

## REGULAR MEETING

December 13, 2023

6:00 PM

The regular meeting of the Baker School Board was called to order by Chairperson Clint Flint at 6pm in the Boardroom of Baker High School. Trustees Karen Wang, Dalon Dyke, Cody Strandbakke, and Jay Quenzer were in attendance. Also present were Superintendent Aaron Skogen, Principal Erin Nevers, Associate Principal/AD Bill Brist, District Clerk Jennifer Mettler, Technology Director Scott Anderson, and Head Custodian Mardi Brown; Principal Dom Vergara was absent. Guests were Dena Kirschten, Pam Beach, Kayla Veroye, Maranda Hastig, Amanda Tunby, Josie Hadley, and Linda Rost.

Chairperson Flint stated the board would like to extend heartfelt condolences to the Brawley family in light of the tragedy within our community over the last couple of days.

### **Consent Items:**

The bills, investment report, activity account report, journal adjustments, and minutes were reviewed by the trustees; claim checks 58977 to 59029 were reviewed and approved. There being no objections, Chairperson Flint approves the consent items as presented.

### **PUBLIC COMMENT**

None

### **EDUCATION REPORT – Mrs. Linda Rost**

Mrs. Rost presents the board her general presentation on her findings on current studies of a 4 day school week versus 5 day school week.

### **ACTION ITEMS**

#### **EXTRACURRICULAR CONTRACT CONSIDERATION(S)-FALL 2024**

Mr. Brist stated based on coaching evaluations the following individuals are being recommend for hire:

- Mr. Jay Hoversland—High School Head Football Coach
- Mr. Bo Lingle—High School Assistant Football Coach
- Mr. Deryk Van Zee—High School Assistant Football Coach
- Mr. John Nowak—High School Assistant Football Coach
- Mrs. Jessica Boggs—High School Head Volleyball Coach
- Mrs. Sheila O'Connor—High School Assistant Volleyball Coach
- Ms. Halle Burdick—High School Assistant Volleyball Coach
- Mr. Allan Barth—Middle School Football Coach
- Ms. BreElle Wacker—Middle School Volleyball Coach
- Mrs. Shyla Hadley—Middle School Volleyball Coach

Mrs. Pam Beach asks why are these contracts being offered now, even when the District has been opening up every year with an interest survey in the Spring of the year; especially for new hires coming to the District do not have a chance at those positions if contracts are given now? Mr. Skogen stated it is listed in the Extracurricular Handbook that unless there is an unsatisfactory evaluation a contract will be given to those coaches without reopening the positions and those coaches have job security. Mrs. Beach stated it is a concern to retain or attract in our community and we are taking away those opportunities if the contracts for those positions are approved now. Chairperson Flint asked what if we just hired the Head Coaches and not the support until other applicants are hired/interviewed? Mrs. Beach she agreed those Head Coaches would make sense to hire now, but maybe the support coaches hired later so we have those positions available for hiring potentially new staff in the Spring. Mr. Brist stated he understands the points being made, but the Head Coach's decision weighs heavily when contracts are considered. If they did not want assistants to be hired, they wouldn't be offered the contracts. Discussion followed. The union just wants the board to understand their concerns to hire these positions so early and loose out on potential new teachers when interviews are had in the Spring.

Jay Quenzer moved to hire Mr. Jay Hoversland as High School Head Football Coach, Mr. Bo Lingle as High School Assistant Football Coach, Mr. Deryk Van Zee as High School Assistant Football Coach, Mr. John Nowak as High School Football Assistant Coach for the 2024-25 school year. Seconded by Dalon Dyke; motion carried unanimously.

Jay Quenzer moved to hire Mrs. Jessica Boggs as High School Head Volleyball Coach, Mrs. Sheila O'Connor as High School Assistant Volleyball Coach, Ms. Halle Burdick as High School Assistant Volleyball Coach for the 2024-25 school year. Seconded by Cody Strandbakke; motion carried unanimously.

Dalon Dyke moved to hire Mr. Allan Barth as Middle School Football Coach for the 2024-25 school year. Seconded by Jay Quenzer; motion carried unanimously.

Jay Quenzer moved to hire Ms. BreElle Wacker as Middle School Volleyball Coach and Mrs. Shyla Hadley as Middle School Volleyball Coach for the 2024-25 school year. Seconded by Cody Strandbakke; motion carried unanimously.

Mr. Skogen stated the reason it is done and developed in the handbook the way it is because we wanted to be transparent when hiring coaches and if changes need to be made to the handbook, we can certainly discuss it. Jay Quenzer stated those non-teaching staff that are coaching, maybe in the future, a policy to have the ability to alter the contract if we have a teaching staff come on board later that wants the position, they would have preference to the position.

#### **MOA PRESENTED BY BAKER EDUCATION ASSOCIATION**

Mr. Skogen presented to the board a MOA from the BEA. They are requesting the Board of Trustees approve an MOU that would allow retired teachers, who taught for Baker Public Schools, to receive all of their years of past experience for the purpose of determining salary. 4.13(H) of the Collective Bargaining Agreement (CBA) states; new teachers will be given up to ten (10) previous years' experience. We have hired retirees to fill vacant positions within the district. When we calculated their salary, we gave them only ten (10) years of previous experience. We interpreted them as "new" teachers, they are no longer tenured, they received a severance benefit from the District and ceased employment with the District. We have interpreted the CBA in this manner for each of the five (5) years I have been here. If approved the MOU will ONLY be in effect for the 2023-2024 school year. Any future agreements would need to be negotiated between the BEA and the Baker Board of Trustees.

Karen Wang moved to approve the MOA

Seconded by Cody Strandbakke; motion carried unanimously.

Chairperson Flint called for a recess at 7:51pm; reconvened at 7:55 pm

#### **CERTIFIED CONTRACT CONSIDERATION**

Mr. Skogen stated we have not received any applications for our open Driver's Education position. Mrs. Dena Kirschten has expressed that she would be willing to come back and assist our District. There is also the possibility that she would be able to teach one of our math courses. Her acceptance of the position is contingent on the Board approving the MOU that was presented by the BEA this evening.

Jay Quenzer moved to hire Mrs. Dena Kirschten as part-time teacher for the 2nd semester of the 2023-2024 school year. Seconded by Karen Wang; motion carried unanimously.

#### **BOARD POLICY REVISION – BP8600 HOUSING**

Mr. Skogen stated at the most recent facility committee and discussed the housing policy and would like to extend the time the employee may live in the apartments. The change is as follows:

3. The maximum time period of rental for non-tenured teachers will be three (3) years. **See #4.**
4. **A non-tenured teacher who is given tenure by the School District and is renting a place may continue renting for an additional two (2) years (maximum of five (5) years in district housing). Following the additional two (2) years, an extension of one (1) additional year may be considered by the School District if the unit is not needed for newer staff.**
5. The maximum time period of rental for tenured teachers will be one (1) year. **Unless it is a tenured teacher as outlined in #4.**

Karen Wang moved to approve the changes to BP8600 as presented. Dalon Dyke seconded the motion; motion carried unanimously.

#### **SAFE RETURN TO SCHOOLS & CONTINUITY OF SERVICES PLAN**

No changes made at this time.

#### **REPORTS:**

##### **1. COMPLEX, Kelsey Miller**

Absent but submitted a written report:

There was a full staff cleaning day on Sunday, December 10th. Cleaning schedules are being updated to better execute daily cleaning tasks

December has multiple closures due to staffs extracurricular activities, hours will continue to reflect based on their schedules

Fitness room at the end of the hall is being kept locked during operating hours due to wrestling practices being held here, this is ensuring that their mats are staying sanitary as well as keeping equipment out of the way of their practices

Pool Chemical levels have regulated and chlorine levels are normalized and testing continues twice a day ensure they remain balanced

All Staff members have been informed that proper work attire is to be worn at all times while on shift

All Lifeguards have been issued a locker and are now expected to keep all work related items there. (Swim suit, change of clothes, towel, lifeguard pack/whistle, and work attire)

Lifeguards are beginning to use risk management and implementing the rules of the facility to a better degree to ensure the safety of all swimmers

Staff members are being held to a high standard when it comes to execution of their daily duties and have continued to establish a great sense of responsibility and self-accountability

Many patrons have commented on the improving of the facility and the staff and I are continuing to improve on ourselves and the conducting of our daily duties to increase functionality of the staff as a team, as well as the facility as a whole

**2. MAINTENANCE, Mardi Brown**

Staff covered the BHS gym floor for wrestling Friday Nov 17th and kept it covered for the Sunday Bazaar. Mrs Nevers requested fire drills to be held at both Longfellow and Lincoln schools on Tuesday Nov 21st. All the necessary calls were made and drills held without any issues. BPA Districts were held on Monday Dec 4 Th and the BPA did an excellent job on cleanup in the entire school. The Longfellow gym floor was covered and chairs setup for both the K-12 and BHS Christmas Concerts by myself and the Longfellow custodians. Using the rugs instead of taping mat to floor seems to be working out. I covered checking the pool for Kelsea last weekend and would like to acknowledge her for doing an amazing job with the pool. My new custodial hire is doing an excellent job and having him in the Jr High area and Gym has been the best position for him. Gym is being scrubbed daily for basketball practices and games.

**3. TECHNOLOGY, Scott Anderson**

Updated Obsolete Equipment List - New Items have been added and has been posted to the website under district news. [https://docs.google.com/spreadsheets/d/1PDhwtJXoKWB286nEsJ\\_3uy8i\\_3d8-fr\\_PIm46dHTbi4/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1PDhwtJXoKWB286nEsJ_3uy8i_3d8-fr_PIm46dHTbi4/edit?usp=sharing)

Should have some items for the Obsolete List next month. Smart Boards have been listed for a while and would like permission to transfer to the landfill.

Securly Home Roll Out Plans

- Home - One Pager
- Home Explainer Video
- Home Parent Toolkit
- How do Parents sign into the Parent Portal
- Parent Welcome Email

E-Sports - Group working on Constitution and Bylaws to apply for official school affiliation by the start of the Spring season. Fall League Finishing Up

Overwatch Team - Upset Great Falls High, but lost out to Great Falls CMR in the Quarter Finals

Rocket League plays in the Finals on Tuesday vs East Helena

Thank you for all the help with BPA Regionals. Group did great

Results - [https://docs.google.com/spreadsheets/d/1DJWWf\\_0jGExwVEDBWEIDr\\_2I-OOk3aya0vAICxq7xzk/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1DJWWf_0jGExwVEDBWEIDr_2I-OOk3aya0vAICxq7xzk/edit?usp=sharing)

**4. PRINCIPALS**

**a. ELEMENTARY PRINCIPAL, Erin Nevers**

Elementary K-6 Music Programs - Thank you Mrs. Hess for the entertaining Christmas programs by both the K-2 and 3-6 students. Elementary Fire Drills - November 21 we ran drills at both Lincoln and Longfellow. Both were successful, thank you Mardi!

Attendance - Currently we have 131 elementary students with three or more absences, as compared to 88 at last month's board meeting. 53% (35%) of our students in K-6 had 3 or more absences, 9.6% (3.6%) of our students had 9 or more absences. 39%, 98 students, with 0 absences in November! 11.6%, 29 students, with 0 absences since the start of school!

November Students of the Month

Lincoln - Anndria Adams and Trey Kono

Longfellow - Briley MacKay, Ophelia Miller, and Mitchell Gray

UPCOMING: Mrs. Tunby's Class to Superior Care - December 14th - 9:45-10:15

Early Release @ 1:29 - Holiday Schedule - Thursday, December 21st

Christmas Stations at Longfellow - 8:15-11:15

No School - Christmas Break - December 22nd - January 1st

End of 2nd Quarter & 1st Semester - January 12th

No Students - Staff PIR Day - January 15th

**b. HIGH SCHOOL PRINCIPAL, Dom Vergara (absent but submitted a report)**

We would like to thank Sonya Davis and her kitchen staff for making "daily" sack lunches for students serving lunch detentions at the high school. We often ask on short notice. The kitchen staff always responds in a positive way and takes great care of us. Go team!

Area of focus at our home games...Please Pick Up Trash (Student Section)

November Spartans of the Month:

(Reserved Parking Spot, Spartan T-Shirt, Breakfast w/ Principal, Certificate, Facebook, Newspaper)

- Brendon Reetz (HS Boy)

- Mallory Varner (HS Girl)

- Treven Ralls (JH Boy)

- Kylie Schwartz (JH Girl)

Recent Events/Meetings

- PIR Day - Curriculum Mapping (7-12) – December 13th
- PIR Day – Vision Team Presentations (7-12) – February 7th
- Teach Montana, Teacher recruitment event at MSU (Bozeman, MT)
- Life changer award nomination – Mardi Brown
- BEA Thanksgiving 7-12 Staff Potluck was on November 22nd
- 24-25 Professional Development Calendar Meeting – November 29th
- 4 Day School Week Meetings – November 30th and December 7th
- Attendance contracts have been area of focus (1st Semester)
- Hot Chocolate Bar from the Vergara’s to the 7-12 Staff
- Drug Dog Visited – December 7th
- MASSP Region 5, Winter Meeting (Southeastern Montana) – December 7th

Upcoming Events/Meetings:

- 2024 Principals Conference – January 21-23 (Butte, MT)
- Curriculum Development – February 7th
- Vision Team Presentations – March 13th

c. **ASSOCIATE PRINCIPAL/ACTIVITIES DIRECTOR, Bill Brist**

Wrestling teams excel at first two Tournaments: In Sidney, the girls had 3 individuals win division titles (Kylie Schwartz, Jayda Harbough & Tyisha Dietz). In Glasgow, they had 4 young ladies top their divisions (Emmalyn Miller, Kylie Schwartz, Jessica Stark, and Jayda Harbough) and added 5 other top five placings to win the Ladies team title by over 70 points. The boys have had a strong showing, as well. They finished 2nd at the recent Scottie Invitational held in Glasgow with 132 points. The first and third place teams were both class A schools. Riley Davis and Chris Brawley both won their divisions, while Logan Scherman and Tucker Miller placed in the top 3.

The Middle School Wrestling program will wrap up its season this Saturday at the Glasgow MS

Tournament. High School Basketball teams began their season with a split against Miles City

The Boys Varsity Basketball team open up their season with a road win (52-50) against Miles City, while the Girls Varsity ended up just short (49-47) in their home game against Miles City. Up this weekend will be games at Broadus (12/15) and home against Fairview (12/16).

The Middle School (MS) Girls concluded their basketball season last Monday, and the MS Boys will open their basketball season with a game against Harding County here in Baker on January 8th.

Speech, Drama and Debate team continues to Improve: The team reached their season’s halfway point with a competition in Forsyth last Saturday. Sydne Austin finished 3rd, while her teammate Cricket Wyrwas finished in 7th position in the Dramatic Solo event.

BHS Business Professionals of America (BPA) Hosted Region 7 Leadership Competition

On Dec. 4th, around 175 participants from Baker, Forsyth, Custer, Plevna, Hardin, St. Labre, and Lodge Grass came together at Baker High school to compete in the Region 7 Leadership Competition.

Music Department’s Elementary Concerts a success, MS/HS concert postponed to January Lincoln

Elementary students performed a Christmas concert in the morning, while the Longfellow

Elementary students performed in the evening on Tuesday, December 7th. Large crowds enjoyed enthusiastic holiday musical selections offered by the school’s music students directed by Ms. JoDee Hess.

5. **SUPERINTENDENT, Aaron Skogen**

In the District had a rough couple of emotional days for students and staff and had counselors and pastors available to help grieving students. Haven been working with state agencies to get grief counseling for the families for free.

Current Openings: Middle School Mathematics, Elementary, 7-12 Industrial Arts, English

Bus Contract will go out to bid in January 2024

4-Day School Week: Developed staff survey, student survey, and community survey to move forward with the discussion. Negotiations 1st Meeting: January 15th at 7:00 p.m. Strategic Planning: January 3, 2023 @ 6:00 p.m and dinner will be provided.

Next scheduled board meeting is January 9, 2024 at 6 pm.

There being no other business, meeting adjourned at 9:00 pm.

*s/ Jennifer Mettler*

Clerk

*s/ Clint Flint*

Chairman