



# Board Packet

## November 16, 2020

## Bozeman School District 7

404 West Main  
Bozeman, Montana 59715

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### Core Purpose

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

### Core Values

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

### Big Audacious Goal – Envisioned Future

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

### Goals of the Bozeman Public School District

#### Goal Area 1: Academic Performance:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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 Tague .....	2021
Andrew Willett .....	2022

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**EXECUTIVE CABINET**

**POSITION**

Bob Connors .....	Superintendent
Marilyn King .....	Deputy Superintendent Instruction
Steve Johnson .....	Deputy Superintendent Operations
Casey Bertram .....	Deputy Superintendent Curriculum & Technology
Pat Strauss .....	Director of Human Resources

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

**District Safety**

**Trustees**

Andrew Willett  
Tanya Reinhardt

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*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 Tage  
Tanya Reinhardt, Alternate

**BHS Construction Liaison**

**Trustees**

Greg Neil  
Wendy Tage  
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 Tague, Delegate

Sandy Wilson, Delegate

Douglas Fischer, Alternate

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*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 Tague

**Hyalite Elementary School**

Douglas Fischer

**Irving Elementary School**

Douglas Fischer

**Longfellow Elementary School**

Andy Willett

**Meadowlark Elementary School**

Wendy Tague

**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 MSHA 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

November 9	Monday	Regular Board Meeting	5:45 PM
*November 23	Monday	Special Board Meeting	5:45 PM
December 14	Monday	Regular Board Meeting	5:45 PM
January 11	Monday	Regular Board Meeting	5:45 PM
*January 25	Monday	Special Board Meeting	5:45 PM
February 8	Monday	Regular Board Meeting	5:45 PM
*February 22	Monday	Special Board Meeting	5:45 PM
March 8	Monday	Regular Board Meeting	5:45 PM
*March 29	Monday	Special Board Meeting	5:45 PM
April 12	Monday	Regular Board Meeting	5:45 PM
*April 26	Monday	Special Board Meeting	5:45 PM
May 10	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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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 SCHOOL DISTRICT NO. 7**  
**ELECTRONIC**  
**MONDAY -- November 16, 2020 -- 5:30 PM**

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**Special Board Meeting**

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**5:30 1. Call to Order -- Roll Call -- Pledge of Allegiance**

**2. 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.

**3. Consider postponing the date to resume 5 day in-person instruction at the Middle School**

**4. Personnel item - Superintendent's performance evaluation (possible executive session pursuant to 2-3-203(3), MCA)**

\_\_\_\_\_ 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.

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](mailto:trustees@bsd7.org)

**PLEASE TURN OFF CELL PHONES**



<b>Meeting Date:</b>	November 16, 2020
<b>Category:</b>	Action Item - Singular - Elementary
<b>Agenda Item #:</b>	3
<b>Originated By:</b>	Deputy Superintendents
<b>Others Involved:</b>	Middle School Principals

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**

Consider postponing the date to resume 5-day in-person instruction at the Middle Schools.

**Facts:**

1. The Board conducted an all day meeting on Thursday August 6, 2020 to discuss the options and to hear public comment.
2. On August 10, 2020 the Board voted to start the 2020-21 school year using a blended model. Under that model students attend school in-person 2 days per week and are provided remote instruction 3 days per week.
3. At their September 21, 2020 meeting the Board passed the following motion:

*“Each grade band level will remain in the blended model, with a targeted move date for PK-5 of November 2; Middle School the second trimester (November 23); and high school at the beginning of the second semester, based on metrics developed by the board, and subject to a board vote.”*

4. At their September 28, 2020 meeting the Board passed the following motion 5-2 in the elementary District:

*“approve the metrics as presented and proceed in transitioning to four to five days in school per the dates discussed in the Board meeting on 9/21/2020.”*

5. On October 12, 2020 the Board passed the following motion 5-2 in the elementary District:

*“accept moving to the 5-day model beginning November 2, 2020 for PK-5 and November 23, 2020 for 6-8, which is the 1st day of the second trimester for middle School. It is important to consider the potential spread of Covid that can occur and the negative effects of inconsistent in-person instruction that may result from widespread quarantining or school closure. It is likely that as a result of positive cases and contact tracing of both students and staff there will be periods of required quarantine for individual students and staff, certain groups of students and/or staff or a whole school.”*

**Discussion:**

The reasons for the recommended postponement are:

- Current staffing challenges PK-12 are significant and moving middle school to five days of in-person instruction will likely intensify those challenges, particularly in our special education programs.
- Initial District data indicates the blended model contributes to lower student and staff COVID quarantine rates than the cohort model

- The infection rate impacts of moving to 5-day/week in-person instruction at the K-5 level are not yet known. Administration contends more time should be taken to understand the impacts of the five day model on staffing and COVID transmission before moving forward with another grade band.
- Community child care needs at the middle school level are not as significant as the K-5 levels.
- It is anticipated that the District will continue to mirror the COVID positivity rate of the community, which is currently at an all time high.
- The size of the Middle Schools and the number of students served (CJMS - 742, SMS - 832).
- The high number of students that each Middle School teacher serves each day (up to 150).
- The difficulty in maintaining cohorts when we transition back to the normal middle school schedule (seven period day) - blended model provides for social distancing and minimizes student inner mixing.
- The Middle School blended model helps us to concentrate the District's limited sub pool at PK-5 where the current need is the greatest.
- The quality of instruction provided to students in quarantine is diminished given adult capacity during full in-person instruction. Staying in the blended model provides teacher planning time to maintain online instruction.

We will continue to monitor the COVID data in the community and recruit for subs and volunteers.

**Fiscal Impact:**

None known

**Recommendation:**

It is recommended the Board postpone the move to the 5-day in-person model for the Middle Schools. It is further recommended that the issue be reviewed at the January 11, 2021 Board meeting.

**Other Alternatives:**

1. Do not approve postponing the start the 5-day in-person model for the Middle Schools and start on November 23, 2020.



**Meeting Date:** November 16, 2020  
**Category:** Action Item Singular - Both Districts  
**Agenda Item #:** 4  
**Originated By:** Sandra Wilson, Board Chair  
**Others Involved:** Board of Trustees, Superintendent Bob Connors

MOTION	SECOND	AYES	NAYS	ABSTAIN

**Topic:**  
Personnel item - Superintendent's performance evaluation (possible executive session pursuant to 2-3-203(3), MCA)

**Facts:**  
On Monday November 2, 2020 the Board placed Superintendent Connors on Administrative Leave with pay pending a performance evaluation.

**Recommendation:**  
The Board will complete the performance evaluation and determine the appropriate action, if any.