



BOZEMAN SCHOOL DISTRICT NO. 7
VIRTUAL MEETING VIA ZOOM
MONDAY -- April 12, 2021 -- 5:45 PM

Regular Board Meeting

5:45 1. Call to Order -- Roll Call -- Pledge of Allegiance

No discussion on these items

2. BSD7 Experience

2.1 Student Representatives Report

2.2 Board Education - **BSD7 Equity Work Update**

The Board Education Opportunity is a **15-minute** segment that allows our Board to receive an educational snippet of what is happening in our District.

2.3 Recognition and Awards

[2.3.1](#) Coca-Cola Scholar Recognition

[2.3.2](#) 2021 National Merit Scholarship Program Recognition

[2.3.3](#) DECA State Career Development Conference Awardees and Officer Recognition

[2.3.4](#) 2020-2021 AA Swimming State Championship Team and Individual State Champions

[2.3.5](#) Consortium for School Networking Trusted Learning Environment Seal

3. Public Comment on Non-Agenda Items

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

4. Action Items -- Consent

4.1 Policy 2nd Reading

4.2 Minutes

[4.2.1](#) Consider Approval of Board Meeting Minutes

4.3 High School District

[4.3.1](#) Consider Approval of High School Bond Projects Update

4.4 Both Districts

[4.4.1](#) Consider Approval of Personnel Actions

[4.4.2](#) Consider Approval of Financial Reports, Warrant Approval, and Donations

4.5 Elementary District

5. Board Discussion

5.1 Policy 1st Reading

[5.1.2](#) Discuss Revision to Policy #2333 - Participation in Commencement Exercises

[5.2](#) Legislative Update

6. Action Items -- Singular

6.1 Both Districts

[6.1.1](#) Consider Approval of Bozeman Education Association Bargaining Agreement

[6.1.2](#) Consider Approval of Interim Superintendent Contract

6.2 High School District

6.3 Elementary District

7. **Reports**

[7.1](#) Executive Cabinet Report

[7.2](#) Board of Trustees

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

_____ ADJOURN

The Board meeting will be held exclusively using Zoom. The Zoom format will provide for clearer two-way communication and maximize the number of people who can participate. There will not be an “on site in person” meeting.

[Zoom Meeting Link](#)

If you wish to participate, please go to the linked page on our website [HERE](#) to link into the meeting through Zoom. There are times when the technology is such that the link may need to be changed and we will ensure that the provided link works at least 30 minutes before the meeting and will update the link as necessary to ensure it works.

Public comment may be submitted electronically to trustees@bsd7.org

PLEASE TURN OFF CELL PHONES



Meeting Date: April 12, 2021

Category: Recognition and Awards

Agenda Item #: 2.3.1

Originated By: Marilyn King, Casey Bertram,
Interim Co-Superintendents

Others Involved: Dan Mills, BHS Principal

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
 Coca-Cola Scholar Recognition

Fiscal Impact:
 N/A

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

- WHEREAS:** Claire Vlases, a Bozeman High School senior, has been recognized as one of the country’s most outstanding high school leaders by the Coca-Cola Scholars Foundation, the largest corporate-sponsored, achievement-based scholarship program in the country; and
- WHEREAS:** The Coca-Cola Scholars program recognizes exceptional high school students who are dedicated to leadership, service, and action that positively affects others; and
- WHEREAS:** Claire Vlases is one of 150 selected from 99,403 applicants from across the country to receive this scholarship;
- THEREFORE:** Be it resolved that the Board of Trustees recognize and honor Claire Vlases for this distinction.



Meeting Date: April 12, 2021

Category: Recognition and Awards

Agenda Item #: 2.3.2

Originated By: Marilyn King, Casey Bertram,
 Interim Co-Superintendents

Others Involved: Dan Mills, BHS Principal

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
 2021 National Merit Scholarship Program Recognition

Fiscal Impact:
 N/A

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

WHEREAS: Across the nation, 1.5 million high school juniors in about 22,000 high schools took the Preliminary SAT; and

WHEREAS: Based on the selection index number resulting from the Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT®), students may qualify for the National Merit Semifinalist competition; and

WHEREAS: To compete for a finalist position and possible scholarship award, the semifinalists go through an application process that includes an essay and recommendation; and

WHEREAS: Out of 15,000 semi-finalists, one Bozeman High School senior, Maria Riek, has been named a \$2,500 National Merit Scholarship Corp. winner;

THEREFORE: Be it resolved that the Board of Trustees recognize and honor Bozeman High School 2021 National Merit Scholarship winner Maria Riek for her outstanding performance in a national field based on accomplishments, skills, and potential success for college.



Meeting Date: April 12, 2021

Category: Recognition and Awards

Agenda Item #: 2.3.3

Originated By: Marilyn King, Casey Bertram, Interim Co-Superintendents

Others Involved: Brad Mehr, Tanner Curey

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
DECA State Career Development Conference Awardees and Officer Recognition

Fiscal Impact:
N/A

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

- WHEREAS: DECA, an Association of Marketing Students is a student organization designed for students interested in careers or advanced education in the areas of marketing, management, and entrepreneurship; and
- WHEREAS: 50 students from Bozeman High and Gallatin High virtually attended the state DECA conference on March 9, 2021, which featured 42 events in Marketing, Hospitality, Finance, Management, and Business Administration; and
- WHEREAS: Bozeman High had 11 first-place finishes and 7 second-place finishes and Gallatin High had 1 first-place finish and 2 second-place finishes with 24 students qualifying for the Virtual International Career Development Conference in April 2021; and
- WHEREAS: Stevie Voigt was elected to serve as a state officer on the State DECA Board;

THEREFORE: Be it resolved that the Board of Trustees recognize and honor the following students as first-place winners:

Automotive Services Marketing	Kate Bentson	BHS
Business Services Marketing	Parker Summerhill	BHS
Marketing Communications	Dakota Morosi	BHS
Retail Merchandising	Parker Summerhill	BHS
Principles of Hospitality & Tourism	Ella Roe	BHS
Professional Selling	Marian Montoya	GHS
Entrepreneurship Team Decision Making	Luke Raynovich & Leon Therrien	BHS
Financial Services	Dylan Couture & Yebin Wallace	BHS
Business Growth Plan	Dylan Fedyk & Luke Fedyk	BHS
Community Giving Project	Annie Battle, Megan Olsen, & Gracie Jarrett	BHS

Integrated Marketing Campaign
Startup Business Plan

Jacob Keim & Dylan Fedyk
Eva Horgan & Cooper Knarr

BHS
BHS

THEREFORE:

Be it resolved that the Board of Trustees recognize and honor Stevie Voigt as a State DECA officer.



Meeting Date:	April 12, 2021
Category:	Recognition and Awards
Agenda Item #:	2.3.4
Originated By:	Mark Ator, Activities Director
Others Involved:	Siobhan Gilmartin, Head Coach

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

2020-21 AA Swimming State Championship Team and Individual State Champions

Fiscal Impact:

N/A

Recommendation:

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

WHEREAS: The Bozeman High and Gallatin High Swim teams competed in the AA State Swim Meet in Great Falls on March 5-6, 2021; and

WHEREAS: The Bozeman High Girls Swim Team took 1st Place in the AA State Meet; and

WHEREAS: State Team Members are:
 Corina Amundson, Analise Belasco, Laurelin Bergum, Erica Brackett, Ella Dietrich, Sierra DuCharme, Sara Guillen, Mallory Handelin, Annika Lawrence, Mae Madison, Rylee McColley, Annika Mittelsteadt, Samantha Neely, and Peyton Summerhill; and

WHEREAS: The following Bozeman High team members were individual state champions:

- | | | |
|--|--------------------------------------|--------------------------|
| Sara Guillen | 1st Place | 500 Freestyle |
| | 1st Place | 200 Freestyle |
| Rylee McColley | 1st Place (State Record) | 100 Breaststroke |
| Annika Lawrence (Jr), Rylee McColley (Fr), Sara Guillen (Sr), Annika Mittelsteadt (Jr) | 1st Place (New School Record) | 200 Medley Relay |
| Sara Guillen (Sr), Rylee McColley (Fr), Sierra DuCharme (Fr), Annika Mittelsteadt (Jr) | 1st Place | 400 Freestyle Relay |
| Sierra DuCharme (Fr), Ella Dietrich (Fr), Erica Brackett (Sr), Annika Lawrence (Jr) | 1st Place | 200 Freestyle Relay; and |

WHEREAS: The following Gallatin High team member was an individual state champion:

Julia Huffmaster	1st Place	100 Butterfly
	1st Place (State Record)	200 Individual Medley

THEREFORE: Be it resolved that the Board of Trustees recognize and honor Gallatin High School's Individual State Champion Julia Huffmaster and Bozeman High School's 2020-2021 AA Girls Swimming State Championship Team and Individual State Champions Corina Amundson, Analise Belasco, Laurelin Bergum, Erica Brackett, Ella Dietrich, Sierra DuCharme, Sara Guillen, Mallory Handelin, Annika Lawrence, Mae Madison, Rylee McColley, Annika Mittelsteadt, Samantha Neely, and Peyton Summerhill.



Meeting Date: April 12, 2021

Category: Recognition and Awards

Agenda Item #: 2.3.5

Originated By: Marilyn King, Casey Bertram,
 Interim Co-Superintendents

Others Involved: Ken Hackler, Technology Services Supervisor

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
 Consortium for School Networking Trusted Learning Environment Seal

Fiscal Impact:
 N/A

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

- WHEREAS:** The Trusted Learning Environment (TLE) Seal Program was developed by CoSN (the Consortium for School Networking); and
- WHEREAS:** The TLE Seal is the nation's only data privacy seal for school systems, focused on building a culture of trust and transparency; and
- WHEREAS:** The Program requires school systems to have implemented high standards for student data privacy protections around five core practice areas: Leadership, Business, Data Security, Professional Development and Classroom. School systems that meet the Program requirements will earn the TLE Seal, signifying their commitment to student data privacy to their community; and
- WHEREAS:** Bozeman Public Schools was the first district in the Rocky Mountain region to receive the TLE seal, and with this renewal, remains the only district in Montana to have achieved this distinction;
- THEREFORE:** Be it resolved that the Board of Trustees recognize and honor the Bozeman School District #7 for continuing its commitment to student data privacy by implementing strong, measurable and publicly available practices to help ensure the privacy of student data and for receiving this award.



Meeting Date: April 12, 2021

Category: Action Item - Consent - Both Districts

Agenda Item #: 4.2.1

Originated By: Mike Waterman, Director of Business Services

Others Involved: Lori Ross, Executive Assistant

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of Board Meeting Minutes.

- Facts & Discussion:**
- Minutes of the [March 8, 2021](#) Regular Board Meeting.
 - Minutes of the [March 11, 2021](#) Board Retreat.
 - Minutes of the [March 29, 2021](#) Special Board Meeting.
 - Upon approval, the minutes represent the official actions of the Board of Trustees of School District No. 7.

Fiscal Impact:
N/A

Recommendation:
It is recommended the Board of Trustees approve as presented, the minutes of the Regular Board Meeting on [3-8-2021](#), Board Retreat on [3-11-2021](#) and Special Board Meeting on [3-29-2021](#).

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



Meeting Date: April 11, 2021

Category: Action Item - Consent - High School District

Agenda Item #: 4.3.1

Originated By: Todd Swinehart, Director of Facilities

Others Involved:

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of High School Bond Projects Update.

Facts & Discussion:

- The attached report has been developed by the Owner’s Construction Representative, along with project architects and contractors to reflect the most recent status of the projects.

Fiscal Impact:
\$125,000,000 Bond Proceeds

Recommendation:
It is recommended the Board of Trustees approve the High School Bond Projects Update.

Other Alternatives:

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

Discussion:

Project: BHS Renovation
Schedule:

- January 27, 2020 - Board Approval of the GMP for a sum of \$29,555,890

The Board of Trustees has accepted CTA Architects Engineers for design services along with Langlas and Associates to perform GC/CM services for the renovation efforts at BHS. Construction bids were approved at the January 27, 2020 board meeting with a not to exceed Guaranteed Maximum Price of \$29,555,890. The construction schedule has been accelerated and construction was able to begin in May 2020. As construction continues, students and staff are able to safely occupy the building with very minimal disruptions to their daily schedules.

Overall the project is approximately 65% Complete.

Current construction progress has been highlighted with the attached reports along with a short duration schedule.



MARCH PROGRESS REPORT

PROJECT: Bozeman High School Renovation

TO: Todd Swinehart (TS), Director of Facilities, Bozeman Public Schools

FROM: Nathan Helfrich, Cushing Terrell
Roger Davis, Langlas and Associates

SUBJECT: Progress Report for March 2021

Progress Update

1. Site access Materials procurement issues
 - a. Langlas is anticipating material procurement challenges coming up and are also seeing potential limits to the amount of product that can be purchased (metal studs for example)
 - b. Lighting is the main item
 - c. Langlas will compile a list of products impacted
2. Gym
 - a. Dan Mills requested that Langlas lock the gym doors when working in there
 - b. Banners will all be pulled down temporarily during construction
 - i. BSD7 might clean them when they are down
 - ii. Langlas is to coordinate with Dan Mills
 - c. Walls are only getting painted where work is being done
 - i. Langlas and BSD7 will review the gym once items are demolished (in 2 weeks) to determine if more painting is desired
 - ii. Langlas will get a cost/sf to paint walls per Todd Swinehart's request
3. Langlas has a complete keying schedule for the new and existing doors
 - a. Ordering hardware the end of next week
 - b. Lead time for cores is about 3 weeks, which is a substantial improvement
4. M wing
 - a. Langlas asked if M wing can be vacated a week earlier than planned
 - i. Possibly condense practice pods and create a separation wall
 - b. Dan Mills does not think classes can be moved out before the end of the school year
 - c. Might be an option to remove the practice rooms that are getting replaced early
 - i. Dan Mills will verify
5. Todd Swinehart will coordinate the swim center fire lane drawing with TD&H – currently proposing work that will get reworked later
6. April 6th is ACT day and all classrooms will be needed for testing
7. RFIs Discussed

- a. RFI 143 - some insulation liner potentially has asbestos that fell out during demo – getting test results back tomorrow morning so gym is sealed off
8. Submittals Discussed
 - a. 09 64 66 - Floor striping is in BSD7 court for review – Roger requested clarification within the next 2 weeks since work will be underway in May
 - i. Want Hawk to be bigger
 - ii. Want the side and end lines to be bigger to make the "BOZEMAN" bigger – match the side and end lines at GHS
 - iii. Don't want a separate out of bounds line – heavy border will be out of bounds line
 - iv. Don't need to repaint the "home" and "away" seating
 - b. 26 51 19 - Theater lighting should be returned today – Langlas will schedule a precon with BSD7 – the submittals don't need to be sent to BSD7 prior
9. CCD's Discussed
 - a. CCD 53: Parapet connection
 - i. Detail was modified so the panel could be picked by the crane
 - ii. Insulation was modified due to thermal bridging from the revised detail
 - b. CCD 60: Paul reviewed and feels that pricing is in line
 - i. Todd wants to split the cost – Scott and Todd will follow up on this item

Construction Progress

- Construction progress images (attached)
- Building Key Plan (attached)
- Site Phasing Plan (attached)

Budget Update

- The construction project remains on budget

Invoice Status

- Paid in full to date

Schedule Update

- Project Substantially Complete June 2022



Fig 01: Overall view of the site



Fig 02: Overall view from the southeast



Fig 03: Overall view from the south



Fig 04: Overall view from the southwest



Fig 05: Auditorium and Learning Community from the northwest



Fig 06: Overall view from the north



Fig 07: Overall view of the Auditorium and Learning Community



Fig 08: Overall view from the east



Fig 09: Overall view of the Learning Community

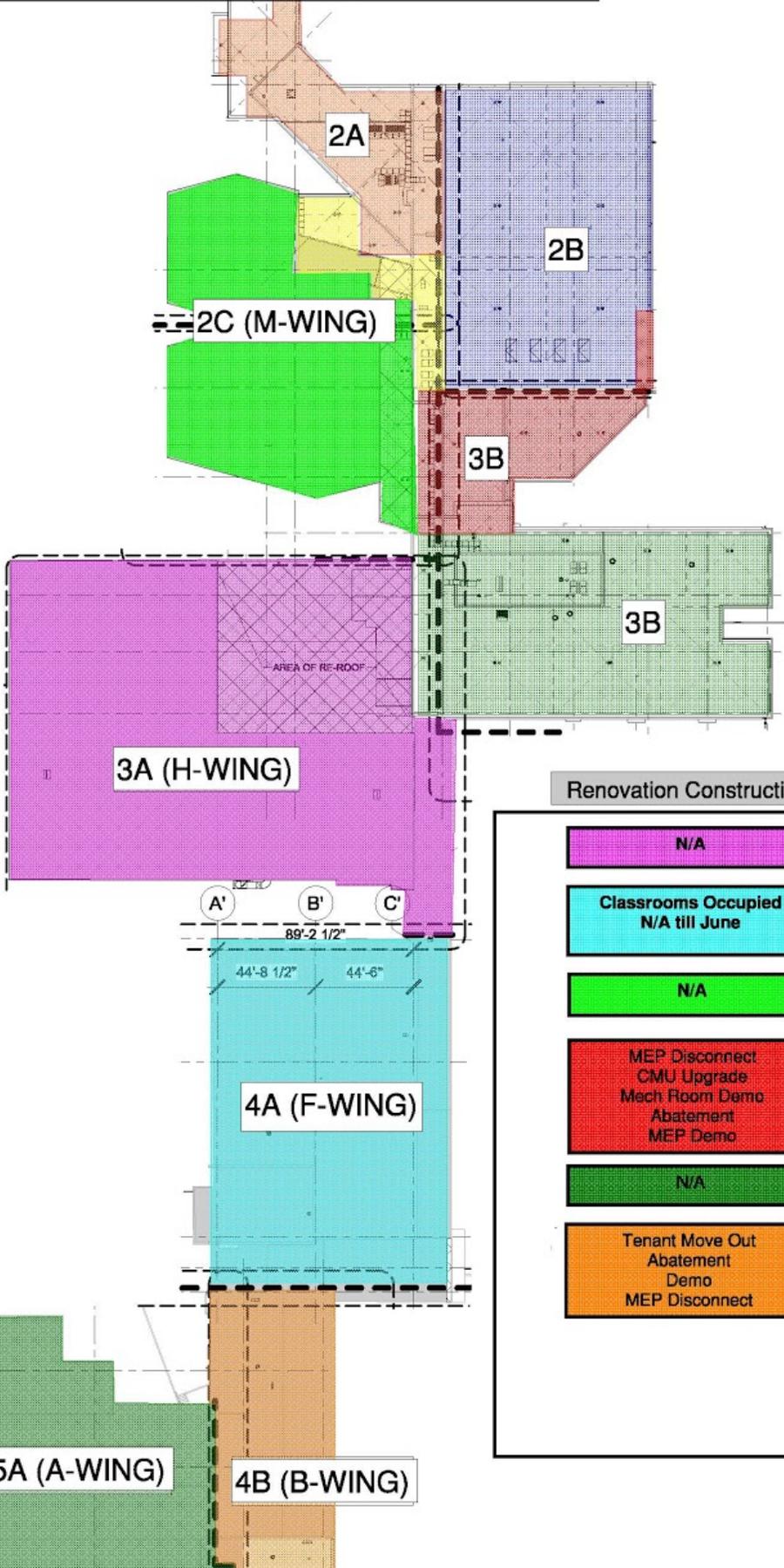


Fig 10: Overall view of the Commons

BHS Renovation Building Schedule Plan
 Spring 2021 - Summer 2021
 Updated 3.26.21

New Construction

- 2nd Floor Insulation
 Exterior 3M/HJS/Foam
 Window Install
 1st/2nd Floor Hang/Tape/Paint
 Penthouse HVAC
- MEP Rough-In
 Exterior Framing
 Membrane Roofing
- MEP Hangers/High
 Exterior Framing
 Load Penthouse Equip.
- Exterior Framing
 Load Penthouse Equip.
- Interior Framing
 HVAC Duct Installation
 Fire Sprinkler Install
 Fabric Duct Track Install



Renovation Construction

- N/A
- Classrooms Occupied
N/A till June
- N/A
- MEP Disconnect
CMU Upgrade
Mech Room Demo
Abatement
MEP Demo
- N/A
- Tenant Move Out
Abatement
Demo
MEP Disconnect

Site Exterior Improvements Phasing Plan
Spring 2021 - Summer 2021
Updated 3.26.21



North Area
Material Storage
Final Hardscapes/Landscaping
Start: May 1st

East Area
Material Storage
Final Hardscapes/Landscaping
Start: June 1st

SE Area
Bridge SWPPP Work
Material Storage
Final Hardscapes/Landscaping
Start: August 1st

South Area
Demo Work
Final Hardscapes/Landscaping
Start: June 14th

West Areas
Work to Start Summer
Start: June 14th



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Architect's Field Report

The observations in this report are made to generally reflect the progress and quality of the Work on the date of this report and are not intended to be exhaustive evaluations of the quality or quantity of the Work.

PROJECT: *(name and address)*

Bozeman High School
205 North 11th Ave
Bozeman, Montana

CONTRACT INFORMATION:

Contract For: General Construction
Date: 12/1/2016

Architect's Project Number:

BZN_HIGHRENO

Field Report Number: CT-035

OWNER: *(name and address)*

Bozeman School District
404 W Main Street
Bozeman, MT 59715

ARCHITECT: *(name and address)*

Cushing Terrell
411 E Main Street
Bozeman, MT 59715

CONTRACTOR: *(name and address)*

Langlas and Associates, Inc
1019 E Main Street #101
Bozeman, MT 59715

DATE OF SITE VISIT:

3/02/2021

TIME:10:15 AM-
1:30 PM**WEATHER:**

Clear

TEMP. RANGE:35-40 deg. F

WORK IN PROGRESS:

Door & window frame installation on first and second floor of 3B, mechanical installation on second floor of 3B, electrical installation on first and second floor of 3B, Self adhering membrane installation on 3B, roof installation on 3B and 3A, metal framing and deck at 3B and 2A, installation of ductwork in auditorium, framing at second floor 3B.

PRESENT AT SITE:

General contractor field staff, mechanical subcontractor, electrical subcontractor, steel subcontractor, framing subcontractor, roofing subcontractor, masonry subcontractor.

OBSERVATIONS: *(Include known deviations from the Contract Documents and the Contractor's most recent construction schedule, and defects and deficiencies observed in the Work.)*

Work in Progress (Observed):

1. The framing subcontractor continues to frame interior walls in 3B.
2. The mechanical subcontractor is installing ductwork on second floor of 3B and penthouse units in 3B as well as ductwork in the auditorium.
3. The electrical subcontractor is providing rough in work in 3B and 2B.
4. The roofing subcontractor has nearly completed roof work on 3B and 3A.
5. Installation of the self adhering membrane is nearly complete at 3B including window flashing, base flashing and membrane.
6. The steel subcontractor has installed the columns and steel joists for the drama shop and is working on installation of metal deck at 2A.

Observations:

1. The installation of self adhering membrane, base flashing, and window flashing is largely complete at building 3B. The assembly appears to be correct. The self adhering membrane at the 3B penthouse appears to be installed over a number of fasteners that are not flush with sheathing. Kasey Welles indicated to Josh Hennigman that this may cause issues with penetrations in the self adhering membrane in the future. (Fig. 1-1)
 2. Framing of interior walls in 3B and installation of metal door and window frames is progressing. No concerns were noted at this time (Fig. 1-2)
 3. The roof on building 3B is nearly complete. Visible assembly indicates that the roof continued to be installed per details. (Fig. 2-1)
-

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User Notes:

(3B9ADA55)

-
4. The mechanical subcontractor and electrical subcontractor are working on installation at the first and second floor of building 3B.(Fig. 2-2 & 3-1)
 5. Building 2A and remaining steel for building 3B is set and decking is being installed on building 2A .(Fig. 3-2)
 6. The Masonry subcontractor provided a mockup of the brick wall on the southeast corner of 3B. Inspection of the mockup showed it to be in line with details and visually acceptable. (Fig. 4-1)
 7. The metal framed area divider on the west side of the 3B roof extends into the building separation. This deviation will need to be rectified. Kasey Welles noted this deviation to Josh Hennigman. (Fig. 4-2)

Discussions:

1. Kasey Welles noted that fasteners on the 3B penthouse were not flush and may cause issues with the self adhering membrane.
2. Kasey Welles noted to Josh Hennigman that the area divider wall on the roof of building 3B was framed into the building separation and would need to be reframed.

Upcoming Work

1. 3B framing and air and moisture barrier installation.
2. 3B interior gypsum board installation.
3. 2B MEP rough in and interior second floor framing.
4. 2A structural steel installation and framing.
5. 3B and 3A roof installation.
6. 3B windows installation

ACTION REQUIRED: *(Include follow-up items, responsible parties, and due dates.)*

Revise roof area divider, review self adhering membrane installation at 3B penthouse.

ATTACHMENTS:

PHOTOS

REPORT BY:

-See attached digital signatures page-

03/03/2021

SIGNATURE

DATE

Kasey Welles, Project Architect

PRINTED NAME AND TITLE

Digital Signatures Page

Kasey Welles

Digitally signed by Kasey Welles
DN:
E=KaseyWelles@cushingterrell.com,
CN=Kasey Welles, OU=Users,
OU=Bzmn, DC=otagroup, DC=net
Date: 2021.03.05 10:56:12-0700'





Figure 1-1: Base Flashing and Self Adhering Membrane

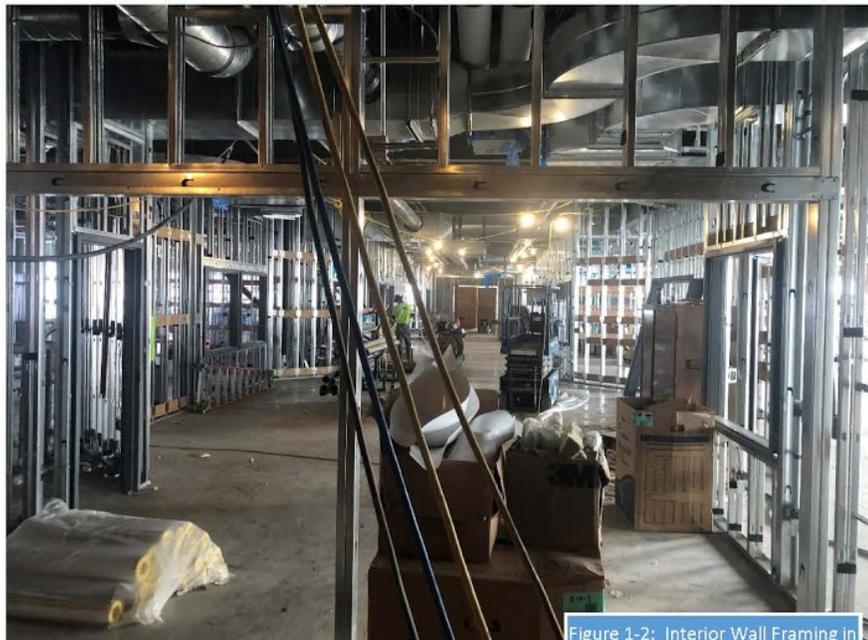


Figure 1-2: Interior Wall Framing in
38



Figure 2-1:
3B Roof Assembly



Figure 2-2: Mechanical Installation in 3B



Figure 3-1:
Electrical Installation at 3B



Figure 3-2: Steel in 3B Drama Shop



Figure 4-1:
Masonry Mock Up



Figure 4-2: Area Divider Wall Framed Into Building Separation



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Architect's Field Report

The observations in this report are made to generally reflect the progress and quality of the Work on the date of this report and are not intended to be exhaustive evaluations of the quality or quantity of the Work.

PROJECT: *(name and address)*

Bozeman High School
205 North 11th Ave
Bozeman, Montana

CONTRACT INFORMATION:

Contract For: General Construction
Date: 12/1/2016

Architect's Project Number:

BZN_HIGHRENO

Field Report Number: CT-036

OWNER: *(name and address)*

Bozeman School District
404 W Main Street
Bozeman, MT 59715

ARCHITECT: *(name and address)*

Cushing Terrell
411 E Main Street
Bozeman, MT 59715

CONTRACTOR: *(name and address)*

Langlas and Associates, Inc
1019 E Main Street #101
Bozeman, MT 59715

DATE OF SITE VISIT:

3/18/2021

TIME:1:15 PM-
3:00 PM**WEATHER:**

Clear

TEMP. RANGE:55-60 deg. F

WORK IN PROGRESS:

Storefront window installation at 3B, Insulation and self adhering membrane installation at 3B, Door & window frame installation on second floor of 3B, mechanical installation on second floor of 3B, electrical installation on second floor of 3B, roof installation on 3B and 3A, metal framing and deck at 3B and 2A, installation of ductwork in auditorium, gypsum wall board installation on first floor 3B, mechanical and demolition work in 5B gym area.

PRESENT AT SITE:

General contractor field staff, mechanical subcontractor, electrical subcontractor, steel subcontractor, framing subcontractor, roofing subcontractor, masonry subcontractor.

OBSERVATIONS: *(Include known deviations from the Contract Documents and the Contractor's most recent construction schedule, and defects and deficiencies observed in the Work.)*

Work in Progress (Observed):

1. Demolition of mechanical units in the south gym is underway as well as demolition of ceilings on the second floor of the 5B mechanical room.
2. The mechanical subcontractor is installing ductwork on second floor of 3B and penthouse units in 3B as well as ductwork in the auditorium.
3. The electrical subcontractor is providing rough in work in 3B and 2B.
4. The roofing subcontractor has nearly completed roof work on 3B and 3A.
5. Installation of the self adhering membrane is complete at 3B including window flashing, base flashing and membrane.
6. Installation of z-furring, eyebrow framing and exterior insulation at 3B is partially complete.
7. Installation of storefront windows at building 3B is underway.
8. The northern portion of first floor 3B framing and auditorium framing is underway.
9. Installation of gypsum wall board on first floor of 3B is underway.
10. 3B penthouse ships ladder is installed.
11. Structural framing of 2A appears to be complete.

Observations:

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User Notes:

(3B9ADA4F)

1. The installation of insulation and storefront windows at 3B is underway. (Fig. 1-1)
2. Framing and flashing of eyebrow around inset on north and south walls of 3B is in progress. (Fig. 1-2)
3. Drywall is being installed on first floor of 3B. Sound attenuation batts are in place, the deck flutes have been plugged, and no issues were observed at this time. (Fig. 2-1)
4. The mechanical subcontractor and electrical subcontractor are working on installation at the second floor of building 3B.(Fig. 2-2 & 3-1)
5. The metal framed area divider on the west side of the 3B roof at the building separation has been fixed.\]
6. Demolition in G-wing has commenced. Ceiling tiles have been removed on second floor and the mechanical units in the gym are being disassembled. (Fig.3-2)

Discussions:

1. None.

Upcoming Work

1. 3B framing, air and moisture barrier installation, insulation, and storefront windows.
2. 3B interior gypsum board installation.
3. 2B MEP rough in and interior second floor framing.
4. Gym mechanical work, floor refinishing, and bleacher installation.
5. 3B and 2A roof installation.

ACTION REQUIRED: *(Include follow-up items, responsible parties, and due dates.)*

None.

ATTACHMENTS:

PHOTOS

REPORT BY:

-See attached digital signatures page-

03/25/2021

SIGNATURE

DATE

Kasey Welles, Project Architect

PRINTED NAME AND TITLE

Digital Signatures Page

Kasey Welles

Digitally signed by Kasey Welles
DN:
E=KaseyWelles@cushingterrell.com,
CN=Kasey Welles, OU=Users,
OU=Bzmn, DC=otagroup, DC=net
Date: 2021.03.25 10:31:19-06'00'



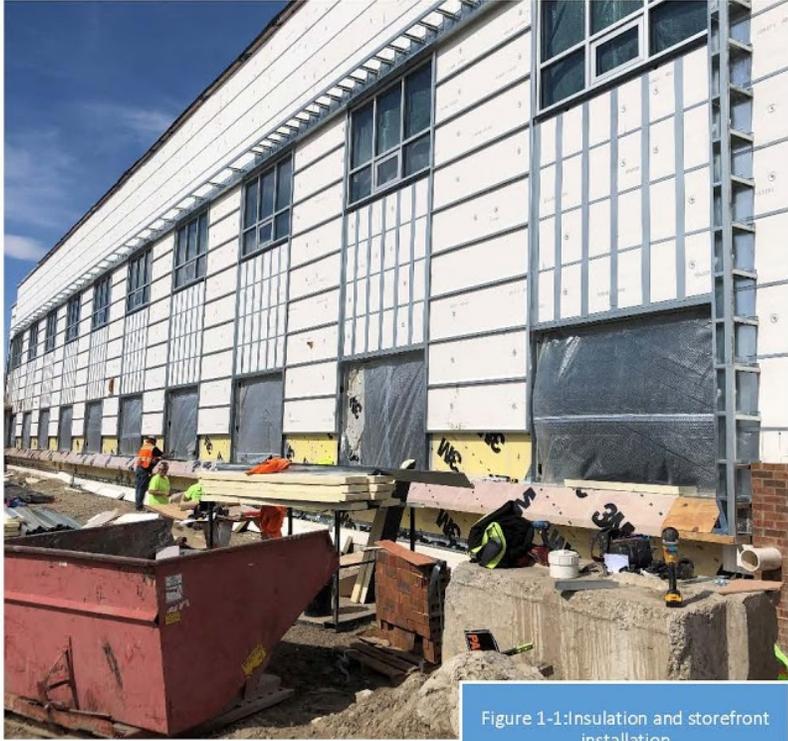


Figure 1-1: Insulation and storefront installation

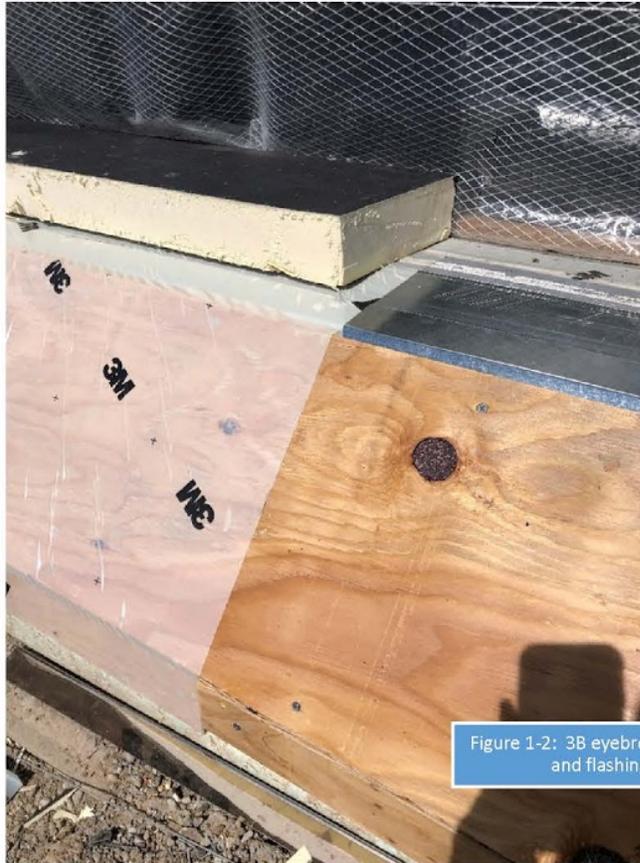


Figure 1-2: 3B eyebrow framing and flashing



Figure 2-1:
First floor 3B gypsum board installation

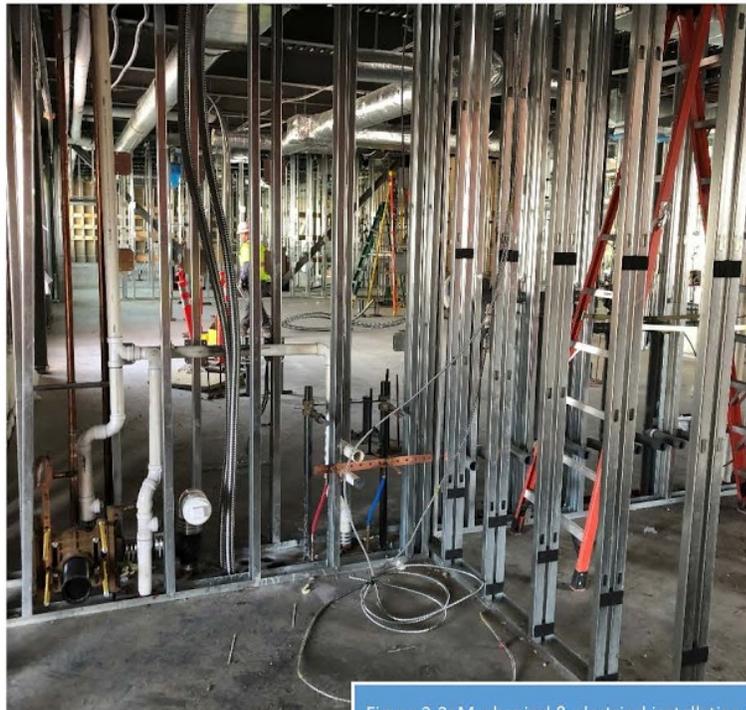


Figure 2-2: Mechanical & electrical installation in 3B



Figure 3-1:
Mechanical Installation at 3B



Figure 3-2: Demolition work on second floor of G-wing



AIA® Document G711™ – 2018

Architect's Field Report

The observations in this report are made to generally reflect the progress and quality of the Work on the date of this report and are not intended to be exhaustive evaluations of the quality or quantity of the Work.

PROJECT: *(name and address)*

Bozeman High School
205 North 11th Ave
Bozeman, Montana

CONTRACT INFORMATION:

Contract For: General Construction
Date: 12/1/2016

Architect's Project Number:
BZN_HIGHRENO
Field Report Number: CT-037

OWNER: *(name and address)*

Bozeman School District
404 W Main Street
Bozeman, MT 59715

ARCHITECT: *(name and address)*

Cushing Terrell
411 E Main Street
Bozeman, MT 59715

CONTRACTOR: *(name and address)*

Langlas and Associates, Inc
1019 E Main Street #101
Bozeman, MT 59715

DATE OF SITE VISIT:

03/24/2021

TIME:

12:15 PM-
1:30 PM

WEATHER:

Clear

TEMP. RANGE:

40 deg. F

WORK IN PROGRESS:

Installation of wall Z-girts and insulation was being installed on the North side of Building 3B.

PRESENT AT SITE:

General contractor field staff

OBSERVATIONS: *(Include known deviations from the Contract Documents and the Contractor's most recent construction schedule, and defects and deficiencies observed in the Work.)*

Observations:

1. The brick mockup was observed on the Southeast corner of Building 3B. Below grade to above grade air/moisture/vapor barrier and below grade to above grade insulation was found to be continuous and properly installed. The brick was installed over the below grade CMU with the bricks weep system properly installed and lapped into the air/moisture/vapor barrier at the 4th course of brick above the below grade CMU.(Fig. 1-1).
 2. Inspection of the installed air/moisture/vapor barrier was observed throughout the project. Review of the installed head/jamb/sill fiberglass angles was also observed with no issues found.(Fig. 1-2).
 3. Areas of installed roofing throughout the project were also observed with no issues found.
 4. The air/moisture/vapor barrier of the upper penthouse of Building 3B was installed over mechanical fasteners that were used to secure the substrate to the steel studs behind. These fasteners protrude from the substrate slightly. It was discussed to potentially strip those fasteners in with an additional layer of air/moisture/vapor barrier before installation of the wall's insulation to ensure the membrane isn't punctured.
 5. Many of the building's wall areas have insulation already installed within the Z-Girts. Gaps between the insulation was found in some places. Most of these gaps were sealed properly with spray foam. Contractor should ensure that any gaps missed get sealed with spray foam prior to installation of the wall's cladding system(s).
-

ACTION REQUIRED: *(Include follow-up items, responsible parties, and due dates.)*

ATTACHMENTS:

PHOTOS

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User Notes:

(3B9ADA4C)

REPORT BY:

Brady J. Gauer

3/24/2021

SIGNATURE

DATE

Brady J. Gauer, Building Envelope
Specialist

PRINTED NAME AND TITLE





Figure 1-1: Review of Brick Mockup



Figure 1-2: Inspection of the building's installed air/moisture/vapor barrier



Structural Observation Report Form

Observation performed by: Cody Reynolds
 Project: Bozeman High Renovation Project #: 18151-0102
 Weather: Cold, Sunny Temperature: 30
 Time on Site: 4:15-5:00 PM Date: 3.9.21 Page: 1 of 1

Individuals Present During Observation: Jon Lovgren Company: DCI Engineers
Dylan Hjelvik Company: DCI Engineers
 _____ Company: _____
 _____ Company: _____

OBSERVED STRUCTURAL ELEMENTS AND THEIR CONNECTIONS

FOUNDATION	WALL	FRAMES	FLOOR	ELEMENT/CONNECTION OBSERVATION LOCATION
<input type="checkbox"/> Footing, Stem Walls	<input type="checkbox"/> Concrete	<input type="checkbox"/> Steel Moment Frame	<input checked="" type="checkbox"/> Concrete	Region 2A concrete slab on metal deck at mechanical platform.
<input type="checkbox"/> Mat Foundation	<input type="checkbox"/> Masonry	<input type="checkbox"/> Steel Braced Frame	<input checked="" type="checkbox"/> Steel Deck	
<input type="checkbox"/> Caisson, Piles, Grade Beams	<input type="checkbox"/> Wood	<input type="checkbox"/> Concrete Moment Frame	<input type="checkbox"/> Wood	
<input type="checkbox"/> Retaining Foundation	<input type="checkbox"/> Others:	<input type="checkbox"/> Proprietary Wood Shear Wall	<input type="checkbox"/> Others:	
<input type="checkbox"/> Others:		<input type="checkbox"/> Others:		

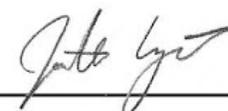
Observations:

Welded wire fabric was placed, and lapped in general conformance with the Construction Documents.
 HAS at slab edge angles were in place and were in general conformance with Construction Documents.
 Reinforcing at cantilever edge was placed in conformance with the Construction Documents.
 Welded wire fabric was placed on chairs where visible.

Deficiencies:

Action Taken:

Entire pour area could not be inspected due to blankets. Ensure reinforcing is all properly chaired prior to pour.

Signature: 

Date: 3/9/21

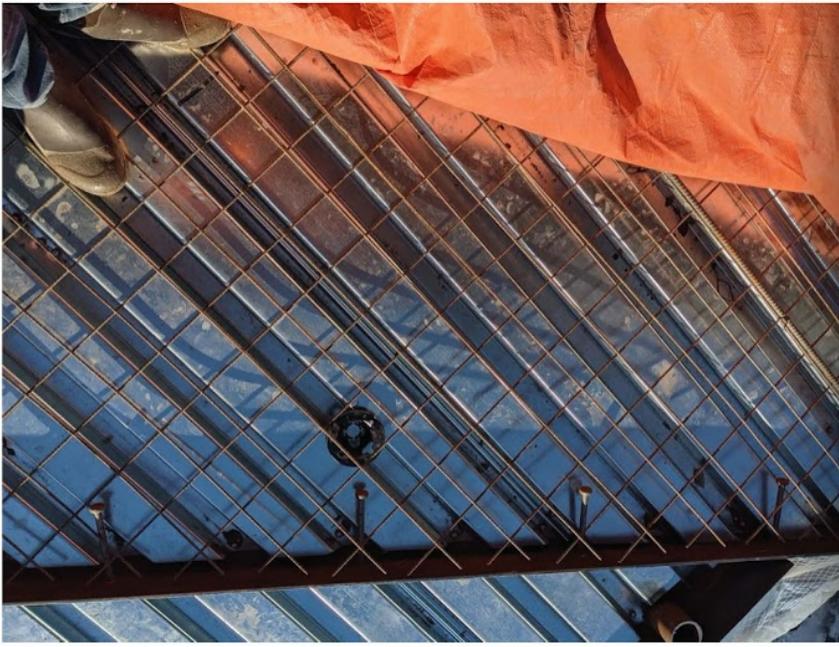


IMAGE 1: WELDED WIRE REINFORCING WITH CHAIRS. SLAB EDGE ANGLE WITH HEADED ANCHOR STUDS.



IMAGE 2: STEEL REINFORCING AT CANTILEVER EDGE

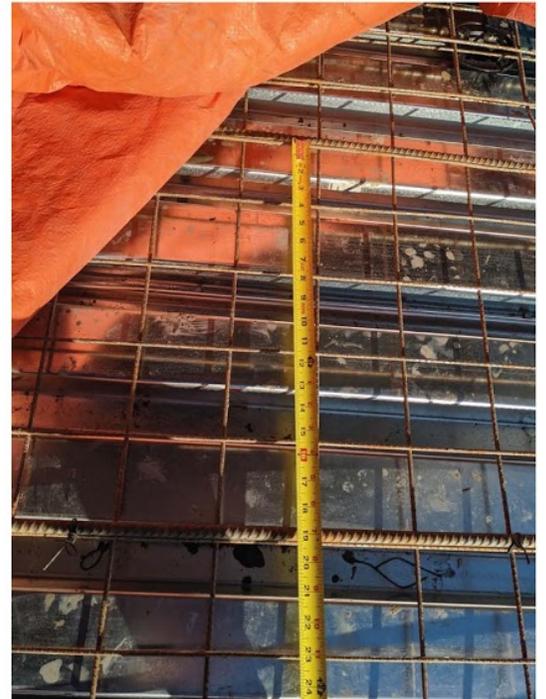


IMAGE 3: STEEL REINFORCING AT CANTILEVER EDGE



Meeting Date: April 12, 2021
Category: Action Item - Consent - Both Districts
Agenda Item #: 4.4.1
Originated By: Pat Strauss, Director of Human Resources
Others Involved:

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Personnel Actions

Facts:

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

Fiscal Impact:

Noted on report

Recommendation:

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

Other Alternatives:

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

**Bozeman Public Schools
Human Resources**

April 12, 2021

REQUIRES BOARD ACTION

Confirmation of Employment (Classified)

Name	Position	Level/Step	Effective	Hourly Rate
Breum, Serina	Overflow PARA, .0625 FTE, Discretionary Self Contained PARA, .8125 FTE, MDLK, 9.25 mos.	Non Unit, D01	3/22/2021	\$12.48/\$13.71
Ellis, Richelle	Custodian, 1.0 FTE, SUPT SVCS, 12 mos.	G05	3/11/2021	\$17.91
Gray, Paul	Self Contained PARA, .7813 FTE, EMDI, 9.25 mos.	D01	2/26/2021	\$13.71
Lang, Mike	Custodian, 1.0 FTE, MOST, 12 mos.	G01	3/8/2021	\$16.58
McCormack, Kaitlin	SPED PreK PARA, .3375 FTE, HYL, .3375 FTE WHIT, 9 mos.	D02	3/29/2021	\$13.98
Parrott, Madison	Discretionary Self Contained PARA, .1875 FTE, 9.25 mos.	D01	3/1/2021	\$13.71

Confirmation of Request for Leave of Absence (Certified)

Name	Position	Reason	Effective Dates
Bachman, Kendell	School Counselor, 1.0 FTE, HAWT	FMLA	9/13/21 - 12/6/21
Blackwood, Sheri	School Counselor, 1.0 FTE, BHS	FMLA	3/24/21 - 5/19/21
Colombo, Jay	6th Gr. Core Teacher, 1.0 FTE, CJMS	Intermittent FMLA	4/15/21 - 6/10/21
Colombo, Natalie	Elementary Teacher, 1.0 FTE, MDLK	Intermittent FMLA	4/15/21 - 5/25/21
Dayhoff, Nata	Elementary Teacher, 1.0 FTE, MOST	LOA	2021-2022
Gustavsen, Erika	Health Enhancement Teacher, .20 GHS, .80 BHS	FMLA	5/3/21 - 6/4/21
Parent, Samantha	Elementary Teacher, 1.0 FTE, IRVG	.50 of 1.0 FTE LOA (Correction)	2021-2022
Rasmussen, Christine	Kindergarten Teacher, 1.0 FTE, MDLK	FMLA	8/25/21 - 11/17/21
Worob, Sukha	Art Teacher, 1.0 FTE, BHS	FMLA	2/22/21 - 5/21/21

Confirmation of Request for Leave of Absence (Professional)

Name	Position	Reason	Effective Dates
Selvig, Brittany	Support Services Supervisor, 1.0 FTE, SUPT SVCS	FMLA	10/4/21 - 12/30/21

Confirmation of Request for Leave of Absence (Classified)

Name	Position	Reason	Effective Dates
Garcian Ferrara, Morellys	Discretionary PARA, .2813 FTE, LONG, 9.25 mos.	LOA	2/19/21 - 4/31/21
Hansen, Loree	Head Custodian, 1.0 FTE, CJMS, 12 mos.	Intermittent FMLA	2/25/21 - 6/30/21
Huckert, Brenda	FS Cashier, .25 FTE, BHS, 9.25 mos.	LOA	4/25/21 - 6/3/21
Nelson, Kristine	SPED PreK PARA, .3375 FTE, WHIT, 9 mos.	LOA	9/9/21 - 4/9/21
Spencer, Danica	FS Cashier, .4063 FTE, MDLK, 9.25 mos.	LOA (revision)	8/31/20 - 6/10/21

Confirmation of Resignations/Terminations (Certified)

Name	Position	Reason	Effective	Years of Service
Blackwood, Sheri	Guidance Counselor, 1.0 FTE, BA(M)+90, Step 15, \$74,019, BHS	Retirement	6/25/2021	17
Clayton, Michael John	Social Studies Teacher, 1.0 FTE, BA+90, Step 18, \$74,147, BHS	Retirement	6/11/2021	17
Cole, T. Michael	Math Teacher, 1.0 FTE, BA(M)+105, Step 18, \$81,018, BHS	Retirement	6/11/2021	40

**Bozeman Public Schools
Human Resources**

April 12, 2021

REQUIRES BOARD ACTION (con't)

Confirmation of Resignations/Terminations (Certified) (con't)

Name	Position	Reason	Effective	Years of Service
Cunningham, Gary	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 18, \$81,018, WHIT	Retirement	6/11/2021	28
Gunther, Lisa	Math Teacher, 1.0 FTE, BA(M)+105, Step 15, \$72,110, BHS	Retirement	2/19/2021	17
Hedlund, Richard	T&I Teacher, 1.0 FTE, BA(M)+105, Step 18, \$81,018, GHS	Retirement	6/11/2021	21
Keith, Anne	TOSA, 1.0 FTE, BA(M)+105, Step 18, \$81,018, CURR	Retirement	6/11/2021	19
Lee, Paula	6th Gr. Core Teacher, 1.0 FTE, BA+45, Step 18, \$60,955, CJMS	Retirement	6/11/2021	25
Perry, Gregg	Art Teacher, 1.0 FTE, BA+15, Step 12, \$49,661, SMS	Retirement	6/11/2021	16
Pyatt, Hailey	Elementary Teacher, 1.0 FTE, BA(M)+45, Step 3, \$52,768, HYL T	Resignation	6/11/2021	3
Starkey, William	School Psychologist, 1.0 FTE, BA(M)+90, Step 11, \$68,632, MOST	Retirement	6/11/2021	7
Stephens, Susan	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 18, \$81,018, MOST	Retirement	6/11/2021	36.6
Thiede, Martha	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 18, \$81,018, MOST	Retirement	6/11/2021	35
Wiley, Penney	FCS Teacher, 1.0 FTE, BA(M)+105, Step 18, \$81,018, BHS	Retirement	6/11/2021	25

Confirmation of Resignations/Terminations (Classified)

Name	Position	Reason	Effective	Years of Service
Barry, Edward	Self Contained PARA, .875 FTE, D30, \$19.92/hr., BHS, 9.25 mos.	Retirement	6/10/2021	30
Berghausen, Anna	Instructional PARA, .80 FTE, B01, \$12.48/hr., GHS, 9.25 mos.	Resignation	2/16/2021	9 days
Brown, Nadine	Non Instructional PARA, .375 FTE, B03, \$12.97/hr., CJMS, 9.25 mos.	Retirement	6/10/2021	1
Escue, Evan	Self Contained PARA, .875 FTE, D01, \$13.71/hr., GHS, 9.25 mos.	Resignation	6/11/2021	1
Keller, Sarah	Non Instructional PARA, .3125 FTE, B01, \$12.48/hr., SMS, 9.25 mos.	Resignation	3/5/2021	10 days
Lamb, Lisa	ISS PARA, 1.0 FTE, D05, \$14.80/hr., BHS, 9.25 mos.	Resignation	3/2/2021	11 days
Peskuric, Kevin	Custodian, 1.0 FTE, G01, \$16.58/hr., SUPT SVCS, 12 mos.	Resignation	3/12/2021	5 mos.
Rubright, Paul	Custodian, 1.0 FTE, G03, \$17.23/hr., SMS, 12 mos.	Resignation	2/22/2021	2.1
Smith, Stanford	Custodian, .50 FTE, G05, \$17.91/hr., WHIT, 12 mos.	Resignation	4/2/2021	4.15 mos.
Stubenvoll, Maren	Self Contained PARA, .875 FTE, D01, \$13.71/hr., CJMS, 9.25 mos.	Resignation	3/30/2001	3.7 mos.
Tarabochia, Amber	Non Instructional PARA, .35 FTE, B01, \$12.48/hr., CJMS, 9.25 mos.	Resignation	5/7/2021	7.7 mos.

**Bozeman Public Schools
Human Resources**

April 12, 2021

REPORT OF ADMINISTRATIVE ACTIONS

Changes and Revisions in Contracts (Administrative)

Name	From	To	Effective	Reason
Van Vuren, Mike	Principal, 1.0 FTE, HYL T	Interim Deputy Superintendent of Curriculum and Technology, 1.0 FTE, WILL	7/1/2021	Internal Transfer

Changes and Revisions in Contracts (Classified)

Name	From	To	Effective	Reason
Bradshaw, Mae	Overflow PARA, .4375 FTE, Non Unit, \$12.48/hr., EMDI, 9.25 mos.	Overflow PARA, .78125 FTE, Non Unit, \$12.48/hr., EMDI, 9.25 mos.	3/22/2021	Increase in FTE/Hrs.
Gray, Paul	Self Contained PARA, .78125 FTE, D01, \$13.71/hr., EMDI, 9.25 mos.	Self Contained PARA, .78125 FTE, D02, \$13.98/hr., EMDI, 9.25 mos.	2/26/2021	Correction to Step
Guenther, Diann	Non Instructional PARA, .3125 FTE, B09, \$14.79/hr., SMS, 9.25 mos.	Non Instructional PARA, .375 FTE, B09, \$14.79/hr., SMS, 9.25 mos.	3/22/2021	Increase in FTE/Hrs.
Herzog, Amber	FS Cook III, .75 FTE, FC4, \$13.86/hr., BHS, 9.25 mos.	FS Cook II, 1.0 FTE, FD4, \$14.52/hr., BHS, 9.25 mos.	3/1/2021	Change of Assignment, Increase in FTE/Hrs.
Hietala, Benjamin	ISS PARA, 1.0 FTE, D01, \$13.71/hr., BHS, 9.25 mos.	ISS PARA, .875 FTE, D01, \$13.71/hr., BHS, 9.25 mos.	4/5/2021	Decrease in FTE/Hrs.
Locke, Kathryn	Discretionary PARA, .175 FTE, Running Start PARA, .70 FTE, B01, \$12.48/hr., HYL T, 9.25 mos.	Running Start PARA, .70 FTE, B01, \$12.48/hr., HYL T, 9.25 mos.	3/1/2021	Termination of Assignment, Decrease in FTE/Hrs.
Southwick, Annie	Self Contained PARA, .875 FTE, D03, \$14.24/hr., EMDI, 9.25 mos.	Self Contained PARA, .90625 FTE, D03, \$14.24/hr., EMDI, 9.25 mos.	3/22/2021	Increase in FTE/Hrs.
Wunsch, Michele	Combo PARA, .375 FTE, B05, \$13.48/hr., EMDI, 9.25 mos.	Overflow PARA, .1875 FTE, Non Unit, \$12.48/hr., Combo PARA, .375 FTE, B05, \$13.48/hr., EMDI, 9.25 mos.	4/1/2021	Additional Temporary Assignment, Increase in FTE/Hrs.
Zhou He, Xiaoling	FS Specialist, .8125 FTE, FB14, \$15.80/hr., GHS, 9.25 mos.	FS Specialist, 1.0 FTE, FB14, \$15.80/hr., GHS, 9.25 mos.	4/5/2021	Increase in FTE/Hrs.

Stipends - Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Aytes, Logan	Tennis - Asst. Coach - GHS	\$3,147.00	4	3/15/21 - 5/31/21
Crowther, Ajah	Cheer - Winter - Asst. - GHS (.50)	\$1,573.00	4	11/24/20 - 3/12/21
Croy, Guy	Fastpitch Softball - Asst. Coach - BHS	\$3,915.00	3	3/15/21 - 5/31/21
Curey, Colter	Tennis - Head Coach - GHS	\$3,915.00	3	3/15/21 - 5/31/21
Emmert, John D.	Fastpitch Softball - Head Coach - GHS	\$5,726.00	2	3/15/21 - 5/31/21
Fisk, Kristin	Fastpitch Softball - Asst. Coach - GHS (.75)	\$2,936.25	3	3/15/21 - 5/31/21
Nelson, Bridger	Wrestling - 7th/8th Gr. - SMS (% 5/6)	\$1,718.00	5/6	2/8/21 - 3/28/21
Noah, Josh	Wrestling - 7th/8th Gr. - CJMS (% 5/6)	\$1,718.00	5/6	2/8/21 - 3/28/21
Nutt, Marguerite	Club - Project X^2 - Co Advisor - GHS (.50)	\$668.00	6	2020-2021
Quarney, Ali	Tennis - Asst. Coach - GHS	\$3,147.00	4	3/15/21 - 5/31/21
Rollison, Sydney	Basketball - Boys 8th Gr. - SMS	\$2,100.00	5	1/4/21 - 3/4/21
Schroeder, Courtney	Fastpitch Softball - Asst. Coach - GHS (.25)	\$978.75	3	3/15/21 - 5/31/21
Sessions, Jake	Wrestling - 7th/8th Gr. - SMS (% 5/6)	\$1,718.00	5/6	2/8/21 - 3/28/21
Stanek, Sara	Club - Hawk/Raptor Theater Company - Asst. - BHS/GHS	\$1,336.00	6	2020-2021
Stites, Sydney	Fastpitch Softball - Asst. Coach - GHS (.25)	\$978.75	3	3/15/21 - 5/31/21
Taranto, Kyle	Wrestling - 7th/8th Gr. - CJMS (% 5/6)	\$1,718.00	5/6	2/8/21 - 3/28/21

**Bozeman Public Schools
Human Resources**

April 12, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Aytes, Logan	Track C Course options for Option D - World Geography - BHS/GHS	\$4,241.00		2020-2021
Berg, Chad	COVID Related Extra Duties (based on 4 index points as per policy #6143 & base salary set in procedure #6143P)	\$2,994.00		2020-2021
Boyle, Robert	Track C Course options for Option D - Algebra II - BHS	\$4,241.00		2020-2021
Brewster, Courtney	Track C Course options for Option D - SPED - BHS/GHS	\$4,241.00		2020-2021
Brown, Pam	Track C Course options for Option D - Algebra I - BHS	\$4,241.00		2020-2021
Brumwell, Ashley	Track C Course options for Option D - Algebra I - GHS	\$4,241.00		2020-2021
Buonamici, James	ADED Instructor (Hrly. Rt.)	\$20.00		3/29/21 - 6/30/21
Bush, Matt	Custodian Referral Bonus for Taylor Lundberg	\$100.00		1/18/2021
Carter, Allie	Track C Course options for Option D - Soph Health Enhancement - GHS	\$4,241.00		2020-2021
Cashman, Jerry	ADED Instructor (Hrly. Rt.)	\$20.00		3/29/21 - 6/30/21
Christofferson, Jason	Custodian Referral Bonus for Mike Lang	\$100.00		3/8/2021
Clayton, Michael	Track C Course options for Option D - Philosophy - BHS	\$4,241.00		2020-2021
Clayton, Michael	Track C Course options for Option D - World Geography - BHS	\$4,241.00		2020-2021
Curey, Tanner	Track C Course options for Option D - Financial Survival - BHS	\$4,241.00		2020-2021
Donahoe, Emily	Track C Course options for Option D - English II - BHS	\$4,241.00		2020-2021
Elsberry, M'Kenzie	Track C Course options for Option D - US Government - BHS	\$4,241.00		2020-2021
Ely, Samantha	Track C Course options for Option D - Geometry - BHS/GHS	\$4,241.00		2020-2021
Erdman, Meghan	Homebound Teacher - Up to 10 hrs./wk. - SPED (Hrly. Rt.)	\$23.00		1/20/21 - 6/30/21
Fischer, Alison	Track C Course options for Option D - Spanish I - BHS	\$4,241.00		2020-2021
Geissler, Jamie	Track C Course options for Option D - English II - BHS	\$4,241.00		2020-2021
Gustavsen, Erika	Track C Course options for Option D - Fresh Sport and Fitness - BHS/GHS	\$4,241.00		2020-2021
Gutzman, Daniel	MT Digital Academy (MTDA) - Astronomy - Spring 2021 - Section 2	\$2,868.24		Spring 2021
Hausauer, Connor	Track C Course options for Option D - US Government - BHS	\$4,241.00		2020-2021
Hickey, Jacob	Track C Course options for Option D - French I & II - BHS/GHS	\$4,241.00		2020-2021

**Bozeman Public Schools
Human Resources**

April 12, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Holmquist, Wes	MT Digital Academy (MTDA) - Sports Officiating - Spring 2021 - Section 1	\$3,704.81		Spring 2021
Hoskins, Kelsey	Track C Course options for Option D - English II - BHS	\$4,241.00		2020-2021
Howard, Jim	ADED Instructor (Hrly. Rt.)	\$20.00		3/29/21 - 6/30/21
King, Felicia	Track C Course options for Option D - Biology - BHS	\$4,241.00		2020-2021
Klug, Hilary	Track C Course options for Option D - English I - GHS	\$4,241.00		2020-2021
McKiernan, Stacie	Track C Course options for Option D - English I - BHS/GHS	\$4,241.00		2020-2021
Megarel, Anne	Track C Course options for Option D - Algebra II - BHS	\$4,241.00		2020-2021
Mobley, Kati	Track C Course options for Option D - Soph Health Enhancement - BHS	\$4,241.00		2020-2021
Nagel, Jason	Track C Course options for Option D - World Geography - BHS	\$4,241.00		2020-2021
Nelson, Ryan	MT Digital Academy (MTDA) - Sports Officiating - Spring 2021 - Section 2	\$2,987.75		Spring 2021
Nichols, Trevor	Track C Course options for Option D - Biology - GHS	\$4,241.00		2020-2021
Nutt, Marguerite	Track C Course options for Option D - SPED - GHS	\$4,241.00		2020-2021
Obstar, Ashley	Track C Course options for Option D - Geometry - GHS	\$4,241.00		2020-2021
Pafford, Baerbel	Travel Stipend - 2 sites (.50 %) plus 6+ sites (.50 %) (due to change in teaching assignments)	\$567.50	1/4	2020-2021
Paz-Solis, Alicia	ADED Instructor (Hrly. Rt.)	\$20.00		3/29/21 - 6/30/21
Pfaff, Elizabeth	Track C Course options for Option D - Art Foundations - GHS	\$4,241.00		2020-2021
Rawlins, Chris	Track C Course options for Option D - Pre-Calculus - BHS	\$4,241.00		2020-2021
Riccio, Steven	Track C Course options for Option D - Geo Physical Science - GHS	\$4,241.00		2020-2021
Roed, Jason	Track C Course options for Option D - Algebra II - GHS	\$4,241.00		2020-2021
Rubright, Lisa	Track C Course options for Option D - Geo Physical Science - BHS	\$4,241.00		2020-2021
Sigler, Sarah	Track C Course options for Option D - Spanish II - GHS	\$4,241.00		2020-2021
Stoddart, John	Track C Course options for Option D - Psychology AP - BHS	\$4,241.00		2020-2021
Tritthart, Elizabeth	ADED Instructor (Hrly. Rt.)	\$20.00		3/29/21 - 6/30/21
Wallner-Drake, Amy	MT Digital Academy (MTDA) - AP Human Geography B - Spring 2021 - Section 1	\$1,912.16		Spring 2021

**Bozeman Public Schools
Human Resources**

April 12, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Watkins, Dennis	Track C Course options for Option D - Chemistry - GHS (2 sections @ \$4,241 each)	\$8,482.00		2020-2021
Wattendorf, Matt	Track C Course options for Option D - Geo Physical Science - GHS	\$4,241.00		2020-2021
Wesche, Levi	Track C Course options for Option D - Fresh Health Enhancement - BHS	\$4,241.00		2020-2021



Meeting Date: April 12, 2021

Category: Action Item - Consent - Both Districts

Agenda Item #: 4.4.2

Originated By: Mike Waterman

Others Involved: R.J. Tvedt, Accounting Supervisor
 Brenda Livingston, District Bookkeeper

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider approval of [Financial Reports](#), Warrant Approval, and [Donations](#).

Facts & Discussion:

This monthly update on the fiscal business of the District is designed to provide Trustees and the public with up-to-date and timely information on revenue and expenditures, fiscal operations, and the overall financial position of the Bozeman Public Schools. Included with this report is a breakdown of district invested funds. Any time there is a transfer in these funds, the activity is included as a part of this report.

The Warrant Registers are available in the Business Office and have been sent to the Trustees. March 2021 warrants are as follows: Operational warrants were \$4,059,738.74; net Payroll, taxes and deductions were \$5,214,966.25; Total warrants disbursed for March 2021 were \$9,274,704.99.

Investment of District Funds in accordance with State law as of:	<u>Feb 28, 2021</u>
Gallatin County Investment Pool	\$66,753,428.50
Nonexpendable Endowment (D.A. Davidson)	<u>959,199.25</u>
Total District cash and investments	<u>\$ 67,712,627.75</u>

Fiscal Impact:

Refer to attached reports

Recommendation:

It is recommended the Board of Trustees approve the [Financial Reports](#), Warrants for Approval and [Donations](#).

Other Alternatives:

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



Meeting Date:	April 12, 2021
Category:	Discussion - Policy 1st Reading
Agenda Item #:	5.1.2
Originated By:	Marilyn King and Casey Bertram, Interim Co-Superintendents
Others Involved:	Principals Dan Mills and Erica Schnee

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Discuss Revision to Policy #2333 - Participation in Commencement Exercises

Facts:

1. This policy was most recently revised on 12/14/2020 during the bulk revisions the District engaged in with the Montana School Boards Association (MTSBA).
2. The policy revision as written would provide flexibility to allow students to walk in commencement ceremonies if they are on-track to complete their credits and have a firm summer plan to do so. The current stock language from MTSBA doesn't align with current district practice.
3. This policy will appear on the April 26, 2021 consent agenda for final consideration and approval.

Participation in Commencement Exercises
Statement of Policy

A student's right to participate in a commencement exercise of the graduating class at ~~Bozeman High School~~ **a Bozeman School District high school** is an honor. As such, participation in this ceremony is reserved for those members of the graduating class who have completed all state and local requirements for graduation before the date of the ceremony. **Exceptions to this policy may be granted by the building principal for students in extenuating circumstances who have a reasonable and achievable plan to complete any remaining graduation requirements during the summer following the commencement ceremony prior to the start of the next school year.** Students who complete their requirements after the date of commencement exercises will receive their diplomas at that time.

Organization and Content of Commencement Exercises

The school district will permit students to honor their American Indian heritage through the display of culturally significant tribal regalia at commencement ceremonies. Any item that promotes drug use, weapon use, threats of violence, sexual harassment, bullying, or other intimidation, or violates another district policy, state, or federal law may not be worn during graduation.

The school administration may invite graduating students to participate in high school graduation exercises according to academic class standing or class officer status. Any student who, because of academic class standing, is requested to participate may choose to decline the invitation.

The school administrators will review presentations and specific content, and may advise participants about appropriate language for the audience and occasion. Students selected to participate may choose to deliver an address, poem, reading, song, musical presentation, or any other pronouncement of their choosing.

The printed program for a commencement exercise will include the following paragraphs:

Any presentation by participants of graduation exercises is the private expression of an individual participant and does not necessarily reflect any official position of the District, its Board, administration, or employees, nor does it necessarily indicate the views of any other graduates.

The Board recognizes that at graduation time and throughout the course of the educational process, there will be instances when religious values, religious practices, and religious persons will have some interaction with the public schools and students. The Board, while not endorsing any religion, recognizes the rights of individuals to have the freedom to express their individual political, social, or religious views.

Legal Reference: Art. II, Sec. 5, Montana Constitution - Freedom of religion
Art. X, Sec. 1(2), Montana Constitution – Educational Goals and Duties
Art. X, Sec. 7, Montana Constitution - Nondiscrimination in education
§ 20-5-201(3), MCA Duties and Sanctions
§ 20-1-308, MCA Religious instruction released time program
§ 20-7-112, MCA Sectarian publications prohibited and prayer permitted

Policy History:

Adopted on: 02/23/2009

Reviewed on:

Revised on: 05/10/2010, 11/12/2012, 09/08/2014, 07/24/2017, 04/24/2019, 12/14/2020



Meeting Date: April 12, 2021

Category: Discussion and Reports

Agenda Item #: 5.2

Originated By: Casey Bertram, Marilyn King,
Interim Co-Superintendents

Others Involved: Mike Waterman, Director of Business Services

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Legislative Update

Discussion:
Casey Bertram, Marilyn King and Mike Waterman will provide Trustees with updates and lead discussion on Montana and Congressional legislation that may affect the operation of the District.

This item supports the following LRSP Strategic Objective:
Goal Area #3: Community Engagement and External Relations
3.06 During the 2021 Legislative Session, Bozeman Public Schools will continue to advocate for policies, procedures and resources needed to meet the high quality educational goals important to the community.



Meeting Date: April 12, 2021

Category: Action Item - Singular - Both Districts

Agenda Item #: 6.1.1

Originated By: Pat Strauss, Director of Human Resources

Others Involved: Tami Phillippi, BEA President, Negotiating Team

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Bozeman Education Association Bargaining Agreement.

Facts:

1. The District and Bozeman Education Association (BEA) have a longstanding, positive relationship built around collaborative approaches to collective bargaining and positive solutions to District issues.
2. On January 25, 2021, the Board of Trustees approved the Memorandum of Understanding (MOU) to extend the current collective bargaining agreement through June 30, 2025 with an agreement to collectively bargain items of compensation and benefits as well as other working conditions which would result in addendums via MOU to the current collective bargaining agreement.
3. The District and BEA met through the consensus process on March 1 through March 5, 2021 to collectively bargain items of compensation and benefits as well as other working conditions which will result in addendums via MOU to the current collective bargaining agreement.
4. The parties reached tentative agreement on a 2.5% increase to the base in 2021-2022 and a 1.5% increase to the base in 2022-2023, contingent on passage of general fund levies.
5. The parties agreed to continue the current health insurance benefits language with price tag updates. District and teachers will share any increase to price tags evenly up to an increase of 20%.
6. The agreement upon board approval is effective July 1, 2021 and expires June 30, 2023.
7. A summary of other compensation, benefits and working conditions agreements reached during consensus is attached below.

Recommendation:

It is recommended that the Board of Trustees approve the Two-Year Agreement with the Bozeman Education Association.

Other Alternatives:

1. Do not approve the recommendation.

2021-2023 BEA Negotiations Summary

1. Salary - Tentative Agreement on 2.5% increase to the base in 2021-2022 and 1.5% increase to the base in 2022-2023 contingent on passage of general fund levies.
2. Article 12.1.E.2 - Revised this article to reflect the K-5 teacher preparation time and collaborative planning time agreed upon during the IMPACT Committee work.
3. Article 12.F - Moved the Music Department and Special Education Liaisons into the Department Chair matrix.
4. Article 15.3.D - Increased the hourly rate for Drivers Ed instructors from \$30/Hr to \$32.00/Hr in 2021-2022 and to \$34.00/Hr in 2022-2023.
5. Article 16.3 - Agreed to create a High School Jazz Choir Stipend. Activity will be run through the activities matrix to determine the appropriate stipend level.
6. Article 17.2 - Health Insurance. Continue current language with price tag updates. District and teachers will share any increase to price tags evenly up to an increase of 20%.
7. Article 21 - Duration-Effective July 1, 2021. Expires June 30, 2023.
8. Committee Work Agreements:
 - a. The High school team will continue to work on how to address options for remote instruction due to COVID if needed for the fall of 2021. The parties agree to continue to discuss solutions for remote learners which will occur at the high school level. When the high school collaborative committee has some agreements we will discuss the options at the District/BEA collaborative meetings. There will not be a large online high school for the 2021-2022 school year.
 - b. The BOCS is a K-8 online Charter School. The District will create a Venn Diagram memorialized in an MOU to define what in person versus online teaching expectations look like. The parties will develop clarity on what the BOCS looks like. Every teacher in the BOCS is potentially a multigrade teacher. We will need to develop MOU's to discuss variances to some of the language in the CBA i.e. multigrade para support, overflow para support etc. A collaborative group will convene to work on these specifics.
 - c. Nurse compensation-We will put together a collaborative committee of the BEA, Nurse representative, and District to study the current local salaries and create revisions to the current nursing salary schedule.
 - d. Summer School compensation-Create an MOU for the 2021 summer in order to recruit teachers to assist in learning recovery achievement/gap recovery for the 2021 summer. The District and BEA will form a collaborative work group to recommend compensation and craft an MOU that sunsets after the summer of 2021.
 - e. Special Education Issues-The parties agreed to take a systemic look at how we are providing Special education services as well as create a focus collaborative group to understand the issues more fully and work together to create solutions.
 - f. CDC Masks/Covid Leave- The parties will create a Covid Advisory Task Force that meets in the summer of 2021 to collaboratively discuss the conditions under which masks could be removed or maintained, which instructional models are appropriate and the need/possibilities about any leave provisions related to COVID for the 2021-2022 school year.
 - g. Culture of Consensus/Communication plan. The parties agree to continue a culture of consensus to resolve issues and improve student achievement. A Labor Management Committee will be formed to continue this ongoing work.
9. The District and BEA agreed to the following expectations for CANVAS:

K-5 Short term - Canvas is the LMS for the remainder of this year due to the work everyone (including parents) has put in to make Canvas work. Other tools may be used for in person instruction.

1. Agreed to flexibility in how teachers reach out via email and/or post student assignments on canvas.
2. 12 hours Flex/PD-Teachers may use CANVAS implementation as their 12 hours of Individualized Professional Development. For those who conducted other individualized PD, can turn in the CANVAS 12 hours for step up.

6-8 Short term

1. Only expectation is uploading student assignments to the week at a glance.
2. 12 hours Flex/PD-Teachers may use CANVAS implementation as their 12 hours of Individualized Professional Development. For those who conducted other individualized PD, can turn in the CANVAS 12 hours for step up.

9-12 Short term

1. 9-12 will remove Week at a glance/Friday deadline-Dan and Erica will work on a statement that Jack, Michelle, Amy and Tami will vet and then send to HS folks after spring break expectations.
2. (4+1, Track C, Quarantined teacher workload)-Honor Wednesday time as is.
3. Moving Tracks-High School Administrators will continue to manage student movement between in person and remote tracks as they currently are.
4. 12 hours Flex/PD-Teachers may use CANVAS implementation as their 12 hours of Individualized Professional Development. For those who conducted other individualized PD, can turn in the CANVAS 12 hours for step up.

Long Term Canvas Agreement-Canvas is an optional tool for in person instruction. Canvas is the LMS moving forward for two more years. We may have to look at a different LMS in the future. It is not sustainable to fund two LMS systems therefore, the paid version of Moodle would end June 11, 2021.

10. Canvas and Flexible PIR Hours

One of the positive and collaborative discussions at BEA negotiations was an agreement that our teaching staff put in well beyond the 12 hours of flexible PIR outside of contract time with the adoption of Canvas. The following agreements were reached:

1. The adoption of Canvas and associated teacher learning meets the 12 hours of required flexible PIR for all staff for the 2020-2021 school year. There is no need to continue to collect hours to count toward the 12 hours.
2. If certified staff completed additional professional development hours in anticipation of using those hours for the 12 hour requirement, up to 12 of those additional hours with proper paperwork can be turned in to the HR office for step-up credits by Oct. 1 of 2021.



Meeting Date:	April 12, 2021
Category:	Action Item - Singular - Both Districts
Agenda Item #:	6.1.2
Originated By:	Sandy Wilson, Board Chair Greg Neil, Board Vice Chair
Others Involved:	Pat Strauss, Director of Human Resources Mike Waterman, Director of Business Services

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Interim Superintendent Contract.

Facts:

1. On February 17, 2021 the Board of Trustees appointed Casey Bertram as interim Superintendent for the 2021-2022 school year.
2. The Board is required to approve the Superintendent contract of employment as per 20-4-401 MCA.
3. Board leadership researched state and regional Superintendent salary amounts for similar sized districts. The salary recommended in the interim Superintendent contract reflects a comparable salary amount.

Recommendation:

It is recommended that the Board of Trustees approve the interim Superintendent contract as presented.

Other Alternatives:

1. Do not approve the recommendation.

INTERIM SUPERINTENDENT EMPLOYMENT CONTRACT
BETWEEN
CASEY BERTRAM
AND THE
BOARD OF TRUSTEES OF SCHOOL DISTRICT NO. 7
OF GALLATIN COUNTY IN THE STATE OF MONTANA

This Employment Contract made and entered into by and between the Board of Trustees of School District No. 7 of Gallatin County in the State of Montana, hereinafter referred to as District, Board, or Board of Trustees, and Casey Bertram, hereinafter referred to as Superintendent, Interim Superintendent, or Bertram.

Whereas, District desires to provide Superintendent with a written employment contract in order to enhance administrative stability and continuity within the schools which District believes generally improves the quality of its overall educational program; and,

Whereas, District and Superintendent believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools;

Now, Therefore, District and Bertram, for the consideration herein specified, agree as follows:

1. TERM: District, in consideration of the promises herein contained, hereby employs, and Bertram hereby accepts employment as Interim Superintendent, Bozeman Public Schools, for the specific term commencing July 1, 2021 and ending June 30, 2022 without further action by the District. Superintendent shall have no further expectation of continued employment in the Superintendent or Interim Superintendent capacity beyond the term of this employment due to the interim assignment.
2. CONTINUATION OF EMPLOYMENT AND RESTORATION OF TENURE RIGHTS: The parties recognize and agree that Bertram was a tenured administrator with the District prior to becoming Interim Superintendent, and that the superintendent position is not subject to teacher tenure rights as provided in Title 20, Chapter 4, MCA. In the event the Board does not offer Bertram a second successive superintendent contract prior to the conclusion of the term of this contract, the parties agree that Bertram shall have the option of continuing his employment with the District as the Deputy Superintendent of Curriculum and Technology at a same or greater salary as set forth in Bertram's employment contract for the 2020-2021 school year. This paragraph shall not be construed as a limitation upon the right of the Board of Trustees to terminate employment for good cause, and continuation of employment under this paragraph shall not occur if this contract is terminated in accordance with any provision set forth in Paragraph 5 below.

3. DUTIES: The Superintendent shall have responsibility for and charge of the administration of the schools under the direction of the Board of Trustees and consistent with the laws of Montana. He shall be the chief executive officer of the Board; shall assign and direct teachers, administrators, and other employees of the school under his supervision within the scope of the Board's policies for the district; shall organize, reorganize, and/or arrange the administrative and supervisory staff relative to both instruction and business affairs as best serves the district, subject to approval of the Board; shall appoint all personnel subject to the approval of the Board; shall suggest regulations, rules, procedures, and policies deemed necessary for the well ordering of the school district; and in general, performs all duties attendant to the office of the Superintendent; and shall perform such other professional duties as may be prescribed by the Board from time to time.

The Board of Trustees, individually and collectively, shall promptly refer all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation.

Unless otherwise determined by the Board of Trustees of the District, the Superintendent shall have the right to attend all Board meetings and all Board and citizen committee meetings, serve as an ex-officio member of all School Board committees and provide administrative recommendations on each item of business considered by each of these groups.

The Superintendent, by prior approval of the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations not directly related to the District.

4. COMPENSATION: In consideration of an annual base salary of \$169,800 the Superintendent agrees to perform faithfully the duties as outlined in paragraph 3. The annual base salary shall be paid in equal installments in accordance with the rules of the District governing payment of other professional staff members in the District.

The District agrees to add an additional 13.5% to the base salary amount in accordance with Policy 6143 and 6143P. This amount will be paid in the same manner as salary with the regular monthly paycheck for the Superintendent.

It is further understood that the compensation for the Interim Superintendent shall not constitute same salary beyond the terms of this contract.

5. TERMINATION OF EMPLOYMENT CONTRACT: During the term of this contract the Superintendent may be terminated: 1) in accordance with the provisions of Section 20-4-401 M.C.A., 2) for failure to maintain proper credential as required by the State of Montana, 3) for failure to comply with the terms of this contract, or 4) for good cause including failure to satisfactorily perform job duties, disruption of District operations, violation of District policies and procedures, and other legitimate business reasons. Prior to any such termination, the

Superintendent shall have the right to written charges, notice of hearing, and a fair hearing before the Board.

6. **MEDICAL EXAMINATION:** The Superintendent does hereby agree to have a comprehensive medical examination not less than once every two years and no more than once each year at District expense. A statement certifying to the physical fitness of the Superintendent to perform his duties shall be filed with the Clerk of the District and treated as confidential information.

7. **PROFESSIONAL CERTIFICATION:** The Superintendent warrants to the District that the Superintendent has a valid Class 3 Administrative and Superintendent Certificate issued by the Montana Superintendent of Public Instruction, appropriately endorsed to allow the Superintendent to serve in the position described above. The Superintendent understands and agrees that if the certificate described herein is denied, suspended, or revoked during the term of the contract, that the Superintendent shall be subject to discharge pursuant to paragraph 5 above.

8. **OTHER BENEFITS:**

a. **Health and Dental Insurance:** The district does not contribute to health and dental insurance; however, the Superintendent can participate in the district plan by paying the full premium. If the Superintendent decides to purchase and participate in the District's designated health or dental plans:

- The insurance shall become effective on the first day of the calendar month following the later of either the date of employment or the date the Superintendent elects to participate, and
- The Superintendent shall submit all claims to the appropriate insurance company and the District shall have no liability to the Superintendent for any claims denied by the third-party administrator.

Upon termination of the Superintendent's employment with the District, the Superintendent's participation in any of the District's benefit plans shall cease on the last day of the month in which the termination occurs, except that continuation coverage required by COBRA and/or State law for retirees will apply.

b. **Leaves:** The Superintendent shall receive the same leave benefits offered to other administrators of the District, specifically: Bereavement Leave, Leave for Civic Duties, Leave of Absence, and Personal Leave.

c. **Sick Leave:** The Superintendent shall be entitled to sick leave pursuant to M.C.A. 2-18-618.

d. Holidays: The Superintendent shall be entitled to all paid legal holidays as defined by Section 1-1-216 M.C.A. except Sundays. When these holidays fall on Saturday or Sunday, the preceding Friday or following Monday shall be a holiday. If circumstances of the job prevent the Superintendent from taking any legal holiday as specified, the holiday may be taken as an additional personal day at another time during the calendar year.

e. Vacation Leave: The Superintendent shall receive a paid vacation at the level accorded under Section 2-18-612(F) M.C.A. and shall accumulate vacation leave in accordance with Section 2-18-617(1), M.C.A.

f. Liability Insurance: The District shall, if possible, maintain liability insurance covering the Superintendent in his official capacity of not less than \$1,000,000 for each loss and \$5,000,000 aggregate for each annual policy year.

g. Retirement Compensation: The Superintendent, with at least five (5) and no more than thirty-five (35) years of district administrative service, shall receive a one-time stipend of \$400 for each year of in-district administrative service upon ceasing to be an employee of the District.

h. Vacation and Sick Leave Payout: When Bertram's employment with the District ceases, he shall receive payment for earned vacation and sick leave in accordance with Sections 2-18-617 and 2-18-618 M.C.A. The daily rate of pay shall be based upon the total contracted days indicated in Bertram's final employment contract with the District (exclusive of holidays and vacation days). This compensation shall be made a part of the last year's compensation for the Superintendent.

The Superintendent may be provided cash compensation for unused vacation days in lieu of accumulation of vacation in accordance with District policy based on the base salary amount established in paragraph 4 above. Sick leave and vacation leave accrued prior to this interim assignment shall be carried over and combined with any accumulated sick and vacation leave earned during the interim period.

i. Life Insurance: During the term of employment, group-term life insurance shall be carried on the Superintendent in the amount of three times the Superintendent's annual total compensation payable to his selected beneficiaries, if possible.

j. Disability Insurance: The school district shall provide the disability insurance for the Superintendent subject to state laws, provided that the monthly earnings are integrated with social security and teachers' retirement. The District Disability Insurance shall provide a minimum of 60% of total compensation up to a maximum of \$5,000 per month.

k. Transportation: The District agrees to reimburse the Superintendent for use of his personal car for necessary District business. The District will allow the Superintendent to receive a lump sum of \$130 per fiscal year for in-district travel. The Superintendent may, in lieu of the lump sum, continue to submit reimbursement forms for exact mileage. The rate of

reimbursement shall be the amount permitted by District policy. The Superintendent must submit a mileage reimbursement claim to the District within the same fiscal year.

l. Professional Memberships: The District shall pay the membership fees in professional organizations for the Superintendent.

m. Tax Sheltered Annuities: At the request of the Superintendent and when in accordance with state and federal statutes, the district shall withhold and transfer annually or monthly an amount to be determined by the Superintendent, permitting the Superintendent to participate, if he so desires, in a tax-deferred annuity program.

n. Professional Meetings: The Superintendent is authorized to attend professional meetings at the local and state levels. The Superintendent is also authorized to attend two (2) national conferences (more with Board approval) per year.

9. LRSP, STRATEGIC OBJECTIVES AND ACTION PLANS: The parties shall meet and the Board shall subsequently establish Strategic Objectives and Action Plans for each school year. Said Strategic Objectives and Action Plans shall be reduced to writing and be among the criteria by which Superintendent is evaluated as hereinafter provided.

10. EVALUATION: The District shall meet with the Superintendent, to discuss and agree upon, an evaluation procedure as outlined in District Policy.

11. INDEMNIFICATION: The District agrees to indemnify and hold Superintendent harmless from any and all claims, suits, liability, or other actions brought against the Superintendent in the Superintendent's individual capacity or in the Superintendent's official capacity with the District, provided the Superintendent was acting in good faith and within the scope of the Superintendent's employment with the District. The District's obligation to indemnify shall include the payment of all attorney fees and costs of such action.

Notwithstanding anything contained herein to the contrary, the District has no obligation to indemnify or hold the Superintendent harmless if the Superintendent's actions or conduct was willfully dishonest, fraudulent, criminal, or malicious.

12. If the Superintendent is unable to perform his duties by reason of illness, accident, or other cause beyond his control and if such disability exists for a period beyond the earned maximum cumulative sick leave and any other applicable leaves, the District may terminate salary payments. If upon expiration of said sick leave benefits and any other approved leaves, the Superintendent has not returned to the Superintendent's full-time duties, the District may, at its option, terminate this contract.

13. SAVINGS CLAUSE: If it is found that any portion of this contract violates federal or state law, such portion of the contract shall be eliminated from the contract, and the remainder of the contract shall remain in force and effect.

Dated this day of , 2021

Casey Bertram, Interim Superintendent

Sandra Wilson, Chair, Board of Trustees

Mike Waterman, Clerk, Board of Trustees



Meeting Date: April 12, 2021

Category: Reports

Agenda Item #: 7.1

Originated By: Casey Bertram and Marilyn King,
Interim Co-Superintendents

Others Involved: Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

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



Meeting Date: April 12, 2021
Category: Reports
Agenda Item #: 7.2
Originated By: Trustees
Others Involved:

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

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



Bozeman School District 7

404 West Main

Bozeman, Montana 59715

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.



Welcome to the Bozeman Public Schools Board of Trustees meeting!

If this is your first meeting

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

What is the purpose of these meetings?

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

How can I address the trustees?

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

The Board meeting will be held exclusively using Zoom. The Zoom format will provide for clearer two-way communication and maximize the number of people who can participate. There will not be an “on site in person” meeting. [Zoom Meeting Link](#)

Remember our Disclaimer:

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



BOARD OF TRUSTEES

TERM

Sandra Wilson -- Board Chair	2021
Greg Neil -- Vice Chair	2023
Kevin Black	2023
Douglas Fischer	2021
Gary Lusin	2021
Tanya Reinhardt	2022
Wendy Tage	2021
Andrew Willett	2022

EXECUTIVE CABINET

POSITION

Marilyn King	Interim Co-Superintendent
Casey Bertram	Interim Co-Superintendent
Chad Berg	Director of Special Education and Student Health
Pat Strauss	Director of Human Resources
Todd Swinehart	Director of Facilities
Mike Waterman	Director of Business Services

Public comment can be submitted electronically to trustees@bsd7.org

BOARD OF TRUSTEE STANDING COMMITTEE ASSIGNMENTS

Board of Trustee Standing Committees

Long-Range Strategic Planning (LRSP)

Trustees

Kevin Black
Greg Neil

Long-Range Facilities Planning (LRFP)

Trustees

Douglas Fischer
Gary Lusin
Wendy Tague

District Safety

Trustees

Andrew Willett
Tanya Reinhardt

BOARD OF TRUSTEE AD-HOC OR AS NEEDED COMMITTEES

Budget

Trustees

Douglas Fischer
Greg Neil
Andrew Willett
Sandy Wilson, Alternate

Teacher (BEA) Negotiations

Trustees

Gary Lusin
Greg Neil
Wendy Tague
Tanya Reinhardt, Alternate

BHS Construction Liaison

Trustees

Greg Neil
Wendy Tague
Sandy Wilson

Legislative Issues (Local Option Tax)

Trustees

Douglas Fischer
Tanya Reinhart, Alternate

TRUSTEE REPRESENTATION ON COMMITTEES/COUNCILS ASSOCIATED WITH BSD7

Bozeman Schools Foundation (BSF)

Trustees

Sandy Wilson

Wellness Advisory Liaison (WAC)

Trustees

Gary Lusin

Indian Ed for All (IEFA)

Trustees

Douglas Fischer

MTSBA Municipal Director and Delegates

Trustees

Gary Lusin, Municipal Director

Greg Neil, Delegate

Tanya Reinhardt, Delegate

Wendy Tage, Delegate

Sandy Wilson, Delegate

Douglas Fischer, Alternate

SCHOOL LIAISONS

Bozeman High School

Sandy Wilson

Gallatin High School

Sandy Wilson

Bridger Charter Program

Sandy Wilson

Chief Joseph Middle School

Tanya Reinhardt

Sacajawea Middle School

Kevin Black

Emily Dickinson Elementary School

Kevin Black

Hawthorne Elementary School

Wendy Tage

Hyalite Elementary School

Douglas Fischer

Irving Elementary School

Douglas Fischer

Longfellow Elementary School

Andy Willett

Meadowlark Elementary School

Wendy Tage

Morning Star Elementary School

Gary Lusin

Whittier Elementary School

Greg Neil

Bozeman School District #7

BOARD REOCCURRING CALENDAR



JULY

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

AUGUST

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

SEPTEMBER

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

OCTOBER

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

NOVEMBER

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

DECEMBER

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

JANUARY

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

FEBRUARY

- Call for Annual School Elections
- School District Calendar Approval

MARCH

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

APRIL

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

MAY

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

JUNE

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

MONTH VARIES

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

BOARD OF TRUSTEES

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



Bozeman Public Schools Upcoming Board Meetings

April 12	Monday	Regular Board Meeting	5:45 PM
*April 26	Monday	Special Board Meeting	5:45 PM
May 17	Monday	Regular Board Meeting	5:45 PM
*May 24	Monday	Special Board Meeting	5:45 PM
June 14	Monday	Regular Board Meeting	5:45 PM
*June 28	Monday	Special Board Meeting	5:45 PM

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



Bozeman Public Schools Calendar 2020-2021

PIR Dates & Conferences - No School

August 26-28, 31	K-12 PIR Day
September 1-4	K-12 PIR Day
September 28	K-12 PIR Day
October 15-16	Flex K-12 PIR Day
January 18	K-12 PIR Day
January 25-26	9-12 PIR Day
April 8-9	K-5 P/T Conferences
April 8	K-8 PIR Day
April 9	K-12 PIR Day
May 28	K-8 PIR Day
June 11	K-12 PIR Day

Holidays & School Closures- No School

September 7	Labor Day
November 25-27	Thanksgiving
December 21-January 1	Winter Break
January 18	Martin Luther King Jr.
February 15	President's Day
March 15-19	Spring Break
May 31	Memorial Day

Important Dates

September 8	School Begins K-12
June 6	HS Graduation!
June 10	Last Day of School Students released at 12:45pm

Grading Periods

K-5:	January 22 June 10
6-8:	Midterm 1: October 9 Trimester 1: November 20 Midterm 2: January 15 Trimester 2: March 5 Midterm 3: April 23 Trimester 3: June 10
9-12:	Period 1 - October 9 Period 2 - November 20 1st Semester - January 22 Period 1 - March 5 Period 2 - April 23 2nd Semester - June 10

JULY • 2020

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JANUARY • 2021

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AUGUST • 2020

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FEBRUARY • 2021

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SEPTEMBER • 2020

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MARCH • 2021

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OCTOBER • 2020

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APRIL • 2021

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NOVEMBER • 2020

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MAY • 2021

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DECEMBER • 2020

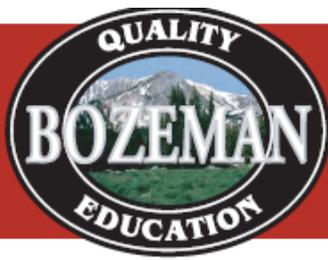
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JUNE • 2021

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Revised: 10/28/2020

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



Bozeman Public Schools Calendar 2021-2022

PIR Dates & Conferences - No School

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October 21-22	Flex K-12 PIR Day
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JULY • 2021

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JANUARY • 2022

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AUGUST • 2021

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FEBRUARY • 2022

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SEPTEMBER • 2021

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MARCH • 2022

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OCTOBER • 2021

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APRIL • 2022

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NOVEMBER • 2021

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MAY • 2022

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DECEMBER • 2021

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JUNE • 2022

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Revised: 03/25/2021

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