4th 50 Freestyle
		4th 400 Freestyle Relay	5th 200 Freestyle Relay
Paul Nave	Freshman	6th 100 Breaststroke	6th 200 Medley Relay
		5th 200 Freestyle Relay	
Alex Clapper	Freshman	6th 200 Medley Relay	4th 400 Freestyle Relay
Marcus Clapper	Junior	6th 200 Medley Relay	5th 200 Freestyle Relay
		4th 400 Freestyle Relay	
Ardasher Usmonov	Freshman	5th 200 Freestyle Relay	
Cole Dyk	Senior	6th 200 Medley Relay	4th 400 Freestyle Relay

THEREFORE: Be it resolved that the Board of Trustees recognize and honor Gallatin High and Bozeman High All-State Athletes: Aeden DeGraw, Paul Nave, Alex Clapper, Marcus Clapper, Ardasher Usmonov, Cole Dyk, B Boyer, Annika Lawrence, Ella Dietrich, Analise Belasco, Peyton Summerhill, Parks Inlow, Eli Stevens, Brynn King and Ajax Geddes.



<b>Meeting Date:</b>	March 7, 2022
<b>Category:</b>	Recognition and Awards
<b>Agenda Item #:</b>	2.2.3
<b>Originated By:</b>	Mark Ator, Activities Director
<b>Others Involved:</b>	Adam Thane, BHS Head Coach

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**  
 2021-22 AA Speech and Debate State Championship Team, Individual State Champions, All-State Individuals, National Qualifiers, and Academic All-Americans

**Fiscal Impact:**  
 N/A

**Recommendation:**  
 It is recommended that the Board of Trustees adopt the following resolution:

WHEREAS: The Bozeman High Speech and Debate team participated in the 2021-22 State AA Speech and Debate Championship Tournament held virtually and hosted by Helena High on January 28 and 29, 2022; and

WHEREAS: The Bozeman High Speech and Debate team took 1st place and earning the team State Championship were: Olivia Bulis, Brooke Bothner, Logan Sigler, Tristan Pritham, Hugh Burroughs, Raven West, Asa Hadley, Timéa Rosner, Katherine Callow, Caitlin Williams, Izzy Lewis, Ian Becker, Miles Fastnow, Ethan Gilpin, Maryn Schutz, Ray Roberts, Liza Huggins, Marika Schultz, Tenley Wade, Brady Foster, Bryce Kim, James Day, Jude Wolfe, Chandler May, Ellie Cornish, Mae Turoski, Audrey Stenhouse, Olivia Smith, AJ Frisque, Quinn Fastnow, Abby Sheets, Anna Wiseman, Joy Choi, Cameron Taylor, and Emmett Allen; and

WHEREAS: Earning Individual State Champion were:

Olivia Bulis	Extemporaneous Speaking
Brooke Bothner	Impromptu Speaking
Asa Hadley and Timéa Rosner	Public Forum Debate
Logan Sigler	Dramatic Interpretation
Tristan Pritham and Hugh Burroughs	Duo Interpretation
Raven West	Original Oratory; and

WHEREAS: Earning All-State honors were:

Katherine Callow and Caitlin Williams	Policy Debate
Isabelle Lewis and Ian Becker	Policy Debate
Asa Hadley and Timéa Rosner	Public Forum Debate
Tristan Pritham and Hugh Burroughs	Duo Interpretation
Olivia Bulis	Extemporaneous Speaking

Brooke Bothner	Extemporaneous Speaking
Brooke Bothner	Impromptu Speaking
Olivia Bulis	Impromptu Speaking
Logan Sigler	Dramatic Interpretation
Hugh Burroughs	Dramatic Interpretation
Mae Turoski	Humorous Interpretation
Audrey Stenhouse	Humorous Interpretation
Raven West	Original Oratory; and

WHEREAS:

The following students are National Qualifiers and will compete in the National Speech and Debate Association High School National Tournament in Louisville Kentucky on June 12-17, 2022:

Ethan Gilpin and Katherine Callow	Policy Debate
Miles Fastnow and Caitlin Williams	Policy Debate
Maryn Schutz and Ray Roberts	Policy Debate
Emmett Allen	Lincoln-Douglas Debate
Asa Hadley and Timéa Rosner	Public Forum Debate
Brooke Bothner	International Extemporaneous Speaking
Olivia Bulis	International Extemporaneous Speaking
Brooke Bothner	United States Extemporaneous Speaking
Olivia Bulis	United States Extemporaneous Speaking
Eleanor Cornish	United States Extemporaneous Speaking
Tristan Pritham and Hugh Burroughs	Duo Interpretation
Tristan Pritham	Programmed Oral Interpretation
Quinn Fastnow	Programmed Oral Interpretation
Logan Sigler	Dramatic Interpretation
Chandler May	Dramatic Interpretation
Audrey Stenhouse	Humorous Interpretation
Abby Sheets	Informative Speaking
Quinn Fastnow	Informative Speaking
Olivia Smith	Original Oratory
Raven West	Original Oratory
Isabelle Lewis	World Schools Debate
Ian Becker	World Schools Debate
Cameron Taylor	World Schools Debate
Brady Foster	World Schools Debate
Jude Wolfe	World Schools Debate

WHEREAS:

Earning Academic All-American Honors from the National Speech and Debate Association are: Brooke Bothner, Olivia Bulis, Hugh Burroughs, Katherine Callow, Miles Fastnow, Ethan Gilpin, Liza Huggins, Tristan Pritham, Abby Sheets, Logan Sigler, Olivia Smith;

THEREFORE:

Be it resolved that the Board of Trustees recognize and honor the 2021-22 Speech and Debate State Championship Team, Individual State Champions, All-State Individuals, National Qualifiers, and Academic All-Americans.



<b>Meeting Date:</b>	March 7, 2022
<b>Category:</b>	Action Item - Consent - Both Districts
<b>Agenda Item #:</b>	3.1.1
<b>Originated By:</b>	Casey Bertram, Interim Superintendent
<b>Others Involved:</b>	Executive Cabinet, Montana School Board Association

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**

Consider Approval of Revisions to Policy 2600: Work Experience Program

**Facts:**

1. The district is committed to providing students with work experiences that support preparation for the world of work.
2. The proposed change aligns with the volunteer procedure for the district, requiring name-based background checks for work-based learning supervisors who will supervise students at a work-site.
3. The recommended revisions were discussed at the February 14 meeting.

**Fiscal Impact:**

N/A

**Superintendent's Recommendation:**

It is recommended the Board of Trustees approve the policy updates as presented.

**Other Alternatives:**

1. Do not approve the recommendation and request administration propose changes.

## Bozeman Public Schools

### INSTRUCTION

#### Policy 2600

##### Work-Experience Program

The Board recognizes that education should be making classroom experiences a meaningful process of learning about all practical aspects of life. The Board believes that the inclusion of career education in the basic curriculum will provide students with information about the many career opportunities available and will establish a relationship between what is taught in the classroom and the world of work.

Students may submit a proposal for a tailored work-experience program that divides their time between instruction in school and specific learning at a job. Each proposed program will be planned by work-study coordinators and the employer (or employer groups) and shall be in accordance with state and federal laws and regulations governing employment of students under age 18. The work-experience coordinators will communicate with employers on a monthly basis and will visit work sites to determine if the placement is appropriate for student employment.

The particular program designed for each student shall be set forth in a written protocol approved by the student, his or her parents or guardians, the work-experience coordinator and the employer. This shall stipulate the terms of employment and the provision for academic credit.

The work-experience coordinator shall make such arrangements as necessary with employers for evaluating the student's on-the-job performance and for keeping records of job attendance.

~~When deemed necessary by the administrator, the employer, supervisor, or other employees with regular unsupervised access to the student shall complete the District volunteer agreement form and satisfy a name-based criminal background check in accordance with District Policies 5120 and 5430 and associated procedures. The background check will be completed at the District's expense. The administrator is authorized to accept the results of an employer-provided name-based background check completed within the last 12 months. The employer or supervisor shall complete District volunteer agreement form and satisfy a name-based and fingerprint criminal background check in accordance with District Policy 5120.~~ The employee and District shall also complete workers compensation insurance and general liability insurance requirements in accordance with the attached procedure in a manner consistent with the work experience opportunity provided to students.

Legal reference: Title 41, Chapter 2, MCA  
Fair Labor Standards Act 29 U.S.C. 212 and 213, et seq.

##### Policy History:

Adopted on: 8/26/2019

Revised on:



**Meeting Date:** March 7, 2022

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**Category:** Action Item - Consent - Both Districts

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**Agenda Item #:** 3.2.1

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**Originated By:** Mike Waterman, Executive Director of Business and Operations

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**Others Involved:** Lori Ross, Executive Assistant

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MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**  
Consider Approval of Board Meeting Minutes

- Facts & Discussion:**
- Minutes of the [February 14, 2022](#) Regular Board Meeting.
  - Minutes of the [February 1](#), [February 8](#) and [February 16, 2022](#) Committee Meetings
  - Minutes of the [February 8](#) and [February 22, 2022](#) Board Luncheons.
  - Upon approval, the minutes represent the official actions of the Board of Trustees of School District No. 7.

**Fiscal Impact:**  
N/A

**Superintendent’s Recommendation:**  
It is recommended the Board of Trustees approve as presented, the minutes of the Regular Board Meeting on [2-14-2022](#), Committee Meetings on [2-01-2022](#), [2-08-2022](#) and [2-16-2022](#), and Board Luncheons on [2-08-2022](#) and [2-22-2022](#).

- Other Alternatives:**
- Do not approve the recommendation and request administration to propose changes.



**Meeting Date:** March 7, 2022

**Category:** Action Item - Consent - Both Districts

**Agenda Item #:** 3.4.1

**Originated By:** Pat Strauss, Director of Human Resources

**Others Involved:** \_\_\_\_\_

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**

Consider Approval of Personnel Actions

**Facts:**

As per [MCA 20-3-324 -- Powers and Duties of Trustees --](#) the trustees of each district shall employ or dismiss personnel considered necessary to carry out the various services of the district.

**Fiscal Impact:**

Noted on report

**Superintendent's Recommendation:**

The Board of Trustees is requested to employ, dismiss, or accept the resignations of those noted on the Personnel Action Report.

**Other Alternatives:**

1. Do not approve the recommendation and request that the administration propose changes.

**Bozeman Public Schools  
Human Resources**

March 7, 2022

**REQUIRES BOARD ACTION**

**Confirmation of Employment (Classified)**

Name	Position	Level/Step	Effective	Hourly Rate
Boss, Hannah	Before/After School PARA, .225 FTE, MOST, 9.25 mos.	B01	2/16/2022	\$15.00
Dunham, Elias	Before/After School PARA, .225 FTE, HAWT, 9.25 mos.	B01	2/28/2022	\$15.00
Hoff, Connor	Roving Custodian, .50 FTE, FAC, 12 mos.	G01	2/22/2022	\$17.75
Snively, Brenna	Activities Secretary, 1.0 FTE, F05, WILL, 11 mos.	F05	3/3/2022	\$18.26

**Confirmation of Request for Leave of Absence (Certified)**

Name	Position	Reason	Effective Dates
Bleskin, Jacob	MS Teacher, 1.0 FTE, CJMS	LOA	2022-2023
Montano, Christine	English Teacher, 1.0 FTE, GHS	.20 of 1.0 FTE LOA	2022-2023
Sorg-Hackler, Cheri	Speech Pathologist/Clinician, 1.0 FTE, SPED	LOA	2022-2023

**Confirmation of Request for Leave of Absence (Classified)**

Name	Position	Reason	Effective Dates
Fagan, Shania	Before/After School PARA, .225 FTE, EMDI, 9.25 mos.	LOA	1/3/22 - 5/15/22

**REPORT OF ADMINISTRATIVE ACTIONS**

**Confirmation of Resignations/Terminations (Administrator)**

Name	Position	Reason	Effective	Years of Service
Arnold, Robin	Assistant Principal, 1.0 FTE, Non Unit, \$108,417, CJMS	Retirement	6/30/2022	16

**Confirmation of Resignations/Terminations (Certified)**

Name	Position	Reason	Effective	Years of Service
Cade, Jennifer	Elementary Teacher, 1.0 FTE, BA+60, Step 10, \$25,912, HYL T	Resignation	2/24/2022	9.4
Janssen, Holly	MS Teacher, 1.0 FTE, BA(M)+105, Step 18, \$83,043, SMS	Retirement	6/10/2022	31
Ketterling, Karissa	MS Teacher, 1.0 FTE, BA(M)+45, Step 5, \$56,869, CJMS	Resignation	6/10/2022	2
Lingle, Bryce	SPED Teacher, 1.0 FTE, BA, Step 1, \$43,478, CJMS	Resignation	6/10/2022	1
McBride-Bergantine, Stephanie	MS Teacher, 1.0 FTE, BA(M)+105, Step 11, \$68,991, CJMS	Resignation	2/23/2022	11
Quinton, Sandra	School Psychologist, 1.0 FTE, BA(M)+105, Step 14, \$76,260, SMS	Retirement	6/10/2022	10
Rubright, Lisa	Science Teacher, 1.0 FTE, BA(M)+105, Step 18, \$83,043, BHS	Retirement	6/10/2022	33
Underhill, Cheryl	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 18, \$83,043, WHIT	Retirement	6/10/2022	25
Worob, Sukha	Art Teacher, 1.0 FTE, BA(M)+105, Step 8, \$66,384, BHS	Resignation	6/12/2022	8
Zimmer Gnauck, Carol	FCS Teacher, 1.0 FTE, BA(M)+105, Step 18, \$83,043, CJMS	Retirement	6/10/2022	18

**Bozeman Public Schools  
Human Resources**

March 7, 2022

**REPORT OF ADMINISTRATIVE ACTIONS (con't)**

**Confirmation of Resignations/Terminations (Classified)**

Name	Position	Reason	Effective	Years of Service
Budeski, Sandra	Elementary PARA, .59375 FTE, B16, \$17.38/hr., EMDI, 9.25 mos.	Retirement	6/9/2022	17
Karb, Catherine	SPED Temporary PARA, .84375 FTE, SPED D01, \$15.97/hr., IRVG, 9.25 mos.	Resignation	2/25/2022	2.75 mos.
Martin, Genevieve	SPED PARA, .875 FTE, SPED D01, \$15.97/hr., EMDI, 9.25 mos.	Resignation	3/4/2022	5.25 mos.
McMahan, Caprice	FS Cook/Chill Tech II, 1.0 FTE, FE8, \$18.98/hr., SUPT SVCS, 9.5 mos.	Resignation	6/10/2022	8
Rivard, Richard	Custodian, 1.0 FTE, G16, \$22.39/hr., BHS, 12 mos.	Retirement	2/16/2022	16
Thomas, Joshua	FS Specialist, .75 FTE, FB5, \$16.04/hr., BHS, 9.25 mos.	Probationary Termination	2/22/2022	5.65 mos.
Williams, Cadi	Before/After School PARA, .140 FTE, B03, \$15.58/hr., WHIT, 9.25 mos.	Resignation	1/6/2022	1.6

**Changes and Revisions in Contracts (Classified)**

Name	From	To	Effective	Reason
Keifer, Kimberly	Elementary PARA, .25 FTE, B05, \$15.80/hr., FS Elementary Cook I, .5625 FTE, FC5, \$16.65/hr., MOST, 9.25 mos.	Elementary PARA, .25 FTE, B05, \$15.80/hr., FS Elementary Cook I, .375 FTE, FC5, \$16.65/hr., MOST, 9.25 mos.	2/9/2022	Decrease in FTE/Hrs.
Neumann, Lisa	Elementary PARA, .2292 FTE, B10, \$16.49/hr., SPED PARA, .55708 FTE, SPED D10, \$17.92/hr., HAWT, 9.25 mos.	Elementary PARA, .2334 FTE, B10, \$16.49/hr., SPED PARA, .55708 FTE, SPED D10, \$17.92/hr., HAWT, 9.25 mos.	2/11/2022	Increase in FTE/Hrs.
Wunsch, Michele	Discretionary PARA, .4375 FTE, B06, \$15.94/hr., EMDI, 9.25 mos.	Discretionary PARA, .4375 FTE, B06, \$15.94/hr., SPED PARA, .125 FTE, SPED D06, \$17.28/hr., EMDI, 9.25 mos.	1/3/2022	Additional Assignment, Increase in FTE/Hrs.

**Stipends - Extracurricular**

Name	Authorized Position	Stipend	Level	Effective
Aamot, Mark	Basketball - Girls - 8th Gr - CJMS	\$2,152.00	5	1/3/22 - 3/11/22
Boyle, Robert	Intramurals - Winter Basketball - BHS (Longevity)	\$1,424.80	6	1/8/22 - 2/28/22
Conley, Elizabeth	Basketball - Girls - 8th Gr - SMS	\$2,152.00	5	1/3/22 - 3/11/22
Davis, Landon	Wrestling - 7th/8th Gr - SMS (% of 5/6)	\$1,682.80	5/6	1/26/22 - 3/12/22
Denson, Hayden	Basketball - Girls - 8th Gr - CJMS	\$2,152.00	5	1/3/22 - 3/11/22
Fisher-Dykman, Sierra	Basketball - Girls - 7th Gr - CJMS	\$1,370.00	6	1/3/22 - 3/11/22
Howard, Elyssa	Basketball - Girls - 7th Gr - SMS	\$1,370.00	6	1/3/22 - 3/11/22
Jackson, Ryan	Wrestling - 7th/8th Gr - CJMS (% of 5/6)	\$1,682.80	5/6	1/26/22 - 3/12/22
Kleinhans, Logan	Intramurals - Winter Basketball - BHS	\$1,370.00	6	1/8/22 - 2/28/22
Mayer, Robert "Scott"	Basketball - Girls - 8th Gr - SMS (Longevity)	\$2,324.16	5	1/3/22 - 3/11/22
Ritter, Hunter	Wrestling - Asst. Coach - GHS	\$4,013.00	3	11/29/21 - 2/28/22
Rook, Kimi	Basketball - Girls - 7th Gr - SMS	\$1,370.00	6	1/3/22 - 3/11/22
Vinger, Duane	Basketball - Girls - 8th Gr - CJMS (Longevity)	\$2,324.16	5	1/3/22 - 3/11/22

**Bozeman Public Schools  
Human Resources**

March 7, 2022

**REPORT OF ADMINISTRATIVE ACTIONS (con't)**

**Stipends - Extracurricular (con't)**

<b>Name</b>	<b>Authorized Position</b>	<b>Stipend</b>	<b>Level</b>	<b>Effective</b>
Wearley, Logan	Cheer - Winter - Head Coach - GHS (.50) Revised	\$2,935.00	2	11/29/21 - 3/17/22
Weaver, Stacie	Basketball - Girls - 7th Gr - CJMS	\$1,370.00	6	1/3/22 - 3/11/22
Yates, Tucker	Wrestling - 7th/8th Gr - CJMS (% of 5/6)	\$1,682.80	5/6	1/26/22 - 3/12/22

**Stipends - Not Extracurricular**

<b>Name</b>	<b>Authorized Position</b>	<b>Stipend</b>	<b>Level</b>	<b>Effective</b>
Brick, Jennifer	Substitute Hiring Incentive	\$100.00		9/24/2021
Brick, Jennifer	Substitute Incentive for working 60 days	\$500.00		1/14/2022
Bridwell, Jourdan	Homebound Teacher - Honors English II - GHS - 5 hrs./wk. Revised	\$32.00		1/4/22 - 6/30/22
Certalic, Michael	Homebound Teacher - Orchestra - GHS - 5 hrs./wk. Revised	\$32.00		1/4/22 - 6/30/22
Coffin, Morgan	Homebound Teacher - AP World History - GHS - 5 hrs./wk. Revised	\$32.00		1/4/22 - 6/30/22
Dolson, Carol Ann	Classified Wage Increase Differential - CJMS	\$1,000.00		2021-2022
Dunn, Margaret	Classified Wage Increase Differential - BHS	\$1,000.00		2021-2022
Gensemer, Nancy	Classified Wage Increase Differential - EMDI	\$1,000.00		2021-2022
Johnson, Tom	Custodian Incentive for Melissa Johnson meeting 6 month probationary status	\$400.00		2/23/2022
Kantner, Connie	Classified Wage Increase Differential - BHS/GHS	\$1,000.00		2021-2022
McDonald, Charles	Custodian Incentive for Lucas Ramsey meeting 6 month probationary status	\$400.00		4/25/2021
Moosbrugger, Meghan	Substitute Referral Incentive for Margaret Campbell	\$100.00		1/25/2022
Rimpe Johnstone, Roberta	Classified Wage Increase Differential - CJMS	\$1,000.00		2021-2022
White, Sally	Classified Wage Increase Differential - BHS	\$1,000.00		2021-2022
Wittman, Jay	Classified Wage Increase Differential - BHS	\$1,000.00		2021-2022



<b>Meeting Date:</b>	March 7, 2022
<b>Category:</b>	Action Item - Consent - Both Districts
<b>Agenda Item #:</b>	3.4.2
<b>Originated By:</b>	Mike Waterman, Executive Director of Business and Operations
<b>Others Involved:</b>	Lacy Clark, Budget and Risk Management Coordinator

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**

Consider [Resolution of Notice of Intent to Increase Non Voted Levies](#).

**Facts & Discussion:**

1. The Board of Trustees received a preliminary 2022-23 budget update on February 14, 2022.
2. 20-9-116, MCA, requires Trustees to consider and adopt a resolution estimating changes in tax revenue and mills from the tuition, adult education, transportation, flexibility, and bus depreciation funds for the ensuing fiscal year if increases are expected.
3. The notice must also include information about the amount and Districts' intended use of State Major Maintenance funding. The Board approved those details and the required resolution as part of the District's 2022 Capital Improvements Project list on [February 14, 2022](#).
4. The law requires Trustees to adopt this resolution no later than March 31 each year. The notice must also be posted in the local newspaper and on the District website.
5. Administration expects levy increases will be necessary in the above-listed funds as discussed during the preliminary budget update. As a result, the resolution and notice are required.
6. The estimates made in the resolution and notice are the District's best estimates at the current time, given the legal requirements of the notice. All figures are very preliminary and administration fully expects changes to them before the final budgets are set in August.

**Discussion:**

State law requires Trustees to consider and adopt a resolution estimating changes in tax revenue and mills from the tuition, adult education, transportation, flexibility and bus depreciation funds for the ensuing fiscal year. The requirements are a minimum: districts may choose to include additional information in their notices.

The District maintains several other nonvoted and voted funds in addition to those specified in 20-9-116, MCA. Understanding the District's tax outlook requires considering all of our levy-supported funds. To reduce confusion and increase transparency, the proposed notice contains projections for all of the District's levy-supported funds.

It is important to note that the enabling law requires the District to use the current year taxable value as the basis for its tax impact projections. However, the Bozeman School District continues to grow and indications are that the value of our tax base will continue to increase as well. If the District's taxable value increases above the current year levels as expected, both levied mills and taxpayer impact will both decrease from these projections.

**Superintendent's Recommendation:**

It is recommended the Board approve the [notice of intent to increase nonvoted levies](#) during the 2022-23 year as presented and direct administration to publish it as required by law.

**Other Alternatives:**

1. Do not approve the recommendation and request administration propose changes.



<b>Meeting Date:</b>	March 7, 2022
<b>Category:</b>	Action Item - Consent - Both Districts
<b>Agenda Item #:</b>	3.4.3
<b>Originated By:</b>	Mike Waterman, Executive Director of Business and Operations
<b>Others Involved:</b>	RJ Tvedt, Accounting Supervisor; Mary Sandvold, Payroll Supervisor; Brenda Livingston and Connie McCormick, Bookkeepers

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**  
Consider Approval of Banking Services Vendor

**Facts & Discussion:**

1. On November 8, 2021, the Board of Trustees approved a resolution to begin the process of moving its banking relationship outside the Gallatin County Treasurer.
2. State law limits banking changes of this nature to the end of a fiscal year only. As a result, the District is targeting July 1, 2022 as a 'go live' date for this change.
3. A Request For Proposals (RFP) was developed and advertised in the Bozeman Daily Chronicle.
4. Three proposals were received. Business and Payroll Office staff vetted each proposal using the rubric below. Average scores of all raters is shown.
5. First Interstate Bank received the highest rubric score and offered a competitive pricing package. First Security Bank had the most advantageous cost structure; however, low market interest rates and the availability of other investment options through the Montana Short Term Investment Pool minimizes this difference.

**Rubric Scoring:**

1 = Deficient   2 = Sufficient   3 = Preferred   4 = Exemplary

	First Interstate Bank	First Security Bank	Wells Fargo Bank
Relevant experience/references of similar customers	3.5	2.5	1.75
Meets requirements of RFP, acceptability of exceptions	3.75	2.75	2.25
User friendly website	3.25	3	2.75
Knowledgeable and accessible contact	3	2	2
Other Considerations	1.5	1	1
<b>Total</b>	<b>15</b>	<b>11.25</b>	<b>9.75</b>

Transaction Account Compensating (i.e. Non-Interest Bearing) Balance	\$5,500,000	\$500,000	\$13,000,000
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Highest Rubric Score = First Interstate Bank

Most Desirable Cost/Fee Structure = First Security Bank

**Fiscal Impact:**

The District will earn interest at a variable rate and based on available balances.

**Superintendent’s Recommendation:**

It is recommended the Board of Trustees approve the proposal submitted by First Interstate Bank and proceed with establishing an account relationship with that vendor as specified in the RFP.

**Other Alternatives:**

1. Do not approve the recommendation and request administration to propose changes.



<b>Meeting Date:</b>	March 7, 2022
<b>Category:</b>	Action Item - Singular - High School District
<b>Agenda Item #:</b>	4.2.1
<b>Originated By:</b>	Mike Waterman, Executive Director of Business and Operations
<b>Others Involved:</b>	Lacy Clark, Budget and Risk Management Coordinator

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**

Consider Certification of May 3, 2022 High School Ballot Language.

**Facts & Discussion:**

1. At the February 14, 2022 meeting, the Trustees called for High School General, Building Reserve, and Technology Fund levy elections to be held on May 3, 2022.
2. Voters are required to approve any increase in General Fund above-BASE taxes from one year to the next. This approval is required even if the result is a lower overall mill levy.
3. The legal deadline for ballot certification is thirty days before the election: April 1, 2022 for this year's election. However, Gallatin County needs the information by March 24, 2022 in order to prepare ballots. No additional information is expected and no other Board meetings are scheduled before this deadline.
4. The May 3, 2022 election will be held by mail ballot, and the county will administer the election. Ballots will be mailed to voters on April 15, 2022.
5. On May 3, 2016, voters approved a \$1,650,000 per year Building Reserve levy. That levy had a 6-year duration, and it expires on June 30, 2022.
6. Since that levy was approved, the District's facility needs and outlook have changed significantly. Noteworthy changes include:
  - a. The opening of Gallatin High School, which effectively doubles the square footage the District must maintain.
  - b. Significant cost increases for building supplies and labor.
  - c. Completion of Bozeman High School renovations, which included addressing many of the deferred maintenance items at that building.
7. On February 14, 2022, the Board approved the District's Capital Projects list outlining projects to be completed in the next three calendar years.
8. On May 7, 2002, Bozeman High School voters approved a permanent \$200,000 per year levy to support the District's Technology Fund.
9. That levy has met the District's needs for almost 20 years. However, the District's enrollment and use of technology has increased significantly and have outgrown the funding provided by this existing levy.
10. Technology Fund levies can be fixed dollar amounts or variable dollar amounts based on the District's taxable value.
11. [State law](#) limits new Technology Fund levies to a maximum of 10 years and also requires that they replace all existing Technology Fund levies.

**Discussion:**

Current projections indicate Bozeman High School's 2022-23 General Fund expenditures will be \$23,682,192. Based on these projected expenditures, the District's 2022-23 budget outlook is as follows:

2022-23 Highest Budget Without a Vote	\$21,092,282
<u>Projected 2022-23 General Fund Expenditures</u>	<u>23,682,192</u>
Projected Balance Without an Election	( \$ 2,589,910)
<u>Proposed Voted Amount</u>	<u>\$ 325,000</u>
Projected Balance With an Election	( \$ 2,264,910)

The final levied amount will be the lower of the voter-approved amount or the amount that is allowed by state law. As a result, administration recommends rounding the amount on the ballot to ensure the District can maximize budget authority.

Based on the approved Capital Projects list and the factors listed in item 6 above, administration recommends approaching voters for a renewal of the High School Building Reserve levy—but at a lower amount in recognition of the deferred maintenance projects that have been addressed at Bozeman High School

Administration also recommends the District approach voters for a new variable amount Technology Fund levy based on taxable value to replace the existing fixed dollar amount levy.

Finally, the information in the recommended ballot language presents the isolated impact of the proposed levies election, as required by law. However, the District maintains several other levy-supported funds in addition to these funds. The levies as a whole will determine the impact to individual taxpayers.

**Superintendent’s Recommendation:**

It is recommended the Board submit to the qualified electors of the District, at an election on Tuesday May 3, 2022, the following questions:

BOZEMAN HIGH SCHOOL DISTRICT NO. 7  
GENERAL FUND LEVY  
High School District Proposition

Shall the Bozeman High School District Trustees be authorized to impose an increase in over-base local taxes to support the General Fund in the amount of Three Hundred Twenty Five Thousand Dollars (\$325,000), which is an increase of approximately 1.18 mills for the purpose of properly maintaining and operating the programs of the district?

Passage of this proposal will increase the annual taxes on a home with an assessed market value of \$100,000 by approximately \$1.60 and on a home with an assessed market value of \$200,000 by approximately \$3.20. The durational limit of the levy is intended to be permanent.

- FOR the High School additional Levy
- AGAINST the High School additional Levy

BOZEMAN HIGH SCHOOL DISTRICT NO. 7  
BUILDING RESERVE FUND LEVY  
High School District Proposition

Shall the Trustees of Bozeman High School District No. 7 be authorized to impose an additional \$1,500,000 levy each year for six years [which is nine million dollars (\$9,000,000) total and approximately 5.46 mills] for the Building Reserve Fund of Bozeman High School District No. 7 for the purposes of roof repairs, electrical system upgrades, mechanical system upgrades, grounds maintenance, facility modifications, construction, repair, alterations, equipping buildings in this school district?

Passage of this proposal will increase the annual taxes on a home with an assessed market value of \$100,000 by approximately \$7.37 and on a home with an assessed market value of \$200,000 by approximately \$14.74. This levy will replace a 6-year, \$9,900,000 (\$1,650,000 per year) levy that expires on June 30, 2022.

- FOR the High School Building Reserve Levy
- AGAINST the High School Building Reserve Levy

BOZEMAN HIGH SCHOOL DISTRICT NO. 7  
TECHNOLOGY FUND LEVY  
High School District Proposition

Shall the Trustees of Bozeman High School District No. 7 be authorized to annually levy one (1) mill, being approximately \$274,830, each year for ten years for the purpose of purchasing, renting, repairing and maintaining technological equipment, including computers, computer network access; cloud computing services for technology infrastructure, platform, software, network, storage, security, data, database, test environment, curriculum, or desktop virtualization purposes, including any subscription or any license-based or pay-per-use service that is accessed over the internet or other remote network to meet the district's information technology and other needs; and the associated technical training for school district personnel?

Passage of this proposal will increase the annual taxes on a home with an assessed market value of \$100,000 by approximately \$1.35 and on a home with an assessed market value of \$200,000 by approximately \$2.70. This levy will replace the existing voter-approved \$200,000 per year permanent Technology Fund levy.

- FOR the High School Technology Fund Levy
- AGAINST the High School Technology Fund Levy

**Other Alternatives:**

1. Do not approve the recommendation and request administration propose changes.



**Meeting Date:** March 7, 2022  


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**Category:** Action Item - Singular - Elementary District  


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**Agenda Item #:** 4.3.1  


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**Originated By:** Mike Waterman, Executive Director of Business and Operations  


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**Others Involved:** Lacy Clark, Budget and Risk Management Coordinator  


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MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**  
 Consider certification of May 3, 2022 Elementary Ballot Language.

**Facts & Discussion:**

1. At the February 14, 2022 meeting, the Trustees called for Elementary Trustee and General levy elections to be held on May 3, 2022.
2. Voters are required to approve any increase in General Fund above-BASE taxes from one year to the next. This approval is required even if the result is a lower overall mill levy.
3. The legal deadline for ballot certification is thirty days before the election: April 1, 2022 for this year's election. However, Gallatin County needs the information by March 24, 2022 in order to prepare ballots. No additional information is expected and no other Board meetings are scheduled before this deadline.
4. The May 3, 2022 election will be held by mail ballot, and the county will administer the election. Ballots will be mailed to voters on April 15, 2022.
5. As a result of the Elementary District's pandemic-related enrollment drop and subsequent partial recovery, the Elementary General Fund will be at its highest allowable level without additional voter approval. As a result, the Elementary District can cancel the General Fund portion of the election.

**Discussion:**

The Trustee election remains necessary and will continue as planned.

**Superintendent's Recommendation:**

It is recommended the Board proceed with the May 3, 2022 Trustee election but cancel the General Fund portion of that election.

**Other Alternatives:**

1. Do not approve the recommendation and request administration propose changes.



<b>Meeting Date:</b>	March 7, 2022
<b>Category:</b>	Discussion Item
<b>Agenda Item #:</b>	5.1.1
<b>Originated By:</b>	Casey Bertram, Interim Superintendent
<b>Others Involved:</b>	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**

Discuss Proposed Revisions to Policy 6143: Leadership Compensation Plan

**Facts:**

1. The Superintendent and Executive Cabinet continually examine the leadership structures in place to maximize efficiency and effectiveness in meeting District goals.
2. The Superintendent recently shared an update regarding anticipated leadership changes for the 2022-2023 school year, [HERE](#), which includes the addition of three Elementary Assistant Principal/District Program Director positions that are intended to do the following:
  - a. Focus administrative support at the building level versus at the central office. Prioritizing resource allocation at school sites keeps those resources closest to the actual teaching and learning within the District.
  - b. Strengthen the leadership pipeline in the District. This change creates a total of nine assistant principal positions in the district that will bolster leadership development for future principal and central office vacancies and succession plans.
  - c. Support elementary buildings with administrative support for discipline, special education and 504 meetings, and teacher evaluation. By adding assistant principals it will allow the building principal more time for instructional leadership tasks versus management tasks. As mentioned in the opening of this document, principal leadership really matters and additional assistant principal positions will support principal leadership across the eight K-5 elementary schools.
3. The three assistant principals will take on leadership of three separate District programs: English Learners (EL), Gifted Education, and Fine Arts.
4. Attached are revisions to Policy 6143: Leadership Compensation Plan, that includes the new role of Elementary Assistant Principal/District Program Director. The Elementary Assistant Principal/District Program Director position was added to the Leadership Compensation Plan, Policy #6143, to account for the added duties above and beyond the Elementary Assistant Principal role already in the policy.
5. The recommended revisions will appear on the March 28, 2022 Consent Agenda for approval.

**Fiscal Impact:**

The anticipated leadership changes and associated budget offsets would result in \$3,700 in General Fund savings for the 2022-2023 school year.

## Bozeman Public Schools

### ADMINISTRATION

Policy 6143

#### Leadership Compensation Plan

Salary Index System For Leadership Team Members

Base for current year - Largest of:

- a. 60% of the previous year's average high school principal's salary in the "AA" districts in Montana.
- b. Dollar amount set by Board of Trustees.

The amounts for a. and b. above shall be updated annually by the superintendent and indicated in the procedures to this policy.

<u>Position Factor</u> (responsibility, size of school, no. of staff, etc.)		<u>Work Year</u>
Elementary Principal	1.35	204 days
Middle School Principal	1.35	220 days
Elementary Assistant Principal	1.20	204 days
<b><u>Elementary Assistant Principal/District Program Director</u></b>	<b><u>1.25</u></b>	<b><u>204 days</u></b>
High School Principal	1.45	225 days
High School Assistant Principal	1.27	210 days
Executive Director Business and Operations/District Clerk	1.45	Full
Director MHS Activities	1.27	225 days
Middle School Assistant Principal	1.25	210 days
Director of Facilities	1.30	Full
Director of Fine Arts and Student Programs	1.30	204 days
Director of Special Education and Student Health	1.35	Full
Director of Human Resources	1.35	Full
Director of Business Services/District Clerk	1.35	Full
Director of Curriculum	1.30	220 days

Previous Experience Factor\* (experience as an administrator in Bozeman)

.01 for each year to a maximum of 10 years

\*The Superintendent may, with Board approval, allow up to 5 years' credit for outside administrative experience.

Education Factor\* (quarter credits in an institution of higher education)

Below M	=	-.02	M+45	=	.06
M	=	.00	M+60	=	.08
M+15	=	.02	Doctorate	=	.10
M+30	=	.04			

Director of Facilities will get .00 education factor for a Professional Engineering License **and Director of Business Services will receive a .00 education factor for a Certified Public Accountant or Montana Certified School Business Official designation.**

Work Year Factor

			215 days	=	.05
204 days	=	.00	220 days	=	.07
210 days	=	.03	225 days-Full Year	=	.10*

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\*Full year administrators earn vacation per MCA 2-18-611 and their work year is dependent on the following schedule. Administrators are encouraged to use their earned vacation leave. However, due to the demands of the job and pursuant to 2-18-617(5), administrators with an accumulated vacation leave balance greater than that allowed, may request a lump sum payment for the excess vacation leave balance.

<u>In-State Years of Employment</u>	<u>Vacation Days Credit Per Year</u>	<u>Number of Days Contracted</u>
1-day - 10 years	15	251
10-15 years	18	254
15-20 years	21	257
20 years on	24	260

Special Assignment Factor

Individual administrator’s basic job may include a variety of responsibilities. For example, elementary principals in the district generally have assignments which include the usual responsibilities of a building principal, plus one or more district-wide assignments depending on the nature of the overall basic job responsibilities. Occasionally an administrator’s workload significantly exceeds the norm as a result of assignments by the Superintendent. In such circumstances the Superintendent is authorized to allow from 1-4 index points for these special assignments. The special assignments may include opening a new building, being assigned to more than one building, special administrative problems, lack of administrative assistance, additional unusual responsibilities or other unique circumstances.

An individual administrator’s salary is determined by adding the appropriate index factors and multiplying the total times the base. Compensation for the Superintendent and Deputy Superintendents will be decided by the Board on a yearly basis.

Administrators will receive additional compensation as approved by the Board of Trustees and referenced in 6143P.

After consideration of administrator evaluations, the Superintendent may recommend and the Board may approve a resolution to continue an individual administrator at the same salary and thus disallow him/her all or a portion of the increase that may have been anticipated under this leadership compensation system (20-4-203 M.C.A.)

Depending on the level of performance of the administrator during the frozen salary year, the Superintendent may recommend a continuation of the frozen salary amount for another year or may recommend that the administrator’s salary be determined from the normal application of the index system with a loss of one year of credited experience.

Policy History:

Adopted on: 9/22/1986  
 Revised on: 9/14/1987, 6/20/1988, 1/16/1990, 5/14/1990, 9/11/1990, 2/11/1991, 5/13/1991, 5/11/1992, 6/14/1993, 9/09/1996, 6/08/1998, 8/09/1999, 7/14/2003, 3/06/2006, 6/11/2007, 7/28/2008, 4/13/2009, 7/12/2010, 6/11/2012, 7/29/2013, 1/23/2017, 6/11/2018, 10/28/2019, 6/28/2021



**Meeting Date:** March 7, 2022  
**Category:** Reports  
**Agenda Item #:** 7.1  
**Originated By:** Casey Bertram, Interim Superintendent  
**Others Involved:** Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**

The Executive Cabinet will provide updates of current issues in their respective areas of responsibility. Since the topics that may come up have not been properly noticed, these reports should not result in extensive discussion by the Board and public at this meeting. They may, however, lead to future agenda items that have been properly noticed.



**Meeting Date:** March 7, 2022  

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**Category:** Reports  

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**Agenda Item #:** 7.2  

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**Originated By:** Trustees  

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**Others Involved:**  

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MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**

Individual Trustees will be provided the opportunity to make requests, express concerns, give reports and request future agenda items. Since the topics that may come up have not been properly noticed, these reports should not result in extensive discussion by the Board and public at this meeting. They may, however, lead to future agenda items that have been properly noticed.



# Bozeman School District 7

404 West Main

Bozeman, Montana 59715

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## Core Purpose

“Bozeman Public Schools exist to provide an outstanding education that inspires and ensures high achievement so every student can succeed and make a difference in a rapidly changing world community.”

## Core Values

- High Student Achievement:** We are committed to ensuring that all students achieve at high levels.
- Committed, Quality Staff:** We employ and retain well qualified and talented staff members who demonstrate a commitment to the core purpose of the District.
- Community and Family Engagement:** We believe that parents and the community are essential contributors in the achievement of our goals.
- Climate:** We operate in a climate of respect, honesty and hard work, recognizing the need to be adaptable and open to change.
- Fiscal Responsibility:** We are fiscally responsible in the management and expenditure of all District resources.
- Decision Making:** We rely on best practices research to guide our decision-making.

## Big Audacious Goal – Envisioned Future

“The Bozeman Public School District is widely recognized as a vibrant, flexible and progressive educational system that generates student excellence and engages students to succeed and positively contribute in a global community.”

## Goals of the Bozeman Public School District

### Goal Area 1: Academic Performance:

Every student meets or exceeds the high academic standards of the Bozeman Public School District.

### Goal Area 2: Operations and Capacity Building:

District operations, facilities and human resources support an efficient and progressive educational system.

### Goal Area 3: Community Engagement and External Relations:

Bozeman Public Schools has created an environment in which parents, community, legislators and all education stakeholders are supportive, engaged, and contribute to successfully educate our students.

### Goal Area 4: Student Success/Safety/Health/Welfare:

Bozeman Public Schools has effective systems in place for students to learn and staff to work in a safe and healthy environment.

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## **Welcome to the Bozeman Public Schools Board of Trustees meeting!**

### **If this is your first meeting**

If this is your first time attending a meeting, let us extend our special welcome! These meetings are designed to give everyone the opportunity to participate in seeing how the Bozeman trustees facilitate school business.

### **What is the purpose of these meetings?**

The meetings of the Bozeman Public Schools Board of Trustees are always open to the public. These meetings are held to officially conduct the business of the school district, as governed by Montana law. Trustees are responsible for key decisions, some of which include hiring of employees, reviewing negotiated agreements, approving new curriculum or changes to existing curricula, facility usage requests, and paying of monthly expenses.

### **How can I address the trustees?**

Public Participation on Non-Agenda Items is the time for comment on public matters that are not on the agenda. Members of the audience are encouraged to briefly address the trustees on an issue that is not on the agenda. The Chair of the Board will seek comments from the audience on significant items as they occur. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.

### **Remember our Disclaimer:**

This is the time for comment on public matters that are not on the agenda. Members of the audience are encouraged to briefly address the trustees on an issue that is not on the agenda. The Chair of the Board will seek comments from the audience on significant items as they occur. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.



**BOARD OF TRUSTEES**

**TERM**

Sandra Wilson -- Board Chair .....	2024
Greg Neil -- Vice Chair .....	2023
Lei-Ann Bertelsen.....	2024
Kevin Black .....	2023
Douglas Fischer .....	2024
Gary Lusin .....	2024
Tanya Reinhardt .....	2022
Lisa Weaver.....	2022

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**EXECUTIVE CABINET**

**POSITION**

Casey Bertram .....	Superintendent
Chad Berg .....	Director of Special Education and Student Health
Marilyn King .....	Deputy Superintendent Instruction
Matt Stark .....	Director of Facilities
Pat Strauss .....	Director of Human Resources
Mike VanVuren .....	Deputy Superintendent Curriculum & Technology
Mike Waterman .....	Executive Director Business and Operations

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Public comment can be submitted electronically to [trustees@bsd7.org](mailto:trustees@bsd7.org)

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*BOARD OF TRUSTEE STANDING COMMITTEE ASSIGNMENTS*

Equity Advisory Committee

**Trustees**

Lei-Anna Bertelsen  
Kevin Black

Long-Range Strategic Planning (LRSP)

**Trustees**

Douglas Fischer  
Sandy Wilson

Long-Range Facilities Planning (LRFP)

**Trustees**

Kevin Black  
Gary Lusin  
Tanya Reinhardt

Long-Range Collaboration Plan via the  
District Ongoing Collaborative Committee (DOCC)

**Trustees**

Gary Lusin  
Douglas Fischer - Alternate

District Safety

**Trustees**

Tanya Reinhardt  
Sandy Wilson

Student Inclusion and Resiliency Initiative (SIRI)

**Trustees**

Douglas Fischer  
Lisa Weaver

Wellness Advisory Council (WAC)

**Trustees**

Gary Lusin

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*BOARD OF TRUSTEE AD-HOC OR AS NEEDED COMMITTEES*

Certified (BEA) Negotiations

**Trustees**

Lei-Anna Bertelsen  
Douglas Fischer  
Gary Lusin  
Sandy Wilson, Alternate

Classified (CBEA) Negotiations

**Trustees**

Kevin Black

Bozeman High School Construction Liaison

**Trustees**

Kevin Black

*BOARD OF TRUSTEE REPRESENTATION ON COMMITTEES/COUNCILS ASSOCIATED WITH BSD7*

**Bozeman Schools Foundation (BSF)**

**Trustees**

Greg Neil

**MTSBA Municipal Director and Delegates**

**Trustees**

Gary Lusin, Director

Lei-Anna Bertelsen

Greg Neil, Delegate

Tanya Reinhardt, Delegate

Sandy Wilson, Delegate

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*SCHOOL LIAISONS*

**Bozeman High School/Bridger Charter Academy**

Kevin Black

**Gallatin High School**

Sandy Wilson

**Chief Joseph Middle School**

Lei-Anna Bertelsen

**Sacajawea Middle School**

Kevin Black

**Emily Dickinson Elementary School**

Gary Lusin

**Hawthorne Elementary School**

Tanya Reinhardt

**Hyalite Elementary School**

Douglas Fischer

**Irving Elementary School**

Douglas Fischer

**Longfellow Elementary School**

Lisa Weaver

**Meadowlark Elementary School**

Sandy Wilson

**Morning Star Elementary School**

Greg Neil

**Whittier Elementary School**

Greg Neil

**Bozeman Online Charter School (BOCS)**

Gary Lusin

# Bozeman School District #7

## BOARD REOCCURRING CALENDAR



### JULY

- Approve Bus Routes
- LRSP Annual Report
- Learning Materials Review Committee
- Preliminary Budget Review
- Set Health and Dental Insurance Price Tags
- Supplemental Book Adoption-One Book-One Bozeman and Bozeman Schools Foundation

### AUGUST

- Opening School Activities
- Approve Final Budgets (on 2nd Monday)

### SEPTEMBER

- One Book-One Bozeman Participation
- LRSP Implementation Framework and Reporting
- Approval to Enroll Students with Exceptional Circumstances

### OCTOBER

- Attend Montana School Boards Association Annual Meeting
- Budget Development Calendar

### NOVEMBER

- LRSP: Annual Facilities Master Plan Review
- Preliminary Enrollment and Projection Reports

### DECEMBER

- High School New Course Proposals
- Hold Board/Employee Holiday Celebration
- Annual Facilities Master Plan Adoption/Capital Projects

### JANUARY

- CAFR and Audit Report for prior year
- Consider MHSA Resolutions
- Building Reserve Allocation/Capital Projects
- Evaluate the Superintendent

### FEBRUARY

- Call for Annual School Elections
- School District Calendar Approval

### MARCH

- National Merit Awards
- Hold Budget Review Meetings
- Finalize Ballot Language
- Notice of Permissive Levy Increase
- Professional Development Plan Approval
- Board Resolution for Screen Free Week
- Out of State Field Trips and Travel
- Preliminary Budget Discussion

### APRIL

- National School Boards' Association Annual Conference
- Hold Budget Review Meetings
- Teacher Appreciation Week
- District Technology Plan Approval
- RIF Notification

### MAY

- Approve or Non-renewal of Teachers
- Hold Trustee Election (first Tuesday following first Monday)
- Reorganize the Board and Recognize Outgoing Members
- Request County Conduct Ensuing Year Elections
- Consider MSBA Resolutions
- Administrator Compensation Policy
- Federal Grant Applications
- Appointment of Bozeman Public Schools Foundation Directors

### JUNE

- Recognize Retiring Staff
- Financial Approvals and Fund Balance Assignment and Commitments

### MONTH VARIES

- Approve Employee Contracts
- Consider Policy Changes
- LRSP Mega Issues Dialogues
- Approve Curriculum Adoptions
- Approve Instructional Material Purchases
- Approve Memorandum of Understanding for Services
- Board Luncheon LRSP Reports

### BOARD OF TRUSTEES

- Sandra Wilson, Chair
- Greg Neil, Vice Chair
- Lei-Anna Bertelsen
- Kevin Black
- Douglas Fischer
- Gary Lusin
- Tanya Reinhardt
- Lisa Weaver



## Bozeman Public Schools Upcoming Board Meetings

March 7	Monday	Regular Board Meeting	5:45 PM
*March 28	Monday	Special Board Meeting	5:45 PM
April 11	Monday	Regular Board Meeting	5:45 PM
*April 25	Monday	Special Board Meeting	5:45 PM
May 16	Monday	Regular Board Meeting	5:45 PM
*May 23	Monday	Special Board Meeting	5:45 PM
June 13	Monday	Regular Board Meeting	5:45 PM
*June 27	Monday	Special Board Meeting	5:45 PM

\*The second meeting of every month is considered a “special board meeting” and will take place at the discretion of the Board Chair and Vice Chair if the agenda warrants holding a meeting.



**Bozeman Public Schools  
Upcoming Board Luncheons  
12:00 PM - 1:30 PM**

March 22	Tuesday	Whittier
March 29	Tuesday	Morning Star
April 5	Tuesday	Meadowlark
April 19	Tuesday	Irving
May 3	Tuesday	Gallatin High
May 10	Tuesday	Chief Joseph
May 17	Tuesday	Hyalite



# Bozeman Public Schools Calendar 2021-2022

## PIR Dates & Conferences - No School

August 25-27	K-12 PIR Day
September 27	K-12 PIR Day
October 21-22	Flex K-12 PIR Day
October 28-29	K-5 P/T Conferences
January 17	K-12 PIR Day
January 24-25	9-12 PIR Day
April 7-8	K-5 P/T Conferences
April 7	K-8 PIR Day
April 8	K-12 PIR Day
May 27	K-12 PIR Day
June 10	K-12 PIR Day

## Holidays & School Closures- No School

September 6	Labor Day
November 24-26	Thanksgiving
December 20-31	Winter Break
January 17	Martin Luther King Jr.
February 21	President's Day
March 14-18	Spring Break
May 30	Memorial Day

## Important Dates

August 30	School Begins 1-12
September 2	Kindergarten Begins
June 4	HS Graduation!
June 9	Last Day of School, Students released at 12:45 PM

## Grading Periods

K-5:	January 21 June 9
6-8:	Trimester 1: November 19 Trimester 2: March 4 Trimester 3: June 10
9-12:	Period 1 - October 8 Period 2 - November 19 1st Semester - January 21  Period 1 - March 4 Period 2 - April 22 2nd Semester - June 9

JULY • 2021

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AUGUST • 2021

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SEPTEMBER • 2021

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OCTOBER • 2021

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NOVEMBER • 2021

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DECEMBER • 2021

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JANUARY • 2022

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FEBRUARY • 2022

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MARCH • 2022

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APRIL • 2022

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MAY • 2022

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JUNE • 2022

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Revised: 08/12/2021

Please note that our individual schools might have additional important dates related to other school functions.  
Please check with your local school for these dates and events.



# Bozeman Public Schools Calendar 2022-2023

## PIR Dates & Conferences - No School

August 24-26	K-12 PIR Day
September 26	K-12 PIR Day
October 20-21	K-12 PIR Day
October 27-28	K-5 P/T Conferences
January 16	K-12 PIR Day
January 23-24	9-12 PIR Day
April 13-14	K-5 P/T Conferences
April 13	K-8 PIR Day
April 14	K-12 PIR Day
May 26	K-12 PIR Day
June 9	K-12 PIR Day

## Holidays & School Closures- No School

September 5	Labor Day
November 23-25	Thanksgiving
December 19-30	Winter Break
January 16	Martin Luther King Jr.
February 20	President's Day
March 13-17	Spring Break
May 29	Memorial Day

## Important Dates

August 29	School Begins 1-12
September 1	Kindergarten begins
June 3	HS Graduation!
June 8	Last Day of School, students released at 12:45 p.m.

## Grading Periods

K-5:	January 20 June 8
6-8:	Trimester 1: November 18 Trimester 2: March 3 Trimester 3: June 8
9-12:	Period 1 - October 7 Period 2 - November 18 1st Semester - January 20  Period 1 - March 3 Period 2 - April 21 2nd Semester - June 8

Revised: 02/07/2022

### JULY • 2022

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### AUGUST • 2022

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### SEPTEMBER • 2022

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### OCTOBER • 2022

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### NOVEMBER • 2022

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### DECEMBER • 2022

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### JANUARY • 2023

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### FEBRUARY • 2023

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### MARCH • 2023

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### APRIL • 2023

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### MAY • 2023

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### JUNE • 2023

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