



BOZEMAN SCHOOL DISTRICT NO. 7
WILLSON BOARD ROOM #122
MONDAY -- May 15, 2023 -- 5:45 PM

Regular Board Meeting

- 5:45 1. **Call to Order -- Roll Call -- Pledge of Allegiance** Red = Not an Agenda Item (Placeholder)
2. **BSD7 Experience** Black = Agenda Item
- 2.1 Student Representatives Report
 - 2.2 Board Education
The Board Education Opportunity is a 15-minute segment that allows our Board to receive an educational snippet of what is happening in our District.
 - 2.3 Recognition and Awards
 - [2.3.1](#) Emily Dickinson Elementary Model PLC at Work School Recognition
 - [2.3.2](#) 2023 National Merit Scholarship Program Recognition
 - [2.3.3](#) State FCCLA Leadership Conference Winners
- 2AO. Reorganization of the Board of Trustees -- Board Action**
- [2.1AO](#) Canvass and Approve May 2, 2023 School Election Results and Issue Certificate of Election
 - [2.2AO](#) Swearing in and Oath of Office to Newly-Elected Trustees
 - [2.3AO](#) Organization of New Board
3. **Action Items -- Consent**
- 3.1 Policy 2nd Reading
 - 3.2 Minutes
 - [3.2.1](#) Consider Approval of Board Meeting Minutes
 - 3.3 High School District
 - [3.3.1](#) Consider Approval of Funding and Transferring Management of Assets of the Worthy Student Scholarship Program to the Bozeman Schools Foundation
 - 3.4 Both Districts
 - [3.4.1](#) Consider Approval of Personnel Actions
 - [3.4.2](#) Consider Approval of Financial Reports, Warrant Approval, and Donations
 - [3.4.3](#) Consider Requesting the Gallatin County Clerk and Recorder to Conduct the 2023-2024 Elections
 - [3.4.4](#) Consider Approval of Agreement with THRIVE, Inc. for 2023-24 through 2025-26
 - [3.4.5](#) Consider Approval of E-Rate CIPA Compliance Policy/Procedure Review
 - 3.5 Elementary District
4. **Action Items -- Singular**
- 4.1 Both Districts
 - [4.1.1](#) Consider Approval of the Bozeman Education Association Agreement
 - [4.1.2](#) Appoint MTSBA Municipal Director
 - 4.2 High School District
 - 4.3 Elementary District
 - [4.3.1](#) Consider Approval of Sacajawea Middle School Assistant Principal
 - [4.3.2](#) Consider Approval of MOU with City of Bozeman Related to Cottonwood/Durstun Property
5. **Board Discussion**
- 5.1 Policy 1st Reading
 - [5.1.1](#) Discuss recommended revisions to Policy #3115 - Out-of-District Attendance with Discretionary Approval

- [5.1.2](#) Discuss recommended revisions to Policy #4330 - Community Use of School Facilities
- [5.1.3](#) Discuss recommended revisions to Policy #6143 - Leadership Compensation
- [5.2](#) Committee Reports
- [5.3](#) Legislative Update

6. Public Comment on Non-Agenda Items

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

7. Reports

- [7.1](#) Executive Cabinet Report
- [7.2](#) Board of Trustees
 - Requests, Calendar, Concerns, Reports, Future Agenda Items, Open Meeting Topics for Next Meeting

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

PLEASE TURN OFF CELL PHONES

Montana Code Annotated 2019

TITLE 45. CRIMES

CHAPTER 8. OFFENSES AGAINST PUBLIC ORDER

Part 1. Conduct Disruptive of Public Order

Disorderly Conduct

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

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

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



Meeting Date:	May 15, 2023
Category:	Recognition and Awards
Agenda Item #:	2.3.1
Originated By:	Marilyn King and Mike Van Vuren, Deputy Superintendents
Others Involved:	Sarah Hays, Emily Dickinson Principal and the Emily Dickinson Education Team

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Emily Dickinson Elementary School Model PLC at Work School School Recognition

Fiscal Impact:

N/A

Recommendation:

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

- WHEREAS: A Professional Learning Community (PLC) is an ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve; and
- WHEREAS: Solution Tree, a professional development company and publisher of educational materials for K-12 educators, coordinates the All Things PLC site as a service to aid schools and to connect practitioners with each other in an online, global learning community; and
- WHEREAS: Solution Tree has recognized Emily Dickinson Elementary School has a school that implements PLC practices and processes, inclusive of teacher collaborative time, with intent, consistency and fidelity; and
- WHEREAS: In a PLC, collaboration represents a systematic process in which teachers work together interdependently in order to impact their classroom practice in ways that will lead to better results for their students, for their team, and for their school; and
- WHEREAS: PLCs operate under the assumption that the key to improved learning for students is continuous job-embedded learning for educators; and
- WHEREAS: Emily Dickinson Elementary School's Education Team has demonstrated a commitment to PLC concepts, implemented those concepts for at least three years and has presented clear evidence of improved student learning;
- THEREFORE: We recognize and honor Emily Dickinson Elementary School for the distinction as a Solution Tree Model PLC School, and for their commitment to learning for all students, collaborative culture and focus on results.



Meeting Date:	May 15, 2023
Category:	Recognition and Awards
Agenda Item #:	2.3.2
Originated By:	Marilyn King and Mike Van Vuren, Deputy Superintendents
Others Involved:	Dan Mills, BHS Principal

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

2023 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, Lilyanne Morse has been named a \$2,500 National Merit Scholarship Corp. winner;
- THEREFORE: Be it resolved that the Board of Trustees recognize and honor 2023 National Merit Scholarship winner Lilyanne Morse for her outstanding performance in a national field based on accomplishments, skills, and potential success in college.



Meeting Date:	May 15, 2023
Category:	Recognition and Awards
Agenda Item #:	2.3.3
Originated By:	Marilyn King, Deputy Superintendent
Others Involved:	Bethany Ringer, GHS FCS Teacher and FCCLA Advisor; Erica Schnee, GHS Principal

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

State FCCLA Leadership Conference Winners

Fiscal Impact:

N/A

Recommendation:

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

- WHEREAS: Family, Career, and Community Leaders of America (FCCLA) is a nonprofit national career and technical student organization for young men and women in Family and Consumer Sciences education in public and private school through grade 12; and
- WHEREAS: FCCLA State Leadership Conference was held in Bozeman on the MSU Campus, March 16th and 17th; and
- WHEREAS: Taianna Carr took 1st place in the Career Investigation Event; and
- WHEREAS: Kiarra Michalson and Ione Collins took 1st place in the Professional Presentation Event;
- THEREFORE: Be it resolved that the Board of Trustees recognize and honor Taianna Carr, Ione Collins, and Kiarra Michalson for their first-place finishes



Meeting Date:	May 15, 2023
Category:	Annual Election and Board Reorganization
Agenda Item #:	2.1AO
Originated By:	Lacy Clark, District Clerk
Others Involved:	Eric Semerad, Gallatin County Election Administrator

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Canvass and Approve May 2, 2023 School Election Results and Issue Certificate of Election

Facts & Discussion:

- 20-20-415, MCA requires the Board of Trustees to canvass the results of an election at its first regular or special meeting following the receipt of the certified tally sheets from an election.
- This year's voter turnout was 42,448 (High School District), and 36,686 (Elementary District) .
- The results of the election as reported by the County Election Administrator were:

Elementary Trustee Election (three 3-year positions)

	Votes
Kevin Black	10,854
Greg Neil	11,145

Levy Issues

	Votes For	Votes Against
High School General Fund (\$380,000/year, permanent)	11,240	7,793
High School Building Reserve Safety Levy (2 mills/year, permanent)	11,137	7,992
Elementary Building Reserve Safety Levy (4 mills/year, permanent)	10,075	6,184

Superintendent's Recommendation:

It is recommended that the Board of Trustees:

- Accept the Official Tally of the Gallatin County Election Administrator for the Annual School Election held on May 2, 2023.
- Certify the election of Kevin Black and Greg Neil for three-year terms on the Elementary School Board.
- Certify the passage of the High School General Fund levy election (\$380,000/year, permanent).
- Certify the passage of the High School Building Reserve Safety levy election (2 mills/year, permanent).
- Certify the passage of the Elementary Building Reserve Safety levy election (4 mills/year, permanent).

It is further recommended that the Trustees adopt the required [Certificate of Election](#).

Other Alternatives:

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



Meeting Date:	May 15, 2023
Category:	Annual Election and Board Reorganization
Agenda Item #:	2.2AO
Originated By:	Lacy Clark, District Clerk
Others Involved:	John Nielson, Gallatin County Superintendent

MOTION		SECOND	AYES	NAYS	ABSTAIN

Topic:
Swearing in and Oath of Office to Newly-Elected Trustees

Superintendent's Recommendation:
It is recommended that the Oath of Office be administered to newly elected Trustees.

Discussion:
Gallatin County Superintendent John Nielson will administer the Oath of Office to newly elected Trustees Kevin Black and Greg Neil prior to their being seated on the Board of Trustees.



Meeting Date:	May 15, 2023
Category:	Annual Election and Board Reorganization
Agenda Item #:	2.3AO
Originated By:	Lacy Clark, District Clerk
Others Involved:	

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Organization of New Board

Superintendent's Recommendation:

It is recommended that the Board of Trustees reorganize as required by law and District policy by electing a Chair, Vice Chair, and appointing Lacy Clark as District Clerk.

Discussion:

20-3-321, MCA provides that the trustees of each district shall annually organize as a governing board of the district after the regular Election Day and after the issuance of election certificates to the newly elected trustees. In order to organize, the trustees of the district shall be given notice of the time and place where the organizational meeting will be held, and at such meeting, they shall choose one of their members to act as Chair. In addition, the trustees shall appoint a competent person, who is not a member of the trustees, as Clerk of the District. The chair of the trustees shall serve until the next organizational meeting.

It is recommended that the Board Chair appoint Lacy Clark, current District Clerk, to conduct the reorganizational meeting for the purpose of electing a Chair. Upon receiving nominations from the Board and electing individuals to this position, the newly elected Chair will assume the chairship duties. It is recommended that the following procedure be used for the conduct of the reorganizational meeting.

Suggested Procedure for Reorganization of the Board

1. The District Clerk will declare the reorganizational meeting open and call for nominations for Chair of the Board. Nominations will be closed in one of two ways: the first is by passage of a motion "For nominations to be closed," and the second is by the Clerk to ask for "any other nominations" three consecutive times. Hearing no further nominations, the Clerk will close nominations.
2. If there is more than one nominee for Chair, the Board will vote for the nominee of their choice. The vote of each trustee must be recorded in the minutes. If no trustee receives a majority vote for Chair, a revote will be called on the two (or three in case of a tie) top vote-getters to determine the Chair.
3. The meeting will then be turned over to the newly elected Chair who will follow the steps outlined in (1) and (2) above for the selection of a Vice Chair.
4. The Chair will then ask for a motion and second for appointment of a District Clerk. The Board will vote on the motion.
5. The reorganizational meeting will be declared over and the new Board will proceed with the rest of the agenda.



Meeting Date:	May 15, 2023
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.2.1
Originated By:	Lacy Clark, Director of Business Services
Others Involved:	Lori Ross, Executive Assistant

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Board Meeting Minutes

Facts & Discussion:

1. Minutes of the [April 10, 2023](#) Regular Board Meeting and the [April 24, 2023](#) Special Board Meeting.
2. Minutes of the [April 4, 2023](#) and [April 18, 2023](#) Board Luncheons.
3. Minutes of the [April 24, 2023](#) Committee Meetings.
4. Upon approval, the minutes represent the official actions of the Board of Trustees of School District No. 7.

Fiscal Impact:

N/A

Superintendent's Recommendation:

It is recommended the Board of Trustees approve as presented, the minutes of the Regular Board Meeting on [4-10-2023](#), Special Board Meeting on [4-24-2023](#), Board Luncheons on [4-04-2023](#), [4-18-2023](#) and Committee Meeting on [4-24-2023](#).

Other Alternatives:

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



Meeting Date:	May 15, 2023
Category:	Action Items - Consent - Both Districts
Agenda Item #:	3.3.1
Originated By:	Lacy Clark, District Clerk
Others Involved:	Mike Waterman, Executive Director Business & Operations; Jenn Lammers, Bozeman Schools Foundation

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of funding and transferring management of assets of the [Worthy Student Scholarship Program](#) to the Bozeman Schools Foundation.

Facts and Discussion:

1. The Worthy Student Scholarship was established in 1978 in memory of Marjorie Keeton, a former teacher and school board trustee.
2. The Worthy Student Scholarship Fund transferred the management of the program to the Bozeman School District in 1986. The BSD7 Worthy Student Scholarship Endowment was also established in 1986 and has received \$287,147 in principal donations.
3. The BSD7 Worthy Student Endowment, managed by D.A. Davidson, has a reconciled balance of \$944,618.80 as of March 31, 2023.
4. In 2008, BSD7 Worthy Student Scholarship Endowment management, administration, and fundraising responsibilities were transferred to the Bozeman Schools Foundation. The Foundation has raised funds to provide all scholarships and fundraising, administrative, marketing, and ceremonial expenses related to the Worthy Student Scholarship for the last 14 years.
5. The BSF has raised an average of \$60,000 yearly for the Worthy Student Scholarship program for the last five years, which is just enough to cover the current cost of the 40 - \$1500 scholarships awarded each year.
6. The BSF is requesting the District distribute annual scholarship and administration costs from the Worthy Student Endowment earnings to the Bozeman School Foundation annually, on June 1.

Fiscal Impact:

\$78,000, from the Non-Expendable Endowment Fund (aka Worthy Student Scholarship Endowment) - Annual scholarship costs, which are currently \$60,000 plus an additional \$18,000 for administration fees.

Superintendent's Recommendation:

It is recommended that the Board approve the [Worthy Student Funding proposal](#) allowing the Bozeman Schools Foundation access to the spendable earnings of the BSD7 Worthy Student Endowment and make annual payments to the Bozeman School Foundation.

Other Alternatives:

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



Meeting Date:	May 15, 2023
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.1
Originated By:	Pat Strauss, Director of Human Resources
Others Involved:	

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Personnel Actions

Facts:

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

Fiscal Impact:

Noted on report

Recommendation:

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

Other Alternatives:

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

**Bozeman Public Schools
Human Resources**

May 15, 2023

REQUIRES BOARD ACTION

Confirmation of Employment (Classified)

Name	Position	Level/Step	Effective	Hrly. Rate
Amundson, Isabel	SPED PreK PARA, .50 FTE, WHIT, 9 mos.	SPED D01	4/6/2023	\$16.45
Clark, Michelle	HS Finance Secretary, 1.0 FTE, 10 mos.	H05	5/1/2023	\$20.07
Dresser, Samuel	Discretionary PARA, .0375 FTE, SPED PARA, .0875 FTE, SPED Temp PARA, .50 FTE, LONG, 9.25 mos.	B01/SPED D01	4/11/2023	\$15.45/\$16.45
Finnegan, Courtney	FS Specialist, 1.0 FTE, GHS, 9.25 mos.	FB1	4/11/2023	\$17.50
Woodhull, Victoria	FS Elementary Cook I, .5625 FTE, HYL, 9.25 mos.	FC4	5/3/2023	\$19.10

Confirmation of Request for Leave of Absence (Certified)

Name	Position	Reason	Effective Dates
Chocholousek, Anna	ESL Teacher, .20 FTE, Spanish Teacher, .80 FTE, BHS	FMLA	10/9/23 - 1/17/24
Lakatos, Ami	Intervention Teacher, 1.0 FTE, MOST	.50 of 1.0 FTE LOA	2023-2024
Lingle, Bryce	SPED Teacher, 1.0 FTE, CJMS	FMLA	5/8/23 - 6/9/23
McHugh, Joseph	Spanish Teacher, 1.0 FTE, GHS	LOA	2023-2024
Obstar, Ashley	Math Teacher, 1.0 FTE, GHS	.40 of 1.0 FTE LOA	2023-2024

REPORT OF ADMINISTRATIVE ACTIONS

Confirmation of Resignations/Terminations (Administrative)

Name	Position	Reason	Effective	Years of Service
Loftus, Andrew	Director of Fine Arts, 1.0 FTE, Non Unit, \$113,700, WILL	Administrative Non Renewal, Reduction in Force	6/30/2023	8

Confirmation of Resignations/Terminations (Certified)

Name	Position	Reason	Effective	Years of Service
Barghina, Gina	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 18, \$84,288, MDLK	Retirement	6/9/2023	25
Barr, Cherie	Elementary Teacher, .50 FTE, BA(M)+75, Step 14, \$35,482.50, MDLK	Retirement	6/9/2023	17.6
Behrendt, Adam	MS Teacher, 1.0 FTE, BA+45, Step 5, \$55,074, CJMS	1 Year Only	6/9/2023	1
Cambianaca, Carolrae	MS Teacher, 1.0 FTE, BA(M)+90, Step 7, \$65,842, SMS	Non Tenured, Non Renewal	6/9/2023	3
Campbell, Beth	Music Teacher, 1.0 FTE, BA(M)+45, Step 6, \$59,090, SMS	Non Tenured, Non Renewal	6/9/2023	2
Cole, T. Michael	Math Teacher, 1.0 FTE, \$35,200.71, BHS	Remainder of the Year	6/9/2023	7.65 mos.
Dellwo, Sean	Math Teacher, 1.0 FTE, BA, Step 4, \$48,322, BHS	Resignation	6/9/2023	3
DeMarco, Madeline	Kindergarten Teacher, .40 FTE, BA, Step 1, \$10,100.34, HYL	Remainder of the Year	6/9/2023	5.35 mos.
D'Huyvetter, Megan	Elementary Teacher, 1.0 FTE, BA+15, Step 3, \$48,720, EMDI	1 Year Only	6/9/2023	2
Drake, Tad	MS Teacher, 1.0 FTE, BA(M)+105, Step 6, \$66,283, SMS	Non Tenured, Non Renewal	6/9/2023	2
Engel, Molly	Elementary Teacher, 1.0 FTE, BA, Step 2, \$45,542, EMDI	1 Year Only	6/9/2023	2

**Bozeman Public Schools
Human Resources**

May 15, 2023

REPORT OF ADMINISTRATIVE ACTIONS (con't)

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

Name	Position	Reason	Effective	Years of Service
Fraker, Natasha	Guidance Counselor, .25 FTE, SMS, .75 FTE, LONG, BA(M)+75, Step 3, \$58,472	.25 of 1.0 FTE Partial 1 Year Only	6/9/2023	3
Freund, Hannah	Kindergarten Teacher, .50 FTE, BA, Step 6, \$25,551.50, EMDI	Resignation	6/9/2023	4
Gallant, Joi	SPED Teacher, .20 FTE, DTC1, .20 DTC2, BA, Step 1, \$30,678.61	1 Year Only	6/9/2023	1
Gilbert, Jennifer	Elementary Teacher, 1.0 FTE, BA, Step 2, \$45,542, MDLK	1 Year Only	6/9/2023	2
Godard, Robin	English Teacher, .40 FTE, BA(M)+60, Step 5, \$10,434.08, BHS	Remainder of the Year	6/9/2023	4.1 mos.
Hall, Lindsay	MS Teacher, 1.0 FTE, BA(M)+105, Step 13, \$76,036, SMS	Resignation	6/12/2023	9
Jackson, Mona	Music Teacher, .50 FTE, EMDI, .50 FTE, SMS, BA(M)+75, Step 9, \$66,857	Non Tenured, Non Renewal	6/9/2023	3
Karrick, Olivia	SPED Teacher, .20 FTE, SMS, .40 FTE, CJMS, .20 FTE DTC1, .20 FTE, DTC2, BA(M)+60, Step 4, \$57,217	Resignation	6/9/2023	4
Larson, Lana	Art Teacher, 1.0 FTE, BA(M)+45, Step 5, \$57,722, CJMS	Non Tenured, Non Renewal	6/9/2023	1
LeSage, Rachelle	Elementary Teacher, 1.0 FTE, BA(M)+45, Step 5, \$57,722, MDLK	1 Year Only	6/9/2023	1
Lile, Jake	English Teacher, 1.0 FTE, BA+60, Step 3, \$54,059, BHS	Resignation	6/22/2023	3
Luedtke, Dacia	Guidance Counselor, 1.0 FTE, BA(M)+105, Step 7, \$67,651, BHS	Resignation	6/9/2023	7
Lycan, Barbara	Kindergarten Teacher, 1.0 FTE, BA(M)+45, Step 7, \$60,502, LONG	Resignation	8/20/2023	3.6
Mahurin, Brandy	Kindergarten Teacher, 1.0 FTE, BA, Step 4, \$48,322, IRVG	1 Year Only	6/9/2023	1
McClain, Sarah	Elementary Teacher, .60 FTE, BA, Step 1, \$12,885.02, MDLK	1 Semester Only	6/9/2023	4.5 mos.
Mitchell, Lauren	English Teacher, 1.0 FTE, BA(M)+45, Step 5, \$57,722, BHS	1 Year Only	6/9/2023	1.9
Moore, Johanna	English Teacher, 1.0 FTE, BA(M)+60, Step 6, \$60,899, GHS	Resignation	6/9/2023	3
Morani, Emily	Guidance Counselor, 1.0 FTE, BA(M)+75, Step 3, \$58,472, GHS	1 Year Only	6/9/2023	1
Murray, Meghan	Music Teacher, 1.0 FTE, BA, Step 4, \$48,322, CJMS	Non Tenured, Non Renewal	6/9/2023	3
Pechishev, Kimberly	Kindergarten Teacher, 1.0 FTE, BA, Step 3, \$46,910, WHIT	Non Tenured, Non Renewal	6/9/2023	1
Peterson, Carrie	MS Teacher, 1.0 FTE, BA(M)+60, \$60,899, SMS	Non Tenured, Non Renewal	6/9/2023	2
Pope, Sarah	MS Teacher, 1.0 FTE, BA(M)+105, Step 5, \$64,871, SMS	Non Tenured, Non Renewal	6/9/2023	1
Rollins, Michael	Kindergarten Teacher, 1.0 FTE, BA+45, Step 6, \$56,442, EMDI	Resignation	6/9/2023	6

**Bozeman Public Schools
Human Resources**

May 15, 2023

REPORT OF ADMINISTRATIVE ACTIONS (con't)

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

Name	Position	Reason	Effective	Years of Service
Spieker, Taylor	Kindergarten Teacher, 1.0 FTE, BA(M)+60, Step 2, \$55,295, HYL T	1 Year Only	6/9/2023	2
Stevens, Emily	Kindergarten Teacher, 1.0 FTE, BA, Step 2, \$45,542, HYL T	1 Year Only	6/9/2023	1
Wheeler, David	Science Teacher, 1.0 FTE, BA, Step 3, \$49,910, BHS	1 Year Only	6/9/2023	1
Wiley, Thomas	Science Teacher, 1.0 FTE, BA(M)+75, Step 2, \$57,104, BHS	Resignation	6/9/2023	1
Yates, Tucker	Adaptive PE Teacher, .20 FTE, CJMS, HE Teacher, .80 FTE, GHS, BA+30, Step 3, \$50,485	.20 of 1.0 FTE Partial 1 Year Only	6/9/2023	3
Zirbel, Jennifer	Social Studies Teacher, 1.0 FTE, BA(M)+75, Step 7, \$64,077, BHS	Resignation	6/9/2023	1

Confirmation of Resignations/Terminations (Professional)

Name	Position	Reason	Effective	Years of Service
Bell, Brennah	Guided Study Hall Counselor/Coordinator, .50 BHS, .50 GHS, Non Unit, \$41,693.52, 10 mos.	1 Year Only	6/9/2023	5

Confirmation of Resignations/Terminations (Classified)

Name	Position	Reason	Effective	Years of Service
Ash, Sheila	FS Cook I, .7188 FTE, FC6, \$19.87/hr., MDLK, 9.25 mos.	Resignation	5/26/2023	1.2
Erickson, Katherine Sue	Discretionary PARA, .1333 FTE, Transportation PARA, .0833 FTE, B14, \$17.94/hr., SPED PARA, .50 FTE, SPED D14, \$19.29/hr., HAWT, 9.25 mos.	Retirement	6/9/2023	14
Griffith, Erin	Executive Secretary, 1.0 FTE, H07, \$20.88/hr., EMDI, 10 mos.	Resignation	6/16/2023	3
Janssen, CJ	Non Instructional PARA, .125 FTE, B03, \$16.08/hr., SPED PARA, .875 FTE, SPED D03, \$17.12/hr., SMS, 9.25 mos.	Resignation	6/9/2023	3
Kettle, Jacob	Before/After School PARA, .225 FTE, B01, \$15.45/hr., HAWT, 9.25 mos.	Resignation	5/12/2023	5.2 mos.
Kirbow, Elijah	Roving Custodian, .30 FTE, G02, \$18.65/hr., FAC, 12 mos.	Resignation	3/1/2023	9.6 mos.
Kitchen, Laurena	Roving Custodian, .50 FTE, G01, \$18.28/hr., FAC, 12 mos.	Resignation	5/3/2023	3.7 mos.
Miller, Alyssa	Roving Custodian, .50 FTE, G02, \$18.65/hr., FAC, 12 mos.	Resignation	3/3/2023	1
Leonard, Baylee	Transportation PARA, .0125 FTE, Before/After School PARA, .1562 FTE, B02, \$15.76/hr., SPED PreK PARA, .50 FTE, SPED PARA, .3313 FTE, SPED D02, \$16.78/hr., HYL T, 9/9.25mos.	Resignation	4/14/2023	5 mos.
Phillips, Melissa	Custodian, 1.0 FTE, G05, \$19.79/hr., BHS, 12 mos.	Resignation	4/10/2023	11 days

**Bozeman Public Schools
Human Resources**

May 15, 2023

REPORT OF ADMINISTRATIVE ACTIONS (con't)

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

Name	Position	Reason	Effective	Years of Service
Rains, Nathan	Roving Custodian, .50 FTE, G04, \$19.40/hr., FAC, 12 mos.	Resignation	4/21/2023	1.1
Scott, Hillary	SPED PARA, .70 FTE, SPED D02, \$16.78/hr., BHS, 9.25 mos.	Resignation	4/14/2023	3.3 mos.
Stancil, Kenneth	Custodian, 1.0 FTE, G01, \$18.28/hr., SMS, 12 mos.	Resignation	3/25/2023	6.6 mos.
Stancil, Linda	Night Secretary, .625 FTE, E27, \$23.03/hr., ADED, 9.25 mos.	Resignation	6/8/2023	30.3

Changes and Revisions in Contracts (Classified)

Name	From	To	Effective	Reason
Jones, Kayla	SPED Temp PARA, .875 FTE, SPED D01, \$16.45/hr., IRVG, 9.25 mos.	SPED PARA, .875 FTE, SPED D01, \$16.45/hr., IRVG, 9.25 mos.	5/1/2023	Change in Assignment
Medina, Marissa	SPED Disc PARA, .8125 FTE, SPED D03, \$17.12/hr.,	SPED Disc PARA, .8438 FTE, SPED D03, \$17.12/hr.,	3/27/2023	Increase in FTE/Hrs.
Robinson, Kristen	Discretionary PARA, .6875 FTE, Transportation PARA, .0625 FTE, B02, \$15.76/hr., SPED PARA, .125 FTE, SPED D02, \$16.78/hr., MOST, 9.25 mos.	Discretionary PARA, .25 FTE, Transportation PARA, .0625 FTE, B02, \$15.76/hr., SPED PARA, .5625 FTE, SPED D02, \$16.78/hr., MOST, 9.25 mos.	5/1/2023	Change in Assignment(s) FTE/Hrs.
Rocha, Emma	SPED PreK PARA, .50 FTE, SPED PARA, .325 FTE, SPED D01, \$16.45/hr., HYL, 9/9.25 mos.	SPED PreK PARA, .50 FTE, SPED PARA, .3375 FTE, SPED D01, \$16.45/hr., HYL, 9/9.25 mos.	4/17/2023	Increase in FTE/Hrs.
Ruud, Jonathan	Elementary PARA, .1771 FTE, B03, \$16.08/hr., SPED PARA, .1563 FTE, SPED Disc PARA, .0313 FTE, SPED D03, \$17.12/hr., HYL, 9.25 mos.	Elementary PARA, .3334 FTE, B03, \$16.08/hr., SPED PARA, .1563 FTE, SPED Disc PARA, .0313 FTE, SPED D03, \$17.12/hr., HYL, 9.25 mos.	4/24/2023	Increase in FTE/Hrs.
Weber, Amber	Custodian, .75 FTE, G04, \$19.40/hr., BHS, 12 mos.	Custodian, .50 FTE, G04, \$19.40/hr., BHS, 12 mos.	4/10/2023	Decrease in FTE

Stipends - Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Ali, Quarney	Tennis - Asst. Coach - GHS	\$3,274.00	4	3/13/23 - 5/27/23
Atkinson, Susan	Track - 7th/8th Gr - SMS	\$2,184.00	5	3/27/23 - 5/12/23
Aytes, Logan	Tennis - Asst. Coach - GHS	\$3,274.00	4	3/13/23 - 5/27/23
Beckett, Sean	Summer Gym Supervisor - BHS (.333) (Longevity)	\$1,411.97	3	6/1/23 - 8/6/23
Boyle, Robert	Weight Room Supervisor - Spring - BHS	\$2,184.00	5	3/15/23 - 5/31/23
Boyle, Robert	Summer Gym Supervisor - BHS (.333)	\$1,357.67	3	6/1/23 - 8/6/23
Brown, Jill	Fastpitch - Head Coach - BHS	\$5,958.00	2	1/13/23 - 5/27/23
Bushong, Cayley	Fastpitch - Asst. Coach - GHS	\$4,073.00	3	3/13/23 - 5/27/23
Campbell, Reese	Tennis - Asst. Coach - BHS	\$3,274.00	4	3/13/23 - 5/27/23
Carney, McKenzie	Intramurals - 6th Gr. Track - CJMS (.5)	\$1,092.00	5	4/3/23 - 5/12/23
Coleman, Michael	Fastpitch - Head Coach - GHS	\$5,958.00	2	3/13/23 - 5/27/23
Coley, Jocelynn	Track - Asst. Coach - GHS	\$4,073.00	3	3/13/23 - 5/27/23
Copp, Dan	Wrestling - Asst. Coach - BHS	\$4,073.00	3	11/18/23 - 3/31/23
Curey, Colter	Tennis - Head Coach - GHS	\$4,073.00	3	3/13/23 - 5/27/23

**Bozeman Public Schools
Human Resources**

May 15, 2023

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Diekman, Grace	Track - 7th/8th Gr - CJMS	\$2,184.00	5	3/27/23 - 5/12/23
Eekhoff, Mark	Track - Asst. Coach - GHS	\$4,073.00	3	3/13/23 - 5/27/23
Fisk, Kristin	Fastpitch - Asst. Coach - GHS	\$4,073.00	3	3/13/23 - 5/27/23
Gebhardt, Neil	Track - Asst. Coach - GHS	\$4,073.00	3	3/13/23 - 5/27/23
Harris, Julianne	Intramurals - Floor Hockey - EMDI	\$737.00	7	1/31/23 - 3/9/23
Herbst, Alyssa	Intramurals - Floor Hockey - HYL T (Longevity)	\$766.48	7	1/31/23 - 3/9/23
Jackson, Daniel	Track - Asst. Coach - GHS	\$4,073.00	3	3/13/23 - 5/27/23
Jaeger, Chantel	Track - Head Coach - GHS	\$5,958.00	2	3/13/23 - 5/27/23
Jessop, Justin	Track - Asst. Coach - GHS	\$4,073.00	3	3/13/23 - 5/27/23
Mayer, Chance	Intramurals - Basketball - HAWT	\$737.00	7	11/8/22 - 12/15/22
Mayer, Chance	Intramurals - Floor Hockey - HAWT	\$737.00	7	2/13/23 - 3/29/23
Michalak, Schuyler	Track - 7th/8th Gr - SMS (63.61%)	\$1,389.24	5	3/27/23 - 5/12/23
Mobley, Justin	Track - Asst. Coach - BHS	\$4,073.00	3	3/13/23 - 5/27/23
Monroe, Travis	Track - Asst. Coach - BHS (Longevity)	\$4,398.84	3	3/13/23 - 5/27/23
Nicholas, Jason	Track - 7th/8th Gr - SMS (63.61%)	\$1,389.24	5	3/27/23 - 5/12/23
Peck, Alexandra	Intramurals - 6th Gr. Track - CJMS (.5)	\$1,092.00	5	4/3/23 - 5/12/23
Pederson, Blaine	Track - Head Coach - BHS	\$5,958.00	2	3/13/23 - 5/27/23
Reynolds, Elliot	Track - Asst. Coach - BHS	\$4,073.00	3	3/13/23 - 5/27/23
Salvat, Zac	Weight Room Supervisor - Spring - GHS	\$2,184.00	5	3/15/23 - 5/31/23
Salvat, Zac	Summer Gym Supervisor - GHS (.333)	\$1,357.67	3	6/1/23 - 8/6/23
Sauvageau, Allie	Basketball - Girls - 7th Gr. - CJMS (Longevity)	\$1,445.60	6	1/2/23 - 2/24/23
Sauvageau, Allie	Basketball - Girls - 8th Gr. - CJMS (Longevity)	\$2,271.36	5	1/2/23 - 2/24/23
Sawyer, Adyson	Track - 7th/8th Gr - SMS (63.61%)	\$1,389.24	5	3/27/23 - 5/12/23
Schmidt, Jade	Fastpitch - Asst. Coach - GHS (.7)	\$2,851.10	3	3/13/23 - 4/29/23
Sheehy, Patrick	Intramurals - Floor Hockey - HYL T	\$737.00	7	1/31/23 - 3/9/23
Sposito, Joanne	Tennis - Head Coach - BHS	\$4,073.00	3	3/13/23 - 5/27/23
Thompson, Brandon	Track - Asst. Coach - BHS	\$4,073.00	3	3/13/23 - 5/27/23
Vonheeder, Carley	Track - Asst. Coach - BHS	\$4,073.00	3	3/13/23 - 5/27/23
Waldo, Danny	Intramurals - 6th Gr. Track - SMS (.5)	\$1,092.00	5	4/3/23 - 5/12/23
Waldo, Nicole	Intramurals - 6th Gr. Track - SMS (.5)	\$1,092.00	5	4/3/23 - 5/12/23
Wesche, Levi	Summer Gym Supervisor - BHS (.333) (Longevity)	\$1,534.16	3	6/1/23 - 8/6/23
Wold, Keegan	Track - 7th/8th Gr - CJMS (63.61%)	\$1,389.24	5	3/27/23 - 5/12/23
Wyatt, Keegan	Track - Asst. Coach - BHS	\$4,073.00	3	3/13/23 - 5/27/23

Stipends - Not Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Castillo, Emmanuel	Spanish Interpreter services for PARA Orientations in HR (Hrly. Rate)	\$16.00		2/7/23 - 6/30/23
Gibson, Ted	Hiring Incentive for Custodians - HYL T	\$250.00		3/10/2023
Gnuse, Taylor	Hiring Incentive for Custodians - GHS	\$250.00		2/13/2023
Kimmel, Megan	Travel Stipend - 3 Sites	\$490.00		2022-2023
Maddock, Patty	MTDA - English Language Arts 6B - Spring 2023 - Section 1 - GHS	\$1,740.74		Spring 2023

**Bozeman Public Schools
Human Resources**

May 15, 2023

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Maifeld, Mary	Substitute incentive for subbing full days for the 1st semester of 22-23 school year.	\$420.00		8/29/22 - 1/20/23
Medina, Andres	Hiring Incentive for Custodians - CJMS	\$250.00		3/20/2023
Phillips, Melissa	Hiring Incentive for Custodians - BHS	\$250.00		3/27/2023
Riojas, Lilas	Hiring Incentive for Custodians - MDLK	\$250.00		3/8/2023
Samardich, Lisa	Travel Stipend - 2 Sites	\$325.00		2022-2023
Thompson, Bill	High School Additional Duties - March 2023	\$1,800.00		3/1/2023
Vandyk, Elaine	Additional Duties Supervising ISS Students (Hrly. Rate in Addition to regulary Hrly. Rt.)	\$10.00		4/3/23 - 6/30/23



Meeting Date:	May 15, 2023
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.2
Originated By:	Lacy Clark, Director of Business Services
Others Involved:	Julia Wayman, Accounting Supervisor Alex Judge, District Bookkeeper

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of [Financial Reports](#), Warrant Listing, Stale Dated Warrants, 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.

The Warrant Registers are available in the Business Office and have been sent to the Trustees. April 2023 warrants are as follows: Operational warrants were \$1,354,249.79; net Payroll, taxes and deductions were \$5,141,161.96; Warrants disbursed for April 2023 were \$6,495,411.75.

Investment of District Funds in accordance with State law as of:	<u>Mar 31, 2023</u>
Gallatin County Investment Pool	\$5,766,715.54
First Interstate Bank Investment Pool	\$40,417,350.02
Nonexpendable Endowment (D.A. Davidson)	<u>\$944,618.80</u>
Total District cash and investments	<u>\$47,128,684.36</u>

Fiscal Impact:

Refer to attached report.

Superintendent's Recommendation:

It is recommended the Board of Trustees approve the [Financial Reports](#), warrant listing, stale dated warrants, and [Donations](#) as presented.

Other Alternatives:

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



Meeting Date:	May 15, 2023
Category:	Action Items - Consent - Both Districts
Agenda Item #:	3.4.3
Originated By:	Lacy Clark, District Clerk
Others Involved:	Eric Semerad, Gallatin County Clerk and Recorder/ Election Administrator

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider requesting the Gallatin County Clerk and Recorder to conduct the 2023-2024 Elections

Facts and Discussion:

1. 20-20-401(1), MCA states the Trustees are the general supervisors of school elections unless the Trustees request and the County Election Administrator agrees to conduct a school election. By June 1 of each year, Trustees may request the County Election Administrator to conduct certain school elections during the ensuing year.
2. At this time, it is anticipated the only election the District will have next year is the regular school election on May 7, 2024.
3. The costs and time involved in conducting polling place elections has increased considerably. This increase is a result of changes in laws relating to the conduct of elections. The most significant of those changes is the maintenance of the permanent absentee voter list, by which voters elect to have their ballots mailed to them. The list has been increasingly popular. Over 80% of our active registered voters are on the permanent absentee voter list.

Fiscal Impact:

\$35,000 each Elementary and High School General Funds, \$70,000 budgeted total.

Superintendent's Recommendation:

It is recommended that the Board approve the [attached resolution](#) requesting the County Election Administrator to conduct the 2023-24 school elections as allowed by State law.

Other Alternatives:

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



Meeting Date:	May 15, 2023
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.4
Originated By:	Mike Waterman, Executive Director of Business and Operations
Others Involved:	Casey Bertram, Superintendent; Carrie Gilbertson, Executive Director of THRIVE, Inc.

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of [Agreement with THRIVE, Inc.](#) for 2023-24 through 2025-26

Facts & Discussion:

1. The Child Advancement Project (“CAP”) was first initiated in the District in 1990 under a grant from the Fred Meyer Foundation. The Child Advancement Project (CAP) matches adult volunteers from the community with children in the District. These mentors work one-on-one with students in grades preK-12 to provide support and encouragement. Mentors help students discover and build upon their individual strengths, and affirm students' ability to shape their own futures. CAP mentors are screened, trained and supervised by professional CAP Coordinators, establishing a community of volunteers who are engaged in the local school system and invested in the future of their community. The project has had high success in meeting the needs of students. In addition, it has high support from staff and from large segments of the community.
2. Parent Liaisons are professionals who work in the schools but are paid by THRIVE. Parent Liaisons do not work directly with students; rather, they facilitate parenting classes, connect parents to community resources and support parent-teacher collaboration to build a bridge between the home and school and position students for success.
3. According to THRIVE, the District pays roughly 32% of the combined CAP and Parent Liaison program costs.
4. The cost of the proposed agreement (\$300,000) represents a 1% increase over the previous contract amount (\$296,640). Services delivered (CAP and Parent Liaison) would remain unchanged from previous contracts.

Fiscal Impact:

\$300,000 - from Title1 (\$50,000) and Adult Education (\$250,000) Funds.

Historically, the THRIVE contract was funded from a combination of General Fund, Adult Ed Fund, and Title I sources. In accordance with the [budget reductions approved by the Board on January 9, 2023](#), administration renegotiated the contract and clarified that 1) THRIVE's costs for the Parent Liaison program alone exceed the \$300,000 contribution amount from the District and, as a result, 2) the contract cost in total is therefore an eligible expenditures of the Adult Ed Fund. This change will result in \$196,640 savings to the General Fund (rounded to \$195,000 in the budget reduction presentation) and is expected to cause local taxes in the Adult Ed Fund to increase by approximately the same amount.

Superintendent's Recommendation:

It is recommended the Board approve the annual Thrive letter of agreement for 2023-24 through 2025-26 as presented.

Other Alternatives:

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



Meeting Date:	May 15, 2023
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.5
Originated By:	Marilyn King and Mike Van Vuren, Deputy Superintendents
Others Involved:	Matt Ayler and Mel McCarver, Tech Department Supervisors

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of E-Rate CIPA Compliance Policy/Procedure Review

Facts/Discussion:

1. The FCC's E-Rate program makes telecommunications and information services more affordable for schools and libraries. With funding from the Universal Service Fund, E-Rate provides discounts for telecommunications, Internet access, and internal connections to eligible schools and libraries.
2. The authority with responsibility for the administration of the school or library must provide reasonable public notice and hold at least one public hearing or meeting to address a proposed technology protection measure and Internet safety policy.
3. Schools and libraries subject to the Children's Internet Protection Act (CIPA) are required to adopt and implement an Internet safety policy addressing:
 - Access by minors to inappropriate matter on the Internet;
 - The safety and security of minors when using electronic mail, chat rooms and other forms of direct electronic communications;
 - Unauthorized access, including so-called "hacking," and other unlawful activities by minors online;
 - Unauthorized disclosure, use, and dissemination of personal information regarding minors; and
 - Measures restricting minors' access to materials harmful to them.
4. Previously adopted [Policy 3612](#) and [Procedure 3612P](#) outline the district's Internet safety protocols and safeguards that align with CIPA regulations.

Fiscal Impact:

N/A

Superintendent's Recommendation:

It is recommended the Board of Trustees review [Policy 3612](#) and [Procedure 3612P](#) and confirm compliance with CIPA requirements as part of the E-Rate process.

Other Alternatives:

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



Meeting Date:	May 15, 2023
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.1.1
Originated By:	Pat Strauss, Director of Human Resources
Others Involved:	District/BEA Negotiations Team

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of the 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 3 through March 6, 2023 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 4% increase to the base in 2023-2024 and a 2% increase to the base in 2024-2025, contingent on passage of general fund and safety 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. Upon Board approval, the agreement is effective July 1, 2023 and expires June 30, 2025.
7. A summary of other compensation, benefits and working conditions agreements reached during consensus is below.

Superintendent's 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.

2023-2025 BEA Negotiations Summary

1. Salary - Tentative Agreement on 4% increase to the base in 2023-2024 and 2% increase to the base in 2024-2025 contingent on passage of general fund and safety levies. Increased nurses salary schedule by 4% in 2023-2024 and 2% increase in 2024-2025. In addition, two more steps were created in the nurses salary schedule to recognize longevity.
2. Article 12.1.D - Equalized the preparation days for PK-12 Special Education Teachers to four.
3. Article 12.4 - Created language to cap high school class loads to no more than 150 students total in the block schedule beginning 2024-2025.
4. Article 14.2 - Revised sick leave language to reflect that full time teachers will be credited with eight sick leave days. Also added language allowing for use of sick leave for mental health leave and unexpected daycare closures.
5. Article 14.2.B - Revised sick leave language to allow employees to donate sick leave to other District employees in the event of catastrophic events.
6. Article 14.5 - Raised annual personal leave for full time certified employees from five days to eight days. NOTE: The annual number of sick leave days was reduced from eleven to eight with a net result of zero additional annual leave days.
7. Article 15.2 - Revised language in Salary Schedule Contingency to include the passing of the Safety Fund Budget.
8. Article 15.3.A - Increased the hourly wage for ESY and Homebound teachers by 4% in 2023-2024 and 2% in 2024-2025.
9. Article 15.3.D - Increased the hourly rate for Drivers Ed instructors by 4% in 2023-2024 and 2% in 2024-2025..
10. Article 15.3.F - Increased the rate of pay for supervision of athletic events from \$21.38 to \$30 per event.
11. 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%.
12. Article 21 - Duration-Effective July 1, 2023. Expires June 30, 2025.

Future/Continued Collaboration:

12 Hours of individualized Professional Development

- The District values the individual and collective contributions of our educational team in ensuring high levels of learning for all students.
- Those efforts include implementation of braided MTSS/PLC processes and culture, work toward building/District LRSP goals, closing achievement gaps, and upcoming master schedule changes 6-12.
- To honor the collective commitment to the endeavors above, the District is waiving the documentation requirement for the 12 hours of individualized professional development.
- This change acknowledges the consistent contributions above and beyond contract hours, that are well in excess of this twelve hour requirement, that are part of being a professional educator in Bozeman Public Schools.
- The parties created a mechanism for collaborative work on the following: High School Study Halls, High School Activities Coordinator, Early Retirement Buyouts

Additional Items Transferred to the District Ongoing Collaboration Committee (DOCC)

- Gifted Stipend for high school
- More explanation about where budget items come from
- Full Time/Part Time conversion for block scheduling
- Innovation - All parties showed an interest in looking at the instructional delivery model for education in Bozeman. There is a desire to look at different school calendar models and educational delivery models that may positively impact students and staff. This work will likely be incorporated into the revisioning of the Long Range Strategic Plan (LRSP) that is scheduled to begin in the 2023-2024 school year.



Meeting Date:	May 15, 2023
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.1.2
Originated By:	Lacy Clark, District Clerk
Others Involved:	

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Appoint MTSBA Municipal Director

Discussion:

The Montana School Boards Association is a private non-profit membership organization that was first founded over 95 years ago through the efforts and interests of volunteer elected trustees from throughout the state of Montana. MTSBA's Core Purpose is to develop the full potential of each child in every public school through school board leadership. Membership in MTSBA is voluntary, decided by a motion of each elected school board, and is available to any publicly-elected K-12 school board in Montana.

The Montana School Board Association (MTSBA) organization allows representation of local Trustees on the Board of Directors. This representation provides the Bozeman School District with a voice and vote in statewide issues under the contemplation of the MTSBA. The Bozeman School District 7 Board of Trustees is represented by a Municipal Director and three Delegates who vote on statewide issues at the MTSBA delegate assembly and annual meeting. The Municipal Director represents BSD7 on the MTSBA Board of Directors.

The [MTSBA Board of Directors](#) is composed of elected trustees from:

- 11 Geographic Areas
- 7 Municipal Areas, including Bozeman
- 2 Members from the Indian School Board Caucus

Superintendent's Recommendation:

It is recommended that the Board of Trustees appoint a MTSBA Municipal Director to begin their term of office at the June 2023 MTSBA Board Meeting.

Other Alternatives:

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



Meeting Date:	May 15, 2023
Category:	Action Item - Singular - Elementary District
Agenda Item #:	4.3.1
Originated By:	Pat Strauss, Director of Human Resources
Others Involved:	Casey Bertram, Superintendent, Ashley Henigman, Sacajawea Middle School interview committee

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Sacajawea Middle School Assistant Principal

Facts:

1. The Board of Trustees approved the Superintendent's recommendation to appoint Ashley Henigman as Principal of Sacajawea Middle School effective July 1, 2023. This appointment created a vacancy for the Sacajawea Middle School Assistant Principal position.
2. The interview committee consisting of teachers, a parent, Ashley Henigman and Pat Strauss conducted interviews of six candidates on May 3-4, 2023 to recommend a candidate for the Assistant Principal position.
3. Reference and background checks were conducted on the selected candidate.

Discussion:

Holly Walker previously taught Spanish and health enhancement in Three Forks, Montana. She has served as a health enhancement teacher at Sacajawea Middle School since 2013. Holly is selected based on her leadership contributions to the District as a member of the SMS Guiding Coalition Team, the Middle School Budget Committee. Her fluency in Spanish will be a significant contribution to Sacajawea students and families participating in the SMS Newcomer Program. Holly's passion for Sacajawea Middle School, experience and knowledge with the current transition into the coming year will be great assets. Holly Walker is a true professional and will bring her patience, energy, and wide range of skills to the assistant principal role.

Fiscal Impact:

Per Policy

Superintendent's Recommendation:

The Superintendent recommends approval of Holly Walker as Assistant Principal of Sacajawea Middle School effective July 1, 2023.

Other Alternatives:

1. Reject the superintendent's recommendation.
2. Provide an alternative plan to fill the vacancy



Meeting Date:	May 15, 2023
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.3.2
Originated By:	Mike Waterman, Executive Director of Business and Operations
Others Involved:	Casey Bertram, Superintendent; Long Range Facility Planning Committee

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of [MOU with City of Bozeman Related to Cottonwood/Durston Property](#)

Facts:

1. MCA 20-6-602 indicates the trustees of any district shall have the power and the responsibility to hold in trust all real and personal property of the district for the benefit of the schools and children of the district.
2. The City of Bozeman has expressed interest in acquiring the District-owned property adjacent to Meadowlark Elementary at Cottonwood and Durston and building a library and aquatics/recreation center there. The diagram below shows the contemplated site:



3. Last year, the City requested and received the District's permission to complete a non-binding feasibility study on that concept at the City's expense.

4. The District Long Range Facility Planning (LRFP) Committee met on June 27, 2022 to discuss a variety of topics related to District facilities and property. At that meeting, the committee supported a recommendation to "continue conversations with the City of Bozeman regarding a possible sale or lease of the approximate 9 acres of property at Durston/Cottonwood to be used for a new City of Bozeman Recreation Center, Indoor/Outdoor Pool, and West Side Library." The Board discussed the committee's recommendations on July 11, 2022, and minutes from that meeting are available [here](#).

5. The City wishes to move forward with their proposed concept and created a Memorandum of Understanding to that effect. According to the proposed MOU, their interest in the property is contingent on voter approval of general obligation bonds at the November 7, 2023 election. If that approval is obtained, the City and District would then enter into a purchase and sale agreement at a price to be negotiated at that time.

6. The LRFP Committee met again on January 18, 2023. At that meeting, the committee reviewed the proposed MOU and supported bringing it to the Board for consideration and

approval.

7. The Bozeman City Commission will consider the MOU at its meeting on May 16, 2023.

Discussion:

Although trustees can use proceeds from the sale of District property at their discretion, administration does not recommend earmarking sale proceeds for any particular purpose at this time. Rather, administration suggests those decisions be delayed until such a time that the City's bonds have passed, a purchase price has been determined, and the sale is imminent.

That being said, Bozeman Elementary taxpayers are still paying on the bonds used to finance the site's acquisition. Unlike a residential real estate transaction, those bonds will not automatically be repaid if/when the property is sold. Therefore, in order to keep taxpayers from paying twice for the same property, administration intends to recommend using any sale proceeds to first offset the remaining debt payments attributable to the contemplated site (approximately \$137,000 total). Remaining proceeds could then be used to finance another one-time purchase(s).

Fiscal Impact:

To be determined in accordance with MOU.

Superintendent's Recommendation:

It is recommended the Board approve the proposed MOU with the City of Bozeman related to Cottonwood/Durston property as presented.

Other Alternatives:

1. Do not approve.



Meeting Date:	May 15, 2023
Category:	Discussion Item
Agenda Item #:	5.1.1
Originated By:	Casey Bertram, Superintendent
Others Involved:	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Discuss recommended revisions to Policy #3115 - Out-of-District Attendance with Discretionary Approval

Facts:

- [HB214](#) in the 68th Legislature addresses remote instruction and revises portions of 20-7-118 MCA to:
(1)(c) allow a pupil seeking remote instruction in the nearest district when the pupil's district of residence does not provide remote or in-person instruction in an equivalent course. A course is not equivalent if the course does not provide the same level of advantage on successful completion, including but not limited to dual credit, advanced placement, and career certification.
(2) A school of a district providing remote instruction shall provide remote instruction to an out-of district pupil under subsection (1)(c) unless, because of class size restrictions, the accreditation of the school would be adversely impacted by providing remote instruction to the pupil.
- The Bozeman Charter School provides online, competency based core instruction; flexible in-person opportunities for interventions, extensions, and social emotional learning; and expeditionary learning in the community.
- Enrollment in the Bozeman Charter School is not financially sustainable in the current staffing model and the District desires to grow the school into a sustainable model of alternative educational delivery.
- The proposed revisions to Policy #3115 would add an additional exception specific to the Bozeman Charter School allowing out-of-district attendance on a tuition basis.
- Following this discussion, administration expects to bring the policy changes back to the May 22, 2023 Board meeting for second reading and final approval. The revised policy would open the door for out-of-district attendance in the Bozeman Charter School beginning fall of 2023.
- [HB203](#) in the 68th Legislature is an "open enrollment" bill that will take effect fall of 2024 and will dramatically change the district policies related to out-of-district attendance, thus the policy changes reflected below are temporary for the 2023-2024 school year.

Fiscal Impact:

Increased enrollment in the Bozeman Charter School will have a positive impact on the elementary general fund budget as well as contributing to the sustainability of the charter school.

Bozeman Public Schools

STUDENTS

Policy 3115

Out-of-District Attendance with Discretionary Approval

The Board of Trustees of the Bozeman Public Schools, recognizing that an educational requirement of its resident students includes the need for an orderly educational process and environment, free from disruption, overcrowding and any kind of violence or disruptive influences, hereby establishes criteria on the admission of out-of-district students. The Board recognizes that out-of-district student sections of the statutes contain both mandatory and discretionary provisions and directs the administration to follow the following definitions and procedures in discretionary situations.

Definitions

An out-of-district student is one who lives with a parent, legal guardian or spouse outside of the District boundaries or who lives in the District but whose parent, legal guardian (see Policy 3114 for Guardian definition) or spouse resides elsewhere.

A minor child's district of residence is generally determined by the residence of the parents or legal guardians or a marital relationship with an adult, or as otherwise determined by Court Order. A person's residence is the place where a person remains when not called elsewhere for labor or other special or temporary purpose and to which the person returns in seasons of repose (Sec. 1-1-215, M.C.A.)

A Special Power of Attorney conveys certain enumerated powers and authority to a third party to act on behalf of a minor child for school purposes. For a child in the care of a third party with a Special Power of Attorney the residence of the legal parent or legal guardian determines the residency of the child for purposes of tuition. A Special Power of Attorney does not create the relationship of Guardian to the holder thereof.

Out-of-District Attendance with Discretionary Approval

Out-of-district students not falling under mandatory provisions of Montana State Law, Administrative Rule or Board Policy #3114 will be denied enrollment with the following exceptions:

1. Students, in grade 12 who have been residents of the School District for at least one full semester immediately prior to moving from the District, will be allowed to attend BSD7 on a tuition basis, for their final year of high school. Students, in grade 8 who have been residents of the School District for at least one full semester immediately prior to moving from the District and who move to a K-8 District that feeds into Bozeman High School District, will be allowed to attend 8th grade in Bozeman on a tuition basis.
2. Out-of-district, Belgrade students who have been attending the Belgrade School District for at least one semester may be allowed to attend Bozeman on a tuition basis at the request of the Superintendent of the Belgrade School District and upon approval of the Bozeman Superintendent of Schools as part of an at-risk exchange program.
3. Students who live full time within the Bozeman School District boundaries, but whose parents live outside the District may be admitted and charged tuition.
4. Students in grades 6-8 whose resident district is a non-operating district within Bozeman High School District #7 will be allowed to attend Bozeman Public Schools provided the resident district agrees to pay the tuition.
5. Students whose parents are at least .75 FTE employees of the District and employees of the District's contracted transportation provider who are scheduled at least 20 hours per week may attend on a tuition basis.
6. A student who lives within the District with their parent(s) during the school week may be admitted with the payment of tuition. Parents will be required to complete a declaration under penalty of perjury that the student and parent(s) live in the District during the school week.

7. On a space available basis, out-of-district students (from Belgrade, Livingston, and member districts of the Park County Special Education Cooperative and Gallatin-Madison Special Education Cooperative) may enroll within the Bozeman School District if placed by their resident district through an IEP process in a specialized day treatment program designed to address low-incidence mental health needs, provided the resident district agrees to pay tuition. Placement within the program will involve an intake process that includes representatives from the resident district, the Bozeman School District, and the mental health provider.
8. **On a space available basis, out-of-district students may enroll in the Bozeman Charter School if the pupil's district of residence does not provide remote or in-person instruction in an equivalent course. For the basis of determining equivalency, the Bozeman Charter School provides:**
 - **Online, competency based core instruction;**
 - **Flexible in-person opportunities for interventions, extensions, and social emotional learning; and**
 - **Expeditionary learning in the community.**

Out of district enrollment will only be allowed if the pupil's district of residence:

- **Does not offer an equivalent experience that includes all of these listed facets, or**
- **Has a policy in place stating there is no offsite instruction permitted within the district.**

General Provisions

1. An out-of-district student will not be admitted until an Out-of-District Attendance Agreement has been completed. When admitting an out-of-district student, the District shall utilize form FP-14 prepared by the Office of Public Instruction.
2. Bozeman School District will screen all out-of-district students and only consider those who meet the criteria set forth in this policy.
3. The Superintendent or designee is hereby given the authority to admit or deny any student's admission in accordance with this policy.
4. The District will charge tuition for out-of-district students per statute. The tuition for a child with a disability will be determined under the rules adopted by the Superintendent of Public Instruction for the calculation of tuition for special education pupils.
5. Acceptance of out-of-district students will be contingent on the student's good behavior, regular attendance and passing grades, and adherence to school and District policies. Violation of any of these contingencies or truancy violations may result in a student being dropped from school immediately and the unused portion of the tuition refunded.
6. Acceptance of an out-of-district Student is for one school year. All out-of-district students must apply for enrollment at the beginning of each school year and acceptance shall be based on compliance with the applicable criteria for admission of out-of-district students and space availability. Admission for one school year does not mean the student will be accepted the following school year.
7. Any out-of-district attendance may be disapproved whenever the accreditation of the school will be adversely affected by acceptance of the child due to insufficient room, overcrowding or when to do so would require the hiring of additional staff.
8. Acceptance of an out-of-district student does not imply or guarantee that transportation will be provided. Any transportation that is provided to an out-of-district student may be charged to and paid by the parent, guardian or entity paying tuition in accordance with the District's Transportation policies.

9. The Montana High School Association sets regulations pertaining to student eligibility for participation in speech and athletics. The District follows those regulations and does not assure that out-of-district students will be eligible for participation in MHSA-sanctioned activities.
10. All out-of-district students allowed to enroll pursuant to this policy shall be subject to the same rules and regulation as all other students and subject to the same disciplinary rules and procedures.
11. Where tuition is required to be paid by a parent or guardian, the full amount of tuition may be paid in full at the time of enrollment or in monthly installments to be paid in full according to the payment agreement. For all students attending with discretionary approval, if tuition is not paid in full according to the payment agreement the student shall be dropped from the rolls of the District and the student will not be considered for future enrollment. The Superintendent or designee shall adopt procedures for consistent payment deadlines.
12. Except as required by § 20-5-321, MCA, the District will admit nonresident students at its discretion.
13. The District will examine a student's records from this district and other school districts before any Board approval for admission. Review of the records and decisions regarding admission cannot be inconsistent with district policies regarding nondiscrimination.
14. Nonresident students enrolled under this policy are subject to all district policies, rules, regulations on the same basis as resident students.
15. All resident students who become nonresidents because their parents or guardians move out of the District may continue attendance for the school year, barring registration in another District. At the completion of the school year, a student must apply as a nonresident student in accordance with #6.
16. The District will not admit any student who is expelled from another school district.

Cross Reference: [2161-2161P](#) [Special Education](#)
 [3110](#) [Entrance, Placement, and Transfer](#)
 [3125](#) [Education of Homeless Children](#)
 [3210](#) [Equal Education, Nondiscrimination and Sex Equity](#)

Legal Reference:	§ 20-5-314, MCA	Reciprocal attendance agreement with adjoining state or province
	§ 20-5-320, MCA	Attendance with discretionary approval
	§ 20-5-321, MCA	Attendance with mandatory approval – tuition and transportation
	§ 20-5-322, MCA	Residency determination – notification – appeal for attendance agreement
	§ 20-5-323, MCA	Tuition and transportation rates
	§ 20-7-118, MCA	Remote Instruction
	10.10.301B, ARM	Out-of-District Attendance Agreements
	10.55.712, ARM	Class Size Elementary
	10.55.713, ARM	Teacher Load and Class Size – High School



Meeting Date:	May 15, 2023
Category:	Discussion Item
Agenda Item #:	5.1.2
Originated By:	Mike Waterman, Executive Director of Business and Operations
Others Involved:	Casey Bertram, Superintendent; Matt Stark, Director of Facilities

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Discuss recommended revisions to Policy #4330 - Community Use of School Facilities

Facts:

1. In January 2023, the Board of Trustees approved changes to the [Elementary](#) and [High School](#) budgets to address an estimated \$4.1 million budget deficit.
2. Included in the list of approved changes were increases in fees paid by external users of District facilities. The increased charges are intended to cover costs related to external uses that are currently paid through the General Fund.
3. District Policy 4330 addresses community use of school facilities, and the proposed changes to that policy are intended to implement the Board's direction to generate additional revenue. In addition, the policy changes will also serve as a reset that will:
 - Establish fair and consistent expectations for internal and external users
 - Keep facilities affordable & accessible to the public
 - Establish pricing schedules that are competitive with other similar facilities in the community
 - Reduce complexity and ambiguity in program administration
4. District [Policy 1312](#) states, "As District policies are changed or revised there may also be changes to the procedures or new procedures developed. Procedures may be submitted to the Board as an information item. Such procedures need not be approved by the Board, though the Board may revise them if the procedures are not consistent with the Board's intentions as expressed in its policies. On controversial topics, the Superintendent may request prior Board approval of the procedures." Administration expects this topic to generate considerable public interest, so recommended changes to two procedures (4330P and 4530P) are included with this agenda item for Board feedback.
5. Following this discussion, administration expects to bring the policy changes back to the May 22, 2023 Board meeting for second reading and final approval. The revised policy, procedures, and associated fee structures are intended to be effective with facility use agreements beginning July 1, 2023.

Fiscal Impact:

Estimated \$96,400 increase to Building Fund revenue. Proceeds would be used to offset the General Fund budget deficits.

COMMUNITY RELATIONS

Policy 4330

Community Use of School Facilities

School facilities are available to the community for educational, civic, cultural, and other ~~noncommercial~~ uses consistent with the public interest, when such use will not interfere with the school program or school-sponsored activities. Use of school facilities for school purposes has precedence over all other uses. Persons on school premises must abide by District conduct rules at all times.

School curricular uses, officially recognized student clubs, and school-sanctioned activities shall be granted the use of school facilities ~~at not cost~~ **have priority access to school facilities and be granted the use of them at no cost.** Other organizations granted the use of school facilities shall pay fees and costs. The Superintendent will develop procedures to manage community use of school facilities, **including rental rates, supervisory requirements, restrictions, security, etc.** **When setting the rental rates the Superintendent shall consider capital costs, utility costs, maintenance costs, custodial costs, indirect overhead costs, and/or rental charges assessed for similar properties in the area so as to create a funding model for external facility use that is self-sustaining and provides funding to overlapping District operations as appropriate.** Use of school facilities requires the Superintendent or designee's approval and is subject to the **established** procedures.

Administration will approve and schedule various uses of school facilities. A master calendar will be kept for scheduling dates ~~to avoid conflicts during the school year~~. Should a conflict arise, the District reserves the right to cancel an approved request when it is determined that the facilities are needed for school purposes. Requests for use of school facilities must be submitted to the office **at least 14 business days** in advance of the event.

~~The superintendent is authorized to develop procedures for use of school facilities, including rental rates, supervisory requirements, restrictions, security, etc. When setting the rental rates the Superintendent shall use the following factors: capital costs, utility costs, maintenance costs, custodial costs and indirect overhead costs.~~

Authorization for use of school facilities shall not be considered as endorsement of or approval of the activity group or organization nor for the purposes it represents. All uses will be by written contract. ~~Any advertising or announcement by the user must include the following statement: "This program is sponsored by (name of user). Use of School District facilities does not constitute support of or endorsement by the Bozeman Public Schools." In a print advertisement or announcement, the disclaimer must be the same size as the font used to announce the location of the program. The remedy for failure to comply with this provision will be to immediately rescind the facility use contract.~~

Cross Reference; [4330F School Facilities and Grounds Use and Liability Release Agreement](#)

Legal Reference: § 20-7-805, MCA Recreational use of school facilities secondary
 Lamb's Chapel v. Center Moriches Union Free School Dist., 113 S.Ct. 2141

Policy History:

Adopted on: 11/10/1986

Revised on: 8/13/2001, 12/08/2003, 12/08/2008, 11/09/2020

COMMUNITY RELATIONS

Procedure 4330P

The Bozeman School District buildings and grounds are publicly-owned facilities. As such, the District welcomes and encourages public use of these facilities. At the same time, the District also has the responsibility to preserve and maintain the public's assets for school use and ensure that non-school district facility uses do not create an additional burden for taxpayers or deflect funds away from the District's core purpose. As such, the District intends for external facility uses to be self-sustaining and provide funding to overlapping District operations as appropriate.

Rules and Regulations for Building Use

1. Applications requesting use of the school facility must be submitted and approved via the District's electronic facility use platform presented to the building administrator at least (140) business days in advance of the proposed use. time desired and must be signed by a qualified representative of the organization desiring to use the building.
2. General public use requests must be shown to be legally and culturally acceptable, and open to all regardless of race, color, national origin, ancestry, sex, ethnicity, language barrier, religious belief, physical or mental handicap or disability, economic or social condition, actual or potential marital or parental status, gender, or sexual orientation. The priority for the use of District facilities is as follows and is in priority order:
 - a. School District Activities
 - b. Nonprofit Youth Activities
 - c. Other Nonprofit and Profit Activities
3. The District disclaims any affiliation with all external renter.
4. The school premises shall not be available after 6:00 a.m. or before 5:00 p.m. on school days, unless specifically authorized by the Superintendent except under special conditions.
5. Rental fees (Example) Gym ————— \$100 + custodian
~~Fees (will) (may) be waived for private nonprofit groups that do not charge admission fees. Religious groups or organizations will be charged rental fees as listed above. will be charged if a room is reserved by a group and until it is available for other uses. Rates are as follows:~~
 - a. School curricular uses, officially recognized student clubs, and school-sanctioned activities shall be granted the use of school facilities at no cost. In this procedure, the term 'school-sanctioned activities' includes only:
 - i. In-season and out-of-season team activities allowed by MHSA handbook rules, and
 - ii. Fundraisers where 100% of the proceeds come directly to a District-owned account.
 - b. Community Partner Organization (as defined in 4530P) will only be charged for the cost of staff time (custodial and/or auditorium crew) associated with the use when the use is directly related to their partnership activities. These charges will be determined using actual hours and assessed at the rates shown in the table below. Community Partner Organizations will be charged the full rental rates for any activities that are outside the direct scope of the partnership activities with the District.
 - c. Other Montana Public School Districts shall be allowed to use District facilities on a space-available basis and will be charged fees as the Superintendent or designee deems appropriate.
 - d. All other external users will be assessed as follows:

	Per Hour	Daily Rate (midnight - midnight)	Additional Custodial Rate per Hour (if needed and available)
<u>All Buildings:</u>			
Cafeteria	\$25	\$150	\$50
Parking Lots	\$25	\$150	\$50
All Other Rooms (Classroom/MultiPurpose Room/Library, etc)	\$25	\$150	\$50
Shops	Not Available	Not Available	N/A
Kitchens	See Policy	See Policy	\$50
<u>Elementary/Middle Schools:</u>			
Half Gymnasium (MS, ED, HY, ML, CJMS, SMS)	\$20	\$120	\$50
Full Gymnasium (LO, IR, WH, HA only)	\$15	\$90	\$50
Locker Rooms	\$25	\$150	\$50
All Outdoor Fields/Courts	\$25	\$150	\$50
<u>High Schools:</u>			
Full Gymnasium	\$45	\$270	\$50
Locker Rooms	\$25	\$150	\$50
Commons	\$25	\$150	\$50
Auditorium	\$150	\$1,500	\$50
Auditorium Crew (per member per hour)	\$50	N/A	N/A
Stadium (includes VanWinkle Stadium, Bozeman High School Soccer, and Gallatin High School Track):			
Stadium - No Lights (4-hour minimum)	\$150	\$1,000	\$50
Stadium - With Lights	Not Available	Not Available	N/A
Concession Stands	\$20	\$120	\$50
All Other Outdoor Sports Fields	\$25	\$150	\$50
Tennis Courts (each)	\$10	\$60	\$50
<u>Willson Building:</u>			
Half Gymnasium	\$20	\$120	\$50
Auditorium	\$150	\$1,500	\$50
Auditorium Crew (per member per hour)	\$50	N/A	N/A
All Other Rooms	\$25	\$150	\$50

6. **The District will determine if custodial duties are required associated with the user group renting the facility and will charge the user group according to the chart above. The District will require custodial oversight for all users expecting 50+ participants and/or spectators.**
7. **District-owned facilities not listed in the table above will be rented on a case-by-case basis, with rental rates determined for the specific use by the District Director of Facilities.**
8. The use of the school premises will be denied when, in the opinion of the Superintendent or the Board, such use may be construed to be solely for commercial purposes, there is a probability of damage or injury to school property, or the activity is deemed to be improper to hold in school buildings.

9. The renter shall be responsible for the entire cost to correct any and all damages that occur to buildings or grounds as a result of their rentals, whether caused by attendees or participants, as determined by the District Director of Facilities. In case of loss or damage to school property, the organization and/or individual signing the request shall be fully responsible and liable.
10. Individual employees of the District may not use school facilities for non-district activities or activities which allow for personal profit (i.e. private tutoring, private lessons, camps, etc.) without completing the online facility use agreement forms, receiving approval, paying appropriate fees and providing insurance as required.
11. Unless specifically exempted in writing, t~~The District requires~~ reserves the right to require a external users to provide a certificate of insurance naming the District as an Additional Insured from the renting agency, certificate holder, and releasing the District from any liability associated with the facility use that is not the result of District negligence. User groups will be required to provide liability coverage in amounts up to \$1,000,000.
12. No furniture or apparatus shall be moved or displaced without permission.
13. Availability of district facilities during the summer may be limited so schools can be cleaned and repaired.
14. School kitchens are operated under a separate food license maintained by the District and therefore not available for rent unless specifically authorized by the Superintendent. Concession stands may be rented; however, renters must operate under their own licenses (if necessary), comply with all local and state public health laws and regulations regarding food safety and sanitation, and provide their own food and supplies. Concessions stand users are expected to clean equipment and surfaces in the concession stands following their use.
15. School shops (woods, metals, auto, etc.) are not available for rent.
16. The use of stage and auditorium equipment is a technical operation, and any persons operating this equipment must be approved by the Facilities Director.
17. No access to other rooms in the building shall be permitted unless designated by agreement.
18. There shall be no narcotics, drugs (including tobacco or nicotine products), stimulants, or alcohol used or sold in or about school buildings and premises, nor shall profane language, quarreling, fighting, or illegal gambling be permitted. Violations of this rule by any organization during occupancy shall be sufficient cause for denying further use of school premises to the organization.
19. The renter must provide sufficient adult supervision at all times. Supervisors should maintain a safe environment, crowd control, ticket sales, ushers, security or personal property, and enforcement of the facility rules and regulations, and state and local ordinances. At all times, orderly conduct shall be required by the renter, participants, performers and the audience. Violations of this rule by any organization during occupancy shall be sufficient cause for denying further use of school premises to the organization.
20. Wax, or other preparations ordinarily used on dance floors, is not to be used on gymnasium floors.
21. ~~The Superintendent may require a school employee to be present during use of the building by the non-school organization. In such case, the requesting organization will~~
 - a. ~~pay for the employee expense (i.e., custodians, overtime) as specified in the table above.~~
22. When the school official finds it necessary that police or other security personnel be retained for crowd control, such a requirement may be added as a condition of the Facilities Use Agreement.

23. External gym users may only be scheduled at their age appropriate gyms; however, large tournaments and sports camps may be scheduled at other approved gyms at the District's discretion. Adults-only groups are limited to the Willson and high school gyms. The Willson gym is open to all ages, including adults.
24. The District will maintain a facility use calendar indicating times our facilities are available for external use. For purposes of renting the Willson Auditorium the Bozeman Symphony, Montana Ballet Company, and Intermountain Opera organizations on an annual basis will be given early access to prioritized scheduling of the Willson Auditorium only. The District will not restrict other fine arts organizations locally or nationally from renting the Willson Auditorium.
25. If an individual, group, or organization is unable to use a facility they have reserved they must notify the District immediately. Failure to notify may result in charges being assessed and denied future access to District facilities. Charges will be assessed unless a 5-day cancellation notice is received.
26. External users accept and assume the risk, consequences, and costs that accompany use of the District's facilities. Users are expected to leave all District facilities in the condition they found them, with the exception of normal cleaning not listed below. Unless a custodian has been assigned to the use under item (7) above or the District has agreed in writing in advance to alternate protocols, external users at the conclusion of their use are expected to:
- a. Close and lock all doors and windows,
 - b. Pick up trash in all area used and haul trash bags to dumpsters,
 - c. Dust mop floors in the area(s) used, and
 - d. Notify District staff of any issues or abnormalities noted.

Failure to comply with these requirements shall be sufficient cause for denying the organization from further use of school premises.

Cross Reference: 4530P Cooperative Programs with Business and the Business Community

Policy History:

Adopted on:

Revised on:

Bozeman Public Schools

COMMUNITY RELATIONS

Procedure 4530P

Cooperative Programs with Business and the Business Community

In furtherance of the goals of this section and to provide clarity to the community, the Bozeman School District has established Community Partner and Corporate Sponsorship Programs. This procedure sets forth the objectives and criteria for each of these programs.

COMMUNITY PARTNER PROGRAM

Objective

The Bozeman School District Community Partners are organizations whose purposes are parallel with and inextricably tied to those of the District. The objective of the Community Partner Program is to identify and develop synergies that exist between the Community Partner and the Bozeman School District for the benefit of the District's students.

Review Committee

Proposals for Community Partner Programs shall be submitted to and evaluated by a committee comprised of the following:

- Superintendent
- Business Office/Financial Services Designee

Evaluation Criteria

Community partners are organizations that:

1. Have a stated primary purpose of assisting Bozeman School District students;
2. Are an independent local government or department thereof or maintain an IRS nonprofit status;
3. Receive a significant financial contribution from the District, whether through direct vendor payments or representation from a District Administrator or Trustee on the Board/Finance Committee;
4. Have a current relationship with the District that is:
 - a. Exclusive and unique to the Bozeman School District (i.e., not membership-based), and
 - b. Formalized by a multi-year Memorandum of Understanding that identifies the organization as a Community Partner; and
5. Are not led or sponsored by a current District employee

~~Bozeman School District~~

CORPORATE SPONSORSHIP PROGRAM

Objective

The Bozeman School District Corporate Sponsorship Program is designed to provide funding to help High Schools maintain their current excellence of extra-curricular program offerings. By nurturing the physical, mental and social development of Bozeman youth, these extra-curricular programs enhance the student/athlete total educational process and provide opportunities which will greatly affect many student/athlete's life-long goals and dreams.

Review Committee

Proposals for corporate sponsorships shall be submitted to and evaluated by a committee comprised of the following:

- District Activities Director

[Double Click to Return to Agenda](#)

- High School Principal/Designee
- Business Office/Financial Services Designee

Evaluation Criteria

All corporate sponsorship proposals shall be evaluated according to, but not limited by, the following criteria:

1. National Federation and MHSA rules
2. Equity requirements
3. Appropriateness of company or product in relation to high school activities
4. Assurance of maintenance of control over programs by School District #7
5. Possible conflicts between competitive sponsors

Board of Trustees

~~All proposals for corporate sponsorships shall be presented to the Board of Trustees under the heading "Gifts and Donations."~~

Cross Reference: **4000** **Goals**

Policy History:

Adopted on:

Revised on:



Meeting Date:	May 15, 2023
Category:	Discussion Item
Agenda Item #:	5.1.3
Originated By:	Pat Strauss, Director of Human Resources
Others Involved:	Casey Bertram, Superintendent

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Discuss recommended revisions to Policy #6143 - Leadership Compensation

Facts:

1. The Deputy Superintendent compensation position factor was removed from Policy 6143 in June of 2012 to allow the Superintendent and Board of Trustees more flexibility in addressing compensation for this position. Upon review, the Deputy Superintendent compensation has remained consistent with a position factor of 1.50. It is recommended to include the Deputy Superintendent 1.50 position factor in Policy 6143.
2. It is recommended that the Full Year Administrative positions work year factor is revised to reflect the additional thirty five days beyond two hundred twenty five (225 days) in the full year contract year.
3. Following this discussion, administration expects to bring the policy changes back to the May 22, 2023 Board meeting for second reading and final approval.
4. The superintendent has shared and discussed with the K-12 administrative team other changes to administrative contracts, including personal/sick leave and retirement insurance contributions.
5. The revised policy and associated leadership compensation are intended to be effective beginning July 1, 2023.

Fiscal Impact:

Adding the Deputy Superintendent positions back in Policy 6143 does not have a financial impact.

The change in the work factor for full-year administrative employees impacts the seven executive cabinet members only and equates to a total increase of \$10,902 (various funds) based upon 2022-2023 leadership compensation base amount.

Bozeman Public Schools

ADMINISTRATION

Policy 6143

Leadership Compensation Plan

Salary Index System For Leadership Team Members

Base for current year - Largest of:

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

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

<u>Position Factor</u> (responsibility, size of school, no. of staff, etc.)		<u>Work Year</u>
Elementary Principal	1.35	204 days
Middle School Principal	1.35	220 days
Elementary Asst. Principal	1.20	204 days
High School Principal	1.45	225 days
High School Assistant Principal	1.27	210 days
Executive Director Business and Operations/District Clerk	1.45	Full
Director MHSA Activities	1.27	225 days
Middle School Assistant Principal	1.25	210 days
<u>Deputy Superintendent</u>	1.50	Full
Director of Facilities	1.30	Full
Director of Fine Arts and Student Programs	1.30	204 days
Director of Special Education and Student Health	1.35	Full
Director of Human Resources	1.35	Full
Director of Business Services/District Clerk	1.35	Full
Director of Curriculum	1.30	220 days

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

.01 for each year to a maximum of 10 years

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

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

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

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

Work Year Factor

204 days	=	.00	220 days	=	.07
210 days	=	.03	225 days- ~~Full Year~~	=	.10
215 days	=	.05	<u>Full Year</u>	=	<u>.12*</u>

*Full year administrators earn vacation per MCA 2-18-611 and their work year is dependent on the following schedule.

Administrators are encouraged to use their earned vacation leave. However, due to the demands of the job and pursuant to

2-18-617(5), administrators with an accumulated vacation leave balance greater than that allowed, may request a lump sum payment for the excess vacation leave balance.

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

Special Assignment Factor

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

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

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

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

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

Policy History:

Adopted on: 9/22/1986

Revised on: 9/14/1987, 6/20/1988, 1/16/1990, 5/14/1990, 9/11/1990, 2/11/1991, 5/13/1991, 5/11/1992, 6/14/1993, 9/09/1996, 6/08/1998, 8/09/1999, 7/14/2003, 3/06/2006, 6/11/2007, 7/28/2008, 4/13/2009, 7/12/2010, 6/11/2012, 7/29/2013, 1/23/2017, 06/11/2018, 10/28/2019, 6/28/2021, 4/11/2022



Meeting Date:	May 15, 2023
Category:	Discussion - Committee Reports
Agenda Item #:	5.2
Originated By:	Casey Bertram, Superintendent
Others Involved:	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Committee Reports

Discussion:
Superintendent Casey Bertram and the Executive Cabinet team will provide Trustees with updates related to board standing committees and ad-hoc committees, consistent with [2022-2023 Board Committee Assignments](#).



Meeting Date:	May 15, 2023
Category:	Discussion - Legislative Updates
Agenda Item #:	5.3
Originated By:	Casey Bertram, Superintendent
Others Involved:	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Legislative Update

Discussion:
Superintendent Casey Bertram and the Executive Cabinet team 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:	May 15, 2023
Category:	Reports
Agenda Item #:	7.1
Originated By:	Casey Bertram, Superintendent
Others Involved:	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

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



Meeting Date:	May 15, 2023
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.

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**

Greg Neil -- Chair	2023
Tanya Reinhardt	2025
Lei-Ann Bertelsen	2024
Kevin Black	2023
Lauren Dee	2025
Douglas Fischer	2024
Gary Lusin	2024
Sandra Wilson	2024

EXECUTIVE CABINET**POSITION**

Casey Bertram	Superintendent
Chad Berg	Director of Special Education and Student Health
Lacy Clark	Director of Business Services
Marilyn King	Deputy Superintendent
Matt Stark	Director of Facilities
Pat Strauss	Director of Human Resources
Mike VanVuren	Deputy Superintendent
Mike Waterman	Executive Director Business and Operations

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

BOARD OF TRUSTEE STANDING COMMITTEE ASSIGNMENTS

Equity Advisory Committee

Trustees

Lei-Anna Bertelsen

Long-Range Strategic Planning (LRSP)

Not Needed - 2022-2023

Long-Range Facilities Planning (LRFP)

Trustees

Kevin Black

Lauren Dee

Douglas Fischer

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

Trustees

Tanya Reinhardt

Gary Lusin - Alternate

District Safety

Trustees

Lauren Dee

Student Inclusion and Resiliency Initiative (SIRI)

Trustees

Lei-Anna Bertelsen

Wellness Advisory Council (WAC)

Trustees

Gary Lusin

BOARD OF TRUSTEE AD-HOC OR AS NEEDED COMMITTEES

Budget Committee

Trustees

Kevin Black

Douglas Fischer

Sandy Wilson

Gary Lusin - Alternate

9-12 MTSS/PLC Consensus

Trustees

Sandy Wilson

Greg Neil - Alternate

Certified (BEA) Negotiations

Trustees

Lei-Anna Bertelsen

Kevin Black

Lauren Dee

Gary Lusin - Alternate

Classified (CBEA) Negotiations

Trustees

Lei-Anna Bertelsen

Gary Lusin - Alternate

BOARD OF TRUSTEE REPRESENTATION ON COMMITTEES/COUNCILS ASSOCIATED WITH BSD7

Bozeman Schools Foundation (BSF)

Trustees

Sandy Wilson

MTSBA Municipal Director and Delegates

Trustees

Gary Lusin - Director

Lei-Anna Bertelsen - Delegate

Tanya Reinhardt - Delegate

Sandy Wilson - Delegate

Greg Neil - Alternate

SCHOOL LIAISONS

Bozeman High School/Bridger Charter Academy

Sandy Wilson

Gallatin High School

Kevin Black

Chief Joseph Middle School

Lei-Anna Bertelsen

Sacajawea Middle School

Douglas Fischer

Emily Dickinson Elementary School

Gary Lusin

Hawthorne Elementary School

Tanya Reinhardt

Hyalite Elementary School

Lauren Dee

Irving Elementary School

Gary Lusin

Longfellow Elementary School

Tanya Reinhardt

Meadowlark Elementary School

Sandy Wilson

Morning Star Elementary School

Greg Neil

Whittier Elementary School

Greg Neil

Bozeman Charter School (BoCS)

Gary Lusin

Bozeman School District #7

BOARD REOCCURRING CALENDAR



JULY

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

AUGUST

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

SEPTEMBER

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

OCTOBER

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

NOVEMBER

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

DECEMBER

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

JANUARY

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

FEBRUARY

- Call for Annual School Elections
- School District Calendar Approval

MARCH

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

APRIL

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

MAY

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

JUNE

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

MONTH VARIES

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

BOARD OF TRUSTEES

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



Bozeman Public Schools
5:45 PM - Willson Board Room #122

May 15, 2023	Monday	Regular Board Meeting	5:45 PM
*May 22, 2023	Monday	Special Board Meeting	5:45 PM
June 12, 2023	Monday	Regular Board Meeting	5:45 PM
*June 26, 2023	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 School District #7
Board Meetings 2023-2024
5:45 PM - Willson Board Room #122

July 10, 2023	Monday	Regular Board Meeting
*July 24, 2023	Monday	Special Board Meeting
TBD		Board Retreat
August 21, 2023	Monday	Regular Board Meeting
*August 28, 2023	Monday	Special Board Meeting
September 11, 2023	Monday	Regular Board Meeting
*September 25, 2023	Monday	Special Board Meeting
October 9, 2023	Monday	Regular Board Meeting
*October 23, 2023	Monday	Special Board Meeting
November 13, 2023	Monday	Regular Board Meeting
*November 27, 2023	Monday	Special Board Meeting
December 11, 2023	Monday	Regular Board Meeting
January 8, 2024	Monday	Regular Board Meeting
*January 22, 2024	Monday	Special Board Meeting
February 12, 2024	Monday	Regular Board Meeting
*February 26, 2024	Monday	Special Board Meeting
March 4, 2024	Monday	Regular Board Meeting
*March 25, 2024	Monday	Special Board Meeting
April 8, 2024	Monday	Regular Board Meeting
*April 22, 2024	Monday	Special Board Meeting
May 20, 2024	Monday	Regular Board Meeting
June 10, 2024	Monday	Regular Board Meeting
*June 24, 2024	Monday	Special Board Meeting

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



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

May 23

Emily Dickinson



Bozeman Public Schools Calendar 2022-2023

PIR Dates & Conferences - No School

August 24-26	K-12 PIR Day
September 26	K-12 PIR Day
October 20-21	K-12 PIR Day
November 10-11	K-5 P/T Conferences
January 16	K-12 PIR Day
January 23-24	9-12 PIR Day
April 13	6-8 PIR Day
April 14	6-12 PIR Day
May 26	K-12 PIR Day
June 9	K-12 PIR Day

Holidays & School Closures- No School

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

Important Dates

August 29	School Begins 1-12
September 1	Kindergarten begins
January 18-20	HS Final Exams
June 3	HS Graduation!
June 8	Last Day of School, students released at 12:45 p.m.

Grading Periods

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

JULY • 2022						
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Revised: 05/20/2022

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.

[Double Click to Return to Agenda](#)



Bozeman Public Schools

Calendar

2023-2024

PIR Dates & Conferences - No School

August 23-25	K-12 PIR Day
September 25	K-12 PIR Day
October 19-20	K-12 PIR Day
November 9-10	K-5 P/T Conferences
November 17	9-12 PIR Day
January 15	K-12 PIR Day
January 22	9-12 PIR Day
April 11	6-8 PIR Day
April 12	6-12 PIR Day
May 24	K-12 PIR Day
June 7	K-12 PIR Day

Holidays & School Closures- No School

September 4	Labor Day
November 22-24	Thanksgiving
December 20-Jan 2	Winter Break
January 15	Martin Luther King Jr.
February 19	President's Day
March 11-15	Spring Break
May 27	Memorial Day

Important Dates

August 28	School Begins 1-12
August 31	Kindergarten begins
January 17-19	HS Final Exams
June 1	HS Graduation!
June 6	Last Day of School, students released at 12:45 p.m.

Grading Periods

K-5:	January 19 June 6
6-8:	Semester 1 - January 19 Quarter 1 - November 3 Quarter 2 - January 19 Quarter 3 - March 29 Quarter 4 - June 6
9-12:	Period 1 - October 6 Period 2 - November 16 1st Semester - January 19 Period 1 - March 1 Period 2 - April 19 2nd Semester - June 6

JULY • 2023						
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MARCH • 2024						
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Revised: 5/01/2023

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.