**March 9, 2020**

A regular meeting of the Sidney Public Schools Board of Trustees was held Monday, March 9th, 2020 at 7:00 PM at the Administration Office, 101 South Central Avenue on posted notice by the clerk. Present were Trustees David Seitz, Lisa Gorder, Kelly Dey, Craig Steinbeisser, Ben Thogersen, Jon Marker and incoming Trustee- Alex Villegas. Also in attendance were Superintendent- Monte Silk, Clerk- Nicole Beyer, Central Principal- Sara Romo, Middle School Principal – Kelly Johnson, High School Vice-Principal- Carl Dynneson, West Side Principal- Sharri Vandall and Special Education Director- Michelle Monsen. Absent were: Trustee- Randy Iversen, Curriculum/ Federal Programs Director- Thom Barnhart and High School Principal- Brent Sukut.

At 7:00 PM Chairman Thogersen called the meeting to order welcoming the visitors in attendance: Amy Bieber, Karen Bieber, Chris Lee, Bobbi Silk, Sam Shaw, Jasmine Pinkston. Mr. Thogersen 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.

Ms. Dey moved to approve the minutes of the regular meeting held February 10th, 2020, the special meetings held February 24th, 2020 and March 2nd, 2020 and the Febuary Claims Warrants 232190 through 232229 in the amount of $208,926.96. Mr. Seitz seconded the motion which passed 6 to 0.

Ms. Dey moved to cancel ASB warrant # 25674 dated 2/22/2020 in the amount of $120.92 to Johnson Hardware- duplicate payment.

Trustees reviewed the February Associated Student Body report and approved the following transfer:

From HS Library (Acct 107) to Talon (Acct 126) $106.25 Left over candy to Library AR Store

The transfer was approved 6 to 0 on a motion by Mr. Steinbeisser and a second by Mr. Seitz.

**SUPERINTENDENT’S REPORT: Monte Silk**

**Resignations:**

- Kathy Kittleson – Central School Food Service Worker

- Elizabeth Rabbe – Central School 4th Grade Teacher effective 5/29/2020

- Bobbi Silk – High School Business Teacher effective 5/29/2020

- Cathy Wieferich – West Side 1st Grade Teacher effective 5/29/2020

- Amber Pust – West Side 2nd Grade Teacher effective 5/29/2020

- Frank DiFonzo – Activity Bus Driver only

- McKen-Z Ramus – Assistant Cheer Coach

**Transfer:**

- Stephanie McGahan from Kindergarten (K-2) to Grade 3

**Current Certified Staff Openings Prior to Possible Transfers:**

- Kindergarten (1) Grade 1 (0) Grade 2 (2) Grade 3 (2)

- Grade 4 (1) Library/Media (2) Title One (1)

**Enrollment: 1358 including pre-school numbers.**

**Other:**

- March 9th is the first date for track and softball practice with parent meetings tonight

- April 18th is the Sidney High Track Invitational

- April 9th is the Middle School Track Meet

**COMMITTEE REPORTS:**

***PUBLIC RELATIONS AND PERSONNEL COMMITTEE: March 2, 2020 Kelly Dey***

- Vacancies, Transfers and Resignations were reviewed. New Hires are on the Consent Agenda tonight;

- 2020-2021 non-tenured certified staff contracts are on tonight’s agenda

- Trustees elected to interview all four remaining applicants for the superintendent’s job March 30th and 31st

- Alex Villegas will be sworn in as the newly appointed Trustee tonight

 ***BUILDING AND GROUNDS COMMITTEE: March 2, 2020 Craig Steinbeisser***

- Building Updates:

 \* Central School

* Scoreboards donated by Stockman Bank and Blue Rock have been installed in each gym
* Paper products stored in the unused shower area in the bathrooms was ruined when water was turned on by a student at a Middle School basketball

 \*High School

* Track striping will take place next week- weather permitting, by Robert Stone, The Track Doctor at a cost of $7,800.00. The home track meets are April 8th and 19th

\*West Side Elementary

* Mrs. Vandall continues to explore alternatives to the current parent drop zone

\*Middle School

* Installation of a rail and ramp for access to the Middle School auditorium stage is underway to bring the structure to ADA compliance
* Corland Construction will remove the Middle School bleachers over spring break
* A 220 volt power receptacle will be installed in the gym in April for the floor sander
* Floor sanding is scheduled for June with bleacher installation to follow in July

- Discussion Items

* Paving of the West Side parking lots will again be reviewed next month
* Central School was awarded a grant from the Department of Commerce for the HVAC/air conditioning project. Discussions have begun with McKinistry regarding this project

***FINANCE COMMITTEE: March 2, 2020 Jon Marker***

- Clerk Financial Reports, County Investment Reports and the ASB Report for January were reviewed

- February Claims were provided to the Trustees tonight

- Mr. Silk updated enrollment figures which continue to experience a slight increase

- Mr. Silk shared the documentation received by the District awarding the Local Assistance Grant for the HVAC/air conditioning project in the east/west wings of Central school

- 2020-2021 administrator salary proposals were reviewed. This item is on the agenda tonight.

- Information regarding available workers compensation from the Montana State Fund and the Montana Schools Group Insusrance Authority (MSGIA) have provided information about their programs. Clerk Beyer is soliciting rate comparisons from Montana State Fund and program costs from MSGIA

***CURRICULUM AND POLICY COMMITTEE: March 2, 2020 David Seitz***

- Mr. Barnhart provided a short curriculum update

 - Brent Sukut and Carl Dynneson provided examples of pacing guides completed at various grade levels for the four day school week. Work continues on no-school Friday plans including elementary STEAM activities, student tutoring, Saturday school and in-school-suspension. Other Friday considerations include providing lunch on Fridays, obtaining grants for lunch/activities and staffing Friday activities.

 Mr. Sukut reported on the Eastern A 2020-2021 scheduling meeting stating that most events will be Thursday, Friday and Saturday nights with the exception of golf and softball. It is not profitable for golf courses to schedule meets for weekends. Mr. Sukut and Mr. Dynneson expressed deep appreciation to the teaching staff who have worked hard to bring this project to fruition for 2020-2021

- Labor-Management met last week. One topic of discussion was student/staff travel in light of the coronavirus

- Strategic planning wih Debra Silk of MTSBA will be Tuesday, March 10, 2020

**-** Board Policy review continues and policy changes/additions are on the agenda tonight

- The High School administrators will bring details on requested changes to course requirements in April. In a nutshell, they want to have a Personal Finance Class required during the junior or senior year opening up some opportunities at the lower grade levels for electives.

**CONSENT AGENDA:**

**\* New Hires:**

**-** Taylor Condon – Elementary Teacher 2020-2021

- Katlyn Winter – Elementary Teacher 2020-2021

New hires approved pending results of background checks and fingerprint clearances.

**\* Second Reading and Adoption of Proposed Changes to the Following Board Policies**

- Policy 4315- Visitor and Spectator Conduct: Updated legal references

- Policy 4320- Contact with Students: Clarifies vendor/service provider access to students

- Policy 4332- Conduct on School Property: Updated legal references

- Policy 5120- Hiring Process and Criteria: Added guidance on completing reference checks on applicants

- Policy 5223- Personal Conduct: Changes to comply with legislative action prohibiting romantic or intimate relations between a student and school employee

- Policy 5232- Abused and Neglected Child Reporting: Changes to comply with legislative action prohibiting romantic or intimate relations between a student and school employee

- Polciy 5329 & 5329P- Long-term Illness and Disability Leave: Revised to remove outdated language, clarify policy applicability and ensure consistency with the law and policies governing maternity leave

**\*Renewal of Non-Tenured Teachers’ Contracts for 2020-2021**

 Beyer, Sarah (Tenure Contract) Johnson, Brittany (Tenure Contract) Thompson, Rebecca (Tenure Contract)

 Filler, Penny (Tenure Contract) Pust, Amber (Tenure Contract)

 Barnhart, Jean Biniek, Russell Carroll, Stephanie

 Clark, Warren Copple, Ashley Coryell, Daniel

 Coryell, Megan Halvorson, Cedric Hekkel, Lana

 Hier, Shelby Hoffman, Jerome Johnson, Lukas

 Keegan, Emily Knows His Gun, Alexandria Lang, Jeanne

 Lewis, Tia Lund, Karen Monsen, Shane

 Palm, Andrea Ramus, McKen-Z Shaw, Sam

 Steinbeisser, Chelsea Wildey, Kayla Wilson, Witni

 Young, Kylie

**\*Acceptance of Resignations**

 Kathy Kittleson – Central Food Service Worker

 Elizabeth Rabbe – 4th Grade Teacher effective at the end of 2019-20

 Bobbi Silk – High School Business Teacher effective at the end of 2019-20

 Cathy Wieferich – 1st Grade Teacher on leave effective at the end of 2019-20

 Amber Pust - 2nd Grade Teacher effective at the end of 2019-20

 Frank DiFonzo - Activity Bus Driver only

 McKen-Z Ramus – Assistant Cheer Coach

The Consent Agenda was approved 6 to 0 on a motion by Mr. Steinbeisser and a second by Mr. Seitz.

**DISCUSSION/ACTION AGENDA:**

**\* Memorandum of Understanding with the SEA – Leave Days under 4-Day School Week**

- At a special meeting of the Trustees on February 24th, Trustees approved the following:

* Teacher contracted days will be changed from 187 to 163 days or approximately 1395 Hours
* Individual teacher accumulated sick leave as of June 30, 2020, will carry forward for 2020-2021 school year with no change in value. Maximum accumulation will remain at 156 days.
* The combination of sick leave and personal leave will decrease by 1.5 days. The SEA agreed to a decrease in sick leave from 13 to 11.5

The Sidney Education Association has approved the attached Memorandum of Understanding/Appendix D confirming the above changes. Ms. Dey moved to approve the attached Memorandum of Understanding. Mr. Marker seconded the motion which passed 5 to 1 with Mr. Steinbeisser opposing the motion.

**\* First Reading of Proposed Changes to the Following Board Policies**

- Policy 3650- Montana Pupil Online Personal Information Protection Act: Addresses compliance with the new law governing contracts with vendors/providers to ensure student data remains securely stored and used for educational purposes

- Policy 3650F- Montana Data Privacy Agreement: Form provided to contracted vendors to ensure vendor accountability to the law for protection of student data

- Policy 5332- Maternity and Paternity Leave (MTSBA Policy 5330): Revised to address inconsistencies with law; specifically referencing paternity leave

- Policy 5430F- Volunteers and Chaperones Form: Revised to ensure comprehensive review of policies applicable to volunteer services

- Policy 7260- Donations, Endowments, Gifts and Investments: Reflects legislative action broadening authority and flexibility school district have over donated funds

- Policy 7520- Independent Investment Accounts: Expands authority to control school district resources separate from the County Treaurer as per Montana law

- Polciy 8225- Tobacco Free Policy: Ensures compliance with legislative action specifically prohibiting vaping devices on school district property

Mr. Seitz moved and Mr. Marker seconded the motion to approve the first reading of the above policies. The motion passed 6 to 0.

**\* Approval of 2020-2021 Administrator Contract Renewals and Salaries at a 4% increase with an addition 1% increase for Sharri Vandall for a successful first year**

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| --- | --- | --- | --- |
| **ADMINISTRATOR** | **ASSIGNMENT** | **DAYS** | **SALARY** |
| Thom Barnhart | Curriculum Director | 215 | $84,249.00 |
| Carl Dynneson | HS Assistant Principal | 207 | $73,805.00 |
| Kelly Johnson | Middle School Principal | 215 | $97,037.00 |
| Michelle Monsen | Special Education Director | 215 | $92,739.00 |
| Sara Romo | Central School Principal | 215 | $78,119.00 |
| Brent Sukut | High School Principal | 215 | $89,989.00 |
| Sharri Vandall | West Side School Principal | 215 | $76,658.00 |

Ms. Dey moved to issue the administrator contracts listed above with a 5% increase for Mrs. Vandall (1% added to the 4% for a successful year) and 4% increase for all other administrators. The motion passed 6 to 0 following a second by Mrs. Gorder.

**\* Replacement of Central School’s Outdoor Basketball Court**

Received an estimate from Corland Constuction in November which is still good to replace the asphalt court with concrete and new basketball hoops. Concrete for a 60’x84’ court, striping, backboards and install is estimated at $54,500.00. Following discussion, consensus was not to fence off the basketball court as there is a fence around the entire playground. Mr. Steinbeisser moved to approve Corland Construction’s quote for the concrete and baskets/backboards for the Central outdoor basketball court. Ms. Dey seconded the motion which passed 5 to 0 with Mrs. Gorder abstaining on this elementary issue.

**\* Appointment of Alex Villegas to the vacant Trustee position**

- County Superintendent of Schools, Gail Staffanson, appointed Mr. Alex Villegas to the open position on the Board of Trustees created by re-classification of Sidney Public Schools to a first class district

Mr. Seitz moved and Mr. Marker seconded the motion to accept the appointment of Alex Villegas to the Board of Trustees from School District 5-1. The motion passed unanimously and Mrs. Beyer administered the oath of office.

Chairman Thogersen provided an opportunity for Community Comment on non-agenda items: Carl Dynneson, Assistant High School Principal, commented on concerns around the coronavirus, informing trustees that administrators are keeping a close eye on travelling staff/students to determine if the planned trips should occur.

With no further business to come before the Trustees, the meeting was adjourned at 7:47 PM.

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 Board Chair

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

Attest:

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District Clerk