

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF TRUSTEES
ROBERTS SCHOOL DISTRICT NO. 5
NOVEMBER 9, 2010**

The regular meeting of the Board of Trustees, Roberts School District No. 5 was called to order by Chair Randy Weimer at 7:00 p.m. on November 9, 2010 in the library at the Roberts School.

ATTENDANCE

Randy Weimer, Chair
Tracy Timmons, Vice Chair
Carl Easthouse
Sanford Langager
Frank Ropp

Elliott Crump, Superintendent
JaLayne Obert, District Clerk

GUESTS: Nikki Easthouse, Deborah Hill, Mary Allen, Sarah Novasio, Kelsey Kessner, Sue Schwend

MINUTES

Motion was made by Tracy Timmons, seconded by Frank Ropp and carried unanimously to approve the minutes of the regular meeting October 13 and special meeting October 4, 2010 as presented. (YES—Weimer, Timmons, Easthouse, Langager, Ropp. NO—none.)

CLAIMS, SEQUENCE, AND VOIDED CHECKS

Mr. Weimer asked what the payment to I State was for. Mrs. Obert stated it was for repairs on the bus driven by Roly DeVries that broke down in Billings and had to be repaired.

Mr. Ropp asked if the water/sewer payment is quarterly. Mrs. Obert stated it is a monthly charge.

Motion was made by Carl Easthouse, seconded by Tracy Timmons and carried unanimously to approve the claims, sequence, and voided checks for November, 2010, as presented. (YES—Weimer, Timmons, Easthouse, Langager, Ropp. NO—none).

STUDENT REPORT

Sarah Novasio, Student Council Vice President, reported to the Board on the following items:

- The school received the MHSAA Sportsmanship Award for having no ejections in any contest in 2009-2010.
- The elementary students prepared a thank you card for the Board and Mr. Crump for their trip to the Pumpkin Patch.
- The high school girls' volleyball team made school history by qualifying for and winning a game at the divisional volleyball tournament.
- The district received a thank you note from the Fromberg-Roberts football team for its support.
- FFA sponsored a haunted house on Halloween.
- Native America Days were very successful.

Kelsey Kessner presented the logo she created that won the state JMG (Jobs for Montana Graduates) logo contest. She stated the logo will be used statewide for JMG this year.

Mrs. Timmons asked that this worthy achievement be publicized.

Ms. Novasio stated Student Council is attempting to put together a Winter Formal but all the details haven't been worked out yet.

Mary Allen stated Kelsey Kessner is also working on the pictures for the cover of the history book.

Mr. Weimer stated another student, Kate Hibbs, has been selected for the State Superintendent of Public Instruction's student advisory council that will be discussing strategies for increasing graduation rates.

PUBLIC COMMENT

Nikki Easthouse stated her family will be hosting an exchange student from Belgium for second semester and the Krook family will be hosting one from Columbia.

TEACHER REPORTS

Mary Allen and Deborah Hill presented Teacher Reports for the month.

Mrs. Allen stated she is teaching German I at the eighth grade level this semester, the seventh graders next semester and also has six high school students in German I. She added if we continue to teach German we probably need to update the textbook.

Mrs. Allen stated she has the sixth grade for the reading portion of their language arts with Mr. Schoonover doing grammar. She added she also has library skills classes for K-5.

Mr. Weimer asked how the sixth grade transition is going.

Mrs. Allen stated they are a little overwhelmed but will do okay.

Mr. Langager asked if there has been any feedback from parents. Mr. Crump stated there hasn't been but parent conferences are coming up.

Mr. Crump stated there has been some bullying going on with that group and a letter was sent home to parents to curtail it.

Mr. Weimer asked if Mrs. Hogan is still with the sixth graders. Mr. Crump stated she is and also spends time with the fourth and fifth grades.

Mr. Weimer asked if there is anyone who knows what each teacher asks of the sixth graders. Mr. Crump stated Mrs. Hogan does and they also have planners.

Mrs. Allen stated she and Mrs. Hill submitted a grant proposal to the Roberts Community Foundation for updated educational video materials for the elementary and it was funded for \$1000.00. She added the Native American Days were a big success and the speakers who came to present a show for the students were very complimentary of our students.

(Mr. Ropp left the meeting at 7:25 p.m.)

Mrs. Hill stated she is having a great year and enjoying having just third graders.

Mrs. Hill stated Kelly Goodman of the Beartooth Nature Center is trying to develop curriculum for grades three through five and worked with her class this year on a school yard safari, Rock Creek trip, speakers, and a trip to the Beartooth Nature Center.

Mrs. Hill reported the elementary grades had an open house on October 4 and she would like to see that become an annual event as it is good for parents to meet the teachers and be apprised of the teacher's expectations of their children. She stated the elementary has also been running an after school program to help students with their homework and she would like to see Title I funds be used to run that program efficiently.

Mrs. Hill stated last year the CRT scores were good in reading and not so high in math so she ordered an additional math book this year to work on some of the harder concepts.

Mrs. Hill ended by telling the Board the elementary grades made ornaments to send to Helena for the Carbon County Christmas tree at the capitol.

Mr. Langager asked how much time each elementary teacher is spending on the after school program.

Mrs. Hill stated it is about an hour and a half per week.

Mr. Easthouse asked how the new reading program is working. Mr. Crump stated the program was purchased for K-1 and is working very well.

PERSONNEL

Mr. Crump stated he has sent two letters to Mrs. Eichelberger about repayment of the bonus she received at the end of last school year and has received no response or payment. He added he is considering calling for legal advice.

The Board asked Mr. Crump to consult with MTSBA legal department about the situation to determine if anything else can/should be done.

Mr. Crump stated salary for the bus driving position would be discussed later in the agenda under Financial Review.

NEW BUSINESS

CHRISTMAS/WINTER HOLIDAY EVENT – Mr. Crump stated he will be discussing a secret Santa event for staff with the teachers but asked if the Board would like to host an event.

Mr. Weimer stated he would like to have a catered dinner for all the staff with door prizes as we've done in the past and feels we should allocate \$500 for it.

Mr. Crump stated we could also consider Rocket Gear as a gift.

WASHING MACHINE – Mr. Crump stated the washing machine in the old gym is broken and it would probably cost more to fix it than to buy a new one. He added Jim Blakeley can remove the old machine and install a new one for \$1200.00.

Motion was made by Tracy Timmons, seconded by Carl Easthouse and carried unanimously to approve paying \$1200.00 to Jim Blakely for the removal of the washing machine in the old gym and installation of a new one. (YES—Weimer, Timmons, Easthouse, Langager. NO—none).

HEATING SYSTEM – Carl Easthouse stated he rebuilt the valves in the heaters in the upper part of the building and the valves downstairs need to be replaced. He stated the problems we're having with heat aren't because of the boiler, it's because of the old valves.

Nikki Easthouse stated there are some issues with the company subcontracted to do the wiring for the boiler so now we have heat but no way to control it.

Mr. Weimer asked if we need to contact the subcontractor who did the wiring.

Mr. Easthouse stated he thinks that call has already been made by the contractor, Custom Designs. He stated we do need to contact them and request a refund of the invoice paid last spring for repairs when it was the nicked wiring that was the problem.

Mr. Easthouse added another problem with the heat distribution is the old fans in the ceiling in Mrs. Hart and Mr. Schoonover's rooms.

Mrs. Timmons stated when we take care of the valves, maybe we could also take care of the fans. She asked if Curt Schwend could replace the valves.

Mr. Weimer asked how many valves need replacing. Mr. Easthouse stated there are eleven to replace at a cost of \$100 to \$150 each with two hours labor per valve. He added we could have Kim Beaudry come and give us a bid on the valves and then see if Mr. Schwend can install them.

Mr. Weimer asked how the chemical in the boiler is doing. Mrs. Easthouse stated the hot water heater for the new gym had to be shocked because of some bacteria in the water.

Mrs. Timmons asked if we need to have Trane come back out and show us how the heating works for the new addition.

Mr. Crump stated that has been tried and nothing gets fixed.

Mr. Easthouse stated we need to call Shawn Murray from CTA because these problems should have been taken care of with the energy audit.

The Board suggested that when the service providers/contractors come to the building, that a cross functional representation of our staff be included for information sharing/training purposes: Curtis Schwend, janitorial staff, and whomever else Mr. Crump would designate.

BOILER LICENSE – Nikki Easthouse stated Brian Roat needs to sign off for hours on her application and then she will take the boiler license test.

MISCELLANEOUS – Mr. Crump stated our computer technician, Aaron Dantic, is getting married this weekend. He added Aaron has been very good to our district and he would like to get a card and gift certificate for him from the district. The Board indicated approval of the request.

RECESS

Mr. Weimer called for a short break at 8:40 p.m. and returned the meeting to regular session at 8:50 p.m. Mr. Ropp returned to the meeting at this time.

OLD BUSINESS

GAS LINE CAP – Mr. Crump stated the cost of capping the gas line in the old boiler room is \$580 with Star Service but it may not be that expensive as it just needs a three inch cap.

Mr. Easthouse stated it would probably be a weekend job as the gas would need to be turned off.

Mr. Crump stated it could be done on November 19 as there is no school that date. Mr. Crump was instructed to proceed with having it done.

BOARD MINUTES ON THE WEBSITE – Mr. Crump stated the October minutes were posted on the website as unofficial and will now be changed to official.

ROCKET GEAR – Mr. Crump stated we now have Rocket polos and gold hats for sale but BPA is now selling their clothing so we'll hold off on any other items.

TECHNOLOGY – Mr. Crump stated he went to training on the Promethean board in Joliet and they have many of the same capabilities of the SmartBoard but are priced better and look to be more durable. He added Laurel schools are changing to Promethean boards and selling their SmartBoards.

Mr. Crump stated we did receive the grant from Northwestern Energy for \$1600 with the district matching that amount and the Roberts Community Foundation adding \$500. He stated right now we can get Promethean boards at half price for the first two boards. He added this is the Cadillac version of the board and we can purchase them for about \$1600 each if we install them ourselves.

Mr. Crump stated Trish Morris of the RCF thinks we have a good chance of getting this grant again for around \$15,000 in 2011.

Mrs. Timmons asked if we would need to spend \$30,000 on boards.

Mr. Crump stated the grant would be for technology and he would like to look at putting together a mobile lab to take the pressure off the old computer lab. He stated he would use grant money for the laptops, locking cart and printer for that mobile lab, get Promethean boards for the rest of the classrooms and if anything is left, purchase Elmo projectors.

Mr. Weimer asked if this would require more time for the technology person. Mr. Crump stated it could

Mr. Easthouse asked where the two new boards will go. Mr. Crump stated he would like one installed in the old computer lab and the second in an elementary classroom of a teacher who has the most technology skills.

Mrs. Timmons asked if the available computers were from the grant for the special needs students and if enrollment in that department presented the excess. Mr. Crump stated that there are extra computers but he would not feel comfortable with sending the computers home with students. Mrs. Timmons pointed out that was a stipulation in the original grant request. Mr. Crump stated he could not find that anywhere in the grant file he has.

SKI DAYS – Mr. Crump stated our proposed ski days, Jan. 21, Feb. 24, and March 7 have all been approved by Red Lodge Mountain. He added Luther Schools will also be attending on January 21 but that shouldn't be a problem.

CTEP FUNDS – Mrs. Timmons stated our CTEP application has been caught in a fight between the state and federal governments over the proper use of the funds. She stated she wrote a letter for the fire department to see if the issue can be worked out and feels if the fire department gets funded, our project may have a chance.

SAFE ROUTES TO SCHOOL – Mrs. Timmons stated she is trying to schedule a meeting with the Safe Routes to School representative.

MAPS TESTING – Mr. Easthouse asked is the MAPS testing is going to be done this year.

Mr. Crump stated the district has paid the fee for the testing and he is working on getting it set up.

Mrs. Timmons stated we should be testing grades 3-7 this year to maintain consistency. Mrs. Timmons stated she will retrieve her notes on the MAPS testing to ensure the intentions of the original purchase.

SUPERINTENDENT REPORT

SUPERINTENDENT SCHEDULE – Mr. Crump stated basketball starts on November 22 and that will pretty much be his schedule.

MCEL REPORT – Mr. Crump stated the most beneficial aspect of MCEL for him was meeting with people from the Montana Rural Education Association (MREA). He stated the group brought in a speaker from Pennsylvania who spoke about the negative aspects of consolidation and the value of small schools. He stated he feels this is the group he should be affiliated with and they are willing to let us join at a prorated fee of \$784. He added there is also an option for legal services.

Mrs. Timmons suggested starting out with the membership and perhaps adding the legal option at a later date.

Motion was made by Tracy Timmons, seconded by Carl Easthouse and carried unanimously to approve the district joining the Montana Rural Education Association and paying the prorated fee of \$784 for membership this year. (YES—Weimer, Timmons, Easthouse, Langager, Ropp. NO—none).

TEACHER UPDATE --Mr. Crump stated he has spent some time reflecting on his stance on personal leave and with taking into consideration the small school environment, feels some things may need to be more flexible. He added he met with the teachers on this issue and is looking at ways to compromise such as having organized lessons for subs on those days of leave.

PROGRAM UPDATE – Mr. Crump stated Mrs. Jones worked very hard on the elementary schedule to accommodate band for fifth graders. He added band was combined for fifth and sixth graders before but with moving the sixth grade up, adjustments needed to be made so fifth grade could have band.

PARENT TEACHER CONFERENCES – Mr. Crump stated parent/teacher conferences are scheduled for November 18 with the following day off.

Mr. Weimer asked if conferences are only scheduled once this year. Mr. Crump stated they are but he is very supportive of adding another date in the spring.

Mrs. Allen stated there hasn't been much of a turnout for the second conference.

Mr. Crump stated he would like Student Council to be involved in conferences in some capacity such as showing parents how to use the website and PowerSchool.

FINANCIAL REVIEW – Mr. Crump stated he put together a salary schedule for classified staff. He stated he got information from other schools but found other schools are also having problems with a classified staff salary schedule. He stated this is very timely as we need to determine a salary for the new bus driver.

Mr. Crump stated presently there is no longevity granted for classified staff and loyalty is valuable.

Mrs. Timmons stated we would need to bring all of the voices together to fully discuss any changes to benefits for classified staff. In the past, teacher negotiations have included their objection to the same benefits because the teachers do continuing education, extra hours, etc. She stated she doesn't know if we're having the right conversation because when we did job descriptions for classified staff, the intent was to go to performance based pay.

Mr. Weimer stated he doesn't feel we're ready to go to performance based pay in the district. He stated we may have a salary schedule but then we end up paying more to get people hired. Mr. Weimer also stated that our salary rates depend on experience.

Mrs. Timmons stated it all depends on what the market will bear.

Mr. Weimer stated he does like the idea of having a starting point.

Mrs. Timmons stated when they negotiated with the bus drivers in 2006 and we eliminated their independent negotiations, concern was expressed with the starting point for salary for a new driver being less than those with longevity and experience. Mrs. Timmons presented the negotiation schedule from 2006 that indicated what the district negotiated with the bus drivers at that time. Based on that negotiated information, it was clear that the new driver should not come in any higher than \$1.24 less than the lowest senior driver.

Mr. Crump stated with having no salary schedule and nothing to base it on but the other drivers' wages, he is recommending the new driver start at \$16.00 per hour.

Mr. Easthouse stated next time we need to discuss salary before posting the position.

Mrs. Timmons noted she will make a motion based on what they told the drivers they would do in 2006. Motion was made by Tracy Timmons, seconded by Sanford Langager and carried unanimously to pay the new route bus driver \$15.00 per hour. (YES—Weimer, Timmons, Easthouse, Langager, Ropp. NO—none).

ADJOURNMENT

Mr. Weimer adjourned the meeting at 11:00 p.m.

Board Chair

District Clerk