



BOZEMAN SCHOOL DISTRICT NO. 7
WILLSON BOARD ROOM 217A
MONDAY --December 9, 2024 -- 5:45 PM

Regular Board Meeting

- 5:45
1. **Call to Order -- Roll Call -- Pledge of Allegiance**
 2. **BSD7 Experience**
 - 2.1 Student Representatives Report
 - 2.2 Recognition and Awards
 - [2.2.1](#) 2024 AA Cross Country State Championship Teams, Individual State Champion, and All-State Individuals
 - [2.2.2](#) 2024 AA Soccer State Championship Team and All-State Individuals
 - [2.2.3](#) 2024 AA Volleyball State Championship Team and All-State Individuals
 - 2.3 Board Education - 2024 Targeted Early Literacy Summer Jump Start Data Summary

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
 - [3.1.1](#) Consider Approval of Revisions to Policy #8205 - Food Service Meal Charge Policy
 - 3.2 Minutes
 - [3.2.1](#) Consider Approval of Board Meeting Minutes
 - 3.3 High School District
 - [3.3.1](#) Consider approval of a new high school course proposal for Construction Trades: Carpentry TI330
 - 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 the 2025-2026 School Calendar
 - 3.5 Elementary District
 - [3.5.1](#) Consider Approval of Nonresident Student
 4. **Action Items -- Singular**
 - 4.1 Both Districts
 - [4.1.1](#) Consider Approval of MOU and Letter of Agreement Regarding Future Sports Park Improvements and Use
 - [4.1.2](#) Consider Approval of High School Boundaries Approach
 - 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 #6143 - Leadership Compensation Plan
 - [5.2](#) Committee Reports
 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: December 9, 2024

Category: Recognition and Awards

Agenda Item #: 2.2.1

Originated By: Mark Ator, Activities Director

Others Involved: Casey Jermyn, BHS Head Coach
 Graydon Curry, GHS Head Coach

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:
 2024 AA Cross Country State Championship Teams, Individual State Champions, and All-State Individuals

Fiscal Impact:
 N/A

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

WHEREAS: The Bozeman High and Gallatin High Cross Country teams participated in the 2024 State AA Cross Country meet in Missoula on October 26, 2024; and

WHEREAS: The Gallatin High Girls team finished as State Champions.
 Team members include: Avery Childre, Ally Coey, Lilah Karro, Lila Pritham, Isabel Ross, Claire Rutherford, Finley Samuels, Julie Walach, and Lauren Weaver; and

WHEREAS: The Bozeman High Boys team finished as State Champions.
 Team members include Branlin Foote, Drake Fricke, Miles Halvorsen, Christian Landers, Taylor Neil, Jacob Posdon, Owen Powell, Callahan Waters, and Waylon Watkins; and

WHEREAS: Claire Rutherford finished as the AA Girls State Champion; and

WHEREAS: Earning All-State honors by finishing in the Top 15 are:

| <u>Bozeman High:</u> | | <u>Gallatin High:</u> | |
|-----------------------------|------|------------------------------|------|
| Lucy Erickson | 11th | Lilah Karro | 12th |
| Miles Halvorsen | 7th | Isabel Ross | 2nd |
| Tula Higman | 5th | Claire Rutherford | 1st |
| Christian Landers | 6th | Bridger Warner | 14th |
| Kylee Neil | 4th | | |
| Taylor Neil | 2nd | | |

THEREFORE: Be it resolved that the Board of Trustees recognize and honor the 2024 Gallatin High Girls State Championship Cross Country Team: Avery Childre, Ally Coey, Lilah Karro, Lila Pritham, Isabel Ross, Claire Rutherford, Finley Samuels, Julie Walach, and Lauren Weaver.

2024 Bozeman High Boys State Championship Cross Country Team: Branlin Foote, Drake Fricke, Miles Halvorsen, Christian Landers, Taylor Neil, Jacob Posdon, Owen Powell, Callahan Waters, and Waylon Watkins.

Bozeman High All-State Individuals: Lucy Erickson, Miles Halvorsen, Tula Higman, Christian Landers, Kylee Neil, and Taylor Neil; and

Gallatin High All-State Individuals: Lilah Karro, Isabel Ross, Claire Rutherford, and Bridger Warner; and

Gallatin High Individual State Champion: Claire Rutherford



Meeting Date: December 9, 2024

Category: Recognition and Awards

Agenda Item #: 2.2.2

Originated By: Mark Ator, Activities Director

Others Involved: Patrick Straub, BHS Boys Head Coach;
 Michael Furstenberg, GHS Boys Head Coach;
 Erika Cannon, BHS Girls Head Coach;
 Joel Ganey, GHS Girls Head Coach

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:
 2024 AA Soccer 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 Bozeman High and Gallatin High Boys and Girls Soccer teams qualified for the 2024 AA State Playoffs; and

WHEREAS: The Bozeman High Girls team finished as state champions: Team members include: Lucy Al-Chokhachy, Lauren Barckholtz, Maya Bossenbrook, Hadley Brown, Bryn Claiborne, Caleigh Conner, Sophie Corbett, Cheyenne Darling, Mia Edwards, Karly Jordan, Ella Lee, Lilly McSpadden, Meg Murphy, Macey Primrose, Isabella Robinson, Reese Scholl, Natalie Spaulding, Calla Sprecher, Taylor Thomas, Hailey Tobin, Brynn Wilson, and Emma Wiechmann; and

WHEREAS: Earning 1st Team All-State honors were:

| | |
|--|--|
| <p><u>Bozeman High:</u> Lucy Al-Chokhachy Maya Bossenbrook Hadley Brown Mia Edwards Leo Fields Karly Jordan</p> | <p><u>Gallatin High:</u> Oliver Boettcher Zeke Leighton Cambree Peterson Emery Streets Kira Tsukamoto; and</p> |
|--|--|

WHEREAS: Bozeman High's Mya Bossenbrook and Gallatin High's Zeke Leighton were named Eastern AA Players of the Year;

THEREFORE: Be it resolved that the Board of Trustees recognize and honor the 2024 Bozeman High Girls State Championship Soccer Team: Lucy Al-Chokhachy, Lauren Barckholtz, Maya Bossenbrook, Hadley Brown, Bryn Claiborne, Caleigh Conner, Sophie Corbett, Cheyenne Darling, Mia Edwards, Karly

Jordan, Ella Lee, Lilly McSpadden, Meg Murphy, Macey Primrose, Isabella Robinson, Reese Scholl, Natalie Spaulding, Calla Sprecher, Taylor Thomas, Hailey Tobin, Brynn Wilson, Emma Wiechman;

Bozeman High All-State Individuals: Lucy Al-Chokhachy, Maya Bossenbrook, Hadley Brown, Mia Edwards, Leo Fields, and Karly Jordan; and

Gallatin High All-State Individuals: Oliver Boettcher, Zeke Leighton, Cambree Peterson, Emery Streets, and Kira Tsukamoto; and

Eastern AA players of the year, Mya Bossenbrook and Zeke Leighton.



Meeting Date: December 9, 2024

Category: Recognition and Awards

Agenda Item #: 2.2.3

Originated By: Mark Ator, Activities Director

Others Involved: Erika Gustavsen - GHS Head Coach
Devin Dynan - BHS Head Coach

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:
2024 AA Volleyball 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 Bozeman High and Gallatin High Volleyball teams participated in the 2024 State AA Volleyball Tournament in Bozeman November 14-16, 2024; and

WHEREAS: The Gallatin High team finished as state champions: Team members include: Brooklyn Binford, Miya Chase, Makayla Coleman, Ava Flohr, Emma Hardman, Jorie Houk, Lexy Kirkwood, Josie Lathrop, Cadence Lundgren, Kate Nansel, Kylie Petty, Taylor Speake, Katie Swanson, Kennedy Varda, and Markie Wiseman; and

WHEREAS: Earning 1st Team All-State honors are:

| | |
|-----------------------------|------------------------------|
| <u>Bozeman High:</u> | <u>Gallatin High:</u> |
| Nula Anderson | Cadence Lundgren |
| Sofia Kimmel | Taylor Speake |
| Lauren Fox | |
| Morgan Jones | |

THEREFORE: Be it resolved that the Board of Trustees recognize and honor the 2024 Gallatin High State Championship Volleyball Team: Brooklyn Binford, Miya Chase, Makayla Coleman, Ava Flohr, Emma Hardman, Jorie Houk, Lexy Kirkwood, Josie Lathrop, Cadence Lundgren, Kate Nansel, Kylie Petty, Taylor Speake, Katie Swanson, Kennedy Varda, and Markie Wiseman;

Bozeman High All-State Individuals: Nula Anderson, Lauren Fox, Morgan Jones, and Sofia Kimmel;
and
Gallatin High All-State Individuals: Cadence Lundgren and Taylor Speake.



Meeting Date: December 9, 2024

Category: Action Item - Consent - Both Districts

Agenda Item #: 3.1.1

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

Others Involved: Brittany Selvig, Support Services Supervisor

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider Approval of Revisions to Policy #8205 - Food Service Meal Charge Policy

Facts & Discussion:

1. The revisions are proposed to bring the policy in line with the current protocol.
2. The policy changes were first discussed at the November 11, 2024 meeting.

Superintendent’s Recommendation:

It is recommended that the Trustees approve the recommended updates to Policy #8205 - Food Service Meal Charge Policy as presented.

Other Alternatives:

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

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

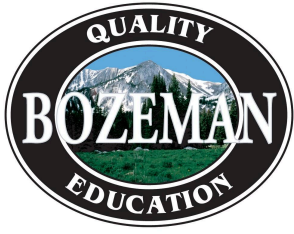
Adults are not allowed to charge meals or a la carte purchases, as per USDA policy regarding school food service use of Federal NSLP funds.

Policy History:

Adopted on: 5/08/2017

Revised on:

[Double Click to Return to Agenda](#)



| | |
|-------------------------|--|
| Meeting Date: | December 9, 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 [November 11, 2024](#), Regular Board Meeting.
 - Minutes of the [November 7, 2024](#), [November 12, 2024](#), and [November 13, 2024](#) Committee Meetings
 - Minutes of the [November 5, 2024](#), [November 12, 2024](#), and [November 19, 2024](#) Board Luncheons.
 - 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 [11-11-2024](#), Committee Meetings on [11-07-2024](#), [11-12-2024](#), and [11-13-2024](#), and Board Luncheons on [11-05-2024](#), [11-12-2024](#), and [11-19-2024](#).

- Other Alternatives:**
- Do not approve the recommendation and request administration to propose changes.



| | |
|-------------------------|---|
| Meeting Date: | December 9, 2024 |
| Category: | Action Item - Consent - High School District |
| Agenda Item #: | 3.3.1 |
| Originated By: | Marilyn King and Mike Van Vuren, Deputy Superintendents |
| Others Involved: | Karl Schwartz, Career Outreach Coordinator; Dan Mills, BHS Principal; and Erica Schnee, GHS Principal |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider approval of a new high school course proposal for Construction Trades: Carpentry TI330.

Facts & Discussion:

1. A construction trades class can provide students with practical, hands-on skills and knowledge specific to the construction industry, preparing them for potential careers by teaching technical skills while emphasizing safety practices and work ethic, all while offering a pathway to potential job placement opportunities after graduation. This carpentry course ties in with the economic needs of this community.
2. The construction industry has expressed very high interest, and this course proposal has the full support of the local industry.
3. The course proposal is [linked here](#).

Fiscal Impact:

Startup costs associated with tools, materials, and certified FTE are being privately fundraised from within industry partners. It is anticipated that year two and beyond FTE costs will be covered by the revenue generated from the sale of sheds/homes built by the program.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees adopt the new high school course proposal as presented.

Other Alternatives:

1. Do not approve the recommendation.



Meeting Date: December 9, 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**

December 9, 2024

REQUIRES BOARD ACTION

Confirmation of Employment (Classified)

| Name | Position | Level/Step | Effective | Hrly. Rate |
|------------------|--|----------------------|------------|-------------------------|
| Aussen, Lauren | SPED Life Skills PARA, .725 FTE, MOST, 9.25 mos. | SPED LS D05 | 12/4/2024 | \$22.44 |
| Brooks, Margaret | Overflow PARA, .875 FTE, IRVG, 9.25 mos. | Non Unit | 11/11/2024 | \$17.00 |
| Cain, William | IT Support Specialist, 1.0 FTE, WILL, 12 mos. | H05 | 12/2/2024 | \$22.91 |
| Currie, Alora | Overflow PARA, .3063 FTE, HYL, 9.25 mos. | Non Unit | 11/13/2024 | \$17.00 |
| Guettler, Kevin | Combo PARA, .150 FTE, WHIT, 9.25 mos. | B05 | 11/18/2024 | \$18.08 |
| Howard, Hannah | Transportation PARA, .0625 FTE, SPED PARA, .5313 FTE, SPED Life Skills PARA, .2813 FTE, HYL, 9.25 mos. | B/SPED D/SPED LS D05 | 11/18/2024 | \$18.08/\$19.44/\$22.44 |
| Jaimes, Ana | Custodian, 1.0 FTE, SMS, 12 mos. | G05 | 11/25/2024 | \$22.87 |
| Jurmu, John | IT Support Specialist, 1.0 FTE, WILL, 12 mos. | H05 | 12/16/2024 | \$22.91 |
| Mavarez, Jose | FS Central Kitchen Specialist, 1.0 FTE, SUPT SVCS, 9.5 mos. | FC5 | 11/6/2024 | \$21.47 |
| Varela, Angela | Custodian, 1.0 FTE, GHS, 12 mos. | G05 | 11/6/2024 | \$22.87 |

Confirmation of Request for Leave of Absence (Certified)

| Name | Position | Reason | Effective Dates |
|-------------------|-------------------------------------|--------|-------------------|
| Heinecke, Frances | ML/EL Teacher, .50 FTE, GHS | LOA | 11/5/24 - 1/27/25 |
| Smith, Bonnie | Kindergarten Teacher, 1.0 FTE, HAWT | FMLA | 1/6/25 - 4/8/25 |
| Smith, Shannon | Elementary Teacher, 1.0 FTE, HYL | FMLA | 3/24/25 - 6/13/25 |

REPORT OF ADMINISTRATIVE ACTIONS

Confirmation of Resignations/Terminations (Certified)

| Name | Position | Reason | Effective | Years of Service |
|------------------------|--|-------------|------------|------------------|
| Dees, Vanessa | SPED Teacher, 1.0 FTE, BA(M)+45, Step 3, \$24,957.86, MDLK | Resignation | 11/26/2024 | 4 mos. |
| Groundwater, Katherine | School Nurse, .875 FTE, BSN, Step 8, \$19,714.92, GHS | Resignation | 1/7/2025 | 2.4 |

Confirmation of Resignations/Terminations (Professional)

| Name | Position | Reason | Effective | Years of Service |
|-------------------|--|-------------|-----------|------------------|
| Duquette, Jessica | OT, .40 FTE, LONG, .60 FTE, MOST, Professional, \$34,269.35, 10 mos. | Resignation | 1/3/2025 | 10.4 |

Confirmation of Resignations/Terminations (Classified)

| Name | Position | Reason | Effective | Years of Service |
|--------------------|---|-------------|------------|------------------|
| Krieger, Hannah | SPED Life Skills PARA, .75 FTE, SPED LS D03, \$21.88/hr., MOST, 9.25 mos. | Resignation | 9/13/2024 | 7 days |
| Odt, Annika | Discretionary PARA, .325 FTE, B03, \$17.72/hr., LONG, 9.25 mos. | Resignation | 12/20/2024 | 3.35 mos. |
| Varela, Angel | Custodian, 1.0 FTE, G05, \$22.87/hr., GHS, 12 mos. | Resignation | 11/20/2024 | 11 days |
| Wickett, Gwendolyn | Bozeman Reads PARA, .60 FTE, SPED D02, \$18.50/hr., MOST, 9.25 mos. | Resignation | 12/13/2024 | 3 mos. |

**Bozeman Public Schools
Human Resources**

December 9, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Classified)

| Name | From | To | Effective | Reason |
|-------------------|---|---|------------------|--|
| Higbee, Andrea | Discretionary PARA, .475 FTE, Clerical PARA, .050 FTE, B03, \$17.72/hr., LONG, 9.25 mos. | Transportation PARA, .025 FTE, Discretionary PARA, .475 FTE, Clerical PARA, .050 FTE, B03, \$17.72/hr., LONG, 9.25 mos. | 10/1/2024 | Additional Assignment/ Increase in FTE/Hrs. |
| Lacey, Kohl | Custodian, .95 FTE, G06, \$23.31/hr., CJMS, 12 mos. | Custodian, 1.0 FTE, G06, \$23.31/hr., CJMS, 12 mos. | 11/25/2024 | Increase in FTE/Hrs. |
| Neiminen, Jerome | Custodian, 1.0 FTE, G01, \$21.20/hr., GHS, 12 mos. | Custodian, .875 FTE, G01, \$21.20/hr., GHS, 12 mos. | 11/19/2024 | Decrease in FTE/Hrs. |
| Nelson, Kristine | Combo PARA, .375 FTE, B17, \$20.37/hr., WHIT, 9.25 mos. | Combo PARA, .225 FTE, B17, \$20.37/hr., WHIT, 9.25 mos. | 11/8/2024 | Decrease in FTE/Hrs. |
| Rehbein, Kathleen | SPED PARA, .8125 FTE, SPED D12, \$20.85/hr., SPED Life Skills PARA, .0625 FTE, SPED LS D12, \$23.85/hr., HYL, 9.25 mos. | SPED PARA, .875 FTE, SPED D12, \$20.85/hr., SPED Life Skills PARA, .0625 FTE, SPED LS D12, \$23.85/hr., HYL, 9.25 mos. | 10/30/2024 | Change in Assignment FTE/Hrs. |
| Scott, Reilly | ISS PARA, 1.0 FTE, D02, \$17.81/hr., BHS, 9.25 mos. | ISS PARA, .9375 FTE, D02, \$17.81/hr., BHS, 9.25 mos. | 12/2/2024 | Decrease in FTE/Hrs. |
| Shea, Shannon | Transportation PARA, .0131 FTE, B06, \$18.26/hr., SPED PARA, .875 FTE, SPED D06, \$19.64/hr., LONG, 9.25 mos. | SPED PARA, .875 FTE, SPED D06, \$19.64/hr., LONG, 9.25 mos. | 10/14/2024 | Term of Assignment, Decrease in FTE/Hrs., |
| Wickland, Allison | FS Cashier, .375 FTE, FB6, \$21.57/hr., MDLK, 9.25 mos. | FS Cashier, .30 FTE, FB6, \$21.57/hr., MDLK, 9.25 mos. | 11/11/2024 | Decrease in FTE/Hrs. |

Stipends - Extracurricular

| Name | Authorized Position | Stipend | Level | Effective |
|------------------|--|----------------|--------------|---------------------|
| Albrecht, Tommy | Basketball - Boys 8th Gr - CJMS | \$2,317.00 | 5 | 10/28/24 - 12/19/24 |
| Andrews, Valarie | Hawk Theater Company - Asst. Coach - BHS | \$1,475.00 | 6 | 2024-2025 |
| Atwood, Ashton | Basketball - Boys 7th Gr - SMS | \$1,475.00 | 6 | 10/28/24 - 12/19/24 |
| Brown, Jason | Wrestling - Head Coach - BHS | \$6,320.00 | 2 | 11/18/24 - 3/31/25 |
| Brumwell, Blake | Basketball - Boys 7th Gr - CJMS | \$1,475.00 | 6 | 10/28/24 - 12/19/24 |
| Brumwell, Blake | Basketball - Boys 8th Gr - CJMS | \$2,317.00 | 5 | 10/28/24 - 12/19/24 |
| Chandler, Hunter | Weight Room Supervisor - Winter - GHS (.5) | \$1,204.89 | 5 | 11/18/24 - 3/31/25 |
| Clark, Matt | Basketball - Boys 8th Gr - SMS | \$2,317.00 | 5 | 10/28/24 - 12/19/24 |
| Claxton, Michael | Basketball - Boys - Head Coach (Longevity) | \$7,453.68 | 1 | 11/18/24 - 3/31/25 |
| Codding, Logan | Football - Asst. Coach - GHS (Longevity) | \$2,246.92 | 3 | 8/1/24 - 11/30/24 |
| Cole, T. Mike | Basketball - Boys 7th Gr - CJMS (Longevity) | \$1,534.00 | 6 | 10/28/24 - 12/19/24 |
| Cole, T. Mike | Basketball - Boys 8th Gr - CJMS (Longevity) | \$2,409.68 | 5 | 10/28/24 - 12/19/24 |
| Craig, Molly | Volleyball - 7th Gr - SMS | \$1,475.00 | 6 | 8/28/24 - 10/16/24 |
| Cummings, Taylor | Basketball - Girls - Head Coach - GHS | \$7,167.00 | 1 | 11/18/24 - 3/31/25 |
| Drake, Thomas | Intramurals - Winter - Girls 6th Gr Basketball - SMS (.5) | \$1,158.50 | 5 | 1/21/25 - 2/26/25 |
| Drake, Thomas | Basketball - Boys 8th Gr - SMS | \$2,317.00 | 5 | 10/28/24 - 12/19/24 |
| Duncan, Allison | Intramurals - Winter - Boys 6th Gr Basketball - CJMS (.5) (Longevity) | \$1,204.84 | 5 | 11/4/24 - 12/11/24 |
| Duncan, Allison | Intramurals - Winter - Girls 6th Gr Basketball - CJMS (.5) (Longevity) | \$1,204.84 | 5 | 1/21/25 - 2/26/25 |

**Bozeman Public Schools
Human Resources**

December 9, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|--------------------|---|----------------|--------------|---------------------|
| Durham, Nick | Intramurals - Winter - Boys 6th Gr Basketball - SMS (.5) | \$1,158.50 | 5 | 11/4/24 - 12/11/24 |
| Elliott, Lindsay | Basketball - Girls - Asst. Coach - BHS | \$4,321.00 | 3 | 11/18/24 - 3/31/25 |
| Fasting, Jace | Basketball - Boys - Asst. Coach - GHS | \$4,321.00 | 3 | 11/18/24 - 3/31/25 |
| Flair, Piper | Dance Team - Head Coach - BHS (.5) | \$2,160.50 | 3 | 12/1/24 - 3/31/25 |
| French, Destini | Basketball - Girls - Asst. Coach - BHS | \$4,321.00 | 3 | 11/18/24 - 3/31/25 |
| Gilmartin, Siobhan | Swimming - Head Coach - BHS/GHS (Level 3 + \$500) (Longevity) | \$4,993.84 | 3 | 11/18/24 - 3/31/25 |
| Groves, Elizabeth | Basketball - Girls - Asst. Coach - BHS (Level 3 - \$500) | \$3,821.00 | 3 | 11/18/24 - 3/31/25 |
| Heinrich, Tara | Dance Team - Head Coach (.5) | \$2,160.50 | 3 | 11/18/24 - 3/31/25 |
| Hostetter, Nick | Basketball - Boys - Asst. Coach - BHS | \$4,321.00 | 3 | 11/18/24 - 3/31/25 |
| Hostetter, Troy | Basketball - Boys - Head Coach - BHS (Longevity) | \$7,453.68 | 1 | 11/18/24 - 3/31/25 |
| Jones, Devin | Basketball - Girls - Asst. Coach/Fill in - BHS | \$500.00 | 3 | 11/18/24 - 3/31/25 |
| Keegan, Wyatt | Wrestling - Asst. Coach - BHS | \$4,321.00 | 3 | 11/18/24 - 3/31/25 |
| Koelzer, Avrielle | Basketball - Boys 7th Gr - SMS | \$1,475.00 | 6 | 10/28/24 - 12/19/24 |
| Lally, Kalli | Basketball - Girls - Asst. Coach - GHS | \$4,321.00 | 3 | 11/18/24 - 3/31/25 |
| Laslovich, Nate | Wrestling - Head Coach - GHS (Longevity) | \$7,457.60 | 2 | 11/18/24 - 3/31/25 |
| McKinney, Kori | Cheer Coach - Winter - Asst. Coach - BHS (.5) (Longevity) | \$1,875.96 | 4 | 11/18/24 - 3/31/25 |
| Miller, Josh | Fastpitch - Asst. Coach - GHS | \$4,236.00 | 3 | 3/13/24 - 5/27/24 |
| Mobley, Kati | Basketball - Girls - Head Coach - BHS | \$7,167.00 | 1 | 11/18/24 - 3/31/25 |
| Pope, Sarah | Elementary Intramurals - Winter - Basketball - HYL T | \$782.00 | 7 | 11/12/24 - 12/19/24 |
| Porter, Alanna | Yearbook - GHS | \$3,474.00 | 4 | 2024-2025 |
| Rios, Ramsey | Basketball - Boys - Asst. Coach - BHS | \$4,321.00 | 3 | 11/18/24 - 3/31/25 |
| Rodriguez, Joseph | Football - 8th Gr Coach - CJMS (Longevity) | \$2,409.68 | 5 | 8/28/24 - 10/16/24 |
| Roed, Jason | Basketball - Boys - Asst. Coach - GHS (Longevity) | \$4,493.84 | 3 | 11/18/24 - 3/31/25 |
| Sacry, McKenzie | Elementary Intramurals - Winter - Volleyball - EMDI | \$782.00 | 7 | 11/12/24 - 12/19/24 |
| Searles, Frances | Swimming - Asst. Coach - BHS/GHS (Longevity) | \$3,612.96 | 4 | 11/18/24 - 3/31/25 |
| Shaw, Ryan | Wrestling - Asst. Coach - GHS | \$4,321.00 | 3 | 11/18/24 - 3/31/25 |
| Stanish, Josh | Basketball - Boys 8th Gr - SMS | \$2,317.00 | 5 | 10/28/24 - 12/19/24 |
| Tankink, Charles | Elementary Intramurals - Winter - Volleyball - EMDI | \$782.00 | 7 | 11/12/24 - 12/19/24 |
| Waldo, Danny | Intramurals - Winter - Boys 6th Gr Basketball - SMS (.5) | \$1,158.50 | 5 | 11/4/24 - 12/11/24 |
| Waldo, Danny | Intramurals - Winter - Girls 6th Gr Basketball - SMS (.5) | \$1,158.50 | 5 | 1/21/25 - 2/26/25 |
| Wesche, Levi | Weight Room Supervisor - Winter - BHS (Longevity) | \$2,734.06 | 5 | 11/18/24 - 3/31/25 |
| Wheeler, Dave | Basketball - Boys 7th Gr - CJMS | \$1,475.00 | 6 | 10/28/24 - 12/19/24 |
| Yates, Tucker | Weight Room Supervisor - Fall - GHS (.5) | \$1,158.50 | 5 | 11/18/24 - 3/31/25 |

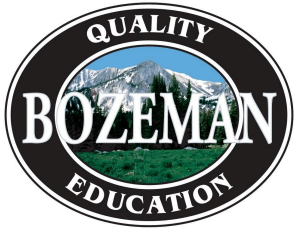
**Bozeman Public Schools
Human Resources**

December 9, 2024

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular

| Name | Authorized Position | Stipend | Level | Effective |
|--------------------|---|----------------|--------------|--------------------|
| Alexander, Lindsay | Jump Start Summer School - Teacher Substitute - EMDI/MDLK (Hrly. Rate) | \$36.07 | | 7/8/24 - 8/15/24 |
| Carroll, Mona | Completed minimum of 452 Student Instruction hrs. for 2nd Traffic Ed Stipend - ADED | \$1,000.00 | | 2024-2025 |
| Dore, Missey | National Board Certification - Teaching - MOST | \$2,000.00 | | 2024-2025 |
| Heir, Andrea | Jump Start Summer School - Gen Ed PARA - EMDI/MDLK (Hrly. Rate B11) | \$19.19 | | 7/8/24 - 8/15/24 |
| Ihasz, Mary Lou | Heritage Christian School - Private Tutor (Hrly. Rate) | \$23.00 | | 10/14/24 - 6/30/24 |
| Nagel, Jason | Drivers Ed Instructor - ADED (Hrly. Rate) | \$36.07 | | 2024-2025 |
| Wayman, Julia | Creating and submitting BSD7 Financial Documents - BUS OFF | \$11,790.00 | | 7/1/24 - 12/15/24 |



| | |
|-------------------------|--|
| Meeting Date: | December 9, 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. November 2024 warrants are as follows: Operational warrants were \$1,758,297.98; net Payroll, taxes, and deductions were \$5,565,382.57; Warrants disbursed for November 2024 were \$7,323,680.55.

| | |
|--|-------------------------|
| Investment of District Funds in accordance with State law as of: | <u>October 31, 2024</u> |
| Gallatin County Investment Pool | \$2,095,857.44 |
| First Interstate Bank Investment Pool | \$16,698,465.69 |
| STIP Investment Pool | \$19,478,598.35 |
| <u>Nonexpendable Endowment (D.A. Davidson)</u> | <u>\$948,832.72</u> |
| Total District cash and investments | <u>\$39,221,754.20</u> |

The Gallatin County October bank statement was not received in time for the October financial reports. Therefore, any county interest payments received in October 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, and [Donations](#) as presented.

Other Alternatives:

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



| | |
|-------------------------|--|
| Meeting Date: | December 9, 2024 |
| Category: | Action Item Consent - Both Districts |
| Agenda Item #: | 3.4.3 |
| Originated By: | Pat Strauss, Director of Human Resources |
| Others Involved: | District Calendar Committee |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider Approval of the [2025-2026 School Calendar](#)

Facts and Discussion:

1. Bozeman Public Schools Policy [2100/2100P](#) describes the School Calendar Policies and Procedures.
2. Documents related to the creation of the School Calendar also include Bozeman Education Association Collective [Bargaining Agreement Article 13](#), and [Montana Codes Annotated 20-1-301](#).

Superintendent's Recommendation:

It is recommended that the Board of Trustees approve the [2025-2026 School Calendar](#) as presented.

Other Alternatives:

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



| | |
|-------------------------|---|
| Meeting Date: | December 9, 2024 |
| Category: | Action Item - Consent - Elementary District |
| Agenda Item #: | 3.5.1 |
| 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, including de-identified information regarding the student's approval recommendation.

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.



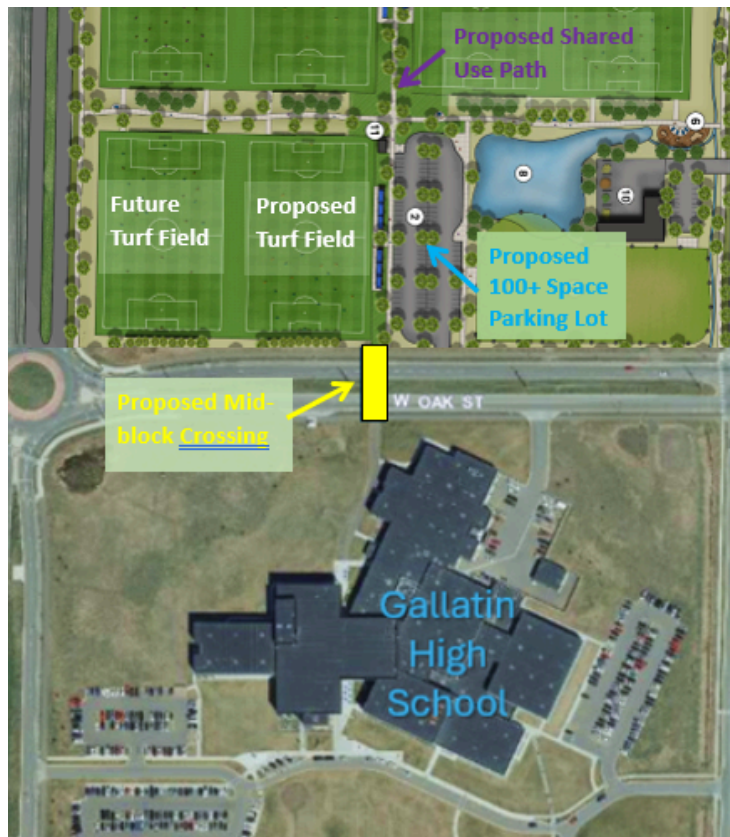
| | |
|-------------------------|---|
| Meeting Date: | December 9, 2024 |
| Category: | Singular Action Item - Both Districts |
| Agenda Item #: | 4.1.1 |
| Originated By: | Mike Waterman, Executive Director of Business & Operations |
| Others Involved: | Casey Bertram, Superintendent; Matt Stark, Director of Facilities |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:
 Consider Approval of [MOU](#) and [Letter of Agreement](#) Regarding Future Sports Park Improvements and Use

Facts and Discussion:

1. Community Engagement and Partnerships are a stated goal of the District’s Long Range Strategic Plan.
2. The District’s Long Range Facility Planning Committee prioritized additional parking and turf fields as the most pressing improvements needed at Gallatin High School.
3. The City of Bozeman owns the land between Cottonwood and Flanders Mill Roads, north of Oak Street and adjacent to Gallatin High School. Once complete, that property—known as the ‘Sports Park’—will include 80 acres of fully developed spaces including 14-18 full size fields and additional community-based amenities. The City estimates the completed facility will generate approximately \$6.2 million in annual economic impact.
4. City and School District officials believe their respective needs and visions overlap and see the opportunity for synergy between the entities. The proposed MOU and Letter of Agreement are intended to formalize that arrangement and allow the project to proceed.
5. The proposed MOU provides for the construction of a 100+ stall parking lot and one synthetic turf field at the Sports Park, north of Oak Street and immediately adjacent to Gallatin High School. In addition, a mid-block pedestrian crossing will be constructed at West Oak Street between Gallatin High School and the Sports Park for the safety of the public and Gallatin High School students and faculty. Following is a conceptual view of the planned improvements:



6. The District will provide a one-time ‘Financial Contribution’ to the City for the right to use the future improvements. The amount of the Financial Contribution is limited to the actual cost of the improvement construction, not to exceed \$3 million. The City will use that Financial Contribution to construct the improvements.
7. The City will manage construction and, upon completion, own and maintain all improvements.
8. The District’s right to use the improvements will include priority scheduling during school hours and for District extracurricular activities. The improvements will be available for public use at all other times, as determined by the City.
9. Although additional District investment is not anticipated, the project plans allow for additional improvements—including an additional turf field, field lighting, and storage structures—to be added at a later date. These future improvements will likely need to be financed through private and/or Booster contributions.
10. On May 2, 2017, Bozeman School District voters approved a \$125 million bond issue to construct Gallatin High School, improve Bozeman High School, and renovate Van Winkle Stadium. That ballot language also authorized the District to lease property adjacent to Gallatin High School for up to 99 years, which provides the legal authority for this proposed arrangement.
11. The proposed MOU and Letter of Agreement required approval from the Board of Trustees and City Commission. The Commission will review the documents on December 10, 2024.
12. The estimated completion date of the projects is August 1, 2025.

Fiscal Impact:

Up to \$3 million, High School Building Reserve Transition Levy.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve [MOU](#) and [Letter of Agreement](#) with the City of Bozeman as presented.

Other Alternatives:

1. Do not approve the recommendation.



Meeting Date: December 9, 2024

Category: Singular Action Item - Both Districts

Agenda Item #: 4.1.2

Originated By: Casey Bertram, Superintendent

Others Involved: Executive Cabinet, Instructional Cabinet

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:
 Consider Approval of High School Boundaries Approach

Facts and Discussion:

1. At the Board retreat on July 29, 2024, the Board of Trustees discussed [K-12 boundary configuration](#). The outcomes of that discussion were to:
 - a. 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
 - b. 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.
2. At the Board meeting on November 11, 2024 administration presented [updated enrollment data/projections](#), as well as an [updated recommendation](#) tied to high school boundaries:
 - a. Continue to monitor 9-12 enrollment, no boundary change process initiated for 2025-2026.
 - b. Allow middle school “bubble” of 8th graders a one-time opportunity to select the high school of their choice. Choice would need to be made by the end of the 1st semester for scheduling purposes.
 - c. Work towards increasing ML/EL supports at CJMS and BHS, consistent with K-5 model, to move away from “newcomer model” and ensure all students can be supported in their neighborhood school.
 - d. “Open” enrollment at GHS for 2025-2026 and continue to monitor capacity.
3. Feedback from Trustees included broad support for items “a”, “c”, and “d” above, and a request for further dialogue and study of item “b” which deals with the middle school “bubble” of 8th graders (approximately 15% at each middle school) who are scheduled by design to attend the opposite high school.
4. District administration engaged the instructional cabinet team in a process to study this issue further during an instructional cabinet meeting on December 12, 2024. Similar to the Board discussion on November 11, the results of that process did not reveal a unanimous and clear path forward across the K-5, 6-8, and 9-12 grade bands.
5. Understanding that current GHS principal Erica Schnee was a pivotal part of the transition process to two high schools, and our high school grade band would be the most affected by the outcome of the “bubble” conversation, the Superintendent is supporting the consensus agreement from the high school grade band on how best to address the “bubble.” Primary rationale for moving to a feeder school middle school model is as follows:
 - a. Responsive to the current and projected enrollment numbers. The district is not anticipating a third middle or high school in the ten-year projections.
 - b. Still flexible with the current transfer process.
 - c. Opportunity for efficiency in communication for middle to high school transition.
 - d. Creates community building and school spirit opportunities.
 - e. Eliminates the historical practice of requiring only 15% of students to attend a different high school than

their middle school peers.

6. The updated superintendent recommendation is as follows:

- a. Continue to monitor 9-12 enrollment, no boundary change consensus process initiated for 2025-2026.
- b. Move to a feeder school pattern to address the middle school “bubble.” Students within the CJMS boundary would matriculate to GHS, and students within the SMS boundary would matriculate to BHS, thus making changes to mirror the middle school and high school boundaries effective 2025-2026. Continue with the current “transfer policy” that allows movement between those boundaries for compelling student/family reasons.**
- c. Work towards increasing ML/EL support at CJMS and BHS, consistent with the K-5 model, to move away from the “newcomer model” and ensure all students can be supported in their neighborhood school.
- d. “Open” enrollment at GHS for 2025-2026 and continue to monitor capacity.

Fiscal Impact:

N/A

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve the High School Boundaries Approach as presented.

Other Alternatives:

1. Do not approve the recommendation.



| | |
|-------------------------|-------------------------------|
| Meeting Date: | December 9, 2024 |
| Category: | Discussion Item |
| Agenda Item #: | 5.1.1 |
| Originated By: | Casey Bertram, Superintendent |
| Others Involved: | Executive Cabinet |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Discuss Recommended Revisions to Policy #6143 - Leadership Compensation Plan

Facts:

1. The District has communicated [upcoming changes](#) to the administrative organizational chart beginning July 1, 2025.
2. One of those proposed changes is a new central office position, Director of Student Programs.
3. Additionally, the superintendent is recommending a variety of other changes in the policy to bring it up-to-speed with the current organizational structure, and remove positions that are no longer part of the organizational structure.
4. The yellow highlights are not recommended policy changes at this time, but rather notes to draw attention to planned future administrative reductions that will result in significant budget savings.
5. Consistent with policy and the requirement for two readings, the recommended changes to Policy #6143 will be included as a singular action consent item on a future board agenda.

Fiscal Impact:

2025-26: The fiscal impact tied to a year-long succession plan for the current HR director is a general fund cost of \$8,146.

2026-27: The fiscal impact beginning 2026-2027 is approximately \$290,000 in annual savings.

Bozeman Public Schools

ADMINISTRATION

Policy 6143

Leadership Compensation Plan

Salary Index System For Leadership Team Members

Base for current year - Largest of:

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

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

| <u>Position Factor</u> (responsibility, size of school, no. of staff, etc.) | | <u>Work Year</u> |
|--|-----------------|---------------------|
| Elementary Principal | 1.35 | 204 days |
| Professional Learning Communities (PLC) Admin Coach (Sunsets after 2025-2026) | 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 (Sunsets after 2025-2026) | 1.35 | Full |
| Director of Business Services/District Clerk | 1.35 | Full |
| Director of Curriculum | 1.30 | 220 days |
| Director of Student Programs | 1.35 | 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 **and** **Executive Director of Business and Operations** 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, 4/22/2024



Meeting Date: December 9, 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: December 9, 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: December 9, 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

Sandy Wilson

Gallatin High School

Lauren Dee

Chief Joseph Middle School

Tanya Reinhardt

Sacajawea Middle School

Kevin Black

Emily Dickinson Elementary School

Gary Lusin

Hawthorne Elementary School

Melissa Moran

Hyalite Elementary School

Lauren Dee

Irving Elementary School

Gary Lusin

Longfellow Elementary School

Tanya Reinhardt

Meadowlark Elementary School

Melissa Moran

Morning Star Elementary School

Kevin Black

Whittier Elementary School

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

| | | |
|--------------------|--------|-----------------------|
| 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

| | | |
|-------------------|-----------------------------------|--------------------|
| January 21, 2025 | Whittier Elementary School | 12:00 PM - 1:30 PM |
| February 4, 2025 | Bridger Charter Academy | 12:00 PM - 1:30 PM |
| February 25, 2025 | Morning Star Elementary School | 9:00 AM - 10:30 AM |
| March 5, 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 7, 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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| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
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AUGUST • 2024

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| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
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SEPTEMBER • 2024

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| 29 | 30 | | | | | |

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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| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

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.