**May 11, 2020**

A regular meeting of the Sidney Public Schools Board of Trustees was held Monday, May 11th, 2020 at 7:00 PM at the Administration Office, 101 South Central Avenue on posted notice by the clerk. Present were Trustees Lisa Gorder, Ben Thogersen, Jon Marker and after the approval of minutes- Alex Villegas. Also in attendance were Superintendent- Monte Silk, Clerk- Nicole Beyer, West Side Principal- Sharri Vandall, Central Principal- Sara Romo, Curriculum Director- Thom Barnhart, Activities Director- Chris Lee, High School Principal- Brent Sukut, High School Assistant Principal- Carl Dynneson and Incoming High School Assistant Principal- Danny Coryell . Present via Google Meet: Kelly Dey and Randy Iversen with David Seitz available by conference phone. Absent was: Trustee, Craig Steinbeisser.

At 7:00 PM Chairman Thogersen called the meeting to order with County Superintendent of Schools, Gail Staffanson present. Community Members were present via conference call and on You Tube. Mr. Thogersen stated an opportunity for community comment on non-agenda items would be provided at the end of the meeting.

Mr. Iversen moved to approve the minutes of the regular meeting held April 13th, 2020, the special meetings held April 13th and 27th and the April Claims Warrants 232268 through 232311 in the amount of $245,666.77. Mr. Marker seconded the motion which passed 6 to 0.

Trustees reviewed the March Associated Student Body report. Mr. Marker moved to approve the transfer of $31.38 from ASB 211 (MS Student Council) to ASB 126 (Talon) for popcorn and oil. The motion passed unanimously following a second by Mr. Seitz.

**SUPERINTENDENT’S REPORT: Monte Silk**

**Resignations:**

- Ted Fulgham – High School Agriculture Teacher at the end of 2019-2020

- Tamara Johnson – Kindergarten Teacher at the end of 2019-2020

- Kayla Wildey – Middle School Special Education at the end of 2019-2020

- Monica Myhre-Mocko – Middle School Science/Language Arts Teacher at the end of 2019-2020

- Melani Morales – West Side Custodian

**Transfers:**

- Carl Dynneson – From High School Assistant Principal to High School Principal

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

- Kindergarten (2) K2 & Possible K1 Grade 3 (1) Agriculture (1)

- Library/Media (2) Title One (1) Health Enhancement (1)

- MS Science/Language Arts

**Enrollment: 1364 including pre-school numbers.**

**Calendar:**

- Graduation will be Sunday, May 24, 2020. This is part of tonight’s agenda

**Old Stockman Bank Purchase/Closing:**

- Closing with Stockman Bank on the purchase of the new Administration Office is set for June 15, 2020

**Other Information:**

**-** An **e**stimate by B&B Builders for front entrance concrete replacement work at West Side is enclosed and ranges from $3500.00 to $9000.00

**-** Staffing report with vacancies is also attached

**-** An updated projects funding sheet is also enclosed

**-** Corland Construction provided an estimate of $5800.00 for the cost of footings for the new high school reader board being donated by Yellowstone Bank. Mr. Silk expressed his appreciation to Yellowstone Bank for providing this new method of communication

**-** Sidney Public Schools Food Service Department received a $7500.00 No Kid Hungry grant for the new West Side School breakfast program

**-** Mr. Silk provided a quote from Corland Construction to rehabilitate the back door concrete entry (Informational Only). Base cost would be $7,425.00 with an additional alternative of $14,960.00

**-** Mr. Silk also reported that public gyms, theatres etc will be allowed to open Friday. His recommendation was to consider opening school facilities in June as schools are not currently open to the public

**COMMITTEE REPORTS:** Part of the April 27, 2020 Minutes

**CONSENT AGENDA: None**

**DISCUSSION/ACTION AGENDA:**

**\* Graduation Plans for the Class of 2020**

- To be held on the football field with graduates spaced out to meet social distancing requirements

- The initial plan was to allow each student four immediate family member attendees also sitting in assigned areas to meet social distancing requirements. Many requests have been made to increase this number to accommodate all siblings/parents so this plan may see some alteration

- High School administration surveyed senior students and they have requested that graduation remain on Sunday, May 24 at 2:00 PM. The plan is to have graduation rain or shine with the possibility of providing disposable rain gear for attendees

- The plan has been presented to the County Health Department and they have not expressed the need for any changes

- Current issues involve video availability for the senior slide show. Discussion on possible solutions continues

**\* New Hires/Transfers**

- Mrs. Gorder moved to hire Krista Steinbeisser for Summer Groundskeeper. Mr. Seitz seconded the motion which passed 6 to 0 with Ms. Dey abstaining due to a conflict of interest.

- Ms. Dey moved to hire Emma Stevenson as West Side Head Custodian as of May 1, 2020 and Kim Wichman as 2020-2021 Special Education Teacher. Mr. Villegas seconded the motion which passed 7 to 0.

- Ms. Dey moved to hire Danny Coryell as High School Assistnat Principal at a salary of $71,650.00 beginning July 1, 2020. The motion passed unanimously following a second by Mr. Marker. Mr. Coryell thanked the board for this opportunity and asked them to consider allowing him to continue to coach the “C” team for football. Mr. Silk stated this would be discussed at the June meetings.

- Mrs. Gorder moved to approve the transfer of Carl Dynneson from High School Assistant Principal to High School Principal at a salary of $81,200.00. Mr. Marker seconded the motion which passed 7 to 0.

**\* 2020-2021 Girls’ Wrestling/Boys’ Powerlifting**

**-** Approved as new MHSA activity offerings beginning in 2020-2021

- AD, Chris Lee, recommended adding Girls’ Wrestling for the coming year, with minimal additional cost to the District. If Trustees do not approve powerlifting, Mr. Lee will need to conduct a proportionality test to see if girls/boys sports participants meet this requirement as we will have one more girls sport than boys

- Mr. Lee reiterated the Board committee request to pursue powerlifing as an intramural/club sport to gauge interest

Mr. Marker moved to approve the offering of Girls Wrestling for the 2020-2021 school year. The motion passed unamiously following a second by Mrs. Gorder.

**\* Winter Coach Rehires as recommended by Chris Lee, Activities Director**

***- Speech and Drama:*** Head Coach: Gail Staffanson Assistants: Christy Pierce & Hunter Gordon

***- Wrestling:*** Head Coach: Guy Melby Assistants: Ty Graves & Nick Lonski MS: Shane Gorder & Josh Prevost

***- Girls Basketball:*** Head Coach: Dan Peters Assistants: Harry Owczarek & Zac Leader MS: Marie Holler & Emily Keegan Elemnetary: Emily Keegan & David Huskamp

***- Boys Basketball:*** Head Coach: Chad Quilling Assistants: James dMeisel & Shane Monsen MS: Jordan Mayer, Marcus Mayer & Sandy Sullivan Elementary: Quinn McGlothlin & Sean Montgomery

***-*** ***Cheer/Dance:*** Head Coach: Katie Dasinger MS: Raelee Henline & Brittany Brown

Chairman Thogersen explained a subcommittee had met regarding coaching/activity contracts and position renewals. To provide a better flow in the hiring process and allow head coaches to have input when hiring assistants and elementary coaches, Trustees will act only on the head coaching positions following the initial recommendation of the Activities Director.

Mr. Seitz moved and Ms. Dey seconded the motion to renew Gail Staffanson as Head Speech and Drama Coach for 2020-2021. The motion passed unanimously.

Mr. Marker moved to hire Guy Melby as head wrestling coach for 2020-2021. The motion passed 7 to 0 following a second by Mr. Villegas.

Mr. Iversen made the motion to hire Dan Peters as head Girls Basketball Coach for 2020-2021. Mr. Marker seconded the motion which passed 5 to 2 with Mr. Thogersen and Ms. Dey voting against the motion.

Mrs. Gorder moved to hire Chad Quilling as head Boys Basketball Coach for 2020-2021. The motion passed unanimously following a second by Ms. Dey.

Mr. Villegas moved to hire Katie Dasinger as Head Cheer/Dance Coach for 2020-2021. Mr. Seitz seconded the motion which passed 7 to 0.

**\* Middle School Gym Floor Extension/Office Removal**

Following review of the quotes provided by various vendors to extend the Middle School gym floor and discussion of the options available allowing conversion of the gym floor to meet competition requirements, Mr. Seitz moved to delay consideration of this project until the economic conditions improve. Mr. Marker seconded the motion which passed unanimously.

**\* 2020-2021 Health/Dental Employee Benefit Management Service (EBMS) Insurance Renewal**

- Sidney Schools is currently in the second year of a three year commitment with EBMS. 2020-2021 would be the third year which allows the option for the District to sign with another company at no penalty

- Less than a 1% difference exists between the three-year rates and the one-year rate. The Insurance Committee recommends approval of the one-year rates for 2020-2021 with plans to go out to bid in 2021-2022

- The Insurance Committee is also recommends the District approve the establishment of an employee funded Health Savings Account option through EBMS. New employees to the District do not have the ability to set up a Health Retirement Account and are interested in an option to assist with medical expenses

Mr. Marker moved to accept the recommendation of the Insurance Committee and approve a one- year commitment

with EBMS for the 2020-2021 year at the rates quoted. The motion passed 6 to 0 with Mr. Seitz abstaining on this issue.

Ms. Dey moved to accept the Insurance Committee’s recommendation to establish a Health Savings Account through EBMS as an elective for employees participating in EBMS high deductible health plans. Mr. Villegas seconded the motion which passed 6 to 0 with Mr. Seitz abstaining

**\* 2020-2021 United Heritage Vision and Life Insurance Renewal**

- Rates for this insurance covereage handled through Union Gateway Insurance in Sidney will see no increase

- An unofficial survey of employees with vision coverage was conducted during open enrollment last year with the majority in favor of a proposed plan that would allow participants to obtain new frames every 12 months instead of every 24

- After comparing the cost to employees, the Insurance Committee is recommending replacing the current vision plan with the proposed upgraded plan that will allow frames to be replaced every 12 months

Ms. Dey moved to approved the Insurance Committee recommendation to approve United Heritage as carrier for District vision and life insurance coverage for 2020-2021 with an upgrade in vision plans as noted above. The motion passed unanimously following a second by Mrs. Gorder.

**\* 2020-2021 Montana Cooperative Services Agreement $1200.00**

Mr. Villegas moved and Mr. Marker seconded the motion to approve participation in Montana Cooperative Services Agreement for 2020-2021. The motion passed 7 to 0.

**\* 2020-2021 Montana School Boards Association (MTSBA) Membership $8,418.00**

Ms. Dey made the motion to approve membership in MTSBA for the 2020-2021 year. The motion passed unanimously following a second by Mr. Villegas.

**\* 2020-2021 Montana Quality Education Coalition (MQEC) Membership $2,500.00**

Ms. Dey moved to renew membership in the MQEC for 2020-2021. Mrs. Gorder provided the second to the motion which passed 7 to 0.

**\* 2020-2021 Montana High School Association (MHSA) Membership Dues, Liability, Catastrophe and Concussion Plan**

Dues and insurance premiums are based on enrollment as of October 1, 2019 as well as the number of MHSA sanctioned activities offered by the District. Mr. Marker moved to continue membership in MHSA for 2020-2021 including liability catastrophe and concussion insurance. The motion passed unanimously following a second by Mr. Villegas.

**\* 2020-2021 District Fees and Charges – No changes recommended**

**\* 2020-2021 Classified Staff Contract Renewals/Offer of Employment**

Mr. Iversen moved to extend offers of employment to the following classified employees for the 2020-2021 year. Mrs. Gorder seconded the motion which passed 5 to 0 with both Ms. Dey and Mr. Iversen abstaining due to a conflict of interest.

***- ACTIVITY DRIVERS:***

Mark Brodhead David Christensen Ty Graves Doug Hecker Josh McGahan

James Meissel Nyle Obergfell Tim Tharp Paul Turek Rodney Wall

Terry Williams

***- ADMINISTRATION OFFICE:***

Tracy Click Kasey Deschaine Nick Kallem Michelle Lambert Christy Nelson

***- AIDES:***

Tami Christmann June Decker Danielle Deshaw Jessica Dockweiler Alicia Esterby

Jenny Hoffman Rhonda Hunter Susan Iversen Jennifer LaDuke Marilyn Lorenz

Brianna Lunderby Cheryl Mastvelten Virginia Meng Katelyn Mocko Jane Olson Trista Papka Jenny Pust Sandy Rehbein Sonia Spaulding DelRae Steinbeisser Renee Troudt Jammie Uran Kimberly Wenzel Cheryl Woirhaye

Melanie Morrill OT/PT Jane Nicolaus Speech Toni Smelser Speech Erika Snow OT/PT Weslie Zoanni Speech

***- CUSTODIANS:***

Laura Clark Sheila Iszler Brenda Kiamas Karen Moerman Zechariah Murphy

Emma Stevenson Taycia Yockim

***- FOOD SERVICE:***

Pam Radke – Director Sara Burnison Chuck Buxbaum Bobbi Goff Dusty Ivory

Dru Jones Margo Lawler Sherry Lessman Barbara Luke Barbara Nelson Jenifer Verhasselt Renita Welnel

***- SECRETARY/ADMINISTRATIVE ASSISTANTS:***

Nicole Enriquez Marcy Harrison Kathy Johnson Jennifer Lunderby Maria Neff

Kathy Nicholson Maria Peters Carla Verhasselt

***- TECHNOLOGY***

Nathan Roth – Director Cole Haugen Ken Stennes Tari Syth

***- TITLE TUTORS***

Donald “Jim” Bailey Danielle Eustice Cheryl Hansen Maria Jensen Autumn Jorstad Carrissa LeFurgey Tara Skaar

***- TRANSPORTATION***

Martin Morales Sr – Director Matt Buske Molly Cook-Fine Ann Cummings

Tami Edinger Nick Kallem Martin Morales Jr. Shelley Moran Karen Sivertson

**\* 2020-2021 Classified Wage Scale and Approval of Unscheduled Wages and Salaries (See Attached)**

- Proposed activity driver schedule increases activity rate by $.50 per hour

- The classified wage scale starts at $12.30/hour, an increase of $.50/hour

- Overall percentage increase for classified staff on the scale is 4%

- An additional column was added to address different categories of custodian knowledge, encourage cusstodian pursuit of a boilers license and address bus driver wages in an attempt to attract more applicants

Mr. Villegas moved to approve the proposed 2020-2021 Classified Wage Scale and the 2020-2021 Activity Bus Driver Salary Schedule. The motion passed unanimously following a second by Mr. Seitz.

The following employees are not on a salary schedule and the following salaries are proposed for approval:

*Rhonda Hunter HS Study Hall $16.93/Hr Marilyn Lorenz MS Sped Aide $17.28/Hr*

*Sandy Rehbein PS Sped Aide $19.38/Hr DelRae Steinbeisser MS Sped Aide $17.60/Hr*

*Maria Jensen Title I Tutor $19.21/Hr Tara Skaar Title I Tutor $20.47/Hr*

*Carla Verhasselt WS Adm Ass’t $22.32/Hr Tami Edinger Sped Bus Driver $21.13/Hr*

*Martin Morales Trnsptn Super $29.28/Hr Shelley Moran Route Bus Drvr $26.15/Hr*

*Barbara Luke Food Service $17.80/Hr Barbara Nelson Food Service $19.75/Hr*

*Pam Radke Fd Srvc Super $52,416.00/Yr Nathan Roth Tech Super $70,564.00/Yr*

*Nicole Beyer District Clerk $70,933.00/Yr*

Mrs. Gorder moved to approve the salaries as presented for the above employees not on the salary schedule. Mr. Marker seconded the motion. The motion passed 7 to 0.

**\* West Side Elementary Camera Replacement Purchase**

- Bid from Electricland for Verkada cameras

Hardware: $24,760.08 Installation: $13,905.76 Licensing: $10,901.80

Following review of the quote, Clerk Beyer stated the majority of the cost will come from the 2019 Building Reserve Levy, any amount over the levy received will come out of the Interlocal Fund. Mr. Villegas moved to approve the purchase and installation of cameras at West Side. Mr. Seitz seconded the motion which passed unanimously.

**\* First Reading of Board Policy 8205 – Meal Charge Policy**

- Changes to the Unpaid Meal Debt section as required by the USDA and the addition of the Administration section

Mr. Marker moved to approve the first reading of Board Policy 8205. The motion passed unanimously following a second by Mr. Villegas.

Chairman Thogersen provided an opportunity for Community Comment on non-agenda items:

- Activities Director, Chris Lee, reported a desire from Fairview to renew the co-op request with Fairview for Boys Wrestling/Girls Softball although the girls sport may change

With no further business to come before the Trustees, the meeting was adjourned at 8:08 PM.

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Board Chair

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

Attest:

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District Clerk