April 12, 2010

The regular meeting of the Sidney Public Schools Board of Trustees was held Monday, April 12, 2010, at 7:00 PM in the Central School gymnasium on published notice by the Clerk. Trustees present were Dennis Lorenz, Todd Hermanson, Jay Pfau, Luann Cooley and Kelly Dey. Also in attendance were Superintendent Farr, Clerk Beyer, High School Principal- Dan Peters, Middle School Principal- Kelly Johnson, High School Assistant Principal – Sue Andersen, Sidney Elementary Principal – Bill Nankivel, Federal Programs/Testing Coordinator – Gary Arnold and Student Representative- Dillon Leland. Absent was Trustee- Jolene Baxter.

At 7:10 PM, Chairman Lorenz called the meeting to order, welcomed the visitors in attendance, reminded them to sign in and stated an opportunity for community comment on non-agenda items would be provided at the end of the meeting. Those wishing to address the board were asked to fill out the Audience Participation form and give it to the clerk to be recognized.

March 2010 claims, warrants 217721 to 217908 in the amount of $898,018.30 and the minutes of March 8th, 19th and April 5, 2010, were approved 5 to 0 on a motion by Ms. Dey and a second by Mrs. Cooley.

Following the review of the March 2010 ASB report the following transfers were approved 5 to 0 on a motion by Mr. Hermanson and a second by Mr. Pfau.

From Resources Unlimited to Talon Supplies $201.50

From Athletics to FFA Posting Error $ 8.00

From Class of 2011 to BPA Prom Punch $ 16.44

Chairman Lorenz also read a letter from Gloria Brost, Office Manager of Sidney High School explaining that while the AgEd ASB account was overdrawn by $16.81 at the end of March, a deposit of $25.00 was made on 4/7/2010 which put the account in a positive balance. Advisor, Gary Schaff, was informed of the overdraw and requested to watch purchases closely until more funds are deposited.

**SUPERINTENDENT’S REPORT:**

Superintendent Farr updated the Trustees on the following items:

- Additional correspondence from a parent regarding the non-renewal of a teacher was distributed;

- Ms. Hearron was chosen as one of 85 in a pool of 300 candidates for further education that follows along her curriculum areas;

- Two additional out-of-state field trip requests have been received and will be added to the consent agenda - Grade One to Minot Zoo and Grade 7 to Roosevelt National Park;

- Mr. Farr will be in attendance at MQEC in Helena this next week;

- Upcoming meetings and activities:

- Interest Based Bargaining training and session between the Trustees and the SEA- April 13, 2010- 7:00 PM;

- Labor Management Committee – April 8, 2010 - 5:30 PM - High School Library;

- Sidney Community Education Foundation – April 20, 2010 – 5:30 PM Sidney Middle School;

- Early release for curriculum work is scheduled for April 14 and includes a presentation on the mill levy election to staff;

- Guests, Gary Schaff, Megan Greenwood and Ben Johnson provided a presentation on the Ag-Ed and FFA program currently in place at Sidney High School.

Mr. Hermanson asked what Trustees could do to support the ag programs? Megan replied they could use more financial support for making trips – currently raising their own monies and expenses keep increasing. Mrs. Cooley asked how the program recruits students. Ben stated it is hard to recruit at the Club Fair as you must be in an agriculture class to belong to FFA. Student representatives go to the Middle School to explain what they have learned from being active in the program and encourage them to participate in ag classes and FFA. Megan felt the program needs more support from parents as this is an agricultural community so it is an important program.

**STUDENT REPRESENTATIVE REPORT:**

Dillon Leland shared the following information on high school happenings:

- Reported on prom and post prom. Post prom was held at the hockey dome for the first time – students felt it was a success and appreciated the additional space;

- Students participated in dress up days to raise money for Haiti;

- District music festival took place this last weekend. The choral department did well;

- Track has begun with two meets held to date; and

- The annual Smoker is on tap for April 29, 2010 which is a fund raiser for the wrestling program.

**COMMITTEE REPORTS:**

***PUBLIC RELATIONS AND PERSONNEL COMMITTEE: April 6, 2010***

Ms. Dey outlined the following committee agenda items:

- Pam Radke, Food Supervisor, reported on the changes in the kitchen with the remodeling project underway;

- Vacancies were reviewed; Resignations and New Hires are on the consent agenda;

- Contract and re-employment recommendations for 2010-2011 were also reviewed. Thank you to the public for attending and providing input;

- Training for the new mentor program is scheduled for April 23 with teachers from Laurel who work with the program in that school district travelling to Sidney to conduct the training;

- Training for District coaches has been scheduled for May and will focus on reaching individuals who were unable to attend the previous training;

- Lisa Christensen, district speech language pathologist – discussed salary and provided information from across the state and nation which indicates how Sidney Schools measures up; and

- Superintendent’s quarterly review information was distributed.

Cara Lokken-Frandsen asked how Sidney Schools compares with other speech therapists’ salaries based on the information presented. Ms. Dey replied that depending on the category, in a rural region Lisa Christensen is at $8,000 less per year and Geri Willer is about $1,000 under. Mr. Farr stated there are variables that need more information to determine where the district speech therapists fall; for instance, is a “year” based on a 260 day year versus the 187 day year of district therapists.

***TRANSPORTATION COMMITTEE: April 6, 2010***

Mr. Hermanson reported:

- Activity driver salaries – this item is on the consent agenda tonight; and

- No bids have been received on the activity bus that is for sale.

***BUILDINGS AND GROUNDS COMMITTEE: April 5, 2010***

Mr. Hermanson highlighted Building and Grounds topics:

- Progress continues on the District K-12 Facility Plan partially funded by a competitive grant. It is expected to be a useful tool for Trustees in planning and funding short-term and long-term remodeling projects. It will also be used to highlight District infrastructure needs during the upcoming legislative season;

- Updated reports on punch list items including high school fencing, south parking lot, wiring in the high school gymnasium, West Side gym floor; Central heating and bus barn project were perused;

- Discussion continued on the Middle School remodeling projects in the offing. Conversations with Dennis Deutsch, ABC Building Concepts and Roger Byer with B&B Builders provided options and financing avenues available towards the completion of this project;

- An update on the 300 wing/cafeteria/kitchen project slated for the high school was provided. Classes and kitchen staff will need to move out of that wing before the 1st of May; and

- Study by an independent party indicated no lead-based paint in the area at the high school set for remodel.

***FINANCE COMMITTEE: April 5, 2010***

Ms. Dey recapped the following information:

- Began with a special meeting regarding a District request for budget authority in the Elementary District of $132,750.00;

- The committee perused the monthly financial reports and the District lunch report for February as well as the claims for March;

- No bids on the activity bus have been received but all leads are being pursued;

- The District Clerk has sent out Requests for Proposals to other insurance companies which are due back at the end of the week. Another meeting will be held to formulate a recommendation for 2010-2011;

- Mr. Farr reported on the direction the Montana Quality Education Coalition is heading and invited all to attend a public meeting on Wednesday night put on by the MQEC Director who is soliciting information regarding school finance issues; and

- No reply has been received from Rau School regarding the sports proposal clarification sought so this item will be removed from future agendas until action on the part of Rau.

***CURRICULUM AND POLICY COMMITTEE: April 6, 2010***

Mrs. Cooley reiterated the following committee discussions:

- BPA made a presentation regarding program activities, fund-raising efforts and the number of students who will attend nationals. They are asking for assistance on registration at Nationals from the District.

- Review of the letter written to special education parents explaining the Achievement in Montana (AIM) requirements with regards to special education reporting effective March 1, 2010 was conducted. The District is providing an opportunity for parents to opt out of this requirement;

- Eastern Montana University Campus discussions with Dawson and Bozeman are continuing with both institutions on board with this concept;

- A summer math program to be paid for with Title I ARRA monies is in the planning stages to deal with the “summer slide” in this area;

- Migrant Education will operate on a small scale under the leadership of Jessie Lofthus;

- Updates to the District Safety Manual are on the agenda for first reading; and

- Board Policy changes recommended last month are on the consent agenda for second reading and adoption.

**CONSENT AGENDA:**

**New Hires**

Bryan Riedmann – Transportation Assistant

**Resignations**

Rita Braun – High School Social Studies

Corey Birch – High School/Middle School Music

Sandi Edwards – Administrative Assistant

Tami Sleeth – Special Education Aide

Teresa Benson – Head Golf Coach

**Certified and Licensed Contract Renewals**

***Tenured Staff Recommended for Contract Renewal:***

Arnold, Sherry Anderson-Biebl, Dawn Barnhart, Thom Berube, Nikki

Beyer, Tammy Braden, Bernie Brannan, Janet Clark, Linda

Donvan, Lynn Dornfeld, Barbara Dschaak, Virginia Farr, Lynette

Faulhaber, Brad Fehilly, Caryn Franklin, Nicole Gear, Mike

Gebhardt, Yvonne Greenwood, Dawn Hall, Roberta Halvorson, Mark

Haraldson, Darci Hearron, Carol Hermanson, Kim Hermanson, Tammy

Jepsen, Sandra Kallevig, Becky Keenan, Lori Klose, Rae Ann

Lang, Jeanne Lange-Rice, Staci Leibach, Mary Leland, Tammy

Linder, Tammy Lovegren, Jennifer McDonald, David McDonald, Joy-Lyn

McMorris, Sherry Melby, Guy Meldahl, Synneva Merritt, Roger

Mueller, Jodi Obermeyer, Lynn Osland, Cindy O’Toole, Steve

Pfau, Mary Prevost, Deb Roberts, Kathleen Safty-MacDonald, Janet

Satra, Sue Schaff, Gary Schell, Greg Schulz, Marvin

Simonsen, Nicole Spracklin, Janet Stedman, Elaine Sullivan, Sandy

Thiel, Loretta Wagner, Cynthia Werner, Katrina Wheeling, Patti

Wieferich, Cathy

***Non-tenured Certified Teachers Recommended for Tenure:***

Skinner, Jon Thompson, Beth

***Non-tenured Certified Teacher Recommended for Renewal***

Albertson, Jill Averett, Marnee Clark, William Collins, Stacey

DiFonzo, Jennifer Graves, Jessica Hermanson, Megg Kessel, Tracy

Lofthus, Jessie Lokken-Frandsen, Cara Miotke, Jarrod Moreno, Ruben

Pedersen, Teresa Redman, Holly Sletvold, Michelle Wiese, Jessica

***Licensed/Special Education Staff Contract Renewals***

Allmaras-Willer, Geri Christensen, Lisa Monsen, Michelle Pust, Duane

**2010-2011 Extended Year Contracts**

Thom Barnhart – HS Guidance – 10 Days Jessie Lofthus – HS Annual – 5 Days Roger Merritt – HS IA – 5 Days

**2010-2011 Classified Staff Contract Renewals**

*Administration Office/Technology*

Merritt, Leigh Simmons, Sean Stennes, Ken Vaira, Nancy

Yockim, Steve

*Aides*

Alexander, Lori Averett, Shelley Baisch, Debra Christianson, Laurie

Fink, Jami Fischer, Cathy Haase, Tammy Hackmann, Bobbi Jo

Hansen, Cheryl Harris, Ashley Hoon, Lynette Hunter, Rhonda

Johnson, Nicole Lorenz, Marilyn Perez, Cindy Rehbein, Sandy

Ruffatto, Nanette Sipper, Sue Smith, McKenzie Steinbeisser, DelRae

Sunwall-Simmons, Halie Tofte, Wanda

*Language Models/Alternative Education Tutors/Title I Tutors*

Crowe, Cori Jensen, Maria Nagle, Ann Nevins, Lacey

Osborne, Bonnie Paulson, Myrna Skaar, Tara Wraith, Louise

*Custodians*

Buxbaum, Chuck Callen, Ron Conzelman, Alana Getchell, Jon

Kiamas, Brenda Larson, Lenny Lowrey, Steven Moerman, Karen

Munoz, Rich Panasuk, Terry Vannatta, Kenny Verhasselt, Tom

Walla, Keith

*Secretaries*

Brost, Gloria Hartl, Sheila Peters, Maria Stevens, Linda

Verhasselt, Carla

*Food Service*

Benefiel, Kathy Carpenter, Pam Couture, Rose Kling, Diana

Mitchell, Lynette Nelson, Barbara Radke, Pam Thiel, Pam

Verhasselt, Jennifer Wood, Judy

*Transportation*

Anvik, Teri Berg, Carla Cummings, Charles Edinger, Tami

Iversen, Louise Moran, Shelley Peterson, Rhonda Riedmann, Bryan

Verhasselt, Rick

**2010-2011 Non-Tenure Certified Staff Contract Non-Renewal**

Cedric Halvorson – High School/Middle School Music – without cause effective at the end of the 2009-2010 school year

**2010-2011 Activity Bus Driver Salary Schedule-** *Schedule as adopted is an appendix to these minutes*

**Board Policy Revisions – 2nd Reading and Adoption**

Adoption would be effective July 1, 2010

***BP1401***- Adds language about electronic records of the Board of Trustees availability to the public

***BP2113***- Removes references to pre-first program and speaks to the current pre-kindergarten program

***BP2140***- Adds item regarding nicotine addiction services/tobacco cessation programs for policy violations

***BP3110***- Clarified language regarding education of students 19 years of age

***BP3225F2***- Updates the new Title IX coordinator for the District

***BP5336***- New policy on Compensatory Time and Overtime for Classified Employees

***BP5254***- New policy on Payment of Employee Contributions and Interest on Previous Service

***BP5254F***- Form that coincides with above policy

***BP5338***- New policy on Payment on Interest on Employer Contributions for Workers Compensation Time

***BP5338F***- Form on above policy

***BP5630***- New policy on Personnel- Employee Use of Cellular Phones and Other Electronic Devices

***BP6110P***- Update to superintendent evaluation format and remove names from last page

***BP7121***- Clarifies language regarding line item budget transfers as current language is not accurate

***BP7320***- Combines policies 7320 and 7530 into one policy on bids and contracts

***BP8123***- Language added regarding the use of cell phones while driving and the “P” passenger endorsement

***BP8430***- Adds language regarding electronic stored information (ESI)

***BP9330***- Removes references to a facilities manager regarding facility operations the position no longer exists

* 1. **ety Loss and Control Program Policy Revisions – 1st Reading**

- Grammatical and spelling errors will be corrected

- Page 2, Paragraph 5: changed to reflect the team worked needed between the District and the employee in safety and health management

- Page 2, Paragraph 6: Reference to individual performance in regard to safety reworded as an expectation that will be considered as an element of overall job performance

- Page 3, Paragraph 2: the word “job” was added before “task specific basis”

- Page 4, Paragraph 5: references to “directors” changed to “supervisors” and “in the school” to “to their school’s campus”

- Page 5, Paragraph 1: accident prevention reworded as “proactive in the prevention of accidents”

- Page 6, Paragraph 2: added appointed by the Superintendent to selection of committee members

- Page 6, Paragraph 5: Meeting schedule broadened to allow committee to pick dates

- Page 6, Paragraph 6: duties regarding meeting agendas and meeting clarified

- Page 8, Paragraph 1: added “ongoing professional development and…” to first sentence

- Page 8, Section 2, Paragraph 2: added “...building principal or…” to first sentence

- Page 10, Paragraph 3: grammatical correction to sentences 3 and 4 combining them into one

- Page11: comment about access to annual fire marshal’s reports

- Page 12, Paragraph 6: replaces reference to work order to a communication in writing or e-mail to building maintenance supervisor and places the responsibility of each building maintenance supervisor to eliminate unsafe physical conditions

- Sections A & B: primarily grammatical and/or spelling – A-4(7) was reworded regarding building emergency plans and practice drills in relation the possible occurrence of an emergency

- Section C: previously unfinished section, reworked and added to

**2009-2010 Out-of-District Attendance Agreements**

1) Parent Request: Mariah Karst Grade 9 by parent Joann Karst from the Fairview School District

No tuition charged on this parental request.

**Out of State Field Trips**

Grade One to Minot, North Dakota to visit the zoo

Grade 8 to Sather Dam and North Dakota National Grasslands for geological presentation and nature hike

Grade 7 to Theodore National Park

Mr. Pfau moved to remove the non-tenured staff non-renewal from the consent agenda to be voted on separately. Mrs. Cooley seconded the motion. Mr. Pfau voted in favor of the motion. Mrs. Cooley, Ms. Dey, Mr. Hermanson and Mr. Lorenz voted against the motion. Motion was defeated.

Tom Halvorson asked to have the action explained to the audience. Chairman Lorenz explained that Mr. Pfau moved to remove this item from the consent agenda to be voted on separately and the motion was defeated so this item will be considered with the consent agenda items. Mr. Halvorson spoke to Board policies regarding at-will employees and/or termination or the lack of such policies. Discussion followed regarding the action taken. Student representative, Dillon Leland moved to reopen the motion- the procedure was explained to him.

Mr. Pfau moved to approve the consent agenda as presented. Mrs. Cooley seconded the motion. The motion failed when no one responded to the question to vote put forth by Chairman Lorenz.

Mr. Pfau moved to remove the consideration of the non-renewal of certified teacher, Cedric Halvorson, from the consent agenda. Ms. Dey provided the second which passed on a 5 to 0 vote.

Mr. Pfau moved to accept the consent agenda as presented excluding the non-renewal of Cedric Halvorson. Ms. Dey seconded the motion. The motion passed 5 to 0.

Mrs. Cooley made the motion to accept the recommendation of Superintendent Farr for the non-tenured certified staff non-renewal of Cedric Halvorson for the 2010-2011 school year without cause. Mr. Hermanson seconded the motion. Discussion followed.

The following audience members spoke in favor of retaining the services of Cedric Halvorson for the 2010-2011 school year and concern for the music department if the superintendent’s recommendation was approved: Heidi Miller, Dianna Findlay, Richard Eggar, Mary Carda, Linda Ries, Virginia Dschaak, and Virginia Herrick.

Mr. Hermanson asked for guidance regarding the possibility of tabling the issue until next month. He was told that the Board would need to clear off the table by acting on the current motion. Mr. Hermanson stated that tabling the motion would mean Trustees would need to act on it next month and reminded the audience that the Board meeting as well as committee meetings are open to the public- if the current motion is defeated.

Discussion ceased and Chairman Lorenz called for the vote to accept the non-renewal of Cedric Halvorson without cause for the 2010-2011 school year. The motion failed four to one with Mrs. Cooley voting in favor of the motion.

Mr. Pfau moved to table the non-renewal of Cedric Halvorson until the May meeting. Ms. Dey seconded the motion which passed 5 to 0. The Trustees explained that the action provided another month to discuss the issue as the District has until June 1st to finalize a decision on certified teaching contracts. Dates of committee meetings and the next regular board meeting were provided to audience members.

Louie Reyna remarked on the appearance of the Board on this issue- Board members Kelly Dey, Luann Cooley and Todd Hermanson responded stating they are serving on the board to do what is in the best interest of students. Mrs. Cooley referred to the difficulty of expulsion hearings and some decisions the Trustees face. Mr. Hermanson invited anyone present to run for his position next May.

Chairman Lorenz provided an opportunity for community comment on non-agenda items: No response was forth coming.

At 8:45 PM, Chairman Lorenz announced that the next matter to come before the Board was a personal matter and that he had determined as follows: 1) that the matter of the individual’s privacy is involved; 2) that such privacy demands protection of the individual for the sake of reputation, and otherwise, little, if anything, could be gained by publicly disclosing the information to be discussed; and 3) that the demand for privacy in this matter clearly exceeds the merits of public disclosure. Therefore, he called for an executive session for the purpose of the superintendent’s quarterly evaluation.

Chairman Lorenz reconvened the meeting at 10:00 PM.

With no further business to come before the Trustees, the meeting was adjourned at 10:02 PM

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Board Chair

Approved: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Attest:

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District Clerk