

DILLON ELEMENTARY SCHOOL DISTRICT #10  
REGULAR BOARD MEETING MINUTES  
MARCH 8, 2016

I. **MEETING CALLED TO ORDER**

School District #10 Board of Trustees met in regular session on Tuesday, March 8, 2016 in the Dillon Elementary District Board Conference Room. Meeting was called to order by Board Chair Jed Petersen, at 7:03 p.m. with the Pledge of Allegiance. The following board members were present: Jed Petersen, Nicole Andersen, Mike Telling, Kathy Hilton, Todd Rouse and Sharon Morehouse. Sharon Anderson was not in attendance. Superintendent Glen Johnson, Principals Greg Fitzgerald and Randy Shipman, Clerk Dalene Hahnkamp, and Directors Lori Richardson and Simone Nichols were also in attendance. Guests present were Cathy Knox, Rebecca Southam, Deb Crockford, Dick Crockford and Mike Regan.

II. **PUBLIC COMMENT**

None

III. **CONSENT AGENDA**

Clerk noted that the Dillon City Water amount due stated in claims was incorrect. It changed from \$956.48 to \$1,022.48. Kathy Hilton then moved to approve consent agenda. Jed Petersen seconded. A vote was called and motion passed unanimously.

IV. **REPORTS**

Dr. Johnson reported that there are two trustee positions open and that the 2 incumbents have filed their Declaration of Intent to run. Sheri Lagunas and Marti Laknar have also filed a Declaration of Intent.

Mr. Fitzgerald reported that student numbers have changed this month with a number of children moving out of the district and a few new enrollments. Otherwise, he reported that staff and students are gearing up for many springtime activities.

Principal Shipman reported that students have been very busy in many academic and athletic activities. He commended students for the excellent work done on science fair projects and reported that DMS will be represented well at the State Science Fair. We also have students participating in Destination Imagination that took 1<sup>st</sup> at regionals. DMS will host the State event here at our school on April 2<sup>nd</sup>. Academic Olympians have been preparing for their competition and music students are also preparing for Youth Sing that will be held in Hamilton later this month.

Simone Nichols had nothing to add to her written report.

Lori Richardson reported that Smarter Balance testing is coming and hopefully all will go well. Lori also asked Board members if they would like their new school e-mails posted on the website with a link to them. It was decided to have her go ahead and post them.

V. **CORRESPONDENCE AND PETITIONS**

Board chair reported that he had received a phone call asking if there would be a retirement incentive offered. Nicole reported an incentive had been offered last year during negotiations and the offer stated that there wouldn't be another one for three years. If the board wishes to discuss future incentives, they should notify the board chair or Dr. Johnson to put it on a future agenda.

## VI. UNFINISHED BUSINESS

JC Park Transfer – Dr. Johnson has sent e-mails inquiring about the status of the process and has not had a reply.

## VII. NEW BUSINESS

The proposed School Calendars for 2016-17 and 2017-18 were reviewed and discussed. Both calendars have 176 days for the elementary with school starting after Labor Day. Kathy Hilton moved to accept the calendars, Mike Telling seconded. With no other discussion a vote was called and passed unanimously.

The Preliminary Budget received from OPI for 2016-17 was presented by Dr. Johnson. Copies of the 2015-16 and new 2016-17 preliminary budgets were given to each board member for comparison. According to the figures OPI released, the district could go to the tax payers for an additional \$141,067.18 for a maximum budget of \$5,049,332.42. However, it has been the District's past practice to operate within the highest budget without a vote. That allowed budget is \$4,908,254.24, approximately \$261,531 more than the 2015-16 budget and would not put any additional burden on taxpayers.

Policy Review of 7000 series - After some discussion and clarification and no other questions, 7000 policy was considered reviewed.

Celebration of Excellence will be held April 20<sup>th</sup> from 5:00 p.m. to 7:00 p.m. in the new gym. All grade levels participate with some type of project or display.

Summer maintenance projects- Dr. Johnson and Bob Hupp had compiled a list of planned projects and estimates as follows: Reseal/restripe Parkview teacher parking lot and circle drive - \$20,000 (Transportation Fund); Replace carpet in DMS science and music rooms and the old stage area at Parkview – \$12,000; Replace countertops and cabinet facing in DMS science and music rooms - \$5,000, (both General Fund); Replace dishwasher in Kitchen - \$5000 (Hot Lunch Fund). The summer lawn maintenance was also discussed with options as follows: 1) Continue with Big Sky Lawn doing everything-\$14,000, or 2) We do everything – means purchasing equipment, wages, maintenance and hauling and disposal - \$20,200 or 3) Big Sky Lawn Care does front lawns and tennis courts – we do the rest \$12,700. After discussion, board preferred to continue to contract with Big Sky Lawn for all of it.

In addition to the list, there is a leak in front of the DMS where the old sprinkler system hooks into the city water. It needs to be fixed before the water is turned back on this spring and will cost approximately \$2000.

Cathy Knox had signed in asking to speak to Summer Maintenance projects. She was asked if she had anything to add. She stated if the list didn't require board action, then no, she would take it up with Dr. Johnson and Mr. Hupp.

Renewal of Administrator contracts – Dr. Johnson made recommendation for Re-hire of Administrative Personnel for the School Year 2016-17 which included Principals, Director of Grants, Technology Director, Maintenance Supervisor, Food Services Director and District Secretary. Since contract wording had been in question in past discussions, Dr. Johnson gave a review of the current reading of the contracts, stating that prior to 2005-2006, the Principal contracts were to be negotiated each year. Randy Shipman presented minutes from a May 9, 2006 board meeting, in which the wording in the contracts was changed to say the “annual increase in salary shall be determined by the average increase of the certified salaries as bargained”. That change came after a committee had been formed by the board to remedy the gap between teacher's pay and administrator's pay. At the time, teachers were ranked #1 in

salary comparisons with other Class A schools across the state and administrators ranked 23 out of 24. The committee looked at many systems used across the state, and the one chose seemed the most fair amongst schools. Mr. Telling and Mrs. Morehouse expressed dislike of the annual increase being linked to the teacher's average increase, which led to other discussion regarding pay and benefits and fair and equitable processes. Mr. Shipman pointed out that any amendment to the contract is addressed in #10, stating "this contract may be changed by the mutual consent of the Administrator and the District". Mr. Shipman stated that they are tenured certified staff and that his reasonable expectation would be that the principals would receive what the contract says they will and that changes are to only be made by mutual consent.

Kathy Hilton moved to rehire administrators with the wording in their contracts to remain the same. Todd Rouse seconded the motion. Mr. Telling stated he would like to rehire, but he would like to negotiate the contract. After further discussion about pay and benefits, the Board Chair called for a vote on the motion on the floor. The motion to renew administrator's contracts passed 5 to 1 with Sharon Morehouse opposing.

VIII. **INFORMATION**

IX. **FUTURE AGENDA ITEMS**

1. Renewal of Tenured Teachers
2. Policy Review 8000 Series

X. **DATE AND TIME OF NEXT REGULAR MEETING**

Tuesday, April 12, 2016 at 7 p.m. in the District Conference Room.

XI. **EXECUTIVE SESSION – As Prescribed by 2-3-203 M.C.A.**

XII. **ADJOURN**

Kathy Hilton moved to adjourn the meeting, Jed seconded.  
Meeting adjourned at 8:37 p.m.

---

CHAIRMAN OF THE BOARD

---

CLERK OF THE BOARD