



BOZEMAN SCHOOL DISTRICT NO. 7
WILLSON BOARD ROOM #122
MONDAY -- April 22, 2024 -- 5:45 PM

Special 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](#) 2023 Model United Nations(UN) Program Recognition

[2.3.2](#) 2023-2024 GHS Basketball State Championship Team and All-State Individuals

[2.3.3](#) 2024 2024 Montana Early Career Dietitian of the Year Award

[2.3.4](#) 2024 Health Occupations Students of America (HOSA) State Leadership Conference

[2.3.5](#) 2024 Outstanding Traffic Education Teacher of the Year

3. **Action Items -- Consent**

3.1 Policy 2nd Reading

[3.1.1](#) Consider Approval of Revisions to District Policy #6143 - Leadership Compensation Plan

3.2 Minutes

3.3 High School District

3.4 Both Districts

3.5 Elementary District

4. **Action Items -- Singular**

4.1 Both Districts

[4.1.1](#) Consider Approval of PLC Admin Coach

4.2 High School District

4.3 Elementary District

[4.3.1](#) Consider Approval of Emily Dickinson Elementary School Principal

5. **Board Discussion**

5.1 Policy 1st Reading

5.2 Committee Reports

[5.3](#) Discuss Proposed High School Staffing Changes Tied To Long Range Strategic Plan (LRSP)

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

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:	April 22, 2024
Category:	Recognition and Awards
Agenda Item #:	2.3.1
Originated By:	Marilyn King and Mike Van Vuren, Deputy Superintendents
Others Involved:	Dan Mills, BHS Principal; Erica Schnee, GHS Principal; Jason Nagel, BHS MUN Advisor; Logan Aytes, GHS MUN Advisor

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
2023 Model United Nations (UN) Program Recognition

Fiscal Impact:
N/A

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

WHEREAS: Model UN is a simulation of the UN General Assembly and its other multilateral bodies where students perform an ambassador role while debating topics such as gender equality, climate action, global health, and more. Through public speaking, critical thinking, and in-depth research, the Model UN experience allows students to cultivate skills and enrich their global affairs knowledge. UNA-USA is dedicated to empowering young Americans with tools and experiences that prepare them to be the next generation of global leaders; and

WHEREAS: The Bozeman High School MUN team participated in the Washington, D.C. Area Model United Nations Conference (WAMUNC); and

WHEREAS: The Bozeman High School team was named Best Small Delegation at WAMUNC; and

WHEREAS: The following Bozeman High School students earned awards;
 Graham Hodgson Verbal Commendation
 Cameron Taylor Outstanding Delegate; and

WHEREAS: The Bozeman High School and Gallatin High School MUN teams participated in the Montana Model UN High School Conference (Montana MUN); and

WHEREAS: Bozeman High School received an award for Outstanding Schools - Top 10% at Montana MUN; and

WHEREAS: The following Bozeman High students were recognized:
 Will Carraway Distinguished Position Papers (Top 10%)
 Graham Hodgson Outstanding Delegate (Top 1-2%)
 Cameron Taylor Outstanding Delegate (Top 1-2%)

Kieran Anderson	Distinguished Delegate (Top 10%)
Calvin Andrews	Distinguished Delegate (Top 10%)
Myeongmin Choi	Distinguished Delegate (Top 10%)
Noah Cory	Distinguished Delegate (Top 10%)
Alex Hansen	Distinguished Delegate (Top 10%)
Aika Lanes	Distinguished Delegate (Top 10%); and

WHEREAS: The following Gallatin High students were recognized:

Max DeFanti	Distinguished Delegate (Top 10%)
Will McClain	Distinguished Delegate (Top 10%)
Mallory Mencas	Distinguished Delegate (Top 10%)
Julian Staggs	Distinguished Delegate (Top 10%)

THEREFORE: Be it resolved that the Board of Trustees recognize and honor the 2023 Model UN winners for their outstanding performance at the Washington, D.C. Area Model United Nations Conference and the Montana Model UN High School Conference based on their accomplishments and skills.



Meeting Date:	April 22, 2024
Category:	Recognition and Awards
Agenda Item #:	2.3.2
Originated By:	Mark Ator, Activities Director
Others Involved:	Taylor Cummings, GHS Head Coach Michael Claxton, GHS Head Coach

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

2023-2024 GHS Basketball State Championship Team and All-State Individuals

Fiscal Impact:

N/A

Recommendation:

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

WHEREAS: The Gallatin High Boys and Girls Basketball teams competed in the AA State Basketball tournament, held in Missoula, March 7-9, 2024; and

WHEREAS: The Gallatin High Boys' team finished as State Champions; and

WHEREAS: Gallatin High student-athletes Jada Davis, Avé Odegard, and Jack Repscher were selected as 1st team All-State;

THEREFORE: Be it resolved that the Board of Trustees recognize and honor the 2023-2024 Gallatin High State Championship basketball team, Miller Benton, Shane Bierle, Carter Dahlke, Reese Dahlke, Kale Fasting, Bobby Gutzman, Troy Hugs, Sam Kilwein, Mac Melin, Jack Repscher, Zad Rodarte, Jacob Sonju, and Grant Vigen; and

Gallatin High All-State individuals Jada Davis, Avé Odegard, and Jack Respscher.



Meeting Date: April 22, 2024

Category: Recognition and Awards

Agenda Item #: 2.3.3

Originated By: Mike Waterman, Executive Director of Business and Operations

Others Involved: Brittany Selvig, Support Services Supervisor

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
2024 Montana Early Career Dietitian of the Year Award

Fiscal Impact:
N/A

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

- WHEREAS: The Montana Academy of Nutrition and Dietetics is the advocate of the dietetic profession serving the public through the promotion of optimal nutrition, health, and well-being; and
- WHEREAS: The MTAND held its annual Food and Nutrition Summit on April 18-20, 2024, in Billings, Montana; and
- WHEREAS: At the Summit, Bozeman School District Dietitian Kirsten Pfanmuller was honored as the 2024 Montana Early Career Dietitian of the Year for her work on procuring local food, reinvigorating the Harvest of the Month program and spearheading the District's Local Beef to School initiative. Through her daily actions and leadership, Kirsten personifies our goals of providing healthy meals to help students learn.
- THEREFORE: Be it resolved that the Board of Trustees recognize and honor Kirsten Pfanmuller for her contributions to her profession and the students of the Bozeman School District.



Meeting Date: April 22, 2024

Category: Recognition and Awards

Agenda Item #: 2.3.4

Originated By: Marilyn King, Deputy Superintendent

Others Involved: Dawn Drahos & Felicia King, GHS Teachers and HOSA Advisors; Erica Schnee, GHS Principal

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
 2024 Health Occupations Students of America (HOSA) State Leadership Conference

Fiscal Impact:
 N/A

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

WHEREAS: Health Occupations Students of America (HOSA) is a student organization whose mission is to promote career opportunities in health care and to enhance the delivery of quality health care to all people;

WHEREAS: The 20th annual Montana HOSA State Leadership Conference (SLC) was held in Billings the week of April 3-4 with over 400 participants:

WHEREAS: The following Gallatin High School students received gold medals:

Caspian Bradley	Human Growth & Development and Human Heredity
Drae Brenden	Veterinary Science and Microbiology
Ally Coey	Physical Therapy
Isabella DeFanti	Medical Assisting
Lola Pizzato-Smith	Family Medicine Physician

THEREFORE: Be it resolved that the Board of Trustees recognize and honor HOSA awardees Drae Brenden, Caspian Bradley, Ally Coey, Isabella DeFanti, and Lola Pizzato-Smith.



Meeting Date:	April 22, 2024
Category:	Recognition and Awards
Agenda Item #:	2.3.5
Originated By:	Marilyn King, Deputy Superintendent
Others Involved:	Byrdeen Warwood, Coordinator, Adult, Community, and Traffic Education

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
2024 Outstanding Traffic Education Teacher of the Year

Fiscal Impact:
N/A

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

WHEREAS: The Montana Traffic Education Association (MTEA) is the state association of Montana teachers and administrators involved in traffic education-related activities; and

WHEREAS: The Outstanding Traffic Education Teacher of the Year award recognizes a traffic education teacher who has taught driver education in Montana for many years, is active in MTEA, and has shared their knowledge, time, and ideas to increase traffic safety in their community; and

WHEREAS: Steve McCormick embodies the tenets of MTEA by promoting total traffic safety in all student activities in the BSD7 traffic education program; and

WHEREAS: Mr. McCormick, a traffic education teacher and a teacher-librarian at Emily Dickinson Elementary School has been named the 2024 Outstanding Traffic Education Teacher of the Year having instructed over 500 students since becoming a Montana Traffic Education Instructor in 2019 along with recruiting five new Traffic Education instructors in the Bozeman Traffic Education program;

THEREFORE: Be it resolved that the Board of Trustees recognize and honor Steve McCormick for his contributions to traffic safety for our youth.



Meeting Date:	April 22, 2024
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.1.1
Originated By:	Casey Bertram, Superintendent
Others Involved:	

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Revisions to District Policy #6143 - Leadership Compensation Plan

Facts:

1. First reading of the proposed revisions occurred on April 8, 2024.
2. One of the measurable Long Range Strategic Plan (LRSP) goals is the implementation of Professional Learning Communities (PLCs). That goal was recently revised to read:
 Professional Learning Communities (PLCs) Goal: By spring of 2028 all BSD7 schools PK-12 will have fully implemented PLCs in place that will support the closing of the achievement gap, thus qualifying BSD7 as a Solution Tree Model PLC District.
3. PLCs are formally defined as:
 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. Professional learning communities operate under the assumption that the key to improved learning for students is continuous job-embedded learning for educators.
4. The Three Big Ideas in the PLC model are as follows:
 - Focus on Learning: The fundamental purpose of the school is to ensure high levels of learning for all students.
 - Focus on Collaborative Culture: No school can help all students achieve at high levels if teachers work in isolation. Schools improve when teachers are given the time and support to work together to clarify essential student learning, develop common assessments for learning, analyze evidence of student learning, and use that evidence to learn from one another.
 - Focus on Results: PLCs measure their effectiveness on the basis of results rather than intentions. All programs, policies, and practices are continually assessed on the basis of their impact on student learning. All staff members receive relevant and timely information on their effectiveness in achieving intended results.
5. Currently, four BSD7 schools are formally recognized as Model PLC Schools: Emily Dickinson, Hawthorne, Irving, and Longfellow.
6. The Superintendent is recommending the addition of a 1.0 FTE Administrative PLC Coach who will directly support the four K-5 buildings and the two middle schools that have not yet achieved Model PLC status. The

administrative coach will work with building principals and guiding coalitions at those sites to fully build and implement the systems and structures that result in high levels of student learning for all students.

7. This is a short-term investment, two years, drawing on the expertise of current staff, and will reduce the need to bring in outside consultants and send teams to conferences out-of-state. This position is proposed based on the research efficacy of “coaching” as a model to move theory into practice.
8. The plan is to focus the Admin PLC Coach position on K-8 schools for 2024-2025, and then shift the focus to middle schools and both high schools for 2025-2026. After the two-year investment, it is anticipated the position would be reduced from the K-12 budget.
9. Because this is a new administrative role, the position needs to be formally added to the list of administrative positions in Policy #6143 - Leadership Compensation Plan.

Fiscal Impact:

The addition of the 1.0 Admin PLC Coach is budget neutral as it is paid for by savings created by the following: reduction of 1.0 Assistant Principal at Emily Dickinson, reduction of Bozeman Charter School (BoCS), and Title II dollars designated for professional development.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees adopt the proposed revision.

Other Alternatives:

1. Do not approve the recommendation and request an alternative revision.

Bozeman Public Schools

ADMINISTRATION

Policy 6143

Leadership Compensation Plan

Salary Index System for Leadership Team Members

Base for current year - Largest of:

- a. 60% of the previous year's average high school principal's salary in the "AA" districts in Montana.
- b. 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
Professional Learning Communities (PLC) Admin Coach	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
Deputy Superintendent	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	=	.10*
215 days	=	.05	Full Year	=	.12*

*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 that 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, 5/22/2023



Meeting Date:	April 22, 2024
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.1.1
Originated By:	Pat Strauss, Director of Human Resources
Others Involved:	Casey Bertram, Superintendent

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of PLC Admin Coach

- Facts:**
- The Superintendent discussed the creation of a two-year administrative position Professional Learning Communities (PLC) Admin Coach with the Board of Trustees on April 8, 2024, as part of recommended [K-8 staffing changes for 2024-2025](#). The Superintendent is recommending the addition of a 1.0 FTE Administrative PLC Coach who will directly support the four K-5 buildings and the two middle schools that have not yet achieved Model PLC status in year one, the second year will focus on middle and high school support. The administrative coach will work with building principals and guiding coalitions at those sites to fully build and implement the systems and structures that result in high levels of student learning for all students.
 - There will be no net increase in the number of District administrators as an existing assistant principal position will be simultaneously removed. The entire staffing structure change is described in the Fiscal Impact section below.
 - [Policy 5210](#) gives the Superintendent the authority to assign, reassign, and/or transfer positions and duties of all staff.
 - Sarah Hays is recommended for this position for her outstanding leadership of the Emily Dickinson School as they developed into a Solution Treen Model PLC School. Sarah has completed professional development to become a Certified Model PLC Trainer.
 - Sarah Hays has served the District as a teacher since 1993. She has extensive leadership experience as the District Curriculum Coordinator, High School Assistant Principal, and her tenure as the Emily Dickinson Principal.

Fiscal Impact:
Salary amount per policy. The addition of the 1.0 Admin PLC Coach is budget neutral as it is paid for by savings created by the following: reduction of 1.0 Assistant Principal at Emily Dickinson, reduction of Bozeman Charter School (BoCS), and Title II dollars designated for professional development.

Superintendent's Recommendation:
It is recommended that the Board of Trustees approve the Superintendent’s recommendation to appoint Sarah Hays as the PLC Admin Coach effective July 1, 2024.

- Other Alternatives:**
- Do not approve the recommendation.



Meeting Date: April 22, 2024

Category: Action Item - Singular - Elementary

Agenda Item #: 4.3.1

Originated By: Pat Strauss, Director of Human Resources

Others Involved: Casey Bertram, Superintendent

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
 Consider Approval of Emily Dickinson Elementary School Principal

- Facts:**
- Sarah Hays, current Emily Dickinson Principal, is recommended for the PLC Admin Coach position effective July 1, 2024.
 - [Policy 5210](#) gives the Superintendent the authority to assign, reassign, and/or transfer positions and duties of all staff.
 - Nellie Brown taught elementary school in Great Falls, Montana from 2010-2012. She was hired as a teacher at Emily Dickinson Elementary School in the fall of 2012. Nellie has gained valuable leadership experience beginning with her position as the Behavior Support Specialist at Emily Dickinson in 2019. Most recently she has served as the Assistant Principal at Emily Dickinson beginning July 1, 2022.
 - Nellie is recommended as Emily Dickinson Elementary School Principal for her strong leadership experience, and commitment to staff and students at Emily Dickinson Elementary School over the past twelve years.

Fiscal Impact:
 Per Policy

Superintendent's Recommendation:
 It is recommended that the Board of Trustees approve the Superintendent's recommendation to appoint Nellie Brown as Emily Dickinson School Principal effective July 1, 2024.

- Other Alternatives:**
- Do not approve the recommendation.



Meeting Date:	April 22, 2024
Category:	Discussion
Agenda Item #:	5.3
Originated By:	Casey Bertram, Superintendent
Others Involved:	Executive Cabinet, Instructional Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Discuss Proposed High School Staffing Changes Tied To Long Range Strategic Plan (LRSP)

Discussion:

1. Bozeman Public Schools operates within a culture of continuous improvement as we pursue high levels of learning for all students. Additionally, the BSD7 Board of Trustees established a student success policy and procedures ([#3610](#),[#3610P](#)) that ensure the district continues to look at resource allocation practices that will combat current and historical achievement gaps in support of the District goals established in the [Long Range Strategic Plan](#) (LRSP).
2. The District currently has four measurable goals as part of the LRSP. Those goals and progress towards them are communicated on an annual basis via the [LRSP Annual Report](#). District administration is proposing the following “next steps” to respond to current and historical achievement gaps, and to move the high school district forward with meeting the LRSP measurable goals.
3. Executive Cabinet and Instructional Cabinet were involved in the creation of the proposed changes for high school staffing for the 2024-2025 school year. A draft summary of the proposed changes was shared with staff and the parent community on Friday, April 12, 2024.
4. The Superintendent is seeking feedback from the Board of Trustees regarding the proposed changes, [HERE](#), and based upon the feedback will proceed with the processes established in board policy for staffing.

Fiscal Impact:

The anticipated fiscal impact after taking into account staffing efficiencies in the block schedule is an FTE increase of 2.92, or \$204,400, in the high school general fund budget.



Meeting Date: April 22, 2024

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: April 22, 2024

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	2026
Tanya Reinhardt	2025
Lei-Ann Bertelsen	2024
Kevin Black	2026
Lauren Dee	2025
Gary Lusin	2024
Melissa Moran	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 Instruction
Matt Stark	Director of Facilities
Pat Strauss	Director of Human Resources
Mike VanVuren	Deputy Superintendent Curriculum & Technology
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)

Trustees

Kevin Black

Lauren Dee

Gary Lusin

Long-Range Facilities Planning (LRFP)

Trustees

Kevin Black

Melissa Moran

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

Trustees

Tanya Reinhardt

Sandy Wilson

Gary Lusin - Alternate

District Safety

Trustees

Lauren Dee

Student Inclusion and Resiliency Initiative (SIRI)

Trustees

Lei-Anna Bertelsen

Kevin Black

Wellness Advisory Council (WAC)

Trustees

Lauren Dee

BOARD OF TRUSTEE AD-HOC OR AS NEEDED COMMITTEES

Budget Committee

Trustees

Gary Lusin

Certified (BEA) Negotiations

Not Needed for 2023-2024

Trustees

Classified (CBEA) Negotiations

Not Needed for 2023-2024

Trustees

BOARD OF TRUSTEE REPRESENTATION ON COMMITTEES/COUNCILS ASSOCIATED WITH BSD7

Bozeman Schools Foundation (BSF)

Trustees

Sandy Wilson - Voting Member
Greg Neil - Board Leadership

MTSBA Municipal Director and Delegates

Trustees

Lei-Anna Bertelsen - Director
Gary Lusin - Delegate
Tanya Reinhardt - Delegate
Greg Neil - Alternate

SCHOOL LIAISONS

Bozeman High School/Bridger Charter Academy
Gallatin High School
Chief Joseph Middle School
Sacajawea Middle School
Emily Dickinson Elementary School
Hawthorne Elementary School
Hyalite Elementary School
Irving Elementary School
Longfellow Elementary School
Meadowlark Elementary School
Morning Star Elementary School
Whittier Elementary School
Bozeman Charter School (BoCS)

Sandy Wilson
Sandy Wilson
Lei-Anna Bertelsen
Kevin Black
Gary Lusin
Melissa Moran
Lauren Dee
Gary Lusin
Tanya Reinhardt
Melissa Moran
Kevin Black
Greg Neil
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
- Gary Lusin
- Melissa Moran
- Sandra Wilson



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

*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
2023-2024
12:00 PM - 1:30 PM**

April 23, 2024	CJMS
April 30, 2024	Hyalite
May 7, 2024	Longfellow
May 14, 2024	Irving



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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AUGUST • 2023

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SEPTEMBER • 2023

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OCTOBER • 2023

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NOVEMBER • 2023

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DECEMBER • 2023

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JANUARY • 2024

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FEBRUARY • 2024

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MARCH • 2024

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APRIL • 2024

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MAY • 2024

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JUNE • 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.



Bozeman Public Schools Calendar 2024-2025

PIR Dates & Conferences - No School

August 28-30	K-12 PIR Day
September 30	K-12 PIR Day
October 17-18	K-12 PIR Day
November 7-8	K-5 P/T Conferences
November 15	9-12 PIR Day
January 20	K-12 PIR Day
January 27	9-12 PIR Day
April 10	6-8 PIR Day
April 11	6-12 PIR Day
May 23	K-12 PIR Day
June 13	K-12 PIR Day

Holidays & School Closures- No School

September 2	Labor Day
November 27-29	Thanksgiving
December 23-January 3	Winter Break
January 20	Martin Luther King Jr.
February 17	President's Day
March 17-21	Spring Break
May 26	Memorial Day

Important Dates

September 3	School Begins 1-12
September 5	Kindergarten begins
January 22-24	HS Final Exams
June 7	HS Graduation!
June 12	Last Day of School, students released at 12:45 p.m.

Grading Periods

K-5:	January 24 June 12
6-8:	Semester 1 - January 24 Quarter 1 - November 1 Quarter 2 - January 24 Quarter 3 - April 4 Semester 2 - June 12
9-12:	Period 1 - October 11 Period 2 - November 22 1st Semester - January 24 Period 1 - March 7 Period 2 - April 25 2nd Semester - June 12 HS Credit Recovery - June 16-June 30

JULY • 2024

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AUGUST • 2024

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SEPTEMBER • 2024

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OCTOBER • 2024

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NOVEMBER • 2024

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DECEMBER • 2024

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JANUARY • 2025

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FEBRUARY • 2025

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MARCH • 2025

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APRIL • 2025

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MAY • 2025

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JUNE • 2025

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Revised: 1/11/2024

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