



BOZEMAN SCHOOL DISTRICT NO. 7
WILLSON BOARD ROOM 217A
MONDAY --November 11, 2024 -- 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 Recognition and Awards
 - [2.2.1](#) ASBO Meritorious Budget Award for the 2024-25 Budget Document
 - [2.2.2](#) MHSA All-State Musicians
 - [2.2.3](#) 2024 National Speech & Debate Tournament Awards
 - [2.2.4](#) 2024 MTSBA Marvin Heintz Awards
 - 2.3 Board Education - Gifted Education Programming

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.
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 High School Advanced Opportunities Annual Report
 - 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 Approval of High School and Middle School Out-of-State and Out-of-Country Field Trips
 - [3.4.4](#) Consider Approval of MTSUIP Multi-District Participation Agreement
 - 3.5 Elementary District
 - [3.5.1](#) Consider Approval of Elementary Advanced Opportunities Annual Report
 - [3.5.2](#) Consider Approval of Nonresident Student
4. **Action Items -- Singular**
- 4.1 Both Districts
 - [4.1.1](#) Consider Resolution Establishing District Legislative Priorities
 - 4.2 High School District
 - 4.3 Elementary District
5. **Board Discussion**
- 5.1 Policy 1st Reading
 - [5.1.1](#) Discuss Recommended Revisions to Policy 8205 - Food Service Meal Charge Policy
 - [5.2](#) Committee Reports
 - [5.3](#) 2024-25 Enrollment Update and Future Projections
 - [5.4](#) High School Boundaries Discussion
 - [5.5](#) Superintendent Formative Evaluation Discussion #2
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

_____ ADJOURN

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

PLEASE TURN OFF CELL PHONES

The public portions of the board meeting are being recorded in accordance with District Policy 1420 and Section 2-3-214, MCA. By remaining in this meeting all participants and attendees acknowledge they may appear on the recording which will be placed on the School District's website for a minimum of one year from the date of the meeting. Further instructions about participating in the meeting will be provided throughout the meeting.

Montana Code Annotated 2019

TITLE 45. CRIMES

CHAPTER 8. OFFENSES AGAINST PUBLIC ORDER

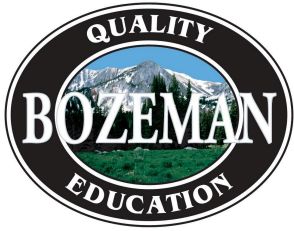
Part 1. Conduct Disruptive of Public Order

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:	November 11, 2024
Category:	Recognition and Awards
Agenda Item #:	2.2.1
Originated By:	Mike Waterman, Executive Director of Business and Operations
Others Involved:	Lacy Clark, Director of Business Services

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
ASBO Meritorious Budget Award for the 2024-25 Budget Document

Fiscal Impact:
N/A

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

- WHEREAS: The District’s Long Range Strategic Plan Core Values state that “We operate with honesty, use research-based decision-making, and provide open communication” and “We are responsible in the management and expenditure of all District resources;” and
- WHEREAS: The Association of School Business Officials International (ASBO) awards a Meritorious Budget Award (MBA) for excellence in budget presentation; and
- WHEREAS: The MBA promotes and recognizes best practices in school district budget presentation. Districts that apply to the MBA program recognize the importance of presenting a high-quality, easy-to-understand budget internally and to the community; and
- WHEREAS: The attainment of this award represents a significant accomplishment by the District and its management; and
- WHEREAS: Bozeman School District received the award for the 9th consecutive year for our FY2024-25 budget document; and
- WHEREAS: Director of Business Services Lacy Clark is primarily responsible for overseeing the completion of the budget;
- THEREFORE: Be it resolved that the Board of Trustees recognize and honor Lacy Clark and the entire Business Services staff for excellence in preparation of the District’s annual budget document.



Meeting Date:	November 11, 2024
Category:	Recognition and Awards
Agenda Item #:	2.2.2
Originated By:	Marilyn King and Mike Van Vuren, Deputy Superintendents
Others Involved:	Beth Campbell, Music and Fine Arts TOSA; Dan Mills, BHS Principal; Erica Schnee, GHS Principal; Kelly Berdahl, BHS Band Director; Jeffrey Ruffcorn, GHS Band Director; Jacob Malczyk, BHS Choir Director; Michelle Maurer, GHS Choir Director; Nathan Hallauer, BHS Orchestra Director; Chandra Lind, GHS Orchestra Director

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

MHSA All-State Musicians

Fiscal Impact:

N/A

Recommendation:

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

- WHEREAS: Members of the Bozeman High and Gallatin High music programs have excelled as musicians through their hard work, dedication, and talent; and
- WHEREAS: They prepared and performed individual auditions, which were sent to the MHSA music committee in the spring of 2024. From these auditions, top scoring students in the state of Montana were chosen to participate in All-State ensembles;
- WHEREAS: The students went on to perform at the All-State Music Festival at Skyview High School in Billings on October 16-18, 2024.

THEREFORE: Be it resolved that the Board of Trustees recognize and honor:

Bozeman High School Band

Elsa Austin, Flute

Daniel Peace, Alto Saxophone

Heidi Rich, Flute

Mark Roberts, Flute

Bozeman High School Choir

Alex Broker, Tenor 1

Xander Byrd, Bass 2

Jonah Daniels, Tenor 2
Orin Lorenz, Bass 2
Nellie Monson, Soprano 1
Lily Malczyk, Soprano 1
Levi Pufahl, Bass 2
London Werner, Bass 1

Bozeman High School Orchestra

Robert Black, Violin
Colin Foley, Cello
Sophia Gaskill, Viola
Alexandra Hansen, Harp
Florentin Kunze, Cello
Valentin Kunze, Violin
Jackson Matney-Baggett, Viola

Gallatin High School Band

Owen Ashcraft, Bass Clarinet
Kei Braun, Alto Saxophone
William Carlson, Clarinet
Daniel Chen, Tuba
Lilie Dodge, Clarinet
Anna Paige Elwell, Flute
Benjamin Gilmer, Trombone
Susu Nguyen, Flute
Owen Schultz, Oboe
Audrey Shaw, Flute
Sadie Swann, Flute

Gallatin High School Choir

Grant Clark, Bass 2
Linden Hanson, Bass 1
Alivia Haskell, Soprano 1
Jonas Overton, Bass 2
Evelyn Sundberg, Soprano 2
Evelyn Vaughn, Soprano 2

Gallatin High School Orchestra

Aaron Chun, Violin
Jackson Fiedler, Viola
Anastasia Grayl, Cello
Josephine Grayl, String Bass
Eden Hyatt, Violin
Caden Jimmerson, Viola
Pranshu Krishna, Viola
John Santiglia, Violin
Adelaide Stern, Cello
Sky Ting, Violin
Evi Westenskow, Violin



Meeting Date:	November 11, 2024
Category:	Recognition and Awards
Agenda Item #:	2.2.3
Originated By:	Mark Ator, Activities Director
Others Involved:	Adam Thane, BHS Head Coach; Lila Michael, Jake Hoskins, Chris Warren, Max Hatten, and Emily Daniels, BHS

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
2024 National Speech & Debate Tournament Awards

Fiscal Impact:
N/A

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

WHEREAS: The Bozeman High School Speech and Debate Team participated in the 2024 National Speech & Debate Association High School National Tournament held in Des Moines, IA on June 17-21, 2024; and

WHEREAS: The following Hawkers were competitors when Bozeman High School won the Bruno E. Jacob/Pi Kappa Delta Trophy by accumulating the largest number of cumulative rounds at the National Speech & Debate Tournament:

Nathan Andecker	Tommy Meltzer
Siri Bateson	River Meyers
Jett Boerger	Emerson Ritter
Phoebe Cross	Maryn Schutz
Quinn Fastnow	Ray Roberts
Brady Foster	Cameron Taylor
Sam Funderburk	Kaylie Tedesco
Terra Gallagher	Quinn Werner
Avery Harris	Cooper White
Poppy Kappenman	Em Williamson
Valentin Kunze	Jude Wolfe; and
Chandler May	

WHEREAS: Adam Thane received the Albert S. Odom National Coaching Commendation and the Bruno E. Jacob National Coaching Commendation;

THEREFORE: Be it resolved that the Board of Trustees recognize and honor: Nathan Andecker, Siri Bateson, Jett Boerger, Phoebe Cross, Quinn Fastnow, Brady Foster, Sam Funderburk, Terra Gallagher, Avery Harris, Poppy Kappenman, Valentin Kunze, Chandler May, Tommy Meltzer, River Meyers, Emerson Ritter, Maryn Schutz, Ray Roberts, Cameron Taylor, Kaylie Tedesco, Quinn Werner, Cooper White, Em Williamson, and Jude Wolfe, and Adam Thane for these accomplishments.



Meeting Date: November 11, 2024

Category: Recognition and Awards

Agenda Item #: 2.2.4

Originated By: Casey Bertram, Superintendent

Others Involved:

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
2024 MTSBA Marvin Heintz Awards

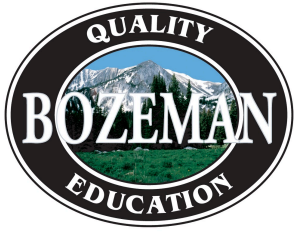
Fiscal Impact:
N/A

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

WHEREAS: The Marvin Heintz Award is bestowed on those individuals who have reached the highest level of trustee certification (Gold Level) through the School Board Academy Program with an accumulation of 96 hours of training.

WHEREAS: Trustees Lei-Anna Bertelsen, Kevin Black, and Greg Neil were named 2024 recipients of the Montana School Boards Association (MTSBA) Marvin Heintz Award at the annual MCEL conference in Missoula, MT on October 17, 2024; and

THEREFORE: Be it resolved that the Board of Trustees recognize and honor Trustees Lei-Anna Bertelsen, Kevin Black, and Greg Neil for this accomplishment.



Meeting Date:	November 11, 2024
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.2.1
Originated By:	Lacy Clark, District Clerk
Others Involved:	Lori Ross, Executive Assistant

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Board Meeting Minutes

Facts & Discussion:

- Minutes of the [October 14, 2024](#) Regular Board Meeting.
- 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 [10-14-2024](#).

Other Alternatives:

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



Meeting Date:	November 11, 2024
Category:	Action Item - Consent - High School
Agenda Item #:	3.3.1
Originated By:	Lacy Clark, Director of Business Services
Others Involved:	Marilyn King and Mike Van Vuren, Deputy Superintendents; Karl Schwartz, Career Outreach Coordinator

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider approval of the [High School Advanced Opportunities Annual Report](#)

Facts:

1. The Montana Advanced Opportunity Act:
 - expands personalized career & technical education opportunities for middle and high school students;
 - reduces out-of-pocket costs for students and families in support of a student's post-secondary success;
 - empowers students to actively engage in forming post-secondary success that aligns with their individual interests, passions, strengths, needs, and culture; and
 - authorizes elected school boards to use advanced opportunity aid to invest in Montana students by supporting individualized pathways for career and post-secondary.
2. Bozeman School District #7 takes seriously its mission statement, "Bozeman Public Schools exist to a high-level learning for all students" With this in mind, the District reports on its efforts to support all students and families, paving the way to productive futures.
3. The annual report details the utilization of year to date spending of the \$232,638.71 in funding received through the Montana Advanced Opportunities grant for fiscal year 2024-25. The funds have been allocated for various out-of-pocket expenses for families and partial funding for a career outreach director, enhancing access to career and technical education.
4. The report summarizes the impact of these initiatives from 7/1/2024 - 10/31/2024 and outlines future goals to continue fostering personalized educational pathways. During the reporting period, 3,849 individuals participated in 33 different CTE and Arts-related courses.

Fiscal Impact:

\$21,670.34 fiscal year to date, \$232,638.71, per grant application

Superintendent's Recommendation:

It is recommended that the [Advanced Opportunities Annual Report](#) be approved as submitted.

Other Alternatives:

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



Meeting Date:	November 11, 2024
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.

Superintendent's 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**

November 11, 2024

REQUIRES BOARD ACTION

Confirmation of Employment (Certified)

Name	Position	Level/Step	Effective	Salary
Sharpe, Emily	SPED Teacher, 1.0 FTE, BHS	BA+90, Step 4	10/21/2024	\$50,205.08

Confirmation of Employment (Classified)

Name	Position	Level/Step	Effective	Hrly. Rate
Bear, Kaitlin	Discretionary PARA, .1833 FTE, SPED PARA, .1333 FTE, HAWT, 9.25 mos.	B/SPED D05	10/21/2024	\$18.08/\$19.44
Betts, Regan	Discretionary PARA, .2917 FTE, SPED PARA, .2292 FTE, HAWT, 9.25 mos.	B/SPED D01	10/21/2024	\$17.03/\$18.13
Dombrowski, Mary	SPED Life Skills PARA, .875 FTE, MDLK, 9.25 mos.	SPED LS D05	11/6/2024	\$22.44
Garcia Renteria, Cristian	SPED PARA, .70 FTE, MOST, 9.25 mos.	SPED D01	10/8/2024	\$21.13
Morigeau, Eugene	Custodian, .6875 FTE, GHS, 12 mos.	G05	10/21/2024	\$22.87
Musumeci, Courtney	PARA - Behavioral Support Asst., .875 FTE, MDLK, 9.25 mos.	I11	10/29/2024	\$26.23
Neiminen, Jerome	Custodian, 1.0 FTE, GHS, 12 mos.	G01	10/21/2024	\$21.20
Odt, Annika	Discretionary PARA, .325 FTE, LONG, 9.25 mos.	B03	9/11/2024	\$17.72
Parrish, Kierra	Discretionary, .15 FTE, MOST, 9.25 mos.	B02	10/9/2024	\$17.38
Schlender, Rebecca	FS Specialist, .1313 FTE, MDLK, 9.25 mos.	FB5	11/4/2024	\$21.15
Workman, Kirstie	Executive Secretary, 1.0 FTE, MOST, 10 mos.	H05	11/11/2024	\$22.91

Confirmation of Request for Leave of Absence (Certified)

Name	Position	Reason	Effective Dates
Koltz, Abigail	Guidance Counselor, 1.0 FTE, HYL	FMLA	4/7/25 - 6/13/25
Sullivan, Olivia	Guidance Counselor, 1.0 FTE, GHS	FMLA	5/14/25 - 6/13/25

REPORT OF ADMINISTRATIVE ACTIONS

Confirmation of Resignations/Terminations (Professional)

Name	Position	Reason	Effective	Years of Service
McCormick, Connie	District Accounting Bookkeeper, 1.0 FTE, Professional, \$27.51/hr., BUS OFF, 12 mos.	Retirement	12/31/2024	13.21

Confirmation of Resignations/Terminations (Classified)

Name	Position	Reason	Effective	Years of Service
Baker, Donna	Custodian, 1.0 FTE, G01, \$21.20/hr., BHS, 12 mos.	Resignation	9/27/2024	5 days
Brandon, Dana	SPED PARA, .875 FTE, SPED D07, \$19.83/hr., MDLK, 9.25 mos.	Resignation	10/16/2024	1.8
Bushnell-Wotan, Kristi	FS Cashier, .375 FTE, FB6, \$21.57/hr., HYL, 9.25 mos.	Resignation	10/31/2024	1.2
Cooks, Kayla	Custodian, 1.0 FTE, G01, \$21.20/hr., BHS, 12 mos.	Resignation	10/1/2024	6 days
Geyer, Brooke	Custodian, .50 FTE, G01, \$21.20/hr., BHS, 12 mos.	Resignation	9/30/2024	1 day
Johnson, Aloha	Library Secretary, .50 FTE, D13, \$20.55/hr., CJMS, 9.25 mos.	Resignation	11/5/2024	12.22

**Bozeman Public Schools
Human Resources**

November 11, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

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

Name	Position	Reason	Effective	Years of Service
Manning, Anna-Marie	SPED Life Skills PARA, .875 FTE, SPED D06, \$22.64/hr., SMS, 9.25 mos.	Resignation	11/1/2024	3.9 mos.
Sparks, Darcy	SPED Life Skills PARA, .875 FTE, SPED D02, \$21.50/hr., MDLK, 9.25 mos.	Resignation	10/30/2024	6.6 mos.
Timmer, Tasha	Discretionary PARA, .050 FTE, B04, \$17.90/hr., SPED PARA, .625 FTE, SPED D04, \$19.25/hr., LONG, 9.25 mos.	Resignation	12/4/2024	3.1
Vandyk, Elaine	Secretary/Receptionist, 1.0 FTE, D17, \$21.28/hr., CJMS, 9.25 mos.	Retirement	1/31/2025	16.47
Valencia, Hugo	Custodian, .75 FTE, G02, \$21.61/hr., MDLK, 12 mos.	Resignation	10/8/2024	4.75 mos.

Changes and Revisions in Contracts (Certified)

Name	From	To	Effective	Reason
Advincula, Tawny	Behavioral Support Specialist, .50 FTE, BA(M)+60, Step 18, \$37,474, MOST	Behavioral Support Specialist, .50 FTE, BA(M)+75, Step 18, \$39,884.50, MOST	8/28/2024	Step Up
Amende, Jessica	MS Teacher, 1.0 FTE, BA(M)+75, Step 7, \$67,972, SMS	MS Teacher, 1.0 FTE, BA(M)+90, Step 7, \$69,845, SMS	8/28/2024	Step Up
Amico, Gabrielle	SPED Teacher, 1.0 FTE, BA, Step 6, \$54,209, SMS	SPED Teacher, 1.0 FTE, BA(M)+60, Step 6, \$64,602, SMS	8/27/2024	Step Up
Babcock, Trista	MS Teacher, 1.0 FTE, BA(M)+90, Step 15, \$81,689, CJMS	MS Teacher, 1.0 FTE, BA(M)+105, Step 15, \$83,608, SMS	8/28/2024	Step Up
Butterfield, Tanner	SPED Teacher, 1.0 FTE, BA(M)+75, Step 6, \$66,474, CJMS	SPED Teacher, 1.0 FTE, BA(M)+90, Step 6, \$68,394, CJMS	8/28/2024	Step Up
Carroll, Mona	FCS Teacher, 1.0 FTE, BA+30, Step 11, \$60,951, CJMS	FCS Teacher, 1.0 FTE, BA+45, Step 11, \$67,270, CJMS	8/28/2024	Step Up
Carter, Alli	HE Teacher, 1.0 FTE, BA(M)+75, Step 10, \$72,373, GHS	HE Teacher, 1.0 FTE, BA(M)+90, Step 10, \$74,292, GHS	8/28/2024	Step Up
Chandler, Hunter	HE Teacher, 1.0 FTE, BA+60, Step 9, \$66,194, GHS	HE Teacher, 1.0 FTE, BA+90, Step 9, \$69,985, GHS	8/28/2024	Step Up
Chapman, Bradi	Kindergarten Teacher, 1.0 FTE, BA, Step 7, \$54,209, EMDI	Kindergarten Teacher, 1.0 FTE, BA(M)+45, Step 7, \$64,181, EMDI	8/28/2024	Step Up
Colombo, Jay	MS Teacher, 1.0 FTE, BA+90, Step 11, \$72,935, SMS	MS Teacher, 1.0 FTE, BA(M)+105, Step 11, \$77,663, SMS	8/28/2024	Step Up
Croghan, Sara	Music Teacher, 1.0 FTE, BA(M)+60, Step 12, \$73,450, WHIT	Music Teacher, 1.0 FTE, BA(M)+75, Step 12, \$75,369, WHIT	8/28/2024	Step Up
Curey, Colter	Art Teacher, 1.0 FTE, BA+90, Step 8, \$68,534, GHS	Art Teacher, 1.0 FTE, BA(M)+105, Step 8, \$73,262, GHS	8/28/2024	Step Up
Davis, Sarelle	Elementary Teacher, 1.0 FTE, BA(M)+45, Step 3, \$58,235, IRVG	Elementary Teacher, 1.0 FTE, BA(M)+90, Step 3, \$63,947, IRVG	8/28/2024	Step Up
Defrance, Amy	Elementary Teacher, 1.0 FTE, BA(M)+60, Step 6, \$64,602, HYL T	Elementary Teacher, 1.0 FTE, BA(M)+90, Step 6, \$68,394, HYL T	8/28/2024	Step Up
Doolittle, Josephine	T&I Teacher, 1.0 FTE, BA, Step 3, \$49,762, BHS	T&I Teacher, 1.0 FTE, BA+30, Step 3, \$53,554, BHS	8/28/2024	Step Up
Duckworth, Kai	SPED Teacher, 1.0 FTE, BA, Step 2, \$48,311, WDS	SPED Teacher, 1.0 FTE, BA+60, Step 2, \$55,848, WDS	8/27/2024	Step Up

**Bozeman Public Schools
Human Resources**

November 11, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Certified) (con't)

Name	From	To	Effective	Reason
Ely, Sierra	Elementary Teacher, 1.0 FTE, BA+15, Step 9, \$57,580, IRVG	Elementary Teacher, 1.0 FTE, BA+75, Step 9, \$68,113, IRVG	8/28/2024	Step Up
Erdmann, Meghan	SPED Teacher, 1.0 FTE, BA(M)+45, Step 5, \$61,231, BHS	SPED Teacher, 1.0 FTE, BA(M)+60, Step 5, \$63,104, BHS	8/28/2024	Step Up
Fikes, Sharon	Elementary Teacher, 1.0 FTE, BA, Step 2, \$48,311, IRVG	Elementary Teacher, 1.0 FTE, BA+45, Step 2, \$53,975, IRVG	8/27/2024	Step Up
Flanagan, Angelia	MS Teacher, 1.0 FTE, BA+15, Step 7, \$57,580, SMS	MS Teacher, 1.0 FTE, BA(M)+45, Step 7, \$64,181, SMS	8/28/2024	Step Up
Goffe, Anna	Elementary Teacher, 1.0 FTE, BA+15, Step 2, \$50,184, MDLK	Elementary Teacher, 1.0 FTE, BA(M)+60, Step 2, \$58,657, MDLK	8/27/2024	Step Up
Goodman, Heidi	Kindergarten Teacher, 1.0 FTE, BA(M)+75, Step 16, \$79,769, MDLK	Kindergarten Teacher, 1.0 FTE, BA(M)+105, Step 16, \$85,059, MDLK	8/28/2024	Step Up
Graff, Jessica	Music Teacher, 1.0 FTE, BA+15, Step 13, \$57,580, LONG	Music Teacher, 1.0 FTE, BA(M)+45, Step 13, \$70,079, LONG	8/28/2024	Step Up
Haskins, Kelly	MS Teacher, 1.0 FTE, BA(M)+60, Step 16, \$74,948, SMS	MS Teacher, 1.0 FTE, BA(M)+75, Step 16, \$79,769, SMS	8/28/2024	Step Up
Herbst, Alyssa	HE Teacher, 1.0 FTE, BA(M)+45, Step 13, \$70,079, HYL T	HE Teacher, 1.0 FTE, BA(M)+90, Step 13, \$78,739, HYL T	8/28/2024	Step Up
Heusel, Joanne	Librarian, 1.0 FTE, BA(M)+90, Step 18, \$84,638, BHS	Librarian, 1.0 FTE, BA(M)+105, Step 18, \$89,413, BHS	8/28/2024	Step Up
Higgins, Michelle	Librarian, 1.0 FTE, BA(M)+60, Step 15, \$74,948, HAWT	Librarian, 1.0 FTE, BA(M)+75, Step 15, \$79,769, HAWT	8/28/2024	Step Up
Higgins, Patrick	Drama Teacher, 1.0 FTE, BA(M)+60, Step 13, \$74,948, SMS	Drama Teacher, 1.0 FTE, BA(M)+75, Step 13, \$76,820, SMS	8/28/2024	Step Up
Hoff, Lars	Elementary Teacher, 1.0 FTE, BA(M)+75, Step 13, \$76,820, HAWT	Elementary Teacher, 1.0 FTE, BA(M)+90, Step 13, \$78,739, HAWT	8/28/2024	Step Up
Holsinger, Lynn	English Teacher, 1.0 FTE, BA(M)+45, Step 11, \$70,079, GHS	English Teacher, 1.0 FTE, BA(M)+60, Step 11, \$71,998, GHS	8/28/2024	Step Up
Holt, Molly	Kindergarten Teacher, 1.0 FTE, BA, Step 4, \$51,260, MDLK	Kindergarten Teacher, 1.0 FTE, BA+15, Step 4, \$53,133, MDLK	8/28/2024	Step Up
Hood, Amy	Elementary Teacher, 1.0 FTE, BA(M)+90, Step 18, \$84,638, LONG	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 18, \$89,413, LONG	8/28/2024	Step Up
Horton, Shannon	Social Studies Teacher, .330 FTE, English Teacher, .335 FTE, BHS, English Teacher, .335 FTE, Bridger Alternative, BA(M)+60, Step 9, \$69,002	Social Studies Teacher, .330 FTE, English Teacher, .335 FTE, BHS, English Teacher, .335 FTE, Bridger Alternative, BA(M)+75, Step 9, \$70,922	8/28/2024	Step Up
Jantzen, Laura	Guidance Counselor, 1.0 FTE, BA(M)+75, Step 12, \$75,369, GHS	Guidance Counselor, 1.0 FTE, BA(M)+105, Step 12, \$79,161, GHS	8/28/2024	Step Up
Johnson, Jeremiah	MS Teacher, 1.0 FTE, BA(M)+90, Step 3, \$63,947, SMS	MS Teacher, 1.0 FTE, BA(M)+105, Step 3, \$65,866, SMS	8/27/2024	Step Up
Jordan, Karen	Spanish Teacher, 1.0 FTE, BA(M)+75, Step 9, \$70,922, GHS	Spanish Teacher, 1.0 FTE, BA(M)+105, Step 9, \$74,714, GHS	8/28/2024	Step Up
Kasser, Nicholas	MS Teacher, 1.0 FTE, BA(M)+45, Step 6, \$62,683, CJMS	MS Teacher, 1.0 FTE, BA(M)+75, Step 6, \$66,474, CJMS	8/27/2024	Step Up

**Bozeman Public Schools
Human Resources**

November 11, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Certified) (con't)

Name	From	To	Effective	Reason
Keeney, David	SPED Teacher, 1.0 FTE, BA(M)+75, Step 2, \$60,576, GHS	SPED Teacher, 1.0 FTE, BA(M)+105, Step 2, \$64,368, GHS	8/28/2024	Step Up
Kimble, Jill	Speech Path, .80 FTE, GHS/LONG, .20 FTE, GHS, BA(M)+60, Step 16, \$73,585.31	Speech Path, .80 FTE, GHS/LONG, .20 FTE, GHS, (effective 9/23/24) BA(M)+75, Step 16, \$78,317.90	8/28/2024	Step Up
Koschnick, Christy	Elementary Teacher, 1.0 FTE, BA(M)+75, Step 17, \$79,769, HAWT	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 17, \$86,557, HAWT	8/28/2024	Step Up
Lindlau, Felicia	Elementary Teacher, 1.0 FTE, BA, Step 3, \$49,762, IRVG	Elementary Teacher, 1.0 FTE, BA+90, Step 3, \$61,138, IRVG	8/28/2024	Step Up
Lister, Coreene	MS Teacher, 1.0 FTE, BA(M)+75, Step 18, \$79,769, CJMS	MS Teacher, 1.0 FTE, BA(M)+105, Step 18, \$89,413, CJMS	8/28/2024	Step Up
Lovgren, Megan	Science Teacher, 1.0 FTE, BA(M)+60, Step 7, \$66,053, GHS	Science Teacher, 1.0 FTE, BA(M)+75, Step 7, \$67,972, GHS	8/28/2024	Step Up
Mansfield, Ashley	SPED Teacher, 1.0 FTE, BA(M)+60, Step 8, \$67,551, SMS	SPED Teacher, 1.0 FTE, BA(M)+75, Step 8, \$69,424, SMS	8/27/2024	Step Up
Martin, Talia	MS Teacher, 1.0 FTE, BA(M)+75, Step 18, \$79,769, CJMS	MS Teacher, 1.0 FTE, BA(M)+90, Step 18, \$84,638, CJMS	8/28/2024	Step Up
Mathias, Sarah	SPED Teacher, 1.0 FTE, BA(M)+75, Step 10, \$72,373, WDS	SPED Teacher, 1.0 FTE, BA(M)+105, Step 10, \$76,212, WDS	8/28/2024	Step Up
Maurer, Michelle	Music Teacher, .40 FTE, GHS, .60 FTE, MDLK, BA(M)+60, Step 9, \$69,002	Music Teacher, .40 FTE, GHS, .60 FTE, MDLK, BA(M)+75, Step 9, \$70,922	8/28/2024	Step Up
Merriman, Steve	Music Teacher, .50 FTE, GHS, .50 FTE, BHS, BA(M)+75, Step 18, \$79,769	Music Teacher, .50 FTE, GHS, .50 FTE, BHS, BA(M)+90, Step 18, \$84,638	8/28/2024	Step Up
Miller Nehring, Sarah	ML/EL Teacher, 1.0 FTE, BA+75, Step 6, \$63,666, MDLK	ML/EL Teacher, 1.0 FTE, BA(M)+105, Step 6, \$70,313, MDLK	8/27/2024	Step Up
Millet, Sarah	Elementary Teacher, 1.0 FTE, BA, Step 6, \$54,209, EMDI	Elementary Teacher, 1.0 FTE, BA+30, Step 6, \$58,001, EMDI	8/27/2024	Step Up
Mitchell, Brian	Guidance Counselor, 1.0 FTE, BA(M)+90, Step 13, \$78,739, CJMS	Guidance Counselor, 1.0 FTE, BA(M)+105, Step 13, \$80,659, CJMS	8/28/2024	Step Up
Morani, Emily	Guidance Counselor, .75 FTE, EMDI, .25 FTE, MDLK, BA(M)+90, Step 5, \$66,896	Guidance Counselor, .75 FTE, EMDI, .25 FTE, MDLK, BA(M)+105, Step 5, \$68,815	8/28/2024	Step Up
Morris, Jonathan	HE Teacher, 1.0 FTE, BA(M)+60, Step 16, \$74,948, MDLK	HE Teacher, 1.0 FTE, BA(M)+90, Step 16, \$83,140, MDLK	8/28/2024	Step Up
Newman, Kyle	English Teacher, 1.0 FTE, BA(M)+60, Step 9, \$69,002, GHS	English Teacher, 1.0 FTE, BA(M)+75, Step 9, \$70,922, GHS	8/28/2024	Step Up
Obstar, Timothy	T&I Teacher, 1.0 FTE, BA+60, Step 4, \$58,797, GHS	T&I Teacher, 1.0 FTE, BA(M)+60, Step 4, \$61,606, GHS	8/28/2024	Step Up
Parsons, Sierra	SPED Teacher, 1.0 FTE, BA(M)+75, Step 18, \$79,769, BHS	SPED Teacher, 1.0 FTE, BA(M)+90, Step 18, \$84,638, BHS	8/28/2024	Step Up
Peck, Alexandra	MS Teacher, 1.0 FTE, BA(M)+90, Step 7, \$69,845, CJMS	MS Teacher, 1.0 FTE, BA(M)+105, Step 7, \$71,764, CJMS	8/28/2024	Step Up

**Bozeman Public Schools
Human Resources**

November 11, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Certified) (con't)

Name	From	To	Effective	Reason
Phillips, Margaret	Music Teacher, 1.0 FTE, BA(M)+60, Step 10, \$70,500, CJMS	Music Teacher, 1.0 FTE, BA(M)+75, Step 10, \$72,373, CJMS	8/28/2024	Step Up
Richards, Mary	Kindergarten Teacher, 1.0 FTE, BA+30, Step 7, \$59,453, HYL T	Kindergarten Teacher, 1.0 FTE, BA(M)+45, Step 7, \$64,181, HYL T	8/28/2024	Step Up
Roed, Jason,	Math Teacher, 1.0 FTE, BA(M)+45, Step 10, \$68,628, GHS	Math Teacher, 1.0 FTE, BA(M)+60, Step 10, \$70,500, GHS	8/28/2024	Step Up
Ruffcorn, Jeffrey	Music Teacher, .20 FTE, CJMS, .80 FTE, GHS, BA, Step 10, \$54,209	Music Teacher, .20 FTE, CJMS, .80 FTE, GHS, BA(M)+45, Step 10, \$68,628	8/28/2024	Step Up
Ruh, Christiana	German Teacher, 1.0 FTE, BA, Step 2, \$48,311, GHS	German Teacher, 1.0 FTE, BA+15, Step 2, \$50,184, GHS	8/27/2024	Step Up
Schultz, Jessica	Elementary Teacher, .50 FTE, Librarian, .50 FTE, BA(M)+45, Step 12, \$70,079, MDLK	Elementary Teacher, .50 FTE, Librarian, .50 FTE, BA(M)+60, Step 12, \$73,450, MDLK	8/28/2024	Step Up
Schwartz, Beth	Kindergarten Teacher, 1.0 FTE, BA(M)+45, Step 6, \$62,683, EMDI	Kindergarten Teacher, 1.0 FTE, BA(M)+60, Step 6, \$64,602, EMDI	8/28/2024	Step Up
Schwartz, Karl	TOSA - Career Outreach, 1.0 FTE, BA(M)+75, Step 17, \$79,769, CURR	TOSA - Career Outreach, 1.0 FTE, BA(M)+90, Step 17, \$84,638, CURR	8/28/2024	Step Up
Sharp, Hannah	Elementary Teacher, 1.0 FTE, BA+15, Step 6, \$56,082, MOST	Elementary Teacher, 1.0 FTE, BA(M)+45, Step 6, \$62,683, MOST	8/28/2024	Step Up
Shaw, Ryan	Science Teacher, 1.0 FTE, BA+15, Step 9, \$57,580, GHS	SPED Teacher, 1.0 FTE, BA+45, Step 9, \$64,321, GHS	8/28/2024	Step Up
Shephard, Luc	SPED Teacher, 1.0 FTE, BA(M)+90, Step 1, \$60,997, CJMS	SPED Teacher, 1.0 FTE, BA(M)+105, Step 1, \$62,917, CJMS	8/26/2024	Step Up
Shonkwiler, Tonya	SPED Teacher, 1.0 FTE, BA(M)+90, Step 18, \$84,638, CJMS	SPED Teacher, 1.0 FTE, BA(M)+105, Step 18, \$89,413, CJMS	8/28/2024	Step Up
Solyst, Shannon	MS Teacher, 1.0 FTE, BA+45, Step 11, \$67,270, CJMS	MS Teacher, 1.0 FTE, BA+75, Step 11, \$71,062, CJMS	8/28/2024	Step Up
Stoker, Ashley	SPED Teacher, 1.0 FTE, BA(M)+60, Step 9, \$69,002, EMDI	SPED Teacher, 1.0 FTE, BA(M)+90, Step 9, \$72,794 EMDI	8/28/2024	Step Up
Stone, Mary	Intervention Teacher, 1.0 FTE, BA+60, Step 18, \$72,139, CJMS	Intervention Teacher, 1.0 FTE, BA+75, Step 18, \$76,961, CJMS	8/28/2024	Step Up
Stratman, Joanna	ABLE Teacher, 1.0 FTE, BA(M)+60, Step 13, \$74,948, ADED	ABLE Teacher, 1.0 FTE, BA(M)+75, Step 13, \$76,820, ADED	8/28/2024	Step Up
Sullivan, Olivia	Guidance Counselor, 1.0 FTE, BA(M)+75, Step 8, \$69,424, GHS	Guidance Counselor, 1.0 FTE, BA(M)+90, Step 8, \$71,343, GHS	8/28/2024	Step Up
Tilton, Rachel	Social Studies Teacher, 1.0 FTE, BA+30, Step 4, \$55,052, GHS	Social Studies Teacher, 1.0 FTE, BA(M)+45, Step 4, \$59,733, GHS	8/28/2024	Step Up
Tolzien, Emma	Elementary Teacher, 1.0 FTE, BA, Step 5, \$52,711, HYL T	Elementary Teacher, 1.0 FTE, BA+15, Step 5, \$54,631, HYL T	8/28/2024	Step Up
Todd, Christine	SPED Teacher, 1.0 FTE, BA(M)+60, Step 7, \$66,053, BHS	SPED Teacher, 1.0 FTE, BA(M)+90, Step 7, \$69,845, BHS	8/28/2024	Step Up
Walthall, Jacqueline	Kindergarten Teacher, 1.0 FTE, BA+30, Step 10, \$60,951, MOST	Kindergarten Teacher, 1.0 FTE, BA+45, Step 10, \$65,819, MOST	8/28/2024	Step Up
Woods, Kathryn	Elementary Teacher, 1.0 FTE, BA(M)+60, Step 12, \$73,450, HAWT	Elementary Teacher, 1.0 FTE, BA(M)+75, Step 12, \$75,369, HAWT	8/28/2024	Step Up

**Bozeman Public Schools
Human Resources**

November 11, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Certified) (con't)

Name	From	To	Effective	Reason
Wootan, Kamie	MS Teacher, 1.0 FTE, BA(M)+45, Step 3, \$58,235, CJMS	MS Teacher, 1.0 FTE, BA(M)+90, Step 3, \$63,947, CJMS	8/27/2024	Step Up

Changes and Revisions in Contracts (Professional)

Name	From	To	Effective	Reason
Dejarlais, Ryan	Computer Specialist, 1.0 FTE, H15, \$26.46/hr., TECH, 12 mos.	Lead Tech/Project Manager, 1.0 FTE, Professional, \$42,524.80, TECH, 12 mos.	10/1/2024	Internal Transfer
Gillespie, Matthew	IT Support Specialist, 1.0 FTE, H02, \$21.64/hr., TECH, 12 mos.	Server Systems & Cyber Security Tech, 1.0 FTE, Professional, \$37,449.76, TECH, 12 mos.	10/1/2024	Internal Transfer

Changes and Revisions in Contracts (Classified)

Name	From	To	Effective	Reason
Allen, Christopher	Custodian, .75 FTE, G05, \$22.87/hr., MDLK, 12 mos.	Custodian, 1.0 FTE, G05, \$22.87/hr., MDLK, 12 mos.	8/26/2024	Increase in FTE/Hrs.
Gohde, Scott	Transportation PARA, .0625 FTE, B05, \$18.08/hr., SPED PARA, .5625 FTE, SPED D05, \$19.44/hr., SPED LS PARA, .25 FTE, SPED LS D05, \$22.44/hr., HYL, 9.25 mos.	Transportation PARA, .0313 FTE, B05, \$18.08/hr., SPED PARA, .7813 FTE, SPED D05, \$19.44/hr., EMDI, 9.25 mos.	10/7/2024	Internal Transfer, Decrease in FTE/Hrs.
Holland, Kelli	Discretionary PARA, .25 FTE, B03, \$17.72/hr., Guidance Secretary, .75 FTE, F03, \$19.99/hr., SMS, 9.25 mos.	Guidance Secretary, .75 FTE, F03, \$19.99/hr., SMS, 9.25 mos.	10/9/2024	Termination of Assignment, Decrease in FTE/Hrs.
Jenkins, Rosalind	Custodian, 1.0 FTE, G05, \$22.87/hr., GHS, 12 mos.	Head Custodian, 1.0 FTE, G05, \$24.57/hr., WILL, 12 mos.	10/14/2024	Internal Transfer, Increase in Payrate
Rehbein, Kathleen	SPED PARA, .8125 FTE, SPED D12, \$20.85/hr., HYL, 9.25 mos.	SPED Life Skills PARA, .0625 FTE, SPED LS D12, \$23.85/hr., SPED PARA, .8125 FTE, SPED D12, \$20.85/hr., HYL, 9.25 mos.	10/14/2024	Additional Assignment, Increase in FTE/Hrs.
Shea, Shannon	Transportation PARA, .0313 FTE, B06, \$18.26/hr., SPED PARA, .875 FTE, SPED D06, \$19.64/hr., LONG, 9.25 mos.	SPED PARA, .8438 FTE, SPED D06, \$19.64/hr., LONG, 9.25 mos.	10/14/2024	Termination of Assignment, Decrease in FTE/Hrs.

Stipends - Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Aytes, Logan	Club - MUN - Head - GHS	\$2,317.00	5	2024-2025
Bakken, Matt	Club - SkillsUSA & Woodworking - GHS	\$3,474.00	4	2024-2025
Banister, Deanna	Raptor Theater Company - Head - GHS	\$3,474.00	3	2024-2025
Beckett, Sean	Weight Room Supervisor - Fall - BHS (Longevity)	\$2,409.68	5	8/1/24 - 11/30/24
Biasotti, Matt	Club - Art - GHS	\$3,474.00	4	2024-2025
Bradbury, J. Glenn	Club - TSA-Engineering - GHS (Longevity)	\$2,409.68	5	2024-2025
Chamberlain, Gordon	Club - Computer - SMS (Longevity)	\$844.56	7	2024-2025
Chamberlain, Gordon	Club - LEGO Robotics - SMS (Longevity)	\$2,618.21	5	2024-2025
Chilton, Ashley	Club - Prom Advisor - BHS	\$782.00	7	2024-2025
Curey, Tanner	Club - DECA/PBA - BHS (Longevity)	\$3,612.96	4	2024-2025
Doe-Stephens, Aimee	Club - Science, Outdoors & Recreation - CJMS (Longevity)	\$1,593.00	6	2024-2025

**Bozeman Public Schools
Human Resources**

November 11, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Doolittle, Josephine	All Class Officer - BHS	\$1,475.00	6	2024-2025
Doolittle, Josephine	Student Council & Class Advisor - BHS	\$2,317.00	5	2024-2025
Doolittle, Josephine	Club - SkillsUSA - BHS (.5)	\$1,737.00	4	2024-2025
Doombos, Kace	Club - Yearbook - SMS (Longevity)	\$1,534.00	6	2024-2025
Drahos, Dawn	Club - HOSA - GHS (.5) (Longevity)	\$1,251.18	5	2024-2025
Duncan, Allison	Student Council - 6th Gr. - CJMS (Longevity)	\$1,666.75	6	2024-2025
Evenhuis, Beth	Club - FCCLA - BHS	\$2,317.00	5	2024-2025
Fisher, Heather	Club - Forensics - CJMS (Longevity)	\$1,593.00	6	2024-2025
Greiner, Katie	Club - Prom Advisor - GHS (Longevity)	\$813.28	7	2024-2025
Guttormson, Maggie	Student Council - 8th Gr - SMS	\$1,475.00	6	2024-2025
Gutzman, Daniel	Club - Science & Science Olympiad - GHS (Longevity)	\$2,618.21	5	2024-2025
Harper, Noelle	Club - Native American - GHS	\$1,475.00	6	2024-2025
Harper, Noelle	Club - SAGA - GHS (Longevity)	\$1,534.00	6	2024-2025
Harper, Noelle	Tech Mentor - GHS	\$1,475.00	6	2024-2025
Herbst, Alyssa	Fall Intramurals - Volleyball - HYL T (Longevity)	\$813.28	7	9/19/24 - 10/29/24
Heusel, Joanne	Tech Mentor - BHS (.5)	\$737.50	6	2024-2025
Hodges, Maura	Speech & Debate - Asst. Coach - GHS (.5)	\$2,160.50	3	10/1/24 - 1/29/25
Hoffman, Patrick	Club - Art - Asst. - BHS (Longevity)	\$1,740.50	6	2024-2025
Holland, Dana	Club - Spanish - BHS (.5) (Longevity)	\$757.00	6	2024-2025
Jackson, Shelby	Club - MUN - Asst. - GHS	\$1,475.00	6	2024-2025
King, Felicia	Club - HOSA - GHS (.5)	\$1,158.50	5	2024-2025
Knodel, Shannon	Club - HOSA - BHS (Longevity)	\$2,409.68	5	2024-2025
Martin, Talia	Club - Yearbook - CJMS (.5) (Longevity)	\$796.50	6	2024-2025
McCutcheon, Latrell	Football - Asst. Coach - BHS (.5)	\$2,160.00	3	8/1/24 - 11/30/24
McGeehan, Miles	Club - Science & Science Olympiad - BHS	\$2,317.00	5	2024-2025
McKelvy, Kevin	Club - German - BHS (Longevity)	\$1,534.00	6	2024-2025
Mitchell, Lauren	Club - Forensics - SMS (.75) (Longevity)	\$1,150.50	6	2024-2025
Mollgaard, Justin	Club - Archery - SMS (Longevity)	\$1,534.00	6	2024-2025
Morgan, Riley	Club - Partners - GHS	\$1,475.00	6	2024-2025
Morris, Jonathan	Fall Intramurals - Tag Rugby - MDLK	\$782.00	7	9/23/24 - 10/30/24
Newman, Kyle	Class Advisor - CoAdvisor - GHS (.5) (Longevity)	\$757.00	6	2024-2025
Newman, Kyle	Student Council - CoAdvisor - GHS (.5) (Longevity)	\$1,204.84	5	2024-2025
Ottey, Chris	Club - Outdoors - SMS (Longevity)	\$2,502.36	5	2024-2025
Pope, Sarah	Fall Intramurals - Volleyball - HYL T	\$782.00	7	9/19/24 - 10/29/24
Ringer, Bethany	Club - FCCLA - GHS (Longevity)	\$2,409.68	5	2024-2025
Robison, Heidi	Club - Project X^2 - BHS	\$1,475.00	6	2024-2025
Rooney, Tim	Club - Art - SMS (Longevity)	\$1,534.00	6	2024-2025
Ruh, Christina	Club - German - GHS	\$1,475.00	6	2024-2025
Schmitt, McKenzie	Volleyball - Asst. Coach - BHS	\$4,321.00	3	8/1/24 - 11/30/24
Sgamma, Katie	Club - Partners - BHS	\$1,475.00	6	2024-2025
Swinford, Michelle	Club - Airie/Yearbook - BHS	\$3,474.00	4	2024-2025
Tetrault, Jenny	Tech Mentor - WHIT (Longevity)	\$1,666.75	6	2024-2025
Vidmar, Hailey	Club - Art - Head - BHS	\$3,474.00	4	2024-2025

**Bozeman Public Schools
Human Resources**

November 11, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Warn, Elaine	Club - Newspaper - Raptor Report - GHS	\$4,321.00	3	2024-2025
Warren, Christina	Club - Forensics - SMS (.25)	\$368.75	6	2024-2025
Wesche, Abbey	Weight Room Supervisor - Fall - BHS	\$2,317.00	5	8/1/24 - 11/30/24
Wood, Aaron	Football - 7th Gr Coach - SMS	\$1,475.00	6	8/28/24 - 10/16/24
Wootan, Kamie	Student Council - 8th Gr - CJMS (.5)	\$737.50	6	2024-2025

Stipends - Not Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Babcock, Triista	Homebound Teacher for MS Student - SPED (Up to 10 hrs./week) (Hrly. Rate)	\$36.07		10/31/24 - 6/30/25
Gossack, Stephanie	Heritage Christian Private Tutor (Hrly. Rate)	\$25.00		2024-2025
Hays, Jessica	Terminal Degree - BHS	\$2,000.00		2024-2025
Holmquist, Wes	MTDA - Sports Officiating - Fall 2024 - Section 1	\$4,572.60		Fall 2024
Houston, Todd	MTDA - Health - Fall 2024 - Section 3	\$2,420.79		Fall 2024
Houston, Todd	MTDA - MS Health - Fall 2024 - Section 1	\$1,479.33		Fall 2024
Jones, Sara	SPED Coordinator Stipend - SPED	\$1,500.00		2024-2025
Lundberg, Jana	Heritage Christian Private Tutor (Hrly. Rate)	\$22.00		2024-2025
Maddock, Patty	MTDA - MS Language Arts 6A - Fall 2024 - Section 1	\$1,479.33		Fall 2024
McGeehan, Miles	Department Head - Science - BHS	\$3,000.00		2024-2025
Neely, Carl	Dean of Students - BHS	\$1,500.00		2024-2025
Nelson, Ryan	MTDA - Sports Officiating - Fall 2024 - Section 2	\$4,169.16		Fall 2024
Pummel, Mary Beth	Terminal Degree - BHS	\$2,000.00		2024-2025
Pummel, Mary Beth	SPED Coordinator Stipend - SPED	\$1,500.00		2024-2025
Steckleberg, Hollie	Travel Stipend - 2 sites (WHIT/HAWT)	\$325.00		2024-2025
Tranel, Jennie	Gate Coordinator - BHS	\$4,000.00		2024-2025
Wallner-Drake, Amy	MTDA - AP Human Geography A - Fall 2024 - Section 1	\$2,555.25		Fall 2024
Warn, Elaine	Gate Coordinator - GHS	\$4,000.00		2024-2025
Wesche, Abbey	MTDA - Personal Finance - Fall 2024 - Section 3	\$2,958.75		Fall 2024



Meeting Date:	November 11, 2024
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 the [Financial Reports](#), Warrant Listing, 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. October 2024 warrants are as follows: Operational warrants were \$1,992,133.24; net Payroll, taxes and deductions were \$5,537,635.66; Warrants disbursed for October 2024 were \$7,529,768.90.

Investment of District Funds in accordance with State law as of:	<u>September 30, 2024</u>
Gallatin County Investment Pool	\$1,891,493.77
First Interstate Bank Investment Pool	\$19,773,613.57
STIP Investment Pool	\$5,723,460.29
First Security Investment	\$13,689,195.24
<u>Nonexpendable Endowment (D.A. Davidson)</u>	<u>\$967,723.86</u>
Total District cash and investments	<u>\$42,045,486.73</u>

First Security Bank notified the District that they are no longer able to support the terms of our investment account with them. As a result, the funds in that account were transferred to the District's STIP Investment Pool account in October. The Board's approval is now requested to proceed with the account closure at First Security Bank.

The Gallatin County September bank statement was not received in time for the September financial reports. Therefore, any county interest payments received in September are not included in this reconciliation. As a result, the reported cash and revenue balances may be understated and will not fully reflect the actual financial status until the final reports are received.

Fiscal Impact:

Refer to attached report.

Superintendent's Recommendation:

It is recommended the Board of Trustees approve the [Financial Reports](#), warrant listing, [Donations](#), and closure of the First Security Bank investment account as presented.

Other Alternatives:

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



Meeting Date:	November 11, 2024
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.3
Originated By:	Casey Bertram, Superintendent
Others Involved:	Marilyn King and Mike Van Vuren, Deputy Superintendents

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider approval of high school and middle school out-of-state and out-of-country field trips

Facts & Discussion:

1. On an annual basis, the Board receives a list of possible high school and middle school field trips. Because some out-of-state trips are determined as a result of competitions it is difficult to provide advance estimates and exact locations for all trips listed.

Bozeman/Gallatin High School

Senior Trip to Lagoon, Utah or Silverwood, Idaho

School Club trips

Co-curricular out-of-state and out-of-country trips for educational and competition purposes

Curricular trips to Yellowstone National Park or to sites pertinent to content standards

Various trips for Band, Orchestra, Choir and Art

Chief Joseph/Sacajawea Middle School:

Various trips for Band, Orchestra, and Choir

Co-curricular out-of-state and out-of-country trips for educational and competition purposes

Curricular trips to Yellowstone National Park or to sites pertinent to content standards

Fiscal Impact:

N/A

Superintendent's Recommendation:

It is recommended that the revised list of 2025-26 high school and middle school trips be approved as submitted with the understanding that trips may be canceled or postponed at the discretion of the district administration or trip organizer.

Other Alternatives:

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



Meeting Date:	November 11, 2024
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.4
Originated By:	Mike Waterman, Executive Director of Business and Operations
Others Involved:	Lacy Clark, Director of Business Services

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of [MTSUIP Multi-District Participation Agreement](#)

Facts:

1. The Bozeman School District participates in the Montana Schools’ Unemployment Insurance Program (MTSUIP). As the name implies, MTSUIP is a group of Montana Schools that pool their unemployment insurance. The District has been participating in the program since 1996.
2. Current MTSUIP member agreements are 30 years old and now obsolete. MTSUIP Bylaws were revised and approved by the membership effective July 1, 2024. To be aligned with the Bylaw changes, new participation agreements are required of the MTSUIP membership.
3. The agreement repeatedly uses the term ‘transfer’ to describe the premiums the District pays to the program. The term ‘transfer’ has a specific accounting meaning and is different from an ‘expenditure’, which is the correct term for unemployment insurance premiums—and how we have historically accounted for those costs. Administration discussed the matter with MTSBA legal counsel and has been assured that the proposed agreement was not intended to change the accounting treatment of the premiums. Following that discussion, Administration is comfortable proceeding with the agreement despite the technicality. If approved, premiums will continue to be coded as expenditures, not as ‘transfers’ as the agreement implies.
4. OPI approval for payments made from the District’s Miscellaneous Program Fund to this agreement has been obtained as required by 20-9-704(2), MCA.
5. The proposed Multidistrict Agreement expires on June 30, 2027.

Fiscal Impact:

No changes or additional costs are expected as a result of this agreement. Our current rate for unemployment insurance is 0.32% of covered payroll costs.

Superintendent’s Recommendation:

It is recommended the Board enter into the [MTSUIP Multi-District Participation Agreement](#) as presented.

Other Alternatives:

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



Meeting Date:	November 11, 2024
Category:	Action Item - Consent - Elementary
Agenda Item #:	3.5.1
Originated By:	Lacy Clark, Director of Business Services
Others Involved:	Marilyn King and Mike Van Vuren, Deputy Superintendents; Karl Schwartz, Career Outreach Coordinator

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider approval of the [Elementary Advanced Opportunities Annual Report](#)

Facts:

1. The Montana Advanced Opportunity Act:
 - expands personalized career & technical education opportunities for middle and high school students;
 - reduces out-of-pocket costs for students and families in support of a student's post-secondary success;
 - empowers students to actively engage in forming post-secondary success that aligns with their individual interests, passions, strengths, needs, and culture; and
 - authorizes elected school boards to use advanced opportunity aid to invest in Montana students by supporting individualized pathways for career and post-secondary.
2. Bozeman School District #7 takes seriously its mission statement, "Bozeman Public Schools exist to a high-level learning for all students" With this in mind, the District reports on its efforts to support all students and families, paving the way to productive futures.
3. The annual report details the utilization of year to date spending of the \$63,959.49 in funding received through the Montana Advanced Opportunities grant for fiscal year 2024-25. The funds have been allocated for various out-of-pocket expenses for families and partial funding for a career outreach director, enhancing access to career and technical education.
4. The report summarizes the impact of these initiatives from 7/1/2024 - 10/31/2024 and outlines future goals to continue fostering personalized educational pathways.

Fiscal Impact:

\$0 fiscal year to date, \$63,959.49, per grant application

Superintendent's Recommendation:

It is recommended that the [Advanced Opportunities Annual Report](#) be approved as submitted.

Other Alternatives:

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



Meeting Date:	November 11, 2024
Category:	Action Item - Consent - Elementary District
Agenda Item #:	3.5.2
Originated By:	Casey Bertram, Superintendent
Others Involved:	Enrollment Office

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Nonresident Student

Facts and Discussion:

1. The 2023 Montana Legislature passed [HB203](#), which opens nonresident enrollment across Montana’s public schools. The application process for nonresident families wishing to attend a BSD7 school for the 2024-2025 school year was publicized on December 28, 2023 and enrollment applications were accepted through January 31, 2024. Information was provided on the [Enrollment Website](#).
2. Bozeman Public Schools Policy 3141/3141P describes the Nonresident Student Enrollment Policy and Procedures.
3. The District utilizes the [LRSP Open Enrollment Guidance Document](#) for the nonresident student enrollment process.
4. The application review process prioritizes the quality of education for residents, children of District employees, and siblings of current nonresident students.
5. Decisions will be made per [Policy 3141](#) and Section 20-3-320, MCA.
6. Policy 3141 states, “For planning purposes, late applications will be accepted only at the Superintendent or designee’s discretion and shall only be considered in extreme and extenuating circumstances.” The application recommended for approval via this agenda item meets the criteria of “extreme and extenuating circumstances” as well as the other screening areas described in the policy.
7. Approval is granted on a year-to-year basis.
8. The Superintendent and executive team have prepared [THIS](#) spreadsheet which includes de-identified information regarding the student who is recommended for approval.

Fiscal Impact:

Tuition receipts as determined by enrollment dates in accordance with HB203.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve the nonresident student application as presented.

Other Alternatives:

1. Do not approve the recommendation.



Meeting Date:	November 11, 2024
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.1.1
Originated By:	Casey Bertram, Superintendent
Others Involved:	Mike Waterman, Executive Director of Business and Operations; Lacy Clark, Director of Business Services

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Resolution Establishing District Legislative Priorities

Facts and Discussion:

1. On September 11, 2023, the Board of Trustees adopted three resolutions for consideration by the 2025 Montana Legislature.
2. On October 14, 2024 the Board revisited these resolutions in light of additional proposals being generated in Helena.

Fiscal Impact:

The outcomes of the 2025 legislative session will largely determine the District's funding structures for the 2025-26 and 2026-27 fiscal years.

Superintendent's Recommendation:

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

WHEREAS, [Article X of the Montana Constitution](#) establishes that the goal of the people is to establish a system of education which will develop the full educational potential of each person, vests authority over the public school system in the local Board of Trustees, and requires the Legislature to fund and distribute in an equitable manner to the school districts the state's share of the cost of the basic elementary and secondary school system, and

WHEREAS, [Article III Section 1 of the Montana Constitution](#) establishes a nondelegation principle, which prohibits one branch of government from giving another branch the power it is constitutionally authorized to exercise itself, and

WHEREAS, [20-9-309, MCA](#) defines a basic system of free quality public elementary and secondary schools, identifies educationally relevant factors, establishes school funding formula requirements, and creates a structure for legislative review, and

WHEREAS the Legislature has failed to fully fund actual inflation, leaving Montana public schools short by \$141 million, or roughly 10% of their general fund budgets, according to the Montana School Boards Association, and

WHEREAS cost of living challenges in our area have hampered the District's ability to attract and retain qualified educators and other personnel, and

WHEREAS districts across the state are facing significant budget shortfalls, a sign of structural inadequacies with the funding formula, which has become increasingly misaligned with the definition of quality, and

[Double Click to Return to Agenda](#)

WHEREAS, in September 2023, the Board of Trustees of the Bozeman School District adopted [three resolutions](#) for consideration by the 2025 legislature, and

WHEREAS multiple groups of legislators and education advocates have also started synthesizing ideas and proposing changes to Montana’s school funding formula, and

WHEREAS the Board of Trustees and local property taxpayers have expressed substantial concern about the increase in local property taxes, compounding the cost of living issues, and

WHEREAS [Article V Section 11 of the Montana Constitution](#) prohibits appropriations “for religious, charitable, industrial, educational, or benevolent purposes to any private individual, private association, or private corporation not under control of the state,” and

THEREFORE, BE IT RESOLVED THAT THE BOZEMAN PUBLIC SCHOOLS BOARD OF TRUSTEES:

1. Advocates for a funding formula better aligned to all aspects of the definition of free quality public education prescribed in 20-9-309, MCA as mandated in Article X of the Montana Constitution, specifically including addressing the identified inflationary shortfall, the needs of urban schools with high population density, and the ability of school districts to attract and retain qualified educators and other personnel.
2. Urges the Legislature to review the definition of quality education in 20-9-309, MCA to ensure it captures and accurately represents ALL of the services students, families, and community stakeholders expect public schools in the state to provide.
3. Encourages the legislature to explore and approve alternative tax and funding methods to relieve the upward trend of property taxes.
4. Opposes the implementation of any public-school voucher program or other school privatization effort that would allow state funds to be used for tuition or costs associated with private education in violation of the Montana Constitution.
5. Encourages our community to engage in meaningful and productive dialogue with their corresponding legislators about their responsibility to fulfill Article X of the Montana Constitution.

Other Alternatives:

1. Do not approve the recommendation.
2. Modify the recommended resolution.



Meeting Date:	November 11, 2024
Category:	Discussion Item
Agenda Item #:	5.1.1
Originated By:	Mike Waterman, Executive Director of Business & Operations
Others Involved:	Brittany Selvig, Support Services Supervisor

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Discuss Recommended Revisions to Policy 8205 - Food Service Meal Charge Policy

Facts:

1. The revisions are proposed to bring the policy in line with current protocol.
2. Consistent with policy and the requirement for two readings, the recommended changes to Policy #8205 will be included as a singular action consent item on a future board agenda.

Fiscal Impact:

N/A

NONINSTRUCTIONAL OPERATIONS

Policy 8205

Meal Accounts and Food Service Meal Charge Policy

Note: For the purpose of this policy, the term “parent” includes guardian, caretaker relative, and any adult responsible for the care of the child.

Meal Accounts~~Meal Charge Policy: Students~~Elementary & Middle School

Meal account monitoring is the responsibility of the parent and the child. The cashier is there for help. Children may ask for a balance at any time. ~~Students at the elementary and middle school level may pay cash for their meals at any time. Cash may be paid for a meal, even if the account has a negative balance at the time of that purchase.~~

~~Meals may be prepaid by the week, month, semester, school year, or at other times when needed by delivering cash or check to the student’s school or through the District’s online payment platform. Students are responsible for their own cash lunch money – the District will not replace stolen or lost cash. If a parent sends a check for a student meal account and the deposit does not appear on the student’s account, the parent may bring a photocopy of the redeemed check from the bank to the office and the account correction will be made promptly. If a copy of the redeemed check is not available, the deposit will not be replaced. The District recommends sending meal account deposits in a sealed envelope with the child’s full name, teacher’s name and their ID# on the outside of the envelope.~~

Meal Charge Policy: Students

~~When an elementary student has a negative balance in their account, the student will be allowed to charge up to the limit of \$5.00. When the limit of \$5.00 is reached, the student will be provided with an alternate meal (i.e. cheese sandwich and a milk). There will be no charge for this meal, and this meal will be provided until the student makes a payment on the account, which will bring the account below the \$5.00 limit. Lunch account monitoring is the responsibility of the parent and the child. The cashier is there for help. Children may ask for a balance at any time. If the parent allows the account to go into debt over \$5.00, the child loses the privilege of choosing their lunch choice and the alternative meal is provided for them. Deposit request letters will go out once per week, so please check with your child. Middle school students will not be provided with an alternate meal once their account is in debt over \$5.00. The student’s account will be charged for this meal but in no case will the student be refused a reimbursable meal because of an overdraft status. Students whose account is in an overdraft status may pay cash for non-reimbursable food items (such as a la carte and seconds) but may not charge those items until the overdraft has been cured. The District may attempt to collect on overdrawn accounts.~~

~~Students are responsible for their own cash lunch money – the school will not replace stolen or lost cash. Parents that send a check for the account and the check is lost or does not appear on the account, may bring in a photocopy of the check from the bank to the office if it has been cashed. Mistakes happen and if the check was cashed by our food service, corrections to the account will be made as soon as possible. If a photo copy is not available, the deposit will not be replaced. [Please send deposit money via check, if possible, (cash discouraged), in an envelope with the child’s full name, teacher’s name and their ID#.] It is strongly encouraged that parents use the online meal deposit service provided by the District.~~

High School

~~High school students will not be allowed to carry a negative balance.~~

Meal Charge Policy: Adults~~Meals~~

~~Adults are not allowed to charge meals or a la carte purchases, as per USDA policy regarding school food service use of Federal NSLP funds.~~

Policy History:

Adopted on: 5/08/2017

Revised on:



Meeting Date:	November 11, 2024
Category:	Discussion
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 [2024-2025 Board Committee Assignments](#).



Meeting Date:	November 11, 2024
Category:	Discussion - 2024-25 School Enrollment & Projections
Agenda Item #:	5.3
Originated By:	Lacy Clark, Director of Business Services
Others Involved:	Mike Waterman, Executive Director of Business and Operations; Julia Wayman, Accounting Supervisor

MOTION	SECOND		AYES	NAYS	ABSTAIN

Topic:
[2024-25 School Enrollment Update and Future Projections](#)

Discussion:
The first official enrollment count for the 2024-25 school year is complete and the future [enrollment projections](#) are available. This discussion will allow the Board to ask questions about the report and prepare for the boundary discussion agenda item that follows.



Meeting Date:	November 11, 2024
Category:	Discussion
Agenda Item #:	5.4
Originated By:	Casey Bertram, Superintendent
Others Involved:	Mike Waterman, Executive Director of Business and Operations

MOTION	SECOND		AYES	NAYS	ABSTAIN

Topic:
High School Boundaries Discussion

Discussion:

- At the Board retreat on July 29, 2024, the Board of Trustees discussed [K-12 boundary configuration](#). The outcomes of that discussion were to:
 - Continue to monitor all relevant factors related to K-8 enrollment and boundaries, but not convene a K-8 boundary change process during the 2024-2025 school year, and
 - Task district administration with designing a process to address the discrepancy in enrollment at the high school level culminating in a formal recommendation to the Board by spring break 2025.
- As discussed in the prior agenda item, the first official enrollment count for the 2024-25 school year is complete and the future enrollment projections are available. The results of that count indicate the enrollment discrepancy between Bozeman and Gallatin High Schools has moderated and is also well below the differences between AA high schools in other Montana communities.
- Administration will review [full details](#) with the Board and seek feedback on whether HS boundary realignment is actually warranted at this time.



Meeting Date:	November 11, 2024
Category:	Discussion Item
Agenda Item #:	5.5
Originated By:	Board Leadership
Others Involved:	Casey Bertram, Superintendent

Topic:

2024-2025 Superintendent Evaluation Formative Assessment Discussion #2

Background:

- The Superintendent contract states the following regarding evaluation, “The District shall meet with the Superintendent to discuss and agree upon an evaluation procedure as outlined in District Policy. The Superintendent Evaluation is described in revised policy #6110, at least annually, and in accordance with the Superintendent’s contract, the Board will evaluate the performance of the Superintendent, using standards and objectives developed by the Superintendent and the Board, which are consistent with District mission and goal statements. A specific time shall be designated for a formal evaluation session. The evaluation will include a discussion of professional strengths, as well as performance areas needing improvement.
- The Superintendent wishes to waive his right to privacy for the formative and summative evaluation discussions with the Board of Trustees and is not requesting a closed session. The Superintendent has stated that he believes his position as a community leader puts the public’s right to know ahead of his right to privacy.
- The Board of Trustees previously approved and discussed the Superintendent evaluation tool and process on June 13, 2022. The document was updated for the 2024-2025 evaluation cycle [HERE](#).
- An [At-A-Glance Document](#) was created for Trustees as a helpful tool to capture notes tied to the evaluation standards for the Superintendent.
- The Board of Trustees previously discussed (Formative Assessment Discussion #1) on September 23, 2024.
- As per the established timeline, the Superintendent has completed the self-assessment and goal-setting pieces of the process, completed progress updates on goals, and has also documented evidence in evaluation rubric [HERE](#).
- Trustee feedback will be captured by the District Clerk in the evaluation document.



Meeting Date:	November 11, 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:	November 11, 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 Public Schools

MISSION

“Bozeman Public Schools exists to ensure high-level learning for all students.”

VISION

“Bozeman Public Schools will empower all students to reach their full potential for achievement and thrive in their community. We will promote inclusive community involvement; support a passionate education team; and nurture a dynamic learning environment.”

CORE VALUES

- **High Student Achievement:** We commit to ensure all students learn at their highest potential.
- **Committed, Quality Staff:** We strive to attract, retain, and support well-qualified, dedicated, and passionate staff members.
- **Inclusive Culture:** We foster respect, diversity, and adaptability, where all stakeholders feel safe, empowered, supported, and valued.
- **Collaborative Engagement:** We believe quality staff, family engagement, and community support are essential contributors to student well-being and achievement.
- **Integrity and Transparency:** We operate with honesty, use research-based decision-making, and provide open communication.
- **Fiscal Responsibility:** We are responsible in the management and expenditure of all District resources.

MEASURABLE GOALS

Goal Area 1 - Academic Performance

- **Grade Level Reading Goal:** By 2029, 90% of all BSD7 3rd grade students will demonstrate grade-level reading skills by achieving a proficient score on the Acadience reading assessment at the end of the school year.
- **Graduation Goal:** By 2029, 95% of BSD7 students in each graduation cohort will earn a high school diploma in four years or fewer.

Goal Area 2 - Operations and Capacity Building

- **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.
- **Non-Instructional Operations Goal Placeholder:** By 2025, the District will establish measurable goals for the non-instructional operations of the District.

Goal Area 3 - Community Engagement and Partnerships

- **Early Literacy Goal:** 85% of all children entering kindergarten will have requisite literacy skills as measured by Acadience.

Goal Area 4 - Student and Staff Well-being

- **Staff Well-Being Goal Placeholder:** By 2025, the District will establish a system that will measure and respond to the culture and climate of district employees which includes staff morale, job satisfaction, and well-being.
- **Student Well-Being Goal Placeholder:** By 2025, the District will establish a system that measures and responds to the barriers that limit student engagement.



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
Kevin Black	2026
Lei-Ann Bertelsen	2027
Lauren Dee	2025
Gary Lusin	2027
Melissa Moran	2027
Tanya Reinhardt	2025
Sandra Wilson	2027

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)

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

Tanya Reinhardt

Wellness Advisory Council (WAC)

Trustees

Lauren Dee

BOARD OF TRUSTEE AD-HOC OR AS NEEDED COMMITTEES

Budget Committee

Trustees

Gary Lusin

Certified (BEA) Negotiations

Trustees

Lei-Anna Bertelsen

Lauren Dee

Melissa Moran

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 - 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

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

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
- Kevin Black, Vice Chair
- Lei-Anna Bertelsen
- Lauren Dee
- Gary Lusin
- Melissa Moran
- Tanya Reinhardt
- Sandra Wilson



Bozeman Public Schools Upcoming Board Meetings

5:45 PM - Willson Library #217A

November 11, 2024	Monday	Regular Board Meeting
*November 25, 2024	Monday	Special Board Meeting
December 9, 2024	Monday	Regular Board Meeting
January 13, 2025	Monday	Regular Board Meeting
*January 27, 2025	Monday	Special Board Meeting
February 10, 2025	Monday	Regular Board Meeting
*February 24, 2025	Monday	Special Board Meeting
March 10, 2025	Monday	Regular Board Meeting
*March 31, 2025	Monday	Special Board Meeting
April 14, 2025	Monday	Regular Board Meeting
*April 28, 2025	Monday	Special Board Meeting
May 19, 2025	Monday	Regular Board Meeting
May 26, 2025	Monday	Special Board Meeting
June 9, 2025	Monday	Regular Board Meeting
*June 23, 2025	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 Presentations 2024-2025

November 5, 2024	Gallatin High School	12:00 PM - 1:30 PM
November 12, 2024	Sacajawea Middle School	12:00 PM - 1:30 PM
November 19, 2024	Bozeman High School	12:00 PM - 1:30 PM
December 3, 2024	Longfellow Elementary School	9:00 AM - 10:30 AM
January 21, 2025	Whittier Elementary School	12:00 PM - 1:30 PM
February 4, 2025	Bridger Charter Academy	9:00 AM - 10:30 AM
February 25, 2025	Morning Star Elementary School	9:00 AM - 10:30 AM
March 4, 2025	Hawthorne Elementary School	9:00 AM - 10:30 AM
March 25, 2025	Hyalite Elementary School	12:00 PM - 1:30 PM
April 8, 2025	Chief Joseph Middle School	9:00 AM - 10:30 AM
April 22, 2025	Emily Dickinson Elementary School	9:00 AM - 10:30 AM
May 6, 2025	Irving Elementary School	9:00 AM - 10:30 AM
May 13, 2025	Meadowlark Elementary School	12:00 PM - 1:30 PM



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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25	26	27	28	29	30	31

JUNE • 2025

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Revised: 1/11/2024

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.