

AGENDA #10  
BOZEMAN SCHOOL DISTRICT NO. 7  
WILLSON BOARD ROOM  
MONDAY January 8, 2018 – 5:45 p.m.

5:45 p.m.

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

PRESIDING TRUSTEE'S EXPLANATION OF PROCEDURES

Recognition of visitors and explanation of procedures to be followed when addressing the Board.  
Please turn off cell phones.

BOARD EDUCATION:

1. Early Literacy

MINUTES

2. Minutes of Previous Meetings

RECOGNITION AND AWARDS

23. Shape Northwest District Elementary PE Teacher of the Year
24. 2018 MASSP Assistant Principal of the Year Award

ACTION ITEMS - CONSENT

High School District

26. Montana High School Association Proposals

Both Districts

32. Personnel Actions

SUPERINTENDENT'S REPORT

35. Superintendent's Report

BOARD OF TRUSTEES

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

PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

37. Public Input Period: Members of the community are given an opportunity to make brief comments to the Board on any matters not included in the agenda.

ACTION ITEMS - SINGULAR

High School District

38. High School #2 - Bond Project Update
44. High School Stadium – Approve Schematic Design

Both Districts

46. Bid Approval – Pupil Transportation Services

DISCUSSION AND REPORTS


49. Update on Long Range Facilities Master Plan

EXECUTIVE SESSION

50. Superintendent's Evaluation

ADJOURN

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

|  | Arneson | Fischer | Lusin | Neil | Reinhardt | Tage | Willett | Wilson |
|---|---------|---------|-------|------|-----------|------|---------|--------|
| <b>Motion</b>   |         |         |       |      |           |      |         |        |
| <b>Second</b>   |         |         |       |      |           |      |         |        |
| <b>Ayes</b>   |         |         |       |      |           |      |         |        |
| <b>Nays</b>   |         |         |       |      |           |      |         |        |
| <b>Abstain</b>  |         |         |       |      |           |      |         |        |

TITLE: BOARD EDUCATION:  
EARLY LITERACY

CATEGORY: DISCUSSION AND REPORTS

ORIGINATED BY: Rob Watson, Superintendent

OTHERS INVOLVED: District Staff: Marilyn King, Karin Neff, Darren Schlepp, Mike Van Vuren, Sharon Navas, Robin Miller

DATA EXPANSION: [College and Career Readiness Framework](#)

COST/FUND SOURCE: N/A

#### IMPLEMENTATION

ACTION: High School and Elementary District DISCUSSION  
January 8, 2018

#### DISCUSSION:

As part of the Long Range Strategic Planning process the administration in collaboration with the Board of Trustees developed the College and Career Readiness Framework.

The purpose of the Framework is to clearly define the academic and non-academic skills necessary for students to be successful, both while attending BSD7 and after they graduate from our District. In addition, the Framework will identify academic markers that will be used to assess District progress. The Framework is linked [HERE](#).

It is the intention of the Administration to develop Board understanding around academic markers, which can be used as accountability measures for the Framework. Over the course of the 2017/18 Board meetings, the District will review and define these academic markers for the Board during the Board Education portion of the meeting.

In this discussion the District administration will present data related to Early Literacy.


As a reminder, the Board set the following two goals related to our grade level reading initiative:

1. By 2022, 85% of all children entering Kindergarten will have requisite literacy skills as measured by STAR early literacy. (A score of 530 on the STAR assessment is a good predictor of success by 3rd grade.)
2. By 2025, 90% of all BSD7 3rd Grade Students will demonstrate grade level reading skills by achieving a proficient score on the STAR reading assessment at the end of the school year.

This discussion supports the following Long Range Strategic Plan strategic objectives:

Strategic Objective 1.06: Prepare all students to be College and Career Ready to engage in a global community.

Strategic Objective 3.04: Engage in a collaborative dialogue surrounding topics of educational importance to our community and their impact on the LRSP.

|  | Arneson | Fischer | Lusin | Neil | Reinhardt | Tage | Willett | Wilson |
|---|---------|---------|-------|------|-----------|------|---------|--------|
| <b>Motion</b>   |         |         |       |      |           |      |         |        |
| <b>Second</b>   |         |         |       |      |           |      |         |        |
| <b>Ayes</b>   |         |         |       |      |           |      |         |        |
| <b>Nays</b>   |         |         |       |      |           |      |         |        |
| <b>Abstain</b>  |         |         |       |      |           |      |         |        |

TITLE: MINUTES OF PREVIOUS MEETINGS  
 CATEGORY: MINUTES  
 ORIGINATED BY: Mike Waterman, District Clerk  
 OTHERS INVOLVED: Nancy Brady, Executive Assistant  
 DATA EXPANSION: Minutes of the Special Board Meetings of 12-01-17 and 12-14-17, Regular Board Meeting of 12-18-17 and School Board Luncheons of 12-05-17 and 12-12-17  
 COST/FUND SOURCE: N/A

#### IMPLEMENTATION

ACTION: Elementary and High School District ACTION  
 Effective January 8, 2018

#### SUPERINTENDENT'S RECOMMENDATION:

If the Board wishes to approve this item as presented, the following motion would be in order:

MOVE THE BOARD OF TRUSTEES approve as presented the minutes of the Special Board Meetings of 12-01-17 and 12-14-17, Regular Board Meeting of 12-18-17 and School Board Luncheons of 12-05-17 and 12-12-17.

#### DISCUSSION:

Upon approval, the minutes represent the official actions of the Board of Trustees of School District No. 7, Gallatin County, Montana. Every effort is made to have these recommended minutes accurately portray the proceedings and procedures of the Trustees.

## BOARD MEETING, BOARD OF TRUSTEES, SCHOOL DISTRICT NO. 7 AND HIGH SCHOOL DISTRICT

### Open Session

DATE: December 1, 2017

TIME: 12:00 p.m.

PLACE: Willson Board Room

### MEMBERS

PRESENT: Andy Willett, Chair  
Heide Arneson, Vice Chair  
Douglas Fischer  
Gary Lusin  
Greg Neil  
Tanya Reinhardt  
Wendy Tage  
Sandy Wilson

### MEMBERS

ABSENT: None

### STAFF

PRESENT: Robert Watson, Superintendent  
Steve Johnson, Deputy Superintendent Operations  
Marilyn King, Deputy Superintendent Instruction  
Mike Waterman, Director of Business Services/District Clerk  
Pat Strauss, Director of Human Resources  
Todd Swinehart, Director of Facilities  
Nancy Brady, Secretary

### OTHERS

PRESENT: Tami Phillippi, BEA President

MEDIA: Gail Schontzler, Bozeman Chronicle

VISITORS: Approximately 12

### **Call to Order**

The meeting was called to order at 12:00 p.m. by Chair Willett. Following the Roll Call and the Pledge of Allegiance, Willett welcomed visitors and explained the purpose of the meeting and procedures to be followed.

### **Consent Agenda – High School and Both Districts**

Trustee Tage moved that the Board of Trustees approve items #1, 2, and 8. Trustee Fischer seconded the motion. Motion carried 8-0.

1. **2018-19 Curriculum Guide Changes for Bozeman High School**
2. **Application for Anticipated Unusual Enrollment Increase**

**8. New Policy #3126, Military Compact Waiver, 2<sup>nd</sup> Reading**

**Consent Agenda – Elementary District**

Trustee Fischer moved that the Board of Trustees approve item #13, 19, 20 and 21. Trustee Reinhardt seconded the motion. Motion carried 7-0.

**13. Application for Anticipated Unusual Enrollment Increase**

**19. Longfellow Elementary School Long Range Strategic Plan (LRSP) Report**

**20. Emily Dickinson Elementary School Long Range Strategic Plan (LRSP) Report**

**21. Morning Star Elementary School Long Range Strategic Plan (LRSP) Report**

**Superintendent's Report**

Superintendent Watson's report included:

- All-Staff Holiday Celebration – December 6, 4:00–6:00 pm at SMS
- December 11 Board Meeting has been moved to December 18
- Read correspondence received from Ralph and Nancy Monroe, thanking the Board and District for their support of the Music Program

**Board of Trustees**

Trustee Wilson reminded the Trustees about the BSF Santa Run on Saturday, December 9.

Trustee Lusin suggested administration schedule potential dates for any possible special Board meetings that might be needed to facilitate the building of HS#2 and remodel of BHS. Trustees agreed this would be a good idea. Superintendent Watson and Deputy Superintendent Johnson will schedule potential dates.

**Public Participation on Non-Agenda Items**

None

**High School #2 – Planning and Approval of Individual Items to Allow the Project to Stay on Schedule**

Deputy Superintendent Johnson introduced this item, thanking the Board for their flexibility in scheduling special meetings to allow the planning and construction of High School #2 to stay on schedule. Johnson gave a brief overview of the five (5) items:

- Item #1 – Update of project
- Item #2 – Pre-qualification and Pre-selection of certain contractors and vendors
- Item #3 – Annexation Agreement
- Item #4 – Sports Park InterLocal Agreement
- Item #5 – Road Improvement Memorandum of Understanding (MOU)

**Item #1 – Update of project**

Bob Franzen, Wes Baumgartner, Nathan Helfrich, CTA Architects updated the Board on the project, answering questions regarding the site and building plans.

**Item #2 - Pre-qualification and Pre-selection of certain contractors and vendors**

In order to maintain the proposed schedule and budget, it is recommended that certain subcontractors and vendors be either pre-qualified and/or pre-selected.

It would be advantageous for the following subcontractors to be pre-qualified: Civil/Site Work, Landscaping, Masonry, HVAC, Plumbing, Fire Sprinkler, and electrical work. The justification behind this recommendation is to maintain the project schedule in addition to reducing any risk associated with escalations that are already being experienced within the current construction market in the Gallatin Valley. Other benefits include having additional experts available during the design process to evaluate options and methods for the betterment of the project budget. Additionally, we do not sacrifice project quality given that certain trades are already engaged in the project. A formal RFQ process following state statutes, similar to the selection of the General Contractor/Contract Manager, will be followed in order to maintain a fair opportunity for all interested contractors to participate.

It is recommended that the following subcontractors be pre-selected: Steel Fabricators/Erectors, Track/Tennis Court Surfacing, Bleacher and Seating Contractors, and Kitchen Equipment Subcontractors. The reasoning behind this approach is to secure the needed supplies and installers as there are a limited amount of subcontractors within the state that can provide the quantities and volume for a project of this size. There are additionally long lead times associated with some of these specialty products and it is imperative that we get certain items ordered in order to guarantee a delivery and installation timeframe that matches our schedule.

A formal RFQ/RFP process following state statutes will be followed to ensure that qualified and reputable vendors will be selected, after given a fair and equitable opportunity to participate.

Trustee Lusin moved the Board allow administration to proceed with the Pre-qualification and Pre-selection of certain contractors and vendors as described above. Trustee Wilson seconded the motion. Motion carried 8-0.

### **Item #3 – Annexation Agreement**

The required Annexation and Zone Map agreement was submitted to the city on September 19<sup>th</sup>, 2017. On October 13<sup>th</sup>, 2017, the facilities office received the staff report, which recommended the requested Zoning to Public Lands and Institutions. On October 17<sup>th</sup>, 2017, a public hearing was conducted at city hall with no public comments being recorded. The PLI zoning designation was unanimously approved. A joint City Commission and School Board meeting was held on November 13<sup>th</sup>, 2017 to discuss both the submitted informal site plan in addition to the annexation and zone map amendment at which time the annexation agreement was approved with contingencies. At time of publication of this agenda, Administration has not yet had the opportunity to review the Agreement. Pending satisfactory review of the Agreement following is the recommended action:

Deputy Superintendent Johnson introduced Chuck Winn, Andrea Surratt, and Anna Rosenberry from the City of Bozeman who were present to answer any questions. Johnson explained the options, asking the Trustees for their input.

Trustee Reinhardt moved the Board approve the Annexation Agreement with the understanding that District Administration and City of Bozeman working together to address the minor technical issues in the agreement. Trustee Tague seconded the motion. Motion carried 8-0.

### **Item #4 – Sports Park InterLocal Agreement**

It is the intent of the District to investigate using a portion of the bond proceeds to make improvements on the City Sports Park, as approved by the voters. The Sports Park is adjacent to the site of High School #2 north of the future Oak Street. An InterLocal Agreement between the District and the City is needed to address the contemplated improvements, as well as long term use and maintenance of the improvements.

Trustee Fischer moved the Board agree to the concept of an InterLocal Agreement for the construction, use and maintenance of Improvements on the City owned property and allow administration to continue to work with the City to finalize the Agreement with the understanding that it will be brought to the Board for approval. Trustee Lusin seconded the motion. Motion carried 8-0.

**Item #5 – Road Improvement Memorandum of Understanding (MOU)**

The annexation conditions contain many requirements for the construction of roads. In general, the District is responsible to construct half of the road adjacent to our property to a local street standard. Because Cottonwood and Oak Streets are planned as arterial roads the District and City agree that it is in the best interest of both parties to completely build them out prior to the opening of the school. Therefore, as part of the project, the District will build the roads to the standards adopted by the City. The purpose of this MOU is to define the responsibilities of each party and to define the financing of the construction. Administration and the City will develop an InterLocal agreement to further formalize this issue.

Trustee Ameson moved the Board approve the Road Improvement MOU with the corrections to the Baxter/Durston language and that language that clearly specifies the portions of the streets to be included, and allow administration to continue to work with the City to finalize the InterLocal Agreement with the understanding that it will be brought to the Board for approval. Trustee Wilson seconded the motion. Motion carried 8-0.

**Property Tax Overview**

Director of Business Services Mike Waterman gave an overview of Gallatin County property tax impacts. The District's taxes total 34% of the property tax bill for taxpayers living within the City of Bozeman. The District's mills compare favorably to other Gallatin County districts and similarly sized districts across the state.

Waterman answered Trustees' questions.

Meeting adjourned at 2:54 p.m.

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Andy Willett, Board Chair

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Mike Waterman, District Clerk

## BOARD MEETING, BOARD OF TRUSTEES, SCHOOL DISTRICT NO. 7

### Open Session

DATE: December 5, 2017

TIME: 12:00 p.m.

PLACE: Bozeman High School

### MEMBERS

PRESENT: Andy Willett, Chair  
Heide Arneson, Vice Chair  
Douglas Fischer  
Gary Lusin  
Greg Neil  
Tanya Reinhart  
Wendy Tage  
Sandra Wilson

### MEMBERS

ABSENT: None

### STAFF

PRESENT: Rob Watson, Superintendent  
Steve Johnson, Deputy Superintendent Operations  
Marilyn King, Deputy Superintendent Instruction  
Mike Waterman, Director of Business Services  
Robin Miller, Curriculum Director  
Chad Berg, Director of Special Education  
Brad Somers, Technology Services Supervisor  
Andrew Loftus, Director of Fine Arts  
Byrdeen Warwood, Adult/Community Education  
Katie Laslovich, Bozeman High Assistant Principal  
Erica Schnee, Bozeman High Assistant Principal  
Andy Maherus, Bozeman High Assistant Principal  
Jerry Reisig, Athletic Director  
Various Bozeman High Staff

MEDIA: Gail Schontzler, Bozeman Chronicle

VISITORS: None

### **Bozeman High School Board Report**

After lunch, Bozeman High Assistant Principal Katie Laslovich welcomed the group and provided an update on recent developments at Bozeman High School. The updates include:

- Changes to the school's attendance policy. Attendance is still an issue for some students, but the changes have made a positive impact.
- A new motto: Model Acceptance, Act with Integrity, Show Respect



- Strategies for engaging students through Career and Technical Education. Glenn Bradbury, CTE Department Head, shared an overview of the department and courses offered through it.

Trustees and Administrators received a tour of the CTE classes. Teachers and administrators answered the Trustees' questions. The complete report will be on the December 18, 2017 consent agenda for approval.

**Public Participation on Non-Agenda Items**

None

The meeting adjourned at 1:30 p.m.

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Andrew Willett, Board Chair

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Mike Waterman, District Clerk

## BOARD MEETING, BOARD OF TRUSTEES, SCHOOL DISTRICT NO. 7

### Open Session

DATE: December 12, 2017

TIME: 12:00 p.m.

PLACE: Bozeman High School

### MEMBERS

PRESENT: Heide Arneson, Vice Chair  
Douglas Fischer  
Gary Lusin  
Tanya Reinhart  
Wendy Tage  
Sandra Wilson

### MEMBERS

ABSENT: Andy Willett, Chair  
Greg Neil

### STAFF

PRESENT: Rob Watson, Superintendent  
Mike Waterman, Director of Business Services  
Steve Johnson, Deputy Superintendent Operations  
Marilyn King, Deputy Superintendent Instruction  
Robin Miller, Curriculum Director  
Chad Berg, Director of Special Education  
Brad Somers, Technology Services Supervisor  
Andrew Loftus, Director of Fine Arts  
Byrdeen Warwood, Adult/Community Education Supervisor  
Katie Laslovich, Bozeman High Assistant Principal  
Andy Maherus, Bozeman High Assistant Principal  
Erica Schnee, Bozeman High Assistant Principal  
Various Bozeman High Staff

MEDIA: Gail Schontzler, Bozeman Chronicle

VISITORS: None

### **Bridger Charter Academy Board Report**

Bozeman High Assistant Principal Andy Maherus welcomed the group and provided an update on recent developments at the Bridger Charter Academy (BCA). The program is operating under a charter school designation and, this year, implemented a new program to help students interface with the curriculum. The program structure differs from the traditional high school structure in several ways, most notably attendance requirements and proficiency-based grading.

Following the overview, trustees enjoyed lunch and visited with BCA students.

The complete report will be on the January 8, 2018 consent agenda for approval.

**Public Participation on Non-Agenda Items**

None

The meeting adjourned at 12:55 p.m.

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Heide Arneson, Acting Board Chair

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Mike Waterman, District Clerk

## BOARD MEETING, BOARD OF TRUSTEES, SCHOOL DISTRICT NO. 7 AND HIGH SCHOOL DISTRICT

### Open Session

DATE: December 14, 2017

TIME: 12:00 p.m.

PLACE: Willson Board Room

### MEMBERS

PRESENT: Andy Willett, Chair  
Heide Arneson, Vice Chair  
Douglas Fischer  
Gary Lusin  
Greg Neil  
Tanya Reinhardt  
Wendy Tage  
Sandy Wilson

### MEMBERS

ABSENT: None

### STAFF

PRESENT: Robert Watson, Superintendent  
Steve Johnson, Deputy Superintendent Operations  
Marilyn King, Deputy Superintendent Instruction  
Mike Waterman, Director of Business Services/District Clerk  
Pat Strauss, Director of Human Resources  
Todd Swinehart, Director of Facilities  
Nancy Brady, Secretary

### OTHERS

PRESENT: Tami Phillippi, BEA President

MEDIA: Gail Schontzler, Bozeman Chronicle  
Morgan Davies, KBZK

VISITORS: Approximately 25

### **Call to Order**

The meeting was called to order at 12:00 p.m. by Chair Willett. Following the Roll Call and the Pledge of Allegiance, Willett welcomed visitors and explained the purpose of the meeting and procedures to be followed.

### **Board of Trustees**

None

### **Public Participation on Non-Agenda Items**

None

### **Van Winkle Stadium – Approve Schematic Design**

Deputy Superintendent Steve Johnson previewed the item and introduced representatives from NE45 Architecture, Perkins-Will, and Jackson Construction. Jeff Lusin from NE45 Architecture shared the existing site plan, options considered, and the proposed schematic design for a new stadium on the north side of Ruth Thibeault Lane. Advantages presented include minimizing inflation, cost savings from not rebuilding the track at Bozeman High School, and centralized facilities and amenities that can be used by other users of the site. The estimated cost of the proposal--\$7 million--aligns with the pre-bond estimates.

The following individuals provided public comment:

- Angie Wasia – frustrated with traffic on 11<sup>th</sup> Avenue and recommends a master plan be developed before proceeding
- Pam Bitner – stated bond money should be directed to facility costs and overruns rather than stadium improvements
- Justin Su – the proposed plan and accelerated timeframe lacks transparency, moves stadium closer to residences
- Abigail Breuer – recommends developing a master plan and more transparency
- Chris Wasia – feels plan is fragmented, recommends master plan, requests that information be available sooner, believes parent drop off does affect stadium placement
- Scott Jones – believes more traffic on 15<sup>th</sup> Avenue is not a good idea and has concerns about construction schedule
- Richard Lund – shared concerns about safety and traffic on 15<sup>th</sup>

Following public comment, the Board continued its deliberation. Trustee Reinhardt expressed concerns about the accelerated timeframe for the project. Deputy Superintendent Johnson and Trustee Willett then explained the process and conversations that led to the current recommendation. Trustee Lusin acknowledged there likely is no 'perfect' solution, but supports the proposal due to cost savings and parity between schools. Trustee Fischer appreciates the innovative concepts offered and the constructive feedback, but prefers more time to solicit public comment. Trustee Tage suggested a more comprehensive design to include plans for the south end of the Bozeman High School property.

Trustee Lusin moved the Board approve the Schematic Design for new stadium at Bozeman High School, solicit additional public comment and input, and bring the issue back to January 8 Board meeting. Trustee Fischer seconded the motion. Motion carried 8-0.

Meeting adjourned at 2:10 p.m.

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Andy Willett, Board Chair

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Mike Waterman, District Clerk

## BOARD MEETING, BOARD OF TRUSTEES, SCHOOL DISTRICT NO. 7 AND HIGH SCHOOL DISTRICT

### Open Session

DATE: December 18, 2017

TIME: 5:45 p.m.

PLACE: Willson Board Room

### MEMBERS

PRESENT: Andy Willett, Chair  
Heide Arneson, Vice Chair  
Douglas Fischer (5:51 pm)  
Gary Lusin  
Greg Neil  
Tanya Reinhardt  
Wendy Tage  
Sandy Wilson

### MEMBERS

ABSENT: None

### STAFF

PRESENT: Robert Watson, Superintendent  
Steve Johnson, Deputy Superintendent Operations  
Marilyn King, Deputy Superintendent Instruction  
Mike Waterman, Director of Business Services/District Clerk  
Todd Swinehart, Director of Facilities  
Nancy Brady, Secretary

### OTHERS

PRESENT: Tami Phillippi, BEA President  
Student Representatives Katie Ellig and Jenna Hatch

MEDIA: Gail Schontzler, Bozeman Chronicle

VISITORS: Approximately 59

### **Call to Order**

The meeting was called to order at 5:45 p.m. by Chair Willett. Following the Roll Call and the Pledge of Allegiance, Willett welcomed visitors and explained the purpose of the meeting and procedures to be followed.

### **Board Education: Attendance**

Deputy Superintendent King introduced this item.

Karin Neff, Data Analyst & Accountability Specialist; Katie Laslovich, Assistant Principal BHS; Cale VanVelkinburgh, Assistant Principal SMS; and Sarah Hays, Emily Dickinson Principal gave a PowerPoint Presentation which included:

- Why Attendance Matters
- What it looks like
- Definitions
- 2016-17 Student Attendance

- 2016-17 Smarter Balanced ELA Proficiency by GradeBand and Attendance Category
- 2016-17 ACT ELA Proficiency by Attendance Category
- 2016-17 ACT STEM Proficiency by Attendance Category
- Take Home Points

Members of the BHS Kamerata performed the National Anthem.

### **Minutes**

Trustees made no changes to the proposed minutes. Minutes of the Regular Board Meeting of 11-13-17 and School Board Luncheons of 11-07-17, 11-14-17, 11-21-17 and 11-28-17 were approved as presented.

### **2017 “AA” Girls’ Volleyball All-State Individual**

Trustee Tague moved the Board of Trustees adopt the following resolution. Trustee Lusin seconded the motion. Motion carried 8-0.

WHEREAS: The 2017 State “AA” Volleyball Championships held in Bozeman on November 9-11, 2017 resulted in the following honor for a Bozeman High School student; and

WHEREAS: All-State honors 1<sup>st</sup> Team was earned by Ayla Embry as voted on by the “AA” high school volleyball coaches;

THEREFORE: Be it resolved that the Board of Trustees recognize and honor individual “AA” All-State 1<sup>st</sup> Team Player Ayla Embry.

### **2017 “AA” Football All-State Individuals**

Trustee Lusin moved the Board of Trustees adopt the following resolution. Trustee Tague seconded the motion. Motion carried 8-0.

WHEREAS: The Bozeman High Football Team completed the season with a 5-5 record with the following team members earning 1<sup>st</sup> Team All-State honors:

- Jory Choate – Defensive End
- Logan Kleinhans – Kickoff Returner, Wide Receiver
- Ryan Lonergan – Tight End

THEREFORE: Be it resolved that the Board of Trustees recognize and honor the 2017 Football All-State Individuals.

### **All-State Band, Orchestra and Choir**

Trustee Wilson moved the Board of Trustees adopt the following resolution. Trustee Reinhardt seconded the motion. Motion carried 8-0.

WHEREAS: Members of the Bozeman High School Band, Orchestra, and Choir have excelled as musicians through their hard work, dedication, and talent; and

WHEREAS: Through competitive taped auditions they were selected as members of the Montana All-State Band, Orchestra, and Choir, rehearsed, and performed at the Annual MHSAA All-State Festival October 18-20, 2017 in Bozeman;

THEREFORE: Be it resolved that the Board of Trustees recognize and honor:

**Band – Kelly Berdahl, Director**

Hannah Bick  
Soraya Bucholz  
Annika Gao  
Frank Harney  
Pushya Krishna  
Irene Liang  
Riley Nicholas  
Sierra Niedens  
Victoria Peterson  
Hayden Pritchard  
Ivan Sobek  
Katherine Sobek  
Tessa Sobek  
Jonathan Wheeler  
Yufu Yoshimura (Orchestra)

**Choir-Jacob Malczyk, Director**

Connor Burns  
Asher Casey  
Ian Colliver  
Hannah Eaton  
Nickolas Everett  
Isaac Hall  
Layton Henry  
Andrew Houser  
Cinnone Knight  
Zoe Lemley  
Taylor Martin  
Mallory Repscher  
Anna Riek  
David Sigler  
Libby Sweeney

**Orchestra – Michael Certalic, Director**

Sarah Allen  
Chloe Boone  
Noah Certalic  
Wyatt Clarkson  
Luke Cusomato  
Tristyn Fleming  
Daniel Gao  
Claire Hanson  
Tristan Hernandez  
Julia Johnson  
Winston Klem  
Chelsea Lind  
Gabrielle Lundell  
Ian Novak  
Olivia Olson  
Charis Omohundro  
Grace Rembert  
Emily Schmidt  
Mae Sherman  
Ashleigh Snider  
Lenka Swenson  
Ashley Wasia  
Logan Yates

Trustee Lusin pulled Consent Item #30 and moved before item #110,

**Consent Agenda – High School and Both Districts**

Trustee Fischer moved that the Board of Trustees approve items #50, 51, 52, 75 and 80. Trustee Neil seconded the motion. Motion carried 7-0 (Trustee Wilson not present).

**50. Bozeman High School Long Range Strategic Plan (LRSP) Report**

**51. Bridger Charter Academy Long Range Strategic Plan (LRSP) Report**

**52. Capital Project Allocation**

**75. Personnel Actions (attached)**



#### **80. Financial Reports, Warrant Approval, Donations**

The warrants are kept as part of the official minutes in a separate book in the Business Office.

#### **Consent Agenda – Elementary District**

Trustee Fischer moved that the Board of Trustees approve item #94. Trustee Tague seconded the motion.  
Motion carried 7-0.

#### **94. Bond Project Updated and Approve Guaranteed Maximum Price Adjustment - SMS**

##### **Superintendent's Report**

Student Representatives Katie Ellig and Jenna Hatch reported on:

- Ugly Sweater Dance
- Winter Talent Show
- Winter Break
- Finals

Superintendent Watson's report included:

- No School Board Luncheon this week
- BHS rated top high school in the State of Montana
- Update on STEM Project – Last week reached 100% of fundraising goal of \$350,000 which allows us to have STEM in every K-5 School, thanks to the fundraising efforts of the Bozeman Schools Foundation
- State ESSA Plan Update
- Possible Public Input on the Stadium Project - Tentatively set for January 4, 2018 in the Willson Library

##### **Board of Trustees**

None

##### **Public Participation on Non-Agenda Items**

Dick Lund commented on the email he had sent Trustees regarding the BHS Stadium project.

##### **K-12 Science Curriculum Review Update**

Robin Miller, Kristi Gaines, Hilary Klug, Dennis Watkins, Brian Ayers, and Robin Arnold gave a PowerPoint Presentation covering:

Science Primary/Core Resources

- High School Process
- Recommendation
- Course Outlines for High School
- Course/Resources List
- Mathematics of Formulas and Equations
- Feedback: Teachers, Students, Parents
- Middle School Process
- Feedback: Teachers, Students, Parents
- Middle School Recommendation: Purchase Primary/Core Resource: Science and Technology Concepts (STC)
- STC Units
- K-5 Process
- Feedback: Teachers and Students
- K-5: 2017-18 PLTW Implementation (16 teachers)

- K-5 Recommendation: Continue trial of Amplify and Mystery Science

### **30. Approve High School #2 Architect Fee Addendum**

Trustee Lusin shared his questions regarding the HS #2 Architect Fee Addendum.

Bob Franzen, CTA, explained the process of being certified CHPS and the ongoing process through the stages of the construction. The CTA Team has met, gone over the CHPS certification and recognized 180 points, which is more than the 150 points needed to be certified. Franzen explained the next steps and the CHPS process, which is very interactive. The CHPS team is very helpful.

Trustee Lusin moved that the Board authorize the administration to amend the contract with CTA Architects Engineers for an added increase of \$251,261 to account for the Auditorium Design and Collaborative for High Performance Schools (CHPS) Verification. The revised total contract amount for all services is \$5,596,710. Trustee Tague seconded the motion. Motion carried 8-0.

### **High School #2 – Approve Design Development**

Todd Swinehart, Director of Facilities, introduced this item and Bob Franzen, CTA Architects, explained the process to date.

They gave a PowerPoint Presentation which included:

- Quick Overview of Budget
- Schedule
- Site Issues/Site Plan
- Building Exterior/Development
- Building Interior

Trustee Lusin moved the Board approve the Design Development for High School #2 with the decision for parking lot and field north of Oak to come back January 8. Trustee Reinhardt seconded the motion. Motion carried 8-0.

### **Emerson Lawn RFP**

Chair Willett introduced the item and said the Gallen proposal had been withdrawn out of respect for the process and to avoid a conflict of interest. The other three proposers then provided overviews of their proposals.

Rob Pertzborn from Intrinsic Architecture and Geoff Anderson from AV MT1 provided an overview of the Intrinsic proposal. This proposal provides three townhome-style residential project options, with offers for the Emerson property ranging from \$900,000 to \$1,288,000.

Bridger Builders - Grant Syth and Lois Syth provided an overview of the Bridger Builders proposal. This proposal provides (respect the historical character of this neighborhood) 18 brownstone style unit development with three bedrooms and three baths. Bridger Builders offered the District \$1,800,000 for the parcel.

Emerson Center for the Arts & Culture - Susan Denson-Guy provided an overview of their proposal, which includes an opportunity to continue the District's partnership with the Emerson; create an outdoor venue space with the ability to partner with the District; and offer price of four options:

- Continue to partner with School District
- School District gifts parcel to Emerson
- Long term lease with the Willson – Emerson will take over management and care of the parcel

- Sell the lawn to the Emerson at two (2) times the fair market value at the time the Emerson was acquired - \$227,000

Public Comments were made by:

Matthew Broughton, Steve Kirchhoff, Sarah Helfrich, Molly Stratton, Troy Scherer, Zehra Osman, Cameron Hildreth, Erik Hansen, Lisa McGrory, Brook Merrow and Mandy Hansen in support of the Emerson Proposal.

Trustee Tage moved the Board table the vote until the January 8, 2018 Board Meeting. Trustee Arneson seconded the motion. Motion carried 7-0.

The meeting adjourned at 10:55 p.m.

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Andy Willett, Board Chair

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Mike Waterman, District Clerk

**Bozeman Public Schools  
Human Resources**

**December 18, 2017**

**REQUIRES BOARD ACTION**

**Confirmation of Employment (Professional)**

| Name            | Position   | Unit/Grade Step | Effective  | Salary      |
|-----------------|--|-----------------|------------|-------------|
| Braton, Cassidy | Behavior Support and Analysis Assistant,<br>1.0 FTE, SPED, 10 mos. | Non Unit        | 11/10/2017 | \$24,288.00 |

**Confirmation of Employment (Classified)**

| Name                  | Position   | Unit/Grade Step | Effective  | Hourly Rate     |
|-----------------------|--|-----------------|------------|-----------------|
| Braun, Jessica        | Before/Afterschool PARA, .375 FTE,<br>Overflow PARA, .1375 FTE, MOST, 9.25<br>mos.                         | B01, Non Unit   | 11/28/2017 | \$10.90/\$11.25 |
| Croteau, Jeri         | Peer Mediation PARA, .125 FTE, CJMS,<br>9.25 mos.  | B01             | 10/23/2017 | \$10.90         |
| Hickert, Ashley       | Non Instructional PARA, .500 FTE,<br>Before/Afterschool Program Director, .375<br>FTE, CJMS, 9.25/9.5 mos. | Non Unit        | 12/4/2017  | \$16.00         |
| Jenkinson, Richard    | Self Contained PARA, .875 FTE, BHS,<br>9.25 mos.   | D02             | 11/9/2017  | \$12.54         |
| Lingman, Debra        | Self Contained PARA, .875 FTE, BHS,<br>9.25 mos.   | D05             | 9/25/2017  | \$13.28         |
| Pascale, Stephanie    | SPED PreK PARA, .4875 FTE, HYL, 9<br>mos.  | D01             | 12/12/2017 | \$12.30         |
| Sherwood, Christopher | Discretionary PARA, .940 FTE, IRVG, 9.25<br>mos.   | B05             | 9/1/2017   | \$11.77         |
| Spencer, Danica       | Cashier, .375 FTE, MDLK, 9.25 mos.   | FB1             | 12/7/2017  | \$10.90         |
| Vacca, Jessica        | Self Contained PARA, .875 FTE, BHS,<br>9.25 mos.   | D02             | 11/16/2017 | \$12.54         |
| Wright, Amy           | Crosswalk PARA, .0625 FTE, Overflow<br>PARA, .875 FTE, HAWT, 9.25 mos.                                     | B02/Non Unit    | 12/14/2017 | \$11.11/\$11.25 |

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

| Name            | Position                   | Reason | Effective Dates   |
|-----------------|----------------------------|--------|-------------------|
| Bilbao, Shannon | PreK Teacher, 1.0 FTE, HYL | FMLA   | 4/5/18 - 6/8/18   |
| Ulrich, Alison  | SPED Teacher, 1.0 FTE, SMS | FMLA   | 1/18/18 - 4/20/18 |

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

| Name              | Position                      | Reason | Effective Dates   |
|-------------------|-------------------------------|--------|-------------------|
| Tidwell, Xiaoling | FS Specialist, .8125 FTE, BSH | FLMA   | 11/16/17 - 3/1/18 |

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

| Name             | Position  | Reason                         | Effective  | Years of Service |
|------------------|---|--------------------------------|------------|------------------|
| Beaudet, Gay     | Elementary PARA, .9063 FTE, B05,<br>\$11.77/hr., HYL, 9.25 mos.     | Resignation                    | 11/24/2017 | 2.5 mos.         |
| Braton, Cassidy  | Self Contained PARA, .875 FTE, D02,<br>\$12.54/hr., BHS, 9.25 mos.  | Accepted Professional Position | 11/9/2017  | 1.1              |
| Collins, Allison | Self Contained PARA, .875 FTE, D05,<br>\$13.25/hr., SPED, 9.25 mos. | Resignation                    | 1/2/2018   | 4.275            |
| Flesher, Kathryn | Custodian, 1.0 FTE, G04, \$15.77/hr.,<br>CJMS, 12 mos.              | Resignation                    | 11/28/2017 | 2.8              |
| Haugh, Joseph    | Elementary PARA, .775 FTE, B02,<br>\$11.11/hr., MDLK, 9.25 mos.     | Resignation                    | 12/31/2017 | 1.2              |
| Kassay, Brian    | Overflow PARA, .375 FTE, Non Unit,<br>\$11.25/hr., TEMP             | Resignation                    | 11/13/2017 | 3.5 mos.         |

**Bozeman Public Schools  
Human Resources**

**December 18, 2017**

**REQUIRES BOARD ACTION (con't)**

**Confirmation of Resignations/Terminations (Classified) (con't)**

| Name              | Position   | Reason      | Effective  | Years of Service |
|-------------------|--|-------------|------------|------------------|
| Lindquist, Morgan | Discretionary PARA, .8125 FTE, B01,<br>\$10.90/hr., HYL T, 9.25 mos.         | Resignation | 12/15/2017 | 3 mos.           |
| Salsbury, Jeffery | Food Delivery/Supply Clerk, 1.0 FTE, G03,<br>\$15.47/hr., SUPT SVCS, 12 mos. | Resignation | 12/11/2017 | 2.35             |

**REPORT OF ADMINISTRATIVE ACTIONS**

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

| Name                 | From  | To  | Effective  | Reason  |
|----------------------|---|---|------------|---|
| Beaudet, Gay         | Elementary PARA, .9687 FTE, B05,<br>\$11.77/hr., HYL T, 9.25 mos.   | Elementary PARA, .9063 FTE,<br>B05, \$11.77/hr., HYL T, 9.25 mos.   | 11/14/2017 | Decrease in FTE/Hrs.                                      |
| Erickson, Katherine  | SPED Resource PARA, .7813 FTE,<br>Crosswalk PARA, .1562 FTE, B09,<br>\$12.90/hr., HAWT, 9.25 mos.                                   | SPED Resource PARA, .7813<br>FTE, Crosswalk PARA, .0924 FTE,<br>B09, \$12.90/hr., HAWT, 9.25 mos.                                       | 12/14/2017 | Decrease in FTE/Hrs.                                      |
| Falk-Gentholtz, Jane | Elementary PARA, .6875 FTE, B06,<br>\$12.77/hr., EMDI, 9.25 mos.  | Elementary PARA, .6875 FTE,<br>B06, \$12.77/hr., Overflow PARA,<br>.1875 FTE, Non Unit, \$11.25/hr.,<br>EMDI, 9.25 mos.                 | 9/20/2017  | Additional Assignment,<br>Increase in FTE/Hrs.            |
| Fronek, Rebecca      | Satellite Hostess, .6875 FTE, FB3,<br>\$11.33/hr., BHS, Before/Afterschool<br>PARA, .0563 FTE, B03, \$11.33/hr.,<br>LONG, 9.25 mos. | Satellite Hostess, .6875 FTE, FB3,<br>\$11.33/hr., BHS,<br>Before/Afterschool PARA, .1688<br>FTE, B03, \$11.33/hr., LONG, 9.25<br>mos.  | 9/26/2017  | Increase in FTE/Hrs.                                      |
| Jackson, Lee Ann     | FS Specialist, .750 FTE, FB1, \$10.90/hr.,<br>SMS, 9.25 mos.  | Cook III, .750 FTE, FC1,<br>\$11.75/hr., SUPT SVCS, 9.25 mos.   | 11/28/2017 | Change in Assignment,<br>Location, Increase in<br>Payrate |
| Paulson, Jeana       | Elementary PARA, .1875 FTE, Title 1<br>PARA, .8125 FTE, B02, \$11.11/hr., WHIT,<br>9.25 mos.  | Elementary PARA, .0625 FTE, Title<br>1 PARA, .8125 FTE, B02,<br>\$11.11/hr., WHIT, 9.25 mos.  | 10/23/2017 | Decrease in FTE/Hrs.                                      |
| Riva, Reelynn        | Satellite Hostess, .6875 FTE, FB1,<br>\$10.90/hr., WHIT, 9.25 mos.  | Satellite Hostess, .6875 FTE, FB1,<br>\$10.90/hr., WHIT,<br>Before/Afterschool PARA, .3125<br>FTE, B01, \$10.90/hr., IRVG, 9.25<br>mos. | 12/5/2017  | Additional Assignment,<br>Increase in FTE/Hrs.            |
| Todd, Emilee         | Self Contained PARA, .875 FTE, D02,<br>\$12.54/hr., SMS, 9.25 mos.  | Self Contained PARA, .875 FTE,<br>D02, \$12.54/hr., ISS PARA, .0938<br>FTE, B02, \$11.11/hr., SMS, 9.25<br>mos.                         | 10/9/2017  | Additional Assignment,<br>Increase in FTE/Hrs.            |
| Urbani, Sydne        | Before/Afterschool PARA, .125 FTE,<br>SPED Resource PARA, .875 FTE, B25,<br>\$15.16/hr., LONG, 9.25 mos.                            | Before/Afterschool PARA, .125<br>FTE, B25, \$15.16/hr., Self<br>Contained PARA, .875 FTE, D25,<br>\$17.126/hr., LONG, 9.25 mos.         | 10/23/2017 | Change in Assignment,<br>Increase in Payrate              |

**Bozeman Public Schools  
Human Resources**

**December 18, 2017**

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

**Changes and Revisions in Contracts (Classified) (con't)**

| Name              | From   | To   | Effective  | Reason  |
|-------------------|--|--|------------|---|
| VanOrden, Jessica | Discretionary PARA, .5625 FTE, B01,<br>\$10.90/hr., HYL, 9.25 mos. | Discretionary PARA, .5625 FTE,<br>Crosswalk PARA, .0625 FTE, B01,<br>\$10.90/hr., Overflow PARA, .250<br>FTE, Non Unit, \$11.25/hr., HYL,<br>9.25 mos. | 11/13/2017 | Additional Assignments,<br>Increase in FTE/Hrs. |

**Stipends -Extracurricular**


| Name                | Authorized Position   | Stipend    | Level | Effective           |
|---------------------|---|------------|-------|---------------------|
| Alberson, Brittany  | Speech & Debate - Asst. Coach - BHS                                       | \$3,671.00 | 3     | 9/1/17 - 1/26/18    |
| Ash, Kyler          | Basketball - 7th Gr. Coach - SMS  | \$1,253.00 | 6     | 10/23/17 - 12/15/17 |
| Black, Gaylen       | Intramurals - Winter - Boys 6th Gr.<br>Basketball - SMS (.5) (Longevity)  | \$1,063.26 | 5     | 10/30/17 - 12/11/17 |
| Black, Gaylen       | Intramurals - Winter - Girls 6th Gr.<br>Basketball - SMS (.5) (Longevity) | \$1,063.26 | 5     | 10/30/17 - 12/11/17 |
| Boyle, Robert       | Intramurals - Winter Basketball - BHS                                     | \$1,253.00 | 6     | 11/15/17 - 3/9/18   |
| Browne, Lacy        | Cheer - Head Coach - Fall - BHS (.5)<br>(Longevity)                       | \$2,899.80 | 2     | 8/9/17 - 11/20/17   |
| Browne, Lacy        | Cheer - Head Coach - Winter - BHS (.5)<br>(Longevity)                     | \$2,899.80 | 2     | 11/15/17 - 3/9/18   |
| Codding, Logan      | Football - 7th Gr. Asst. Coach - SMS                                      | \$1,253.00 | 6     | 8/28/17 - 10/18/17  |
| DeGidio, Vito       | Wrestling - Asst. Coach - BHS (.5)  | \$1,835.50 | 3     | 11/15/17 - 2/9/18   |
| Doe-Stephens, Aimee | Club - Science Outdoors & Robotics<br>(SOAR) (.5) (Longevity)             | \$651.56   | 6     | 2017-2018           |
| Fisher, Eric        | Elementary Intramural Coordinator<br>(Longevity)                          | \$690.56   | 7     | 2017-2018           |
| Fisher, Heather     | Forensics - CJMS  | \$1,253.00 | 6     | 2017-2018           |
| Fisher, Jacob       | Basketball - 8th Gr. Coach - CJMS   | \$1,969.00 | 5     | 10/23/17 - 12/15/17 |
| Franklin, Greg      | Football - 7th Gr. Asst. Coach - SMS                                      | \$1,253.00 | 6     | 8/28/17 - 10/18/17  |
| Harding, Molly      | Swimming - Asst. Coach - BHS  | \$800.00   | 4     | 11/15/17 - 3/9/18   |
| Keim, Andrew        | Basketball - 8th Gr. Coach - CJMS   | \$1,969.00 | 5     | 10/23/17 - 12/15/17 |
| Keller, Caleb       | Basketball - 7th Gr. Coach - SMS  | \$1,253.00 | 6     | 10/23/17 - 12/15/17 |
| Kubitz, Brandon     | Basketball - 8th Gr. Coach - SMS  | \$1,969.00 | 5     | 10/23/17 - 12/15/17 |
| Lee, Paula          | Club - Science Olympiad (.5)  | \$626.50   | 6     | 2017-2018           |
| Luscher, Lane       | Basketball - 8th Gr. Coach - SMS  | \$1,969.00 | 5     | 10/23/17 - 12/15/17 |
| Mayer, Scott        | Basketball - 8th Gr. Coach - SMS<br>(Longevity)                           | \$2,047.76 | 5     | 10/23/17 - 12/15/17 |
| Nicholson, Brayden  | Football - Asst. Coach - BHS (.75)  | \$2,753.25 | 3     | 8/9/17 - 11/20/17   |
| Patch, Justin       | Basketball - 8th Gr. Coach - CJMS   | \$1,969.00 | 5     | 10/23/17 - 12/15/17 |
| Schmidt, Jennifer   | 8th Gr. Student Council - CJMS (.5)                                       | \$626.50   | 6     | 2017-2018           |
| Searles, Frances    | Swimming - Asst. Coach - BHS (Level 4 -<br>\$400)                         | \$2,552.00 | 4     | 11/15/17 - 3/9/18   |
| Thompson, Sara      | Intramurals - Winter - Boys 6th Gr.<br>Basketball - SMS (.5)              | \$984.50   | 5     | 10/30/17 - 12/11/17 |
| Vinger, Duane       | Basketball - 7th Gr. Coach - CJMS<br>(Longevity)                          | \$1,303.12 | 6     | 10/23/17 - 12/15/17 |

**Bozeman Public Schools  
Human Resources**

**December 18, 2017**

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

| <b><u>Stipends - Not Extracurricular</u></b> |  |                |              |                    |
|--|--|----------------|--------------|--------------------|
| <b>Name</b>                                  | <b>Authorized Position</b>   | <b>Stipend</b> | <b>Level</b> | <b>Effective</b>   |
| Boxmeyer, Betty                              | Ticket Taker - BHS (Hrly. Rate)  | \$9.00         |              | 2017-2018          |
| Calle, Daniela                               | World Language Coach - 2 Sections (2-HAWT)   | \$960.00       |              | 10/6/17 - 12/11/17 |
| Cashman-Guettler, Ellen                      | After hours work preparing for the fall PD trainings for district teachers and ongoing management of the McCarthy Dressman Grant | \$1,000.00     |              | 2017-2018          |
| Clark, Christina                             | World Language Coach - 1 Section (MOST)  | \$480.00       |              | 10/6/17 - 12/11/17 |
| Cobbs, Georgia                               | Math STREAM Grant year 5 - Work on Design Team   | \$700.00       |              | Sep, Oct 2017      |
| Ehresman, Cheryl                             | Math STREAM Grant year 5 - Work on Design Team   | \$700.00       |              | Sep, Oct 2017      |
| Ehresman, Cheryl                             | Math STREAM Grant year 5 - Pythagoras  | \$750.00       |              | 10/2/17 - 10/20/17 |
| Graham, Laura                                | World Language Coach - 1 Section (LONG)  | \$480.00       |              | 10/6/17 - 12/11/17 |
| Gutzman, Dan                                 | MT Digital Academy (MTDA) - Astronomy - Fall 2017 - Section 2  | \$3,378.58     |              | Fall 2017          |
| Hillenius, Mike                              | Artistic Design Stipend - Intermountain Opera  | \$2,795.00     |              | October 2-15, 2017 |
| Hoover, Melody                               | Travel Stipend - 6+ Sites  | \$675.00       |              | 2017-2018          |
| Johns, Kathleen                              | After hours work preparing for the fall PD trainings for district teachers and ongoing management of the McCarthy Dressman Grant | \$1,000.00     |              | 2017-2018          |
| Klug, Hilary                                 | Travel Stipend - 2 Sites   | \$270.00       |              | 2017-2018          |
| LaForge, Kathy                               | Substitute Ticket Taker - BHS (Hrly. Rate)   | \$9.00         |              | 2017-2018          |
| Morris, Brigitte                             | World Language Coach - 1 Section (MOST)  | \$480.00       |              | 10/6/17 - 12/11/17 |
| Price, Caroline                              | World Language Coach - 1.375 Sections (EMDI)   | \$660.00       |              | 10/6/17 - 12/11/17 |
| Reis, Dan                                    | Math STREAM Grant year 5 - Work on Design Team   | \$700.00       |              | Sep, Oct 2017      |
| Shackleford, Laura                           | Ticket Taker - BHS (Hrly. Rate)  | \$9.00         |              | 2017-2018          |
| Squillace, Sandra                            | Math STREAM Grant year 5 - Work on Design Team   | \$700.00       |              | Sep, Oct 2017      |
| Sorg-Hackler, Cheri                          | Travel Stipend - 2 Sites   | \$270.00       |              | 2017-2018          |
| Viallon, Geri                                | World Language Coach - 1 Section (HAWT)  | \$480.00       |              | 10/6/17 - 12/11/17 |
| Wolf, Kristen                                | World Language Coach - 4 Sections (IRVG, HYL, LONG, MDL)   | \$1,920.00     |              | 10/6/17 - 12/11/17 |

|  | Wilson | Willet | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|--------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |        |      |           |      |       |         |         |
| <b>Second</b>   |        |        |      |           |      |       |         |         |
| <b>Ayes</b>   |        |        |      |           |      |       |         |         |
| <b>Nays</b>   |        |        |      |           |      |       |         |         |
| <b>Abstain</b>  |        |        |      |           |      |       |         |         |

TITLE: SHAPE NORTHWEST DISTRICT  
ELEMENTARY PE TEACHER OF THE YEAR

CATEGORY: RECOGNITION AND AWARDS

ORIGINATED  
BY: Marilyn King,  
Deputy Superintendent Instruction

OTHERS  
INVOLVED: N/A

PRESENTED  
BY: Casey Bertram,  
Hawthorne Elementary School Principal

DATA  
EXPANSION: None

COST/FUND  
SOURCE: N/A

#### IMPLEMENTATION


ACTION: Elementary and High School District RECOGNITION  
January 8, 2018

#### SUPERINTENDENT'S RECOMMENDATION:

It is recommended the Board of Trustees adopt the following resolution:

- WHEREAS: The Society of Health and Physical Educators (SHAPE America) is the nation's largest membership organization of health and physical education professionals; and
- WHEREAS: The Northwest District is comprised of Alaska, Washington, Oregon, Idaho, and Montana; and
- WHEREAS: The distinction of SHAPE Northwest District Elementary PE Teacher of the Year has been awarded to Hawthorne Elementary School's Health Enhancement teacher Eric Fisher; and
- WHEREAS: This distinction also makes Mr. Fisher one of six finalists for National Teacher of the Year;
- THEREFORE: Be it resolved that the Board of Trustees recognize Mr. Eric Fisher for this honor.



|  | Wilson | Willett | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|---------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |         |      |           |      |       |         |         |
| <b>Second</b>   |        |         |      |           |      |       |         |         |
| <b>Ayes</b>   |        |         |      |           |      |       |         |         |
| <b>Nays</b>   |        |         |      |           |      |       |         |         |
| <b>Abstain</b>  |        |         |      |           |      |       |         |         |

TITLE: 2018 MASSP ASSISTANT PRINCIPAL OF THE YEAR AWARD

CATEGORY: RECOGNITION AND AWARDS

ORIGINATED BY: Marilyn King,  
Deputy Superintendent Instruction

OTHERS INVOLVED: N/A

PRESENTED BY: Rob Watson, Superintendent

DATA EXPANSION: Notification Letter

COST/FUND: N/A

#### IMPLEMENTATION

ACTION: Elementary and High School District RECOGNITION  
January 8, 2018

#### SUPERINTENDENT'S RECOMMENDATION:

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

WHEREAS: The Montana Association of Secondary School Principals promotes a common bond and working relationship among middle and secondary school educators; and

WHEREAS: The National Association of Secondary School Principals (NASSP) Assistant Principal of the Year award program annually recognizes assistant principals who are acknowledged by their peers for the exemplary contributions they have made to the profession by demonstrating excellence in the areas of personal excellence; collaborative leadership; curriculum, instruction and assessment; and personalization; and

WHEREAS: Erica Schnee, Bozeman High School Assistant Principal, has been selected as the 2018 Montana Association of Secondary School Principals (MASSP) Assistant Principal of the Year; and

WHEREAS: Ms. Schnee will be the official Montana representative for the NASSP Assistant Principal of the Year;

THEREFORE: Be it resolved that the Board of Trustees recognize Ms. Erica Schnee for this recognition.



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Dear Erica,

As MASSP President, I am officially notifying you that the Review Committee has finalized their decision on the Assistant Principal of the Year.

I would like to inform you that you have been chosen as the 2018 MASSP Assistant Principal of the Year! You will be the official Montana representative in the race for the NASSP Assistant Principal of the Year-more information will follow about this!

Congratulations from the MASSP Board of Directors, MASSP membership, and the SAM Office Team!


More information about the NASSP Assistant Principal of the Year program can be found at;  
<https://www.nassp.org/recognition/assistant-principal-of-the-year/important-dates>

Belgrade High School Assistant Principal, Shanna Smith, was the 2017 APOY-winner and I'm sure she'd be happy to share some insight and her experiences with you.

Again, congratulations, this is quite an honor!

**Joel Graves**

Principal  
LCHS  
Eureka, MT

|  | Wilson | Willet | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|--------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |        |      |           |      |       |         |         |
| <b>Second</b>   |        |        |      |           |      |       |         |         |
| <b>Ayes</b>   |        |        |      |           |      |       |         |         |
| <b>Nays</b>   |        |        |      |           |      |       |         |         |
| <b>Abstain</b>  |        |        |      |           |      |       |         |         |

TITLE: MONTANA HIGH SCHOOL ASSOCIATION PROPOSALS

CATEGORY: ACTION ITEM - CONSENT

ORIGINATED BY: Jerry Reisig, Activities Director

OTHERS INVOLVED: Robert Watson, Superintendent

DATA EXPANSION: 2018 MHSA Annual Meeting Proposals  
2018 MHSA Annual Meeting Agenda

COST/FUND SOURCE: N/A

#### IMPLEMENTATION

ACTION: High School District ACTION  
Effective January 8, 2018

#### ISSUE:

How shall the Bozeman delegate to the MHSA 2018 Annual Meeting be directed to vote on issues to arise at the meeting?

#### FACTS:

- Each year the Montana High School Association, which governs all sports and activities in the state, meets to consider changes in bylaws and to deal with the other business of the Association.
- There are two proposals before the MHSA delegation this year:
  - Proposal #1 to Amend Eighth Grade Participation/Academic/Transfer By-Laws
  - Proposal #2 to Amend Fines.
- Details of the proposals can be found in the Data Expansion
- BSD7 is represented by Activity Director, Jerry Reisig at the MHSA Annual Meeting.
- Mr. Reisig intends to vote in the following manner:
  - Proposal #1 – No, Rationale: The intent of allowing 8<sup>th</sup> grade students to participate was to allow for a complete team for a team event in a school where there was not enough 9-12 students to create a team. If passed, this proposal would allow for an 8<sup>th</sup> grade student to participate in an individual event, which was not the intent of why the original rule was changed.
  - Proposal #2 – Yes, Rationale: This fee/fine has not been changed in many years. It is appropriate to increase this fine.

#### SUPERINTENDENT'S RECOMMENDATION:

It is recommended that: The delegate be instructed to vote in accordance with the "Yes/No" designation as recommended by the administrative staff noted in the Facts and that the delegate be given the flexibility to vote based on discussion at the annual meeting.

#### DISCUSSION:

Annually the Trustees review the MHSA resolutions. The Trustees need to review the recommendations and either support them or direct the administration to change its voting position. It is important for the Board to recognize that some latitude needs to be given to the delegate to vote contrary to the above direction if the discussion seems different than the Board's intent.



MONTANA HIGH SCHOOL ASSOCIATION  
2018 ANNUAL MEETING

Monday, January 15, 2018  
Best Western Plus GranTree Inn  
Bozeman, Montana

PROPOSALS

1. Proposal to Amend Eighth Grade Participation/Academic/Transfer By-Laws-----1-2  
*Presented by: Fromberg, Ennis and Manhattan Christian High Schools*
  
2. Proposal to Amend Fines -----2-3  
*Presented by: MHSA Executive Board*

## 1. PROPOSAL TO AMEND EIGHTH GRADE PARTICIPATION/ACADEMIC/TRANSFER BY-LAWS

Ennis, Fromberg and Manhattan Christian High Schools propose the following amendments to By-Laws, Article II, Section (5) Students Below Ninth Grade on page 11 and to Section (10) Transfer Rule on page 12 of the current MHSA Handbook:

Page 11

### Section (5) STUDENTS BELOW NINTH GRADE

5.1 No student who is enrolled in a grade below the ninth shall be eligible to participate in an Association Contest, except as noted in 5.3 or eighth grade students meeting the following requirements:

- a. Eighth grade students may play on high school volleyball, ~~track-relay and~~ or basketball teams, **with MHSA approval. For the following individual sports: cross country, golf, wrestling, track/field, tennis and swimming, any eighth grade student may participate in these individual sports if approved by a school district's local school board.**
- b. Permission for eighth grade participation **in volleyball and basketball** ~~and track-relay teams~~, must be requested by the school and authorization granted by the Executive Director of the MHSA. Once granted approval, those eighth grade participants are eligible to participate in varsity and JV competition.
- c. **For individual sports, schools must notify the MHSA Executive Director with the exact motion made by the Board of Trustees that they will be utilizing eighth grade participants and for what sports they will be competing. After notification those eighth grade participants are eligible to participate in these individual MHSA sanctioned sports.**
- d. Any eighth grade student allowed to participate will have eight semesters of high school eligibility remaining.
- e. All eighth grade students participating must meet the academic requirements.

The official MHSA waiver form must be used.

5.2 A ninth grade student may not play on a 7th and/or an 8th grade team.

5.3 Any student who is at least fifteen (15) years old on or before midnight August 31 may be declared eligible for participation in Montana High School Association contests by the Executive Director. The Montana high school for which the student will participate must file a request with the Executive Director for consideration. Any student who is declared eligible under this section must participate in athletics at the high school level (grades 9-12) only.

### Section (10) TRANSFER RULE

10.1 Any student **(including eighth grade students allowed high school participation)** who transfers from one member high school, home school, or non-member school to a member high school is ineligible to participate in a varsity Association Contest for half the number of P.I. days in the current school year of the school to which he/she transfers from the date of enrollment (first day he/she attends classes) in the school to which he/she transfers. A student and his/her parents or legal guardians must reside in the attendance area of the school in which he/she is enrolled except for a student enrolling in ninth grade for the first time (see Section (12) Record of Transfer.) This rule applies to a student who transfers after twenty (20) days of enrollment or after he/she

participates in an athletic contest while enrolled in grades 9, 10, 11 and 12, **EXCEPT** the following students may be declared eligible:

**Rationale:**

As enrollment numbers and sport participation numbers continue to decline, it has become common for many Class C schools to use eighth graders to form teams (both JV and Varsity). Currently, the Executive Director of the MHSAA must grant authorization. Allowing local school districts to determine eighth grade participation for individual sports would provide local control and greater equity for 8th grade students in Montana.

***Class C schools will be able to field complete teams for competition in individual sports.***

## **2. PROPOSAL TO AMEND FINES**

The MHSAA Executive Board proposes the following amendments to Article VIII Penalties, Sections (1) and (2) on pages 17-18 of the current MHSAA Handbook:

### **Section (1) PARTICIPATION OF INELIGIBLE STUDENT**

For participation of an ineligible student or students in any interscholastic contest or contests:

1.1 The Board shall impose the following:

- a. In all team sports (e.g. basketball, football, soccer, softball, volleyball) forfeiture of the contest in which the ineligible student or students participated and disqualification of ineligible student or students for a period not to exceed one semester (half the number of PI days in the current school year) from the date he/she last participated while ineligible; or
- b. In all individual sports (e.g. cross country, track, wrestling, golf, tennis, gymnastics, swimming) forfeiture of all matches won or points earned by the ineligible student and a corresponding adjustment in the team's ranking of the contest in which the ineligible student or students participated and disqualification of ineligible student or students for a period not to exceed one semester (half the number of PI days in the current school year) from the date he/she last participated while ineligible.

1.2 The Board may fine the school an amount not exceeding ~~\$50.00~~ **\$100.00**.

### **Section (2) GENERAL PENALTIES**

For violation of any rule or regulation (other than participation of an ineligible student or other rule where a penalty is specifically provided for) by any member school, the Board may impose a private reprimand, a public reprimand, probation, suspension, and payment of a fine as set forth hereafter.

- 2.1 Private Reprimand. A private reprimand is written notification that a violation, or an inexcusable or unethical action, has occurred, is a matter of record, and that such an action must not be repeated. A fine not exceeding ~~\$50.00~~ **\$100.00** may be imposed in conjunction therewith.
- 2.2 Public Reprimand. A public reprimand is written notification similar to private reprimand except that it shall be disseminated to such other schools as the Board may direct. A fine not exceeding ~~\$100.00~~ **\$200.00** may be imposed in conjunction therewith. The offending school shall be given a copy of the proposed reprimand 15 days prior to its dissemination so that it may have an opportunity to appeal the sanction prior to its dissemination.

2.3 Probation. Probation is a more severe penalty and may be imposed in either of the following two ways:

- a. A school on probation is on conditional Association membership, but may engage in its regular schedule, sanctioned events, and post season play provided the school files with the Association a program indicating the measures it will take to alleviate the problem which caused it to be placed on probation. A fine of not more than ~~\$200.00~~ **\$400.00** may be imposed in conjunction therewith.

**Rationale:**

Fines as specified in the By-Laws haven't been increased since fines were reduced back in the early 90s to the present day levels (reduced from 1986-87 levels of \$100-\$2500). Increasing fines will hopefully be an additional deterrent discouraging violations and encouraging a more thorough review of rules and regulations by administration with their coaching staffs.



MONTANA HIGH SCHOOL ASSOCIATION  
2018 ANNUAL MEETING

Monday, January 15, 2018  
Best Western GranTree Inn  
Bozeman, Montana

AGENDA

7:00 - 8:15 am-----MHSA Complimentary Breakfast - *Atrium*

8:30 am-----First General Session - *Convention Center*

1. Call to Order - President Mark Ator, Class B Representative, Colstrip High School
2. National Anthem
3. Introductions - Mark Ator
4. Adoption of Agenda
5. Approval of Minutes: 2017 Annual Meeting in Great Falls
6. Election of Class B Executive Board Representative
7. MHSA Office Report - Mark Beckman
8. President's Report - Mark Ator

10:15 am-----Caucuses

AA - *Aspen*  
A - *Hyalite*  
B - *Lewis & Clark*  
C - *Madison*

|   |
|---|
| 11:30 am - 12:30 pm-----Lunch on the Go - <i>Atrium</i> |
|---|


12:30 pm-----Second General Session - *Convention Center*

9. Credentials Report - Mark Ator
10. Committee Reports
11. MIAAA Awards
12. AIM Higher Awards
13. MHSA Awards
14. Action on Proposals
15. Approval of 2018-2019 Budget
16. Adjournment

Following Adjournment-----Meetings  
Of Annual Meeting

- Master Basketball Scheduling Committee - *Convention Center*
- MHSA Executive Board - *Tamarack*



|  | Wilson | Willet | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|--------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |        |      |           |      |       |         |         |
| <b>Second</b>   |        |        |      |           |      |       |         |         |
| <b>Ayes</b>   |        |        |      |           |      |       |         |         |
| <b>Nays</b>   |        |        |      |           |      |       |         |         |
| <b>Abstain</b>  |        |        |      |           |      |       |         |         |

TITLE: PERSONNEL ACTIONS  
 CATEGORY: ACTION ITEM - CONSENT  
 ORIGINATED BY: Pat Strauss,  
 Director of Human Resources  
 OTHERS INVOLVED: Robert Watson,  
 Superintendent  
 DATA EXPANSION: Accompanying Personnel  
 Actions Report  
 COST/FUND SOURCE: Salaries are listed for each employee

#### IMPLEMENTATION

ACTION: Elementary and High School District ACTION  
 Effective January 8, 2018

#### SUPERINTENDENT'S RECOMMENDATION:

It is recommended that the Board of Trustees confirm the attached personnel actions involving certified and classified personnel. Also attached is a report of administrative actions regarding personnel which have transpired since the last meeting.

#### DISCUSSION:

These appointments are made as the result of careful attention to Board policy, Title IX regulations, and Federal and State laws. All applicants are evaluated with respect to the criteria for each advertised position to ensure that only the most suitable candidates are recommended.

**Bozeman Public Schools  
Human Resources**

January 8, 2018

**REQUIRES BOARD ACTION**

**Confirmation of Employment (Professional)**

| Name          | Position   | Unit/Grade Step     | Effective  | Salary      |
|---------------|--|---------------------|------------|-------------|
| Cuchine, Gary | High School District Custodial and Grounds Supervisor, 1.0 FTE, BHS, 12 mos. | Professional Exempt | 12/29/2017 | \$24,436.54 |

**Confirmation of Employment (Classified)**

| Name               | Position                                       | Unit/Grade Step | Effective | Hourly Rate |
|--------------------|--|-----------------|-----------|-------------|
| Castillo, Yuvisela | Self Contained PARA, .875 FTE, SPED, 9.25 mos. | D02             | 1/3/2018  | \$12.54     |
| Pace, Karen        | Elementary PARA, .875 FTE, HYL, 9.25 mos.      | B01             | 1/3/2018  | \$10.90     |
| Zamora, Lilian     | FS Specialist, 1.0 FTE, SUPT SVCS, 9.25 mos.   | FB4             | 1/3/2018  | \$11.55     |

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

| Name             | Position   | Reason | Effective Dates   |
|------------------|--|--------|-------------------|
| Kandel, Michelle | Non Instructional PARA, .3125 FTE, B02, \$11.11/hr., CJMS, 9.25 mos. | FMLA   | 2/17/18 - 5/21/18 |

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

| Name             | Position   | Reason      | Effective  | Years of Service |
|------------------|--|-------------|------------|------------------|
| Branson, Crystal | Self Contained PARA, .875 FTE, D02, \$12.54/hr., CJMS, 9.25 mos.   | Resignation | 12/27/2017 | 1.1              |
| Hickert, Ashley  | Non Instructional PARA, .500 FTE, Before/Afterschool Program Director, .375 FTE, Non Unit, \$16.00/hr., CJMS, 9.5 mos. | Resignation | 1/12/2018  | 1 mos.           |
| Miller, Dana     | Self Contained PARA, .875 FTE, D05, \$13.28/hr., EMDI, 9.25 mos.   | Resignation | 1/5/2018   | 4 mos.           |

**REPORT OF ADMINISTRATIVE ACTIONS**

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

| Name            | From  | To  | Effective  | Reason  |
|-----------------|---|---|------------|---|
| Harris, Jane    | Self Contained PARA, .9063 FTE, D20, \$16.39/hr., EMDI, 9.25 mos.     | Self Contained PARA, .9375 FTE, D20, \$16.39/hr., EMDI, 9.25 mos.   | 1/3/2018   | Increase in FTE/Hrs.                          |
| Harrison, Jane  | Braille PARA, .600 FTE, D07, \$13.81/hr., SPED, 9.25 mos.             | Braille PARA, .500 FTE, D07, \$13.81/hr., SPED, 9.25 mos.   | 12/11/2017 | Decrease in FTE/Hrs.                          |
| Renna, Erin     | ISS PARA, .2815 FTE, B01, \$10.90/hr., SMS, 9.25 mos.                 | ISS PARA, .3313 FTE, B01, \$10.90/hr., SMS, 9.25 mos.   | 1/3/2018   | Increase in FTE/Hrs.                          |
| Scheer, Brytney | Self Contained PARA, .9062 FTE, D02, \$12.54/hr., EMDI, 9.25 mos.     | Self Contained PARA, .810 FTE, D02, \$12.54/hr., EMDI, 9.25 mos.  | 1/3/2018   | Decrease in FTE/Hrs.                          |
| Silvers, Drew   | Before/Afterschool PARA, .3687 FTE, D05, \$13.28/hr., WHIT, 9.25 mos. | Crosswalk PARA, .0625 FTE, B05, \$11.77/hr., Self Contained PARA, .875 FTE, D05, \$13.28/hr., WHIT, 9.25 mos. | 1/3/2018   | Change in Assignment(s), Increase in FTE/Hrs. |

**Bozeman Public Schools  
Human Resources**

January 8, 2018

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

**Changes and Revisions in Contracts (Classified) (con't)**


| Name              | From  | To  | Effective  | Reason   |
|-------------------|---|---|------------|--|
| Vanorden, Jessica | Crosswalk PARA, .0625 FTE,<br>Discretionary PARA, .5625 FTE, B01,<br>\$10.90/hr., Overflow PARA, .250 FTE,<br>Non Unit, \$11.25/hr., HYL T, 9.25 mos. | Crosswalk PARA, .0625 FTE,<br>Discretionary PARA, .4063 FTE,<br>Combo PARA, .375 FTE, B01,<br>\$10.90/hr., HYL T, 9.25 mos. | 1/3/2018   | Change in Assignment(s),<br>Decrease in FTE/Hrs. |
| Ward, Julie       | Roving Custodian, 1.0 FTE, G02,<br>\$15.16/hr., FAC, 12 mos.  | Custodian, 1.0 FTE, G02,<br>\$15.16/hr., C.JMS, 12 mos.   | 11/22/2017 | Change in Location and<br>Assignment             |

**Stipends -Extracurricular**

| Name                | Authorized Position                  | Stipend    | Level | Effective           |
|---------------------|--------------------------------------|------------|-------|---------------------|
| Kraft, Seth         | Basketball - Boys 8th Gr. - SMS      | \$1,969.00 | 5     | 10/23/17 - 12/15/17 |
| Schwieterman, Aaron | Football - 8th Gr. Asst. Coach - SMS | \$1,969.00 | 5     | 8/28/17 - 10/18/17  |
| Taranto, Kyle       | Wrestling - Asst. Coach - BHS (.5)   | \$1,835.50 | 3     | 11/15/17 - 2/9/18   |

**Stipends - Not Extracurricular**

| Name              | Authorized Position   | Stipend    | Level | Effective           |
|-------------------|---|------------|-------|---------------------|
| Cobbs, Georgia    | Math STREAM Grant year 5/6 - Number<br>Systems and Operations (4-7) | \$750.00   |       | 10/30/17 - 11/17/17 |
| Heap, David       | Ticket Taker - BHS (Hrly. Rate)                                     | \$9.00     |       | 2017-2018           |
| Heap, Mary        | Ticket Taker - BHS (Hrly. Rate)                                     | \$9.00     |       | 2017-2018           |
| Hillenius, Mike   | Artistic Design - Nutcracker Ballet                                 | \$1,892.00 |       | 11/28/17 - 12/3/17  |
| Lillrose, Laura   | National Board Certification - Teaching                             | \$2,000.00 |       | 2017-2018           |
| Morrison, Randy   | Homebound Teacher - Up to 12 hrs./wk.<br>(Hrly. Rate)               | \$23.00    |       | 12/11/17 - 6/30/18  |
| Polich, Carol Ann | ADED Instructor (Hrly. Rate)  | \$15.00    |       | 9/1/17 - 6/30/18    |
| Ries, Dan         | Math STREAM Grant year 5 - Math<br>Practices K-8                    | \$1,000.00 |       | 10/30/17 - 11/22/17 |
| Samardich, Lisa   | Travel Stipend - 2 sites  | \$270.00   |       | 2017-2018           |

|  | Arneson | Fischer | Lusin | Neil | Reinhardt | Tage | Willet | Wilson |
|---|---------|---------|-------|------|-----------|------|--------|--------|
| <b>Motion</b>   |         |         |       |      |           |      |        |        |
| <b>Second</b>   |         |         |       |      |           |      |        |        |
| <b>Ayes</b>   |         |         |       |      |           |      |        |        |
| <b>Nays</b>   |         |         |       |      |           |      |        |        |
| <b>Abstain</b>  |         |         |       |      |           |      |        |        |

TITLE: SUPERINTENDENT'S REPORT

CATEGORY: SUPERINTENDENT'S REPORT

ORIGINATED  
BY: Rob Watson,  
Superintendent

OTHERS  
INVOLVED: N/A

DATA  
EXPANSION: None


COST/FUND  
SOURCE: N/A

#### IMPLEMENTATION

ACTION: None  
January 8, 2018

#### DISCUSSION:

The Superintendent will normally give a brief oral report on miscellaneous items of interest to the District.

|  | Wilson | Willet | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|--------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |        |      |           |      |       |         |         |
| <b>Second</b>   |        |        |      |           |      |       |         |         |
| <b>Ayes</b>   |        |        |      |           |      |       |         |         |
| <b>Nays</b>   |        |        |      |           |      |       |         |         |
| <b>Abstain</b>  |        |        |      |           |      |       |         |         |

TITLE: REQUESTS, CALENDAR, CONCERNS, REPORTS, FUTURE AGENDA ITEMS AND OPEN MEETING TOPICS FOR NEXT MEETING

CATEGORY: BOARD OF TRUSTEES

ORIGINATED BY: N/A

OTHERS INVOLVED: N/A


DATA EXPANSION: None

COST/FUND SOURCE: N/A

IMPLEMENTATION ACTION: January 8, 2018

DISCUSSION:

This agenda item will offer the opportunity for Board Members to present items they would like discussed in the open session of the next regular meeting or to make requests, express concerns, give reports, and discuss calendar items.

|  | Arneson | Fischer | Lusin | Neil | Reinhardt | Tage | Willett | Wilson |
|---|---------|---------|-------|------|-----------|------|---------|--------|
| <b>Motion</b>   |         |         |       |      |           |      |         |        |
| <b>Second</b>   |         |         |       |      |           |      |         |        |
| <b>Ayes</b>   |         |         |       |      |           |      |         |        |
| <b>Nays</b>   |         |         |       |      |           |      |         |        |
| <b>Abstain</b>  |         |         |       |      |           |      |         |        |

TITLE: PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

CATEGORY: PUBLIC PARTICIPATION

ORIGINATED BY: Board of Trustees

OTHERS INVOLVED: N/A

DATA EXPANSION: None


COST/FUND SOURCE: N/A

#### IMPLEMENTATION

ACTION: No official action required.

#### DISCUSSION:

This agenda item will offer the opportunity for a public input period: Members of the community are given an opportunity to make brief comments to the Board on any matters not included in the agenda.

|  | Wilson | Willet | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|--------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |        |      |           |      |       |         |         |
| <b>Second</b>   |        |        |      |           |      |       |         |         |
| <b>Ayes</b>   |        |        |      |           |      |       |         |         |
| <b>Nays</b>   |        |        |      |           |      |       |         |         |
| <b>Abstain</b>  |        |        |      |           |      |       |         |         |

TITLE: HIGH SCHOOL #2 – BOND PROJECT UPDATE

CATEGORY: ACTION ITEM - SINGULAR

ORIGINATED BY: Todd Swinehart,  
Director of Facilities

OTHERS INVOLVED: CTA Architects Engineers;  
Langlas & Associates

DATA EXPANSION: 100% Design Development Budget  
Summary; Election Brochure, Official  
Ballot

COST/FUND SOURCE: High School #2 Bond Revenue

#### IMPLEMENTATION

ACTION: High School District ACTION  
Effective January 8, 2018

#### ISSUE:

Shall the Board of Trustees approve the modified Design Development documents and Bond Project Update for High School #2?

#### FACTS:

1. MCA 20-6-634 indicates that the Trustees shall meet as often as necessary with the architectural firm to review the firm's plans and proposals and that at least two of these meetings shall be public meetings to consider questions and testimony from the public.
2. District Policy 9230 – Design and Construction indicates that the Trustees shall approve the preliminary drawings for the project before continuing to the next phase.
3. On September 9, 2016, CTA Architects Engineers were selected by the Board for programming and design services on High School #2.
4. Langlas & Associates was selected by the Board to serve as the General Contractor/Contractor Manager (GC/CM) on November 14, 2016.
5. On May 2, 2017 a successful election authorized a \$125,000,000 bond levy for the design and construction of High School #2 and improvements to BHS.
6. Architectural fee's for the proposed improvements were approved on July 24, 2017.
7. The Educational Specifications were presented and approved on August 14, 2017.
8. The Schematic Design was presented and approved on September 11, 2017.
9. The Design Development portion of the project was presented and approved on December 18, 2017.

#### SUPERINTENDENT'S RECOMMENDATION:

It is recommended the Board approve the modified Design Development documents and the bond project updates for the future second high school.

OTHER ALTERNATIVES:

1. Approve with Changes.
2. Postpone Review and Approval

DISCUSSION:

CTA Architects Engineers, along with their design team, have prepared the Bond Project Update for proposed High School #2, along with the corresponding budgetary numbers prepared by Langlas & Associates. The team has and will continue to work diligently to bring the project within budget. We are comfortable with where the budget is at this stage of the project.





**BOZEMAN HIGH SCHOOL 100% DD BUDGET SUMMARY (1.8.18)**

|               | BOND BUDGET  | BUDGET 9.11.17 | BUDGET 11.2.17 | BUDGET 1.8.18 |
|---------------|--------------|----------------|----------------|---------------|
| BUILDING      | \$67,204,000 | \$67,902,341   | \$70,352,816   | \$67,881,279  |
| SITE          | \$9,011,400  | \$13,168,433   | \$16,479,731   | \$10,111,385  |
|               |              |                |                |               |
|               |              |                |                |               |
| TOTAL PROJECT | \$76,215,400 | \$81,070,774   | \$86,832,548   | \$77,992,664  |
|               |              |                |                |               |
|               |              |                |                |               |

**Bozeman School District #7**  
**Election Information**  
**May 2, 2017**



*On behalf of the students in Bozeman Public Schools and our Board of Trustees, we hope you will study the issues and cast your ballot.*

*Quality Bozeman Education!*

### Voter Information

- April 17, 2017 – Ballots mailed out by County Election Office
- May 2, 2017 – Election Day – Ballots due by 8:00 pm.

Ballots may be returned to:

| <u>Location</u>                      | <u>Office Hours</u> | <u>Election Day Hours</u> |
|--------------------------------------|---------------------|---------------------------|
| <b><i>County Election Office</i></b> | 8:00am–5:00pm       | 7:00am–8:00pm             |
| 311 West Main, Room 210              | Monday – Friday     |                           |

Ballots may be returned in person or by mail (49 cent or Forever stamp). Please allow enough time for delivery prior to the May 2, 2017 deadline.

### Trustee Election

There are three (3) Elementary Trustee seats open: two 3-years seats and one 1-year seat. At this time, incumbents Heide Arneson and Greg Neil have filed for the 3-year seats and incumbent Gary Lusin has filed for the 1-year seat.

To learn more about the candidates visit: [www.bsd7.org/district/2017election](http://www.bsd7.org/district/2017election)

### For More Information

Visit our website: [www.bsd7.org/district/2017election](http://www.bsd7.org/district/2017election)

- or contact -

Superintendent Robert Watson at [Robert.Watson@bsd7.org](mailto:Robert.Watson@bsd7.org) 406-522-6001  
or Deputy Superintendent Operations Steve Johnson at  
[Steve.Johnson@bsd7.org](mailto:Steve.Johnson@bsd7.org) 406-522-6042

## What are the Levy Requests on the Ballot?

### Annual General Fund Operating Levies

Montana law requires voter approval for any increase to the amount of “over-base” taxes levied, regardless of the impact on the number of mills levied. The Trustees are requesting General Fund operating levy increases that allow the greatest purchasing power (budget authority) for programs and personnel.

#### Elementary Annual General Fund Operating Levy (\$200,000)

- Tax increase would be approximately \$2.03 annually for a home with an assessed market value of \$100,000. (Assessed market value is generally less than the market price of a home in the Bozeman area.)

#### High School Annual General Fund Operating Levy (\$125,000)

- Tax increase would be approximately \$1.05 annually for a home with an assessed market value of \$100,000.

Pursuant to law, ballots indicate the expected cost of each individual levy request:

#### Annual Tax Impact on a \$100,000 home

| Issues as stated on the Ballot:              | Est. Mills | Est. Dollars |
|--|------------|--------------|
| Elementary General Fund Over-Base (Voted)    | 1.50       | \$ 2.03      |
| High School General Fund Over-Base (Voted)   | 0.78       | \$ 1.05      |
| Total operating levies on May 2, 2017 ballot | 2.28       | \$ 3.08      |

### High School Bond Issue

In 2005, the Board of Trustees set in motion a plan to renovate the north classroom section of Bozeman High School (the old Chief Joseph Middle School). The Board also decided to keep some older parts of the building, but invest as little money in them as possible. Once enrollment reached 2,400, the plan called for a second high school to be built and the older wings removed.

With high school enrollment now approaching 2,400, the Board and community have spent the last 18 months studying the issues and researching options. They ultimately reaffirmed this plan. The current proposal includes funds to build a second comprehensive high school and to renovate the areas of Bozeman High School that were not addressed in 2005. No further work is proposed to the space that was remodeled in 2005.

#### High School Bond (\$125 million bond with a 20-year term)

- Tax increase would be approximately \$83.64 per year (\$6.97 per month) for a home with an assessed market value of \$100,000. This amount will likely drop over the term of the bond as the District’s tax base continues to grow. Depending on market conditions and project schedule, the debt may not actually be issued for several years. The taxes will not increase until the debt is actually issued. The District does not anticipate a 2017-18 tax increase for the bonds.

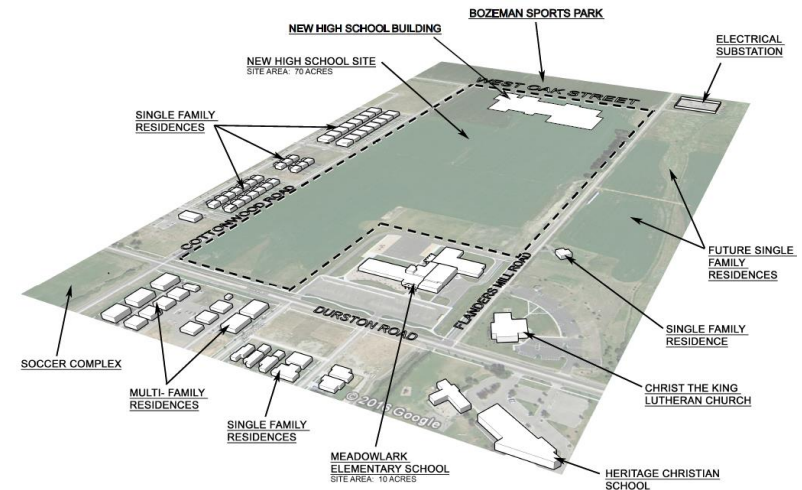
## Additional Information on High School Bond

The proposal includes funds to both build a second comprehensive high school and to renovate portions of Bozeman High School:

### Proposed New High School (\$93 million):

Construct a new 1,500-student high school between Cottonwood and Flanders Mill Roads, south of Oak Street. The property is adjacent to Meadowlark Elementary and is already owned by the District. The proposed 304,000 square foot facility will include 72 teaching stations, an auditorium, practice fields (no stadium), and required road and parking lot construction. It will also be master planned for to accommodate additional growth.

The District is also working with the City to share costs of the developing a portion of the future Bozeman Sports Park, adjacent to the new high school site north of the future Oak Street.



### Proposed Renovations to Bozeman High School campus (\$32 million):

Bozeman High School will be reconfigured to a 1,500-student, 374,900 square foot facility, removing portions of the A, B, C, D, E, and J wings. These wings are inefficient and were not addressed with the 2005 bond issue.

In their place, a new 2-story classroom wing, commons area, and auditorium will be constructed. Planned site improvements include parking lot and student drop-off enhancements and repairs and upgrades to Van Winkle stadium, which will serve both high schools. The building will also be master planned to accommodate additional growth.

Further information on the proposed project is available online at <https://goo.gl/3T6YL9>

OFFICIAL BALLOT

HIGH SCHOOL DISTRICT NO. 7 (BOZEMAN)  
GALLATIN COUNTY, MONTANA

HIGH SCHOOL DISTRICT BOND ELECTION  
TO BE CONDUCTED BY MAIL BALLOT  
ON MAY 2, 2017


INSTRUCTIONS TO VOTERS: Completely fill in the oval using a blue or black pen before the words “BONDS—YES” if you wish to vote for the bond issue; if you are opposed to the bond issue, completely fill in the oval using a blue or black pen before the words “BONDS—NO.”

Shall the Board of Trustees (the “Board”) of High School District No. 7 (Bozeman), Gallatin County, Montana (the “District”), be authorized to sell and issue general obligation school building bonds of the District in one or more series in the total principal amount of up to One Hundred Twenty-five Million and No/100 Dollars (\$125,000,000.00), bearing interest at rates to be determined at the time of the sale, payable semiannually, during a term as to each series of bonds of not more than twenty (20) years (or, if then permitted, thirty (30) years), for the purpose of accommodating enrollment growth by paying the costs of designing, constructing, furnishing and equipping a new high school on land the District owns bounded by Flanders Mill, Cottonwood, and Durston Roads and the future Oak Street in Bozeman and making associated improvements, including site work such as roads, parking lots, and playing fields on District-owned property and property that serves or is adjacent to the District-owned property, which may include land leased from the City of Bozeman (the “City”); demolishing, reconfiguring, equipping and furnishing portions of Bozeman High School and undertaking associated site work, including roads, parking lots, playing fields, and stadium improvements; making related improvements; and paying the costs associated with the sale and issuance of the bonds?

A vote for the above proposition includes a vote for authorizing the Board to lease from the City for a term of up to 99 years for rent of \$1 per year City-owned land located to the north of the future Oak Street and adjacent to the new high school property owned by the District; a vote against the above proposition includes a vote against authorizing the Board to lease from the City such land under such terms.

☐ BONDS – YES

☐ BONDS – NO

|  | Arneson | Fischer | Lusin | Neil | Reinhardt | Tage | Willett | Wilson |
|---|---------|---------|-------|------|-----------|------|---------|--------|
| <b>Motion</b>   |         |         |       |      |           |      |         |        |
| <b>Second</b>   |         |         |       |      |           |      |         |        |
| <b>Ayes</b>   |         |         |       |      |           |      |         |        |
| <b>Nays</b>   |         |         |       |      |           |      |         |        |
| <b>Abstain</b>  |         |         |       |      |           |      |         |        |

TITLE: HIGH SCHOOL STADIUM – APPROVE SCHEMATIC DESIGN  
 CATEGORY: ACTION ITEM - SINGULAR  
 ORIGINATED BY: Todd Swinehart, Director of Facilities  
 OTHERS INVOLVED: Steve Johnson, Deputy Superintendent Operations; Matt Stark, Facilities Project Manager; Athletic Director, Boosters, Coaches, Band Director, Students; NE45 Architecture, LLC; Jackson Contractor Group, Inc.  
 DATA EXPANSION: To be presented  
 COST/FUND SOURCE: High School #2 Bond Revenue

#### IMPLEMENTATION

ACTION: High School District ACTION  
 Effective January 8, 2018

#### ISSUE:

Shall the Board of Trustees approve the Schematic Design for the renovation of the High School Stadium?

#### FACTS:

1. MCA 20-6-634 indicates that the Trustees shall meet as often as necessary with the architectural firm to review the firm's plans and proposals and that at least two of these meetings shall be public meetings to consider questions and testimony from the public.
2. District Policy 9230 – Design and Construction indicates that the Trustees shall approve the preliminary drawings for the project before continuing to the next phase.
3. On May 2, 2017 a successful election authorized a \$125,000,000 bond levy for the design and construction of High School #2 and upgrades at the existing building. There will be one stadium for both BHS and High School #2.
4. On July 24, 2017 the board authorized administration to enter into an Interlocal Agreement with Montana State University for joint design and Construction Services.
5. On September 22, 2017 the Montana Department of Administration, Architectural and Engineering Division, selected NE45 Architecture as the Architect-of-record for the Lambert Field Improvements. In conjunction with the Interlocal Agreement, the District concurred with the selection on September 26, 2017.
6. Jackson Contractor Group, Inc. was selected jointly by MSU and BSD7, per the Interlocal Agreement on November 27, 2017.
7. On December 14, 2017, the board tentatively approved the schematic design for the stadium and site plan.
8. On January 4, 2017 a public meeting was held to address any community concerns relating to the proposed design.

#### SUPERINTENDENT'S RECOMMENDATION:

It is recommended the Board approve the Schematic Design for the High School Stadium.

#### OTHER ALTERNATIVES:

1. Approve with Changes
2. Postpone Review and Approval

#### DISCUSSION:

NE45 Architecture, along with their design team, has prepared the schematic design for the High School Stadium Renovation.


During the pre-bond discussions and estimating it was assumed that the stadium would be rebuilt at its current location. After weighing various options and the benefits including improving the venue and potential cost savings by not rebuilding the existing track, the committee is recommending rebuilding the stadium north of Thibeault Lane. It would be a venue built specifically for field sports (football, soccer and lacrosse). The plan is to remove the existing bleachers and lights from the current stadium location and keep the existing track and play field for health enhancement classes, track practice and small dual meets, and sub-varsity practice and games.

An important component of the overall plan for the renovations to BHS is to improve the student drop off area. We have been working with our professional consultants and the City of Bozeman engineers and planners and have explored several options.

The Stadium Design Committee met for the final time on January 4, 2018 and unanimously supported the presented direction and scope.

Further discussion with the City of Bozeman has occurred to continue the partnership with the District. This includes a joint solution to develop acceptable traffic control measures along S. 15th Ave.

Approval of the schematic design will allow us to further pursue the options and refine the plans.

|  | Wilson | Willet | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|--------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |        |      |           |      |       |         |         |
| <b>Second</b>   |        |        |      |           |      |       |         |         |
| <b>Ayes</b>   |        |        |      |           |      |       |         |         |
| <b>Nays</b>   |        |        |      |           |      |       |         |         |
| <b>Abstain</b>  |        |        |      |           |      |       |         |         |

ISSUE: BID APPROVAL – PUPIL  
TRANSPORTATION SERVICES

CATEGORY: ACTION ITEM - SINGULAR

ORIGINATED  
BY: Mike Waterman,  
Director of Business Services

OTHERS  
INVOLVED: Steve Johnson, Deputy Superintendent  
Operations; Vance Ruff, Transportation  
Coordinator

DATA  
EXPANSION: Bid Summary

COST/FUND  
SOURCE: Estimated \$2,172,000 first year/  
Elementary and High School  
Transportation Funds + \$157,000 first year  
General Funds; \$2,329,000 first year total

#### IMPLEMENTATION

ACTION: Elementary and High School District ACTION  
Effective January 8, 2018

#### ISSUE:

Shall the Board approve the bid from First Student, Inc. to provide home-to-school and field and activity/athletic trip bus services and contract with the company for the provision of those services in the 2018-19 through 2022-23 school years?

#### FACTS:

1. Bid specifications were prepared and advertised according to District policy and State law.
2. Six contractors requested and received bid packets. Four contractors attended the mandatory pre-bid conference and two submitted bids.
3. The District currently pays approximately \$2,400,000 per year for home-to-school transportation services. First Student is our current contractor.
4. The proposals requested an annual rate per route. The estimated route count was used to determine the estimated total cost of the contract. The Summary of Proposals received is attached.
5. Home-to-school transportation is funded by a combination of state and county reimbursements and a permissive (i.e., unvoted) local levy. Activity bus costs are financed through the building and department budgets, mostly from the General Fund.

#### SUPERINTENDENT'S RECOMMENDATION:

It is recommended the Board approve the bid from First Student, Inc. to provide home-to-school and field and activity/athletic trip bus services and contract with the company for the provision of those services in the 2018-19 through 2022-23 school years.

#### OTHER ALTERNATIVES:

1. Declare First Student a non-responsible bidder and award the contract(s) to Durham School Services.
2. Reject all bids and re-bid.

## DISCUSSION:

State law (20-10-125, MCA) requires the district award the contract to the “lowest responsible bidder”. After reviewing each contractor’s entire proposal package and based on our past experience with First Student, it was determined that all bidders are responsible bidders.

First Student, Inc. is the District’s current bus contractor. The company—and therefore, the District—has struggled for several years with a shortage of drivers. This shortage has caused required office personnel to drive routes, routes to be ‘doubled up,’ and even the suspension of several routes in the fall of 2016. In addition to these direct impacts, communication and responsiveness to our families has not been to the level we expect from our contractor.

As a result of these issues, the District restructured the contract to include accountability provisions that are intended to ensure the District’s needs are met going forward. The new provisions include significant penalties if a route does not operate, required office staff is not maintained during route hours, or if field and activity/athletic trips cannot be accommodated in accordance with the contract.

The new contract further requires:

- Continued use of propane fuel for home-to-school transportation
- Installation of student seat belts on all buses
- The contractor to determine the appropriate fleet size, rather than have it specified in the contract
- The District—rather than the contractor—pay for fuel. Though not a part of this bid, the District’s preliminary budget includes \$330,000 for home-to-school fuel in 2018-19.

Passenger seat belts on school buses are not required by law and have not been requested by the District in the past. An alternative bid was requested to ascertain the cost of the seat belts: eliminating them would reduce the contract amount by \$83,000 in the first year. However, administration believes the safety benefits justify the additional cost and recommends including them.




# BOZEMAN PUBLIC SCHOOLS

2019-23 Transportation Bid Proposal Summary

December 5, 2017, 2pm

| Vendor                 | Base Bid: Propane Fueled Home-to-School Buses |           |                               | Alternate 1: Diesel Fueled Home-to-School Buses |           |                               | 5-year savings<br>Without Seat Belts |
|------------------------|---|-----------|-------------------------------|---|-----------|-------------------------------|--------------------------------------|
|                        | Total Estimated 2018-19 Bid                   | Bid Bond? | Total Estimated Five Year Bid | Total Estimated 2018-19 Bid                     | Bid Bond? | Total Estimated Five Year Bid |                                      |
| Durham School Services | \$3,579,471.40                                | 10%       | \$18,998,955.83               | \$3,281,271.60                                  | 10%       | \$17,420,713.72               | \$32,161.85                          |
| First Student, Inc.    | \$2,328,766.03                                | 10%       | \$12,363,510.62               | \$2,582,554.60                                  | 10%       | \$13,710,839.48               | \$442,157.24                         |
| Harlow's               | --- No Bid ---                                |           |                               |   |           |                               |                                      |
| Karst Stage            | --- No Bid ---                                |           |                               |   |           |                               |                                      |

|  | Wilson | Willet | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|--------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |        |      |           |      |       |         |         |
| <b>Second</b>   |        |        |      |           |      |       |         |         |
| <b>Ayes</b>   |        |        |      |           |      |       |         |         |
| <b>Nays</b>   |        |        |      |           |      |       |         |         |
| <b>Abstain</b>  |        |        |      |           |      |       |         |         |

TITLE: UPDATE ON LONG RANGE FACILITIES MASTER PLAN

CATEGORY: DISCUSSION AND REPORTS

ORIGINATED BY: Steve Johnson, Deputy Superintendent Operations

OTHERS INVOLVED: Todd Swinehart, Director of Facilities

DATA EXPANSION: FACILITY MASTER PLAN [here](#)

COST/FUND SOURCE: N/A

#### IMPLEMENTATION

ACTION: Elementary and High School District DISCUSSION  
January 8, 2018


#### DISCUSSION:

The purpose of this item is to give the Trustees an update on the following recommendation from the LRFP approved by the Board on August 14 2017:

Recommendation: Continue to evaluate student enrollment trends and area development and seek land acquisition/exchange opportunities for future school sites that complement existing schools and associated attendance boundaries.

Recommendation: Evaluate the continuing need for the Emerson parcel, including the potential complement to the East Willson disposal packaging. Subdividing the unused land at the bus barn, as well as the two parcels at Chief Joseph Middle School, and place the properties for sale commensurate with market conditions.

Recommendation: At an appropriate time, demolish 1218 Durston Road to eliminate potential liability issues associated with rental to private parties and prior to any future expensive repair requirements. Preliminary discussions concerning the need for District storage and disposal operations in conjunction with the Support Services Building may require the need for the demolition to occur. Currently, this residence is fully rented out with no lapse in tenants.

|  | Wilson | Willet | Tage | Reinhardt | Neil | Lusin | Fischer | Arneson |
|---|--------|--------|------|-----------|------|-------|---------|---------|
| <b>Motion</b>   |        |        |      |           |      |       |         |         |
| <b>Second</b>   |        |        |      |           |      |       |         |         |
| <b>Ayes</b>   |        |        |      |           |      |       |         |         |
| <b>Nays</b>   |        |        |      |           |      |       |         |         |
| <b>Abstain</b>  |        |        |      |           |      |       |         |         |

TITLE: SUPERINTENDENT EVALUATION PROCESS

CATEGORY: DISCUSSION AND REPORTS

ORIGINATED  
BY: Board of Trustees

OTHERS  
INVOLVED: Robert Watson,  
Superintendent

DATA  
EXPANSION: Policy #6124 and #6124F, Evaluation of  
the Superintendent

COST/FUND  
SOURCE: N/A

#### IMPLEMENTATION

ACTION: Elementary and High School District DISCUSSION  
January 9, 2017

#### DISCUSSION:

As per Policy #6124, the Board shall establish evaluative criteria, an evaluation instrument (form), and shall be responsible for evaluating the performance of the superintendent as provided by statute.

The purpose of this discussion is to review the process stipulated in Policy #6124 and the instrument, Policy #6124F.

The Board intends to discuss the process now and begin the process at the January 23 Board meeting.

## ADMINISTRATION

Evaluation of the Superintendent

The Board shall establish evaluative criteria, an evaluation instrument (form) and shall be responsible for evaluating the performance of the superintendent as provided by statute.

The superintendent shall have the opportunity for a confidential conference with the Board members each school year, the purpose of which shall be to aid the superintendent in his/her performance. The Board, on the basis of the evaluation, may, with concurrence of the superintendent, terminate the existing contract and re-contract the superintendent's services for periods not to exceed three years.

In the event that a majority of the Board wishes to terminate the superintendent's services at the expiration of the current contract, the superintendent shall be so notified in writing by February 1 of the final year of the contract.

Process

The superintendent shall be evaluated on the basis of specific Board/Superintendent-developed performance goals and evaluation criteria.

By June 28, the Board shall have completed a formal evaluation session with the superintendent. The attached evaluation instrument shall be the basis for the evaluation session.

Individual evaluation forms shall be turned over to the Board Chair, who shall then meet with the Vice Chair to compile the results. The Board Chair and Vice Chair shall prepare a composite evaluation, which shall include an average of the ratings given by each Trustee and a full listing of the comments made by each Trustee. The composite evaluation shall be provided to all Board members for review prior to the conference with the Superintendent.

During the closed session discussion the Board and the Superintendent shall arrive at a set of performance goals for the coming year. These goals shall be printed in the final evaluation document that will be signed by each of the Trustees and placed in the Superintendent's personnel file.

|                  |              |        |  |
|------------------|--------------|--------|--|
| Legal Reference: | 20-4-401     | M.C.A. | Appointment and Dismissal of District<br>Superintendent or County<br>High School Principal |
|                  | 10.55.202(8) | A.R.M. | Board of Trustees  |

Adopted: 9/22/86      Rev. 4/12/93, 3/6/01, 12/9/02, 12-13-04

## Bozeman Superintendent Evaluation Questionnaire

Please rate the Superintendent on the following elements using a scale of 1 to 5, with 0 for Not Observed. Your comments are strongly encouraged. LRSP = Long Range Strategic Plan.

| Highly Exceeds<br>Expectations | Exceeds<br>Expectations | Meets<br>Expectations | Needs<br>Improvement | Unacceptable | Not<br>Observed |
|--------------------------------|-------------------------|-----------------------|----------------------|--------------|-----------------|
| 5                              | 4                       | 3                     | 2                    | 1            | 0               |

---

1. Vision - The Superintendent has a clear vision of the future of the organization as reflected in the LRSP, and can articulate that vision. Score (0-5) \_\_\_\_

Your Comments:

*Possible Metrics: LRSP Core Values and Goal Areas, lunch presentations, board meetings, LRSP Focus, LRSP Mid-Year Report, LRSP End of Year Report, Stakeholder surveys.*

2. Effectiveness - The Superintendent can effectively apply, monitor and implement the LRSP, working towards the defined goals. Score (0-5) \_\_\_\_

Your Comments:

*Possible Metrics: LRSP Goal Areas, lunch presentations, board meetings, LRSP action plans and reports, Defined goals and the Focus Strategic Objectives.*

3. Critical Thinking and Decision Making - The Superintendent effectively analyzes issues and utilizes best practices to determine appropriate action for resolution, including regularly updating goals to meet changing conditions and address emerging issues. Score (0-5) \_\_\_\_

Your Comments:

*Possible Metrics: LRSP Core Values and Goal Areas, lunch presentations, board meetings, Mega Issue discussions, committee formation and reports.*

4. Judgment, Persistence and Transparency - The Superintendent shows respect and integrity while developing consensus and continuously working toward solutions. Score (0-5) \_\_\_\_

Your Comments:

*Possible Metrics: LRSP Core Values and Goal Areas, lunch presentations, board meetings, community feedback, Stakeholder surveys, and personal interactions.*

5. Team Building - The Superintendent creates a climate for collaboration and a capacity for distributed leadership with high expectations, resulting in a team environment for continuous and sustained improvement. The Superintendent builds and sustains positive relationships with all key internal stakeholders including staff, unions, administrators and board members. Score (0-5) \_\_\_\_

*Your Comments:*

*Possible Metrics: LRSP Core Values, lunch presentations, board meetings, committee reports, stakeholder feedback.*

6. Resource Management - There are effective, understandable processes in place to manage human, technological, and fiscal resources for a safe and healthy learning environment. The Board is regularly informed about significant resource issues. Score (0-5) \_\_\_\_

*Your Comments:*

*Possible Metrics: LRSP Goal Areas, budget, staffing, facilities and planning, union negotiations, and applicable committees.*

7. Representing the District: The Superintendent represents the district to the community in a professional manner, and seeks out opportunities to engage, collaborate and promote an understanding of the mission, accomplishments and challenges of the District in the community as well as at the statewide level. Score (0-5) \_\_\_\_

*Your Comments:*

*Possible Metrics: LRSP Goal Areas, community presentations, legislative outreach, press relations.*

8. Communication with the Board: The Superintendent communicates well with all members of the Board of Trustees, providing appropriate information in a timely manner, using multiple modes of communication, at and between meetings. Score (0-5) \_\_\_\_

*Your Comments:*

*Possible Metrics: Personal interactions, reports at board meetings, accessibility, response to questions, use of multiple modes of communication.*

9. Leadership – The Superintendent promotes the success of every student through a school culture and instructional program conducive to high student achievement and quality staff development, including accountability systems to monitor and evaluate the impact of the instructional programs. Score (0-5) \_\_\_\_

*Your Comments:*

*Possible Metrics: Balanced score card, lunch presentations, interaction/communication with board and staff, including board updates, board meetings, Student achievement and school climate data to be defined by LRSP.*

10. Advocacy – The Superintendent promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal and cultural context on local, state and as needed - national decisions affecting student learning. Score (0-5) \_\_\_\_

*Your Comments:*

*Possible Metrics: LRSP Core Values and Goal Areas, community presentations and feedback, legislative outreach, press relations, Board updates, Supt. Newsletter, Involvement in community, state, and national organizations.*

-----  
What are the Superintendent's Major Strengths?

1.

2.

What are the Areas That Need Further Development?

1.

2.

What Assistance or Resources Are Needed To Address Developmental Needs?

1.

2.

Superintendent Overall Performance Rating: (Circle One)

Highly Exceeds Expectations

Exceeds Expectations

Meets Expectations

Needs Improvement

Unacceptable

## FUTURE BOARD MEETINGS AND OTHER IMPORTANT DATES

|                   |                       |
|-------------------|-----------------------|
| January 22, 2018  | Special Board Meeting |
| February 12, 2018 | Regular Board Meeting |
| February 26, 2018 | Special Board Meeting |
| March 5, 2018     | Regular Board Meeting |
| March 26, 2018    | Special Board Meeting |
| April 9, 2018     | Regular Board Meeting |
| April 23, 2018    | Special Board Meeting |
| May 14, 2018      | Regular Board Meeting |
| June 11, 2018     | Regular Board Meeting |





## **Bozeman School District #7**

### **2017-18 TRUSTEE COMMITTEE APPOINTMENTS**

#### **Board of Trustee Standing Committees**

##### **Long Range Strategic Planning (LRSP) Committee**

##### **Trustees**

Heide Arneson  
Douglas Fischer  
Greg Neil

##### **Long Range Facilities Planning (LRFP) Committee**

##### **Trustees**

Gary Lusin  
Wendy Tage  
Sandy Wilson

##### **District Safety Committee**

##### **Trustees**

Tanya Reinhardt  
Sandy Wilson

#### **Board of Trustee as Needed Committees**

##### **Budget Committee**

##### **Trustees**

Heide Arneson  
Douglas Fischer

##### **Teacher (BEA) Negotiations Committee**

##### **Trustees**

Gary Lusin  
Heide Arneson  
Sandy Wilson

#### **Trustee Representation on Committees/Councils Associated with BSD #7**

##### **Bozeman Schools Foundation (BSF)**

##### **Trustees**

Sandy Wilson  
Heide Arneson, Alternate  
Gary Lusin  
Heide Arneson  
Gary Lusin, Municipal Director  
Heide Arneson, Delegate  
Tanya Reinhardt, Delegate  
Sandy Wilson, Delegate  
Wendy Tage, Alternate

##### **Wellness Advisory (WAC)**

##### **Indian Education For All (IEFA)**

##### **MTSBA Municipal Director and Delegates**

##### **School Liaisons**

Bozeman High School  
Bridger Alternative Program  
Chief Joseph Middle School  
Sacajawea Middle School  
Emily Dickinson Elementary School  
Hawthorne Elementary School  
Hyalite Elementary School  
Irving Elementary School  
Longfellow Elementary School  
Meadowlark  
Morning Star Elementary School  
Whittier Elementary School

Sandy Wilson  
Sandy Wilson  
Heide Arneson  
Tanya Reinhardt  
Heide Arneson  
Wendy Tage  
Douglas Fischer  
Douglas Fischer  
Andy Willett  
Wendy Tage  
Gary Lusin  
Greg Neil



## BOZEMAN SCHOOL DISTRICT #7 LONG RANGE STRATEGIC PLAN

### 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.

# Bozeman School District #7

## BOARD REOCCURRING CALENDAR



### JULY

- LRSP Annual Report
- Learning Materials Review Committee
- 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)
- Begin budget process for following year

### SEPTEMBER

- One Book-One Bozeman Participation
- LRSP Implementation Framework and Reporting
- Board Luncheon LRSP Reports

### OCTOBER

- Attend Montana School Boards Association Annual Meeting
- Board Luncheon LRSP Reports

### NOVEMBER

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

### DECEMBER

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

### JANUARY

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

### FEBRUARY

- School District Calendar Approval

### MARCH

- Call for Annual School Elections
- National Merit Awards
- Hold Budget Review Meetings
- Professional Development Plan Approval
- Board Resolution for Screen Free Week
- Out of State Field Trips and Travel
- Budget Discussion Referencing Staffing

### APRIL

- National School Boards Association Annual Conference
- Hold Budget Review Meetings
- Teacher Appreciation Week
- District Technology Plan Approval
- RIF Notification
- Set Special Levy Amounts if Levy Election is in May

### MAY

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

### JUNE

- Recognize Retiring Staff

### 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 OF TRUSTEES

- Andy Willett, Chair
- Heide Arneson, Vice Chair
- Douglas Fischer
- Gary Lusin
- Greg Neil
- Tanya Reinhardt
- Wendy Tage
- Sandra Wilson

## ACRONYMS AND INITIALS

|             |   |
|-------------|---|
| AASA        | American Association of School Administrators   |
| AFT         | American Federation of Teachers   |
| ANB         | Average Number Belonging  |
| ARRA        | American Reinvestment and Recovery Act  |
| BEA         | Bozeman Education Association   |
| BCEA        | Bozeman Classified Employees Association  |
| CA          | Communication Arts  |
| CIA         | Curriculum, Instruction & Assessment Committee  |
| CLT         | Curriculum Leadership Team  |
| CRT         | Crisis Response Team  |
| CRT         | Criterion-Referenced Test   |
| CSCT        | Comprehensive School Community Treatment  |
| DARE        | Drug Abuse Resistance Education   |
| Dibels      | Dynamic Indicators of Basic Early Literacy  |
| DRP         | Degrees of Reading Power  |
| ELE         | Essential Learning Expectations   |
| ELL         | English Language Learners   |
| FAPE        | Free Appropriate Public Education   |
| IC          | Instructional Cabinet   |
| IDEA        | Individuals with Disabilities Educational Act   |
| IDEA-Part B | Individuals with Disabilities Educational Act K-12  |
| IEP         | Individualized Education Program. A written statement of a handicapped child's education program, required by federal law and state regulations |
| LEA         | Local Education Agency  |
| MAEMSP      | Montana Association of Elementary and Middle School Principals  |
| MASS        | Montana Association of School Superintendents   |
| MASBO       | Montana Association of School Business Officials  |
| MASSP       | Montana Association of Secondary School Principals  |
| MBI         | Montana Behavior Initiative   |
| MEA-MFT     | Montana Education Association – Montana Federation of Teachers  |
| Moodle      | Modular Objective-Oriented Dynamic Learning Environment. A free web application educators can use to create effective online learning sites.    |
| MTSBA       | Montana School Boards Association   |
| NAESP       | National Association of Elementary School Principals  |
| NASSP       | National Association of Secondary School Principals   |
| NCLB        | No Child Left Behind  |
| NEA         | National Education Association  |
| NSBA        | National School Boards Association  |
| OCR         | Owner's Construction Representative   |
| OPI         | Office of Public Instruction  |
| OT          | Occupational Therapy  |
| PD          | Professional Development  |
| PIR         | Pupil Instruction Related   |
| PLC         | Professional Learning Community   |
| PT          | Physical Therapy  |
| RII         | Response to Intervention  |
| QUAD A      | Association of AA Administrators (Superintendents)  |
| SAC-B       | Superintendent's Advisory Council - Business  |
| SAC-C       | Superintendent's Advisory Council - Classified  |
| SAC-P       | Superintendent's Advisory Council - Parents   |
| SAC-T       | Superintendent's Advisory Council - Teachers  |
| SAM         | School Administrators of Montana. "Umbrella" organization for all Montana administrative leadership groups: MASS, MASSP, MAEMSP                 |
| SAT         | Student Assistance Team   |
| SEA         | State Education Agency  |
| SEPTA       | Special Education Parent Teacher Association  |
| UBD         | Understanding by Design   |
| VCDP        | Voluntary Career Development Plan   |
| VCOP        | Voluntary Career Option Plan  |
| WAC         | Wellness Advisory Committee   |

### SPECIAL EDUCATION IMPAIRMENTS

|    |                       |    |                          |
|----|-----------------------|----|--------------------------|
| AU | Autism                | LD | Learning Disability      |
| CD | Cognitive Delay       | OH | Other Health Impairment  |
| DE | Deafness              | OI | Orthopedic Impairment    |
| DB | Deaf/Blindness        | TB | Traumatic Brain Injury   |
| DD | Developmental Delay   | SL | Speech/Language Impaired |
| ED | Emotional Disturbance | VI | Visually Impaired        |
| HI | Hearing Impairment    |    |                          |

# Bozeman Public Schools

## Calendar 2017-2018

|   |   |   |   |
|---|---|---|---|
| <b>July</b><br>S M T W Th F S<br>1<br>2 3 4 5 6 7 8<br>9 10 11 12 13 14 15<br>16 17 18 19 20 21 22<br>23 24 25 26 27 28 29<br>30 31 | <b>August</b><br>S M T W Th F S<br>1 2 3 4 5<br>6 7 8 9 10 11 12<br>13 14 15 16 17 18 19<br>20 21 22 23 24 25 26<br>27 28 29 30 31      | <b>September</b><br>S M T W Th F S<br>1 2<br>3 4 K 6 7 8 9<br>10 11 12 13 14 15 16<br>17 18 19 20 21 22 23<br>24 25 26 27 28 29 30  | <b>October</b><br>S M T W Th F S<br>1 2 3 4 5 6 7<br>8 9 10 11 12 13 14<br>15 16 17 18 19 20 21<br>22 23 24 25 26 27 28<br>29 30 31 |
| <b>November</b><br>S M T W Th F S<br>1 2 3 4<br>5 6 7 8 9 10 11<br>12 13 14 15 16 17 18<br>19 20 21 22 23 24 25<br>26 27 28 29 30   | <b>December</b><br>S M T W Th F S<br>1 2<br>3 4 5 6 7 8 9<br>10 11 12 13 14 15 16<br>17 18 19 20 21 22 23<br>24 25 26 27 28 29 30<br>31 | <b>January</b><br>S M T W Th F S<br>1 2 3 4 5 6<br>7 8 9 10 11 12 13<br>14 15 16 17 18 19 20<br>21 22 23 24 25 26 27<br>28 29 30 31 | <b>February</b><br>S M T W Th F S<br>1 2 3<br>4 5 6 7 8 9 10<br>11 12 13 14 15 16 17<br>18 19 20 21 22 23 24<br>25 26 27 28         |
| <b>March</b><br>S M T W Th F S<br>1 2 3<br>4 5 6 7 8 9 10<br>11 12 13 14 15 16 17<br>18 19 20 21 22 23 24<br>25 26 27 28 29 30 31   | <b>April</b><br>S M T W Th F S<br>1 2 3 4 5 6 7<br>8 9 10 11 12 13 14<br>15 16 17 18 19 20 21<br>22 23 24 25 26 27 28<br>29 30          | <b>May</b><br>S M T W Th F S<br>1 2 3 4 5<br>6 7 8 9 10 11 12<br>13 14 15 16 17 18 19<br>20 21 22 23 24 25 26<br>27 28 29 30 31     | <b>June</b><br>S M T W Th F S<br>1 2<br>3 4 5 6 7 8 9<br>10 11 12 13 14 15 16<br>17 18 19 20 21 22 23<br>24 25 26 27 28 29 30       |

### DATES TO REMEMBER

|                |   |
|----------------|---|
| Aug 24 - 28    | K-12 PIR Days<br>(School Not In Session)                |
| Aug 29         | School Begins 1-12                                      |
| Sep 4          | Labor Day Holiday                                       |
| Sep 5          | K Full Day Begins                                       |
| Oct 2 - 3      | K-5 P/T Conferences<br>(No School K-5)                  |
| Oct 19 - 20    | Flexible PIR Days<br>(No School K-12)                   |
| Nov 22 - 24    | Thanksgiving Holiday                                    |
| Nov 27         | K-12 PIR Day<br>(No School K-12)                        |
| Dec 21 - Jan 2 | Winter Break  |
| Jan 22         | K-12 PIR Day<br>(No School K-12)                        |
| Jan 23         | 9-12 PIR Day<br>(No School 9-12)                        |
| Feb 19         | Presidents' Day Holiday                                 |
| Mar 12 - 16    | Spring Break  |
| Apr 12         | K-5 P/T Conferences<br>6-8 PIR Day<br>(No School K-8)   |
| Apr 13         | K-5 P/T Conferences<br>K-12 PIR Day<br>(No School K-12) |
| May 25         | K-12 PIR Day<br>(No School K-12)                        |
| May 28         | Memorial Day Holiday                                    |
| Jun 3          | Graduation!   |
| Jun 7          | Last Day Of School<br>Students Released @ 12:45         |

### GRADING PERIODS

|       |   |
|-------|---|
| K-5:  | Jan 19<br>Jun 7   |
| 6-8:  | Nov 21<br>Mar 2<br>Jun 6  |
| 9-12: | Per 1 - Oct 6<br>Per 2 - Nov 22<br>1st Sem - Jan 19<br><br>Per 1 - Mar 2<br>Per 2 - Apr 20<br>2nd Sem - Jun 7 |

### SYMBOL CODES

|   |  |
|---|--|
|   | Dist. Flexible PIR Days<br>(No School) |
|   | K-12 PIR (No School K-12)              |
|   | K-5 P/T Conf (No School K-5)           |
|   | K-8 PIR (No School K-8)                |
|   | 9-12 PIR (No School 9-12)              |
|   | Holiday and/or Break                   |
|   | School Begins                          |
|   | School Ends                            |
| K | Kindergarten Starts                    |

With the approval of this calendar, the Board of Trustees, in commemoration of Martin Luther King Day (January 15, 2018), is directing that all teachers (K-5) and all social studies teachers (6-12) take action in class to recognize and celebrate the principles for which Martin Luther King stood.