

REGULAR MEETING

March 15, 2023

6:00 PM

The regular meeting of the Baker School Board was called to order by Chairperson Johnna Koenig at 6:02 pm in the ITV Room of Baker High School. Trustees Quentin Burdick, Klint Flint, Samm Schermele, and Dalon Dyke were in attendance. Also present were Superintendent Aaron Skogen, Principals Dom Vergara and Erin Nevers, Vice-Principal/AD Bo Lingle, District Clerk Jennifer Mettler, Technology Director Scott Anderson, and Head Custodian Mardi Brown. Guests were Jill Shelhamer, Hailey Haan, Jaren Lingle, Sheila O'Connor, Missy Thielen, Jennifer Dukart, Amy Lingle, Lisa Hastig Rory Lingle, Cori Thurlow, Brittany Hoversland, Travis Santisteven, Nikki Stieg, Abbey Dunn, Katie Durmon, Cheryl Duke, Josie Hadley, Kim Lesh, Linda Rost, Pam Beach, Blake Schwagler, Jesse Brawley, Kacee Moore, Riley Davis, Tim Robinson, Chris Brawley, Katie Durmon, Josi Hadley, Kyal Hadley, Kayl Hadley, Kallie Benter, Tom Breitbach, Bryant O'Connor, Walker Hadley, Owen Stieg, Jay Shumaker, Marnie Moberg, Britney Follmer, Britney O'Connor, Kennedy Lyson, Michelle Anderson, Kaydree Anderson, Sydnee Austin, Jill Whiteman, Amanda Leitchnam, Linda Kennel, BreElle Wacker, Kodie Varner, and Hillary Frank.

Consent Items:

The bills, investment report, activity account report, journal adjustments, and minutes were reviewed by the trustees; claim checks 58368 to 58433 were reviewed and approved. There being no objections, Chairperson Koenig approves the consent items as presented.

PUBLIC COMMENT

Amanda Tunby addressed the board that this meeting is being held on Wednesday night; it has been agreed with the local churches to not hold and activities on Wednesday nights but know with activities and other meetings it makes scheduling difficult. But it is the Lenten season for churches and just wanted the board to take that into consideration.

EDUCATION REPORT

Not at this time.

ACTION ITEMS

CONSIDERATION OF NON-RENEWAL OF NON-TENURED TEACHER CONTRACT

Chairperson Koenig addressed the public with the guidelines for the agenda item in front of the board for consideration. Miss Amanda Leichtnam addresses the board on the topic of the non-renewal of her contract for the 2023-24 school year; she reads through her evaluation process done with her by the administration.

Mrs. Linda Rost then addresses the board, particularly about the evaluation process and the union wants to ensure the evaluation is collaborative and improves the teaching practice to create a better environment.

Mrs. Michelle Anderson reads a letter she provided to the board as a fellow teacher in support of Miss Leichtnam and her continued employment with Baker Public Schools.

Those that talk in support of Miss Leichtnam were Marnie Moberg, Josi Hadley, Britney Follmer, Nikki Stieg, Sydney Austin, Missy Thielen, Cheryl Duke on behalf of her daughter, Kallie Benter, Cori Thurlow, and Kaydree Anderson.

Klint Flint moved to non-renew the teaching contract of Miss Amanda Leichtnam, a non-tenured teacher, without cause, pursuant to 20-4-206 MCA. Quentin Burdick seconded the motion. Nay votes were Samm Schermele, Dalon Dyke; Aye votes were Klint Flint, Quentin Burdick and Johnna Koenig. Motion carries.

MOU – BEA UNION DUES

Mrs. Michelle Anderson presented to the board a Memorandum of Understanding to strike language from the CBA as it relates to union dues and if a member is not part of the union no dues, even representation fee can be charged to the employee.

Quentin Burdick moved to approve the MOU between Baker Public Schools and the Baker Education Association as presented. Samm Schermele seconded the motion; motion carried unanimously.

Superintendent Skogen requested a recess at this time; Chairperson Koenig called for a recess at 7:02 pm.

Meeting reconvened at 7:07 pm.

CONSIDERATION OF ADMINISTRATIVE CONTRACT(S)

Mr. Skogen presented to the board the administrative contract recommendations for the 2023-24 school year. The following individuals are recommended for renewal: Scott Anderson, Technology Director, Mardi Brown, Head of Maintenance, Dominick Vergara, 7-12 Principal and Erin Nevers, K-6 Principal. Further recommending Mr. Bo Lingle be transferred into a teaching position aligned with his certification. Mr. Lingle will maintain his current salary pursuant to 20-4-208 MCA; once he is provided with written notice of transfer, the District will advertise for an Associate Principal/Activities Director.

Mr. Lingle addresses the board of his position movement and does not agree with the transfer; he has only received 1 evaluation since 2013 and was only informed of his transfer 48 hours before this meeting. He has been in administration for 17 years without any plans of improvement or letters of reprimand until this year. Discussion followed. Those that spoke on behalf of Mr. Lingle were Linda Rost, Katie Durmon, Amanda Leichtnam, Jay Shumaker, Linda Kennel, Chris Brawley, Michelle Anderson, Brittney Hoversland, Cori Thurlow, Pam Beach, and Missy Thielen.

Samm Schermele moved to hire Mr. Scott Anderson, Mrs. Mardi Brown, Mr. Dominick Vergara and Mrs. Erin Nevers in their respective positions for the 2023-24 school year. Dalon Dyke seconded the motion; motion carried unanimously.

NOTICE OF INTENT TO INCREASE NON-VOTED LEVIES RESOLUTION

Mrs. Mettler presents to the board the resolution for the increase to non-voted levies for the 2023-24 budget year. Resolution is as follows:

**BAKER SCHOOL DISTRICT #12
NOTICE OF INTENT TO INCREASE NON VOTED LEVIES
March 15, 2023**

The Baker School District is committed to financial transparency; 20-9-116, MCA requires school districts to provide notice of its intent to increase non-voted levies in the ensuing fiscal year. As a result, the proposed notice contains projections (estimates) for all of the District's non-voted levy supported funds:

Fund	2022-23 Actual Levies		2023-24 Projections				Est. Annual Tax Impact \$100K home	Est. Annual Tax Impact \$200K home
	\$	Mills	\$	Mills	Change \$	Change Mills		
Transportation	\$ 402,584	8.38	\$ 397,902	8.29	\$ (4,682)	(0.09)	\$ (0.12)	\$ (0.24)
Bus Depreciation	\$ -	-	\$ -	-	\$ -	-	\$ -	\$ -
Tuition	\$ -	-	\$ -	-	\$ -	-	\$ -	\$ -
Adult Ed	\$ -	-	\$ -	-	\$ -	-	\$ -	\$ -
Building Reserve Permissive	\$ -	-	\$ -	-	\$ -	-	\$ -	\$ -
Grand Total	\$ 402,584	8.38	\$ 397,902	8.29	\$ (4,682)	(0.09)	\$ (0.12)	\$ (0.24)

This notice must also document the District's expected use of its Building Reserve State Major Maintenance levies and associated funding. As of the date of this notice, the District does not intend to levy money in the Building Reserve Fund due to sufficient cash reserves for the coming years projects.

These estimates are the District's best estimates at the current time. They are based on the current year's taxable value as required by 20-9-116, MCA. If the District's taxable value increases as expected, the mill and taxpayer cost increases will be less than presented here. These estimates are preliminary and changes are expected before the final budgets are set in August. Please contact the District Business Office at (406) 778-2577 or mettlerj@baker.k12.mt.us if you have any questions or need additional information.

Samm Schermele moved to approve the resolution as presented. Quentin Burdick seconded the motion; motion carried unanimously.

BOARD POLICY ADDITIONS 2ND READING – BP 3550, 3550F, 3530

Mr. Skogen presented the 2nd reading for policies 3550, 3550F, and 3530. These policies are to ensure student clubs and/or certain organizations may be recognized by the school and approved to use our facilities.

Samm Schermele moved to approve the 2nd reading and adoption of board policies 3550, 3550F and 3530 as presented. Klint Flint seconded the motion; motion carried unanimously.

SAFE RETURNS TO SCHOOLS & CONTINUITY OF SERVICES PLAN

No changes at this time.

REPORTS:

1. COMPLEX, Lena Kennel

There is a full staff cleaning day scheduled for March 19th. During these cleaning days, work expectations are adjusted and clarified as needed and any new information or upcoming events are shared with the entire staff as a group.

A survey was put out on March 9th to gauge the public's interest in different aquatic courses being held throughout the school year. The options in this survey included Children's Private Swimming Lessons, Parent & Tots Classes, Adult Private or Group Swimming Lessons, Water Aerobics Classes, and Water Safety Classes. Whether or not these are implemented depends on the input we receive from the community in conjunction with staff availability at the time. Responses have been good, with Water Aerobics and Children's Private Swimming Lessons being the most popular options and people showing interest in all other options as well. This survey also included a section in which other classes for the recreation center to hold could be suggested. Group fitness classes seem to be the biggest request so far, with specifically listed suggestions including TRX bands, Zumba, dance classes, tabata, weight training, Pilates, yoga, and cycling. Other requests included a women's volleyball league, gymnastics, track, and any other classes or activities for children.

I have contacted instructors in Dickinson and Billings regarding the availability of Lifeguard Instructor and Water Safety Instructor Trainer courses so I can hold all staff training at our facility and offer training to anyone in the surrounding area. Neither currently have courses scheduled, but both are remaining in contact for when a class does become available.

The summer swimming lessons schedule is planned as follows:

- Session 1 - June 12th through June 23rd
- Privates 1 - June 26th through June 30th
- Session 2 - July 10th through July 21st
- Privates 2 - July 24th through July 28th

Pool usage has been up, with there being 175 more swims this February than last February. The elementary students also had a swim party February 28th and many birthday parties have been scheduled through February and March. We held our second Night Swim on February 19th. There were approximately 21 people in attendance (17 children and 4 adults), which was similar to our first Night Swim on December 18th with 20 people in attendance (10 adults and 10 children). We may hold these more regularly next winter to allow the public to become accustomed to this event. The general plan is to have 1-2 Night Swims each month from November through February, as these are the months when the sun would be setting earliest. There was no record of racquetball court usage for last January or February, but so far this year we have had 17 recorded uses in January and 12 in February. I have placed a sign-in sheet on the racquetball court door in hopes of tracking any use more accurately from now on, including use outside of our normal open hours. Weight and cardio room usage is still up. There were 816 sign-ins for January (211 above the average for January 2021 and 2022) as well as 816 sign-ins for February (157 above the average for February 2021 and 2022). This makes for an average of approximately 26.32 sign-ins per day in January and 29.14 per day in February. Currently there is an average of about 6 more sign-ins per day than normal for March in 2021 and 2022. Below are charts showing this data, as well as average usage throughout the week, updated through February.

2. **MAINTENANCE, Mardi Brown**

AAU Tournament was held on the 25th with some damage done to the floor with tape. I'm coming up with a plan not to use tape anymore before the Baker Jam comes up in April. February 27th I met with the City for the permit for the new garage. Everything looked good and shouldn't have any problems getting the permit. February 28th : Holmlund Lock and Key installed the new hardware on the Lincoln and Old Longfellow side. I had to purchase some small door stops for all of them so the handles don't get damaged from the handle hitting the walls. March 9th: Shipment of Air purifiers arrived for BHS and Longfellow. Custodians are slowly working on getting those opened and into the classrooms where they belong. These were sent to by the State Health Dept with 3 years of filters to go with them. They haven't sent the bigger units for our larger areas yet. Sunday March 11th: I called staff in to work on the snow removal. We were able to get everything done without calling for extra help. City was at Lincoln on the 13th and removed snow that they had piled up on us that we couldn't get ourselves. I helped get some of the sidewalks cleared for them to move and haul away. March 15th: Jeremy Fix was on site to replace the batteries in the Emergency lights. The Exit signs are dated 2005 and are in need of replacement. I have contacted Direct Electric for a walk through and quote. I have been keeping in contact with the Fire Marshall on the status of the needed repairs.

3. **TECHNOLOGY, Scott Anderson**

Updated Obsolete Equipment List -

https://docs.google.com/spreadsheets/d/1PDhwtJXoKWB286nEsJ_3uy8i_3d8-fr_P1m46dHTbi4/edit?usp=sharing

New Football Field NFHS Pixon Camera has been shipped. Notified by Pixon that Camera had a problem and replacement was being shipped. Plan to install with Audio Equipment as soon as Spring shows up. Hopefully all completed by July. Attended META conference in Helena on Monday & Tuesday.

University of Montana & ESports - Growing Quickly. ChatGPT & AI Technology Discussion. Montana Online Pupil Protection Act Changes (HB 690) Website Refresh in the works. With FinalSite taking over SchoolPointe, we will have an updated look and hope to have a preview by next meeting.

4. **PRINCIPALS**

a. **ELEMENTARY PRINCIPAL, Erin Nevers**

Shout Outs

Congratulations to our K-6 Spartan Staff Member of the Month - Ms. BreElle Wacker!

Way to go Students of the Month for February

K-2 - Brooks Losing and Payton Gray

3-6 - Jemma Heaton Custer and Lukas Rost

Outstanding Teachers and Support Staff and Custodians - Thank you for pitching in where needed, for lending an extra hand, for the hours of extra time removing snow and ensuring our buildings are ready for our students everyday!

Elementary Music Festival

Friday, March 17th - 5th and 6th grade music festival at Longfellow. Thank you to Mrs. Hess and Ms. Whiteman, and the volunteer accompanists.

Math Committee will continue to meet and review curriculum materials to determine what materials will best align with our district curriculum guides. Our goal will be to select K-6 materials by Spring of 2024.

Scheduling: Scheduling is a continuous issue. We are still working to fill para positions. The support staff we have is taking on extra duties and responsibilities. They are invaluable to our daily operations.

Items of Focus for Spring: Continued Professional Development, Vision Teams, Classroom Management/Behavior, Student Engagement, School Safety, Educator Self Care, School Culture, Student Mental Health, Evaluating and Developing Consistent Grading Policies, Improving the Discipline Referral Process.

b. HIGH SCHOOL PRINCIPAL, Dom Vergara

We would like to thank our paraprofessionals, Mrs. Stieg and Mrs. Alberts (February, 7-12 Bank of Baker Staff Member of the Month) for all of their hard work. They provide a wide range of coverage and deal with a multitude of challenging student situations. They are able to quickly adapt and serve the needs of our students. I can't thank them enough for the flexibility and willingness to be team players. We recently have addressed and/or focused on the various topics below:

- Increasing awareness around non-traditional high school experiences
 - o Job Corps – Work Experience/Stipend for completion/HS Diploma
 - Setting individualized meetings on March 22nd for students and families
 - o Montana Youth Challenge Academy – Dillon, MT, Black Hawk Helicopter flight to

Dillon

- o Penn Foster – Online High School Program
 - o HiSET – Exam (Equivalent to a high school diploma)
 - Truancy Letter to Parents/Guardians
 - Spartan Lunch – Looking at changes to decrease missing assignments
- February Spartans of the Month: Riley Davis (HS Boy), Madison Butori (HS Girl), Cade Huft (JH Boy), Isabelle Moberg (JH Girl)

Recent Events/Meetings

- JH and HS Academic Olympiads (at MCC, Miles City) – March 7th and 8th
- 5th/6th Grade AAU Tackle Football Program (Next step: Sign Up Meeting, March 21st)
- o Baker Jam – April 1st and 2nd (Volunteers Needed, Contact Alissa Miller)
- Dr. Linda Rost – Science Fair Competitions (Butte and MSUB)
 - o Congratulations to Dr. Linda Rost on earning her PhD from Texas Tech
- JH & HS Academic Olympics – Mrs. Dena Kirschten, Mrs. Lynn Beach

Upcoming Events/Meetings

- 2023-2024 Course Offerings/Scheduling, Team & Collaborative Effort, Maximize Elective Offerings
- PIR Day, March 15th (6th grade staff met with 7th grade staff – Curriculum, Upcoming students)
- State BPA and State FFA
- Prom, 1920's Theme (Gold Gone Wild) – March 25th
- MAPS Testing, March 27th
- 28th & Junior ACT Testing, March 29th
- Tornado Drill (Code Brown), March 23rd
- WyoTech Presentations, Career Fair at Baker High School, March 22nd
- Guest Speaker: John Underwood, Link Together Coalition (April 27th), No Cost/Beth Regan
 - o Montana Western, Custer County District High School (Miles City) in April

c. VICE PRINCIPAL/ATHLETIC DIRECTOR, Bo Lingle

Upcoming events for the school:

Spring Sports practices have started

Middle School and Elementary Music Festivals are tomorrow and Friday at the schools

End of 3rd quarter on Tuesday, March 21

State FFA in Great Falls next week

Career Fair in the High School gym on Wednesday, March 22.

No School on Friday, March 24

Prom on Saturday, March 25

Events since last Board Meeting

State BPA was in Billings

Middle School and High School Academic Olympics were last week in Miles City
Basketball seasons ended well- Boys made Divisionals and Girls placed 3rd at State

5. SUPERINTENDENT, Aaron Skogen

Resignation(s): Mrs. Connie Alberts – Paraprofessional, Mrs. Sarah Bartholomew – Paraprofessional.

Current Openings: Middle School Mathematics, 7-12 Industrial Arts, Custodian, Paraprofessional(s)

Elementary (2x), High School, Special Education (additional “new” position needed)

Activities Handbook needed and will work through the year and summer for adoption before the next school year. Strategic Planning anticipated June 2023.

Next scheduled board meeting is April 17, 2023 at 6 pm.

There being no other business, meeting adjourned at 8:15 pm.

s/ Jennifer Mettler

Clerk

s/ Johanna Kleinig

Chairman