

VARIANCES TO STANDARDS APPLICATION

Initial Application (two years)

Purpose: ARM 10.55.604(1) "A local board of trustees may apply to the Board of Public Education through the Superintendent of Public Instruction to implement a variance to a standard or a section of standards, excluding standards stating statutory criteria, standards pertaining to educator licensure or endorsement, and content standards as defined by the Board of Public Education and provided in guidance from the Superintendent of Public Instruction."

DUE DATES (check one)

- First semester implementation; first Monday in March
 Second semester implementation; first Monday in July
-

COUNTY: Lake

DISTRICT: Ronan School District No. 30

LIST EACH SCHOOL THAT IS REQUESTING THE VARIANCE:

Ronan Middle School

1. **Standard(s) for which a variance is requested, e.g., 10.55.709. If there is a program delivery standard, be sure to list it as well, e.g., 10.55.1801.**

10.55.709: Library Media Services - 1.5 FTE for schools with 501-1000 students

10.55.1801: Library Media Program Delivery Standards

2. **Provide evidence that local community stakeholders were involved in the consideration and development of the proposed variance. Community stakeholder groups include parents, community members, and students as applicable.**

The sign-in sheet for the November 12, 2018 meeting of the Ronan School District Board of Trustees will be submitted with this application. The agenda and draft minutes for the meeting, including approval of this application, are attached. The official minutes will follow upon approval of the Board.

- 3. Provide evidence that local school stakeholders were involved in the consideration and development of the proposed variance. School stakeholder groups include trustees, administrators, teachers and classified school staff.**

The sign-in sheet for the November 12, 2018 meeting of the Ronan School District Board of Trustees will be submitted with this application.

- 4. Attach Board of Trustee meeting minutes that show the Board of Trustees adopted the application for a variance at an official, properly noticed meeting.**

This will be attached with the variance

- 5. Describe the variance requested.**

Ronan Middle School Library fulfills the Library/Media Program Delivery Standards which include the essential functions of a teacher-librarian; information technology instruction, reading advocacy, and information management. The teacher librarian also performs in a leadership role as a teacher, instructional partner and program administrator.

At the present time, Ronan Middle School's enrollment is 507 students. The accreditation Standard in ARM 10.55.709 states that schools with 501-1000 students will have 1.5 librarians. At the present time, we have one librarian for 507 students.

Ronan Middle School has a para-professional who works 7 hours per day or 35 hours per week. We would like to use that para-professional for one additional hour each day to serve as a librarian aide.

- 6. Provide a statement of the mission and goals of this proposed variance.**

The mission and goals of the Ronan Middle School library is for all students to become life-long readers who appreciate literature and are responsible digital citizens who access and use information efficiently.

With this variance, the para-professional will be able to assist the librarian by shelving books, checking out books, and help with the day to day operational duties of the Ronan Middle School librarian. This additional help will allow the librarian continue to focus on essential duties of a librarian rather than focusing on housekeeping type activities.

- 7. List specific measurable objectives that demonstrate the proposed variance will meet or exceed the results under the current standard(s).**

At the present time, we are over seven students. This is 1.4% over the one librarian for 500 students. By putting a para-professional in the library for 5 hours per week, we are increasing the adult time in the library by 12.5% (5/40) which should sufficiently cover the seven over students.

8. What data or evidence will be gathered to document progress toward meeting the measurable objectives?

The current enrollment at Ronan Middle School is: 8th grade 116, 7th grade 122, 6th grade 138, 5th grade 131. The 4th grade currently has 92 students. If this is the case next year, we will only have 484 students in the middle school, which will put us under the 500 student count, and one librarian would meet the standard. Unfortunately, enrollments do fluctuate, and as a District, we need to be prepared by having this variance in place to meet the OPI Accreditation Standards for a library/media specialist.

9. In what way does this variance meet the specific needs of the students in the school(s)?

If needed, this variance would ensure the students of Ronan Middle School are having their library needs met at a proficient level. A para-professional available for an additional hour per day would mitigate the burden of those additional 7 students and the additional workload that accompanies these students. The RMS librarian would be able to focus on her professional library duties involved with curating her library collection with relief from those lower level housekeeping duties such as checking in/out materials and shelving books.

10. Describe how and why the proposed variance would be:

a. Workable.

The variance would be a workable solution because we have the para-professional hired for 7 hours, and the employee would love the opportunity to get the additional hour. This para professional already works at Ronan Middle School and has both a relationship with the students and the librarian. This would make an easy transition.

b. Educationally sound.

Currently we have a librarian who has made the RMS library a relevant space for our students. Getting the additional para-professional support will give her additional time needed to continue working on curating her library collection, providing library instruction to students on how to appropriately use the library and continue her development of makerspaces.

c. Where applicable, aligned with program standards under ARM 10.55.1101 through 10.55.2101.

During the 2017-18 school year, Ronan School District No 30 reviewed the library curriculum of our K-12 libraries. During this process, the librarians at each of the four schools in our district looked at the delivery standards in 10.55.1801 and ensured they are incorporated within their library. Our middle school librarian selects and manages the print collection and electronic resources, long range planning and program development, communication and cooperation with local and regional libraries and staffs, and participation in school-wide and district level committees. Our libraries have also spent grant money and their school's budgets on Indian Education for All materials as stated in 10.55.1101.

d. Where applicable, aligned with content standards under ARM Chapters 53 and 54.

As stated previously, during the 2017-18 school year Ronan School District No. 30 has a process in place where we review and revise on a recurring schedule as outlined in ARM 10.53.104. To satisfy the requirements of information literacy/library media content standard 4, our librarians develop units for students to use information safely, ethically, and legally as stated in ARM 10.54.6540.

Required school district signatures:

Board Chair Name: W. Robert Caswell 

Board Chair Signature:  Date: 11/12/18

Superintendent Name: MARK J. Johnston

Superintendent Signature:  Date 11/12/18

Mail the signed form to:

**Accreditation and Educator Preparation Division
Office of Public Instruction
PO Box 202501
Helena, MT 59620-2501**

OPI USE ONLY

Superintendent of Public Instruction: _____

Approve _____ Disapprove

 Date 4/15/2019

Board of Public Education Chair _____

Approve _____ Disapprove


 Date 5/08/19

**School District No. 30
Ronan-Pablo Schools**

REGULAR BOARD MEETING

November 12, 2018 • 7:00 pm • KWH Multipurpose Room

Sign-in Sheet

Printed Name	Signature	Town of Residence
Alicia Hakes	<i>Alicia Hakes</i>	Ronan
Charles Hakes	<i>Charles</i>	Bonanza
Sarah Temple	<i>Sarah b'Olivia</i>	Ronan
Sister AA	<i>Olivia</i>	Ronan
Sustul Mlock	<i>Sustul Mlock</i>	Ronan
FRANK JOSE	<i>Frank Jose</i>	RHS
Teal Moad	<i>Teal Moad</i>	KWH
Jessica Sun	<i>Jessica Sun</i>	Benson
Charity Cheff	<i>Charity Cheff</i>	Ronan
Ryan Fiske	<i>Ryan Fiske</i>	
Matt Gault	<i>Matt Gault</i>	
Mike Ellis	<i>Mike Ellis</i>	
Josh Tilley	<i>Josh Tilley</i>	Ronan
Sandra Reed	<i>Sandra Reed</i>	
Jessica Davis	<i>Jessica Davis</i>	Ronan
Kathy Brinley	<i>Kathy Brinley</i>	Folsom
Gay Speckert	<i>Gay Speckert</i>	Folsom
Charlotten Sheumaker	<i>Charlotten Sheumaker</i>	Ronan
ANGELE POPIK	<i>Angela Popik</i>	RONAN
Kevin Kenalty	<i>Kevin Kenalty</i>	RHS
Bobbi Jan	<i>Bobbi Jan</i>	Ronan
Lucky Larson	<i>Lucky Larson</i>	Ronan
Brian Vanipm	<i>Brian Vanipm</i>	Ronan
Alicia Lipscomb	<i>Alicia Lipscomb</i>	Charlo
Tyler Moss	<i>Tyler Moss</i>	Ronan

Ronan School District No. 30
AGENDA

Regular Meeting
KWH Multipurpose Room

November 12, 2018
7:00 p.m.

Item		<u>Ref. #</u>
1. Call Meeting to Order/Flag Salute		
2. Approve/Revise/Amend Agenda	Action	
3. Approve Minutes:Regular Meeting 10-8-18	Action	1
Executive Session 10-8-18	Action	
4. Staff/Student Presentation		
5. Public Comment		
6. Consent Agenda		
a. Claims Approval for October 2018	Action	2
b. Extra-Curricular Hiring for 2018-2019	Action	3
Justin Mock - Assistant Softball Coach, RHS		
Dan "Happy" Cheff - Wrestling Coordinator, RMS		
7. Correspondence		
a. Personnel Resignation/Retirement		
Elizabeth Sherman - Secretary, KWH		4
8. Reports		
a. Ronan-Pablo Education Association		
b. Indian Education Committee		
c. Board Legislative Contact/Committee Reports		
d. Administration		5
e. Business Manager/Clerk - Budget		6
f. Superintendent		7
9. Old Business - N/A		
10. New Business		
a. Personnel Hiring 2018-2019		
Substitute Hiring, List Attached	Action	8
Merideth Tobol - Math/Reading Paraprofessional, PES	Action	9
b. Extra-Curricular Hiring 2018-2019		
Angele Popyk - Drama Assistant, RHS	Action	10
Tom Linse - Assistant Wrestling Coach, RMS	Action	11
c. First Reading Policies and Procedures		
7231 - Federal Impact Aid	Action	12
7332 - Advertising and Schools/Revenue Enhancement	Action	13

- d. Variance to Standards Application Request** Action 14
- e. Overnight/Out of State Field Trip Request to CA (April) Jazz Band** Action 15
- f. Overnight Field Trip Request to Bozeman (January) Robotics** Action 16
- g. Overnight Field Trip Request to Bozeman (March) FCCLA (Family Career and Community Leaders of America)** Action 17
- h. Overnight Field Trip Request to Billings (Dec) IEFA (Indian Education for All)** Action 18

10. Adjournment Action

RONAN SCHOOL DISTRICT NO. 30
REGULAR MEETING
November 12, 2018

The Board of Trustees of School District No. 30 met in regular session on November 12, 2018 at the K. William Harvey Multi-Purpose Room at 7:00 pm.

Trustees Present: Bob Cornwell, Chairman
 Tom Anderson, Vice-Chairman
 Dan Decker
 Kevin Detwiler
 Rich Janssen
 Jesse Lytton

Trustees Not Present: Jack Duffey

Others Present: Mark Johnston, Superintendent
 TJ Harold-Marmon, Business Manager/Clerk
 A list of other attendees is available upon request.

1. **Call Meeting to Order/Flag Salute**: Chairman Cornwell called the meeting to order and led the pledge of allegiance at 7:00 pm.

2. **Approve/Revise/Amend Agenda**: Motion to approve the agenda by Trustee Lytton. Motion seconded by Vice-Chairman Anderson. Motion passed by trustees 6-0.

3. **Approve Minutes, Regular Meeting minutes and Executive Session minutes from 10/08/2018**: Motion to approve the minutes from the Regular Board meeting held October 8, 2018 by Trustee Detwiler. Motion seconded by Vice-Chairman Anderson. Motion passed by trustees 6-0. Motion to approve the minutes from the Executive Session meetings held October 8, 2018 by Trustee Janssen. Motion seconded by Trustee Decker. Motion passed by trustees 6-0.

4. **Staff/Student Presentation**: Ms. Charla Lake and three of her students: Olivia Cheff, Charles Hakes, and Sara Templer gave a presentation to the board. First, they presented a slide show of their class's field trip to Glacier National Park. Next, they exhibited and spoke about their project on indigenous tribes of North America. Last, they shared their science project of the human neurology system, digestive system, and respiratory system.

5. **Public Comment:** Ms. Hannah Moss spoke to the board about her concerns about bullying in the high school. She stated that she had first went to the District Office and then the high school principal, to have the bullying issue put on the agenda as a discussion item. However, it was not. She went on to say that she was a witness to a bullying incident that she felt was not dealt with. Next, she stated that she had a petition signed by students who are concerned with the overwhelming issue of bullying in the high school, drug use by high school athletes, and the high number of students struggling with math who have sought outside resources. Chairman Cornwell thanked Ms. Moss.

6. **Consent Agenda:**

a) **Claims Approval for October 2018:** Motion to approve claims by Trustee Janssen. Motion seconded by Vice-Chairman Anderson. Motion passed by trustees 6-0.

b) **Extra-Curricular Hiring for 2018-2019:**

- Justin Mock – Assistant Softball Coach, RHS
- Dan "Happy" Cheff – Wrestling Coordinator, RMS

Motion to hire the listed personnel by Trustee Decker. Motion seconded by Trustee Lytton. Motion passed by trustees 6-0.

c) **Correspondence:**

Personnel Resignation/Retirement:

- Elizabeth Sherman – Secretary, KWH

Chairman Cornwell thanked Mrs. Sherman for her in district, and he stated she will be missed.

7. **Reports:**

a) **Ronan-Pablo Education Association:** Mrs. Briney thanked Mrs. Amy Miller for arranging the TRS/PERS workshop held on October the 23rd. She estimated that between eighty and hundred people from all over the valley attended. Mrs. Briney stated that Mrs. Youngren arranged a health fair with St. Luke for district employees. Thirty two employees took advantage of the opportunity. Mrs. Briney thanked Mrs. Youngren for arranging it, and the administration of the Middle School and K. William Harvey for providing space. Last, the RPEA will hold a regular meeting on Wednesday. They will be formulating surveys in order to obtain ideas as to how to fix the kinks in the calendar.

b) **Indian Education Committee:** No report

c) **Board Legislative Contact (BLC)/Committee Reports:** Vice-Chairman Anderson stated that they will be attending the first meeting with new legislators on the first Wednesday (5th) of next month at 8:00 am; all board members are invited. Representatives from the region will meet with school officials to discuss up-coming legislation, and the possible affects it will have on school districts. Chairman Cornwell stated that he and Vice-Chairman Anderson are going, and invited the other trustees that

would like to go, to ride with them. He anticipated it should be for only a couple of hours on December 5th.

- d) Administration: In attendance: Mr. Fisher, Mr. Madden, Mr. Ellis, Ms. Beal, Mr. Illig, Mr. Kenelty, Mr. Jobe, Mrs. Cheff, and Mr. Larson. Mrs. Graham was not present.

Mr. Fisher thanked STEP from Tribal Education for coming last month and helping with Bingo for Books night. Also for helping with Parent Teacher Conferences this month and providing snacks and goodies. The Lady Bison basketball team came and had breakfast with the Pablo students. Pablo will try to get the boys basketball team from SKC to come next. Mr. Fisher stated it is nice to have those resources from the college as they do not have access to the high school teams like K. William Harvey. The preschool playground fence is going up and should be completed soon. (Provided for by the STARs preschool grant.) The Parent/Teacher conferences had an 84% attendance. Mr. Fisher will provide Ms. Johnson with the demographic breakdown for her Title VI report.

Mr. Madden stated that they too are installing the preschool playground fence. Maples Bars with Moms is tomorrow morning. Mr. Madden said that they are losing Mrs. Sherman and it is going to be struggle for a bit as she knows everyone. However, they have good candidate and things should be fine.

Trustee Janssen quickly asked Mr. Fisher about the crosswalks that are being installed near the Pablo Elementary. Mr. Fisher stated that Superintendent Johnston spoke to a gentleman, who is supplying the equipment, to get an updated bid for another lighting option. Mr. Fisher said that as soon as we have the equipment, Mr. John Matt will drop the pole in and install everything. He remarked that the time change helps. Drivers are able to see the kids now. Mr. Fisher stated that he is also getting bids for additional lighting for the back of school.

Mr. Ellis shared that he feels the same as Mr. Madden in regards to Mrs. Sherman leaving. He remarked that the custodians and groundskeeper have done a good job with snow removal and getting salt out to keep things safe for staff and students. He then thanked Valley Bank for providing attendance incentives. K. William Harvey had forty one students with perfect attendance during the first quarter. Valley Bank provides Pizza once a month for those with perfect attendance. There are usually eighty to ninety students who qualify each month. Attendance is on the rise.

Ms. Beal shared that about two weeks ago, Yvonne Fields from OPI came to the Middle School. Ms. Fields is the assessment director at OPI. She brought with her a Math specialist and English specialist to talk to the Math and English staff about the interim assessment blocks and the interim comprehensive tests. These are practice tests to allow the students to familiarize themselves with the SBAC. The Middle School will start going through the interim and comprehensive blocks between now and March periodically. The plan is to do one test every two months so as not to overwhelm, but allow them to get used to the tools on the SBAC application. The staff learned a lot, and the trainers plan to come back in January for a follow up.

The Middle School had a 53% attendance for Parent/Teacher conferences. Last year's attendance was 46%. Three hundred and four parents attended the first day, and three hundred and twenty attended the second day. During the conferences, the staff was giving away Tom's shoes and socks through the Partnership with Native Americans. The left over shoes and socks to were given to the community. Over one thousand shoes and socks were given away.

Lastly, Ms. Beal thanked Missoula Federal Credit Union for donating \$2,000 for 5th grades snacks. Mrs. Kellie Manyhides also raised approximately \$1,900 through Donors' Choose for the 5th grade snacks.

Mr. Illig said that the 5th grade little dribblers program started and ended. He stated it was well organized, well attended, and fun to watch. The 6th, 7th, and 8th grade boys' basketball is underway. The Middle School had two successful concerts. The Middle School Band and Middle School Choir did a very nice job. Lastly, the Middle School Drama program is putting on a play.

Mr. Kenelty stated that Kara Holmlund made all state this year for Choir. The Middle School Choir is performing around the community, including visiting the St. Luke elderly home and performing for them. The Symphonic Choir did a flash mob for the elementary school during lunch time. The regular choir is working on the Star Spangled Banner so that if the pep band is unable to play, they can be there to sing the national anthem for sporting events. To celebrate what they have accomplished, they will be attending the performance of Sister Act, the musical, at the Missoula Children's Theatre. The Holiday concert is scheduled for December 13th at 7:00 pm. The 5th graders will participate so they can become familiar with the middle school programs and hopefully create more interest in the program. Ms. Hyvonen is doing a wonderful job with the program.

Parent/Teacher conference had a 40% attendance rate. This is the highest attendance since Mr. Kenelty has been here. Mr. Kenelty believes that the Chamber night and having student displays helped to increase the attendance. He hopes to do the same going forward to see if it continues to increase attendance. Mr. Kenelty then shared that there are an odd number of freshman who are flunking two or more classes. He stated that they will be spoken to. If, by mid-terms, they are still flunking the classes, he is considering closing the campus to those students who are flunking. They will then attend lunch detention to make up their work. If they do not attend the lunch detention, they will have to attend the After-School program. If they do not attend the After-School program, then they will have to make up their work in Mr. Kenelty's or Mr. Jobe's office. The concern is that the classes failed as a freshman, make it harder for them to graduate, and Mr. Kenelty and Mr. Jobe want to give these kids every opportunity to pass the courses. Mr. Kenelty stated that he just wanted to make the board aware of their plans.

Mr. Jobe stated he had nothing to add this month.

Mrs. Cheff shared that last Thursday the Special Olympics basketball team headed off to the state games in Helena. Mr. Jobe gave them a fantastic send off with the majority of the high school students in the hallway cheering them on. (Trustee Janssen and Trustee Lytton attended as well.) The athletes

ran down the hallway giving everyone high fives before they got on the bus, and then returned home with a gold medal and a police escort on the way home. The kids were very excited about their accomplishment. There were new kids on team who are also new to the school district and the state. Mrs. Cheff stated that their parents were very impressed and excited about our Special Olympics program.

Ms. Johnson stated that the district is wrapping up Native Strong week. She thanked all the teachers, administration, and CSKT guests who opened up their doors or gave up their time to come in. There were close to forty different people in and out of the building last week. The kids got to do a lot of different activities and things are still going on. Ms. Johnson is gearing up for Empower MT community night on Wednesday. She stated that some of the high school kids will help plan some of the workshop sessions. The Tribal Education STEP program will also help with the trainings and provide snacks.

Mr. Larson informed the board that basketball and wrestling starts next Monday. Speech & Debate and Cheer are currently underway. Mr. Larson invited everyone to attend the Orange and Black Scrimmage on November 29th. It is the fundraiser for the district's winter sports. There will be a silent auction. (Parents, coaches, and athletes help out a lot.) The dinner this year is fry bread and will be from 6:00 pm to 7:30 pm in the Commons. Middle school basketball is going well. Mr. Larson thanked all the Veterans for their service.

- e) Business Manager/Clerk – Budgets: Mrs. Harold-Marmon stated that the budget expenditures are about where they should be this time of year. Any deviations are accounted for. She then stated that cash flow is looking very well for this time of year. The district is actually in a better position this year than last year. She stated she would let Superintendent Johnston explain why the cash flows are good. She noted that though cash flows are good, that does not change the budgets; they are what they are. It just means that we have received our cash earlier than expected.

Next, she informed the board that in the spirit of transparency and because of questions, she will now be providing a summary report of Student Activities Revenue and Expenditures. She stated that if anyone has any questions, please contact the district office.

- f) Superintendent Johnston stated the program at Flathead Valley is at the Arts and Technology building from 9:00 am to 10:00 or 10:30 am, room 139.

He expressed that he does not know what's going to happen with Impact Aid. The coalition that supports Impact Aid lost some seats during the election, and Superintendent Johnston stated that he is not sure what is going to happen now. We should know more in January. Superintendent Johnston informed the board that he had spoken with Chairman Cornwell and Vice-Chairman Anderson and they recommend the trustees attend NAFIS on a rotational schedule. Perhaps a 2, 2, 3, rotation instead all going one year and only a couple another year. He asked what the trustees thought. Chairman Cornwell stated that this would ensure that there would always be representatives from Ronan every year.

Trustee Janssen asked if we had heard anything from Gianforte. Superintendent Johnston stated that the ones who do not sign their support are usually individuals who support School Choice and turning Impact Aid into a voucher system. Superintendent Johnston stated that he believes Senator Daines and Senator Tester are part of the coalition supporting Impact Aid.

Superintendent Johnston referenced Mrs. Harold-Marmon's comments about the cash flow. The district received Impact Aid payments earlier than normal. In the past, the payments may not have shown up until December, January, or later. For some districts that survive on Impact Aid (because they do not have a tax payer base) this makes it hard for them to operate. He believes the Impact Aid office is working harder to get the money out earlier. Mrs. Harold-Marmon stated the district received its high school payment the last week of October and the elementary payment just last week. Superintendent Johnston stated that getting the money early on helps the District's cash flow.

Superintendent Johnston stated that enrollment is still up by 40 students compared to last year at this time. This could potentially increase general funding based on an increase of ANB.

Superintendent Johnston shared with the board that we recently had a potential volunteer stop by to fill out paperwork. In the past, we usually had our volunteers fingerprinted and they had to pay \$28.00 for the service. However, we discovered that other districts are not doing this, and there is a simpler way. In cases where volunteers are not going to have alone time with students, the district can run a simple name based check; and the service only costs \$14.00. Superintendent Johnston stated that he spoke with the administration and they were agreeable. If a program wanted to have volunteers, the program would pay the \$14 per volunteer. In talking with another Superintendent, who uses it for their programs, out of the hundred volunteers they have had, they have only had to deny three people. The district would still require the regular fingerprint/background check process if the person would be supervising students by themselves.

Superintendent Johnston stated that back in 2008, the school district received a Readiness and Emergency Management school grant through the Department of Education. From that, we received an Emergency Management Plan. However, while Superintendent Johnston and Ms. Beal were looking through it, they noted that certain protocols such as active shooters and fire drills have changed some. What the administration has decided to do is review a section at a time during the Monday morning administration meetings. The goal is to have every school following the same procedures. Trustee Lytton asked if working with the Sandy Hook organization would change anything. Superintendent Johnston answered that it could. He just recently heard back from the organization and he has a meeting with a representative either Friday or next Monday. Superintendent Johnston asked the trustees to let him know if any of them wanted to sit in on the meeting.

Superintendent Johnston shared that he spoke with Mrs. Wartick about setting up a feeding program over the holidays and serving at least a lunch. The district would like to provide meals to those

students who may not have access to food during the holiday break. Mrs. Wartick checked with her staff and she immediately had four or five staff members volunteer to work. A side benefit of the program would be that classified staff who work during the holiday feeding program would get paid during the holiday vacation when they normally would not. Mrs. Wartick anticipates it would cost approximately \$3 per student for a lunch meal. Superintendent Johnston stated that Mrs. Wartick said she could feed the kids pizza, peanut butter and jelly crustables, fruit, milk, juice, etc.; things that are easy and the kids would eat and not go to waste. Superintendent Johnston stated he would like the trustees' thoughts on running the program.

Mrs. Wartick stated the Summer Feeding program is funded by the USDA through OPI. However, there is currently no funding for a Holiday Feeding program. Mrs. Wartick estimates the district would pay 2 staff members for 4 hours per day for a total of \$110 per day. To feed the kids, she estimates she could produce the meals for \$1.50 per kid. If we feed 50 kids, that would cost the district \$150 per day. The district may not be able to get any milk during the holidays, but we may be able to use what is left over from the food service inventory. At most, she anticipates a total of \$1,500 for the program; depending if the district opts to run the program on Christmas Eve or New Year's Day. Superintendent Johnston stated that without Christmas Eve and New Year's Day, the program would be open to feed kids for six days and he feels it would be a valuable service to the community. Mrs. Wartick stated that Pablo needs it most, but they normally do not feed as many kids there. Mrs. Wartick stated she had five Ronan staff members volunteer for the Ronan location. She has not approached the Pablo staff because she did not know if the district wanted to run the program in Pablo as well. Superintendent Johnston asked Mr. Fisher what he thought of running the program in Pablo. Mr. Fisher stated that the need is always there. He stated that his MBI (Montana Behavioral Initiative) team is already looking for ways to provide food during the holidays. Mrs. Wartick noted that holidays fall at the end of the month; the hardest time of the month and year for these families in need. Trustee Janssen believes the program to be a great idea and it has his vote. He feels that anytime we can get food into students' bellies it's a good thing, and even better if it does not cost the district that much and we have staff willing to work. Mrs. Wartick stated that she fed over 11K meals over the summer. Chairman Cornwell stated that since the cost is under the Superintendent's discretionary spending limit, it is up to Superintendent Johnston's discretion as to whether the program will be implemented.

Superintendent Johnston stated he would like to discuss substitute pay wages. Currently the district pays \$90/day (\$12.68/hr.) for a certified substitute, and \$75/day (\$10.56/hr.) for a non-certified substitute. The district is having an issue because other districts around us are paying more. Superintendent Johnston would like to increase the wage and would bring it before the board next month for a vote. Superintendent Johnston believes the district could increase the wages two different ways. One option would be to pay a higher wage for a substitute filling in for a teacher than a substitute filling in for a paraprofessional position. This would encourage substitutes to take the teacher position over the paraprofessional position. The second option would be to simply increase the pay overall. Superintendent Johnston asked for any questions or thoughts from the trustees. Trustee Janssen asked if we knew what the other local schools are paying. Superintendent Johnston stated that we did and he would present that information at the next board meeting. Trustee Janssen

asked if we have any issues filling the special education positions. Mrs. Cheff stated that they usually have good luck because there is always other teachers or paraprofessionals there to support a substitute. She believes it's also a good place for substitutes to start before they sub in other positions because they have direct support and are not on their own to start.

Superintendent Johnston next brought forward MSGIA proposal's (Montana School Group Insurance Authority is our workers' compensation carrier.) for a Safety Incentive program MSGIA is offering schools. The program is free, but requires a three year commitment to their insurance. They have been a good and supportive company. Superintendent Johnston wanted to bring this forward to the board because we would be committed for three years, and could not go elsewhere if our rates increased during the commitment period. So far we have not have any issues with MSGIA, but Superintendent Johnston, Chairman Cornwell, and Vice-Chairman Anderson thought the board should be consulted. Superintendent Johnston stated that the program is through a third party that MSGIA is contracting through. In order to recoup their costs, they need a commitment from us. Trustee Janssen wondered how MSGIA can offer the program free. Superintendent Johnston responded that their actuaries are telling them it would be cost beneficial to them. Vice-Chairman Anderson asked what the program was about. Superintendent Johnston informed the board that the program is about cyber security. They help monitor and train the district to keep things under control. Chairman Cornwell stated that the unemployment board that he sits on, in order to keep huge fluctuations in premiums from happening, level the expenses out by running these programs to return benefits to its members. Mr. Rowe stated that part of the insurance program is to help with data breaches as well, and how youth data is more valuable than adult data. Superintendent Johnston stated he would bring more information to the next meeting. Chairman Cornwell requested more details about the program, the defined cost to them, and what the cost would be if the district chose to opt out later in the program. Trustee Janssen noted that he saw the mention of "[P]reventing unmitigated crisis situations in our member school districts. Specifically, those violent acts committed on school grounds." Superintendent Johnston stated that MSGIA has a "Safe Schools" program and is probably a part of this program.

Trustee Janssen asked about the current high school student count. He noted that last year the count was one hundred twenty four, and this year's count is one hundred and one. Mr. Kenelty answered that some transfer out and some have not earned enough credits to become Sophomores. Mr. Kenelty stated that is why they are implementing the new Freshman grade procedures to help them. Trustee Janssen stated that it is frustrating to see that. Mr. Kenelty stated that you see that at each of the grade levels. He noted that ten of the juniors should be seniors but they do not have enough credits. However, they may move up the next semester. They have gained a few more with the assistance of the new paraprofessional, the Opportunity Learning Center, and with the help of Tribal Ed. Trustee Decker asked if there were any issues with the 8th grade class last year. Ms. Beal stated that there are kids that struggle academically, but because of social promotion, a student can still be promoted to the next grade level even if a student fails a class. The only person that can determine if a student should be held back is the parents. The school can suggest it, but it's the parents that make the decision. The middle school administration has tried to put more emphasis on academics. However,

it is difficult to implement. The After School Club is available for students if they fail and it is helping. Mr. Kenelty stated that the middle school is also putting in the Math and English labs for those that have lower scores. The district should start seeing the results in the next Freshman class. Chairman Cornwell said that the district can also look at the strategic plan, and something that was discussed at MCEL and supported by MTSBA, was increasing the age at which a student can still be counted and funded. It is something the district can look at and discuss. There are a lot of pros and cons. The biggest pro Chairman Cornwell sees is the ability to hold a student back and legally keep them in the school longer. Currently, a student can turn 19 after September 10th, and still attend. Mr. Kenelty stated he currently has two students who are in their fifth year of high school because of this regulation. The district tends to see one or two each year. Mr. Kenelty stated that if they choose to come back on their own, they are usually very successful. If they are forced, the results are usually not good. Special needs students are held to the same age restriction.

8. Old Business: - N/A

9. New Business:

a) Personnel Hiring 2018-2019:

- Substitute Hiring, List Attached: Motion to hire the listed substitutes by Vice-Chairman Anderson. Motion seconded by Trustee Janssen. Motion passed by trustees 6-0.
- Merideth Tobol – Math/Reading Paraprofessional, PES: Motion to hire Mrs. Tobol by Trustee Janssen. Motion seconded by Trustee Decker. Mrs. Tobol is currently student teaching in Pablo. Motion passed by trustees 6-0. Mrs. Tobol was not present.

b) Extra – Curricular Hiring 2018-2019:

- Angele Popyk – Drama Assist: Motion to hire Ms. Popyk by Trustee Detwiler. Motion seconded by Anderson. Motion passed by trustees 6-0. Ms. Popyk was present.
- Tom Linse – Assistant Wrestling Coach, RMS: Motion to hire Mr. Linse by Trustee Janssen. Motion seconded by Lytton. Trustee Decker stated that Mr. Linse came in last year and worked with the third through fifth graders and middle school group and did a great job. Motion passed by trustees 6-0. Mr. Linse was not present.

c) First Reading Policies and Procedures:

- 7231 – Federal Impact Aid: Motion to move to a second reading of the 7231 Federal Impact Aid policy by Trustee Lytton. Motion seconded by Vice-Chairman Anderson. Superintendent Johnston stated that he and Ms. Johnson met with two parents from the Title VI committee. They received some feedback. What has been requested is just some minor changes from the Tribe. Ms. Johnson said that they are trying to align the report with the Tribal Ed. Report so only one report is submitted to the Tribe. She has been talking with Julie Cajune and adding things to the report that are needed. Trustee Janssen asked again about the extra – curricular activities and the student demographics from the start of the season to the end. Ms. Johnson stated that the coaches are already reporting the numbers, and they should be in the mid-term report. Chairman Cornwell stated that the 1st paragraph seemed written a little funny.

Trustee Janssen referred to Policy 2450-21 Instruction, the first paragraph. He suggested reaching out to Toni Incashola Sr. The Salish-Pend d'Oreille Culture Committee is now going by the Selis Qlispe Culture Committee. Motion passed by trustees 6-0.

- 7332 – Advertising and Schools/Revenue Enhancement: Motion to a second reading of the 7332 – Advertising and Schools/Revenue Enhancement policy by Trustee Decker. Motion seconded by Trustee Detwiler. Mr. Youngren explained that when his Robotics Club goes to meets, he has noticed other clubs have apparel logo wear with business sponsors on them. He is requesting the board to allow apparel logo. It is not only an additional source of revenue, but it will also show that our students are supported by our local community. Motion passed by trustees 6-0.

- d) Variance to Standards Application Request: Motion to approve the Variance to Standards Application Request by Trustee Detwiler. Motion seconded by Vice-Chairman Anderson. Per accreditation standards, a school is supposed to have one full time librarian for up to 500 students. From 501 – 1000 students, a school is required to have 1.5 librarians. Currently, the Middle School is over by five students. The district is requesting, from OPI, a variance plan in place for 7 students over. Even though we are over, we do not have a variance filed for this year, but we can ask for a variance for next year that will cover next year and the year after that. Looking at the current enrollment, in two years we should not need the variance; the student population should be under 500 again. However, if the population numbers stay the same or increase, OPI requests an alternative plan. An alternative plan would be to hire a paraprofessional, who only works seven hours per day, and hire them for an hour in the library. The process is to have the variance approved by the board. It then goes to OPI, who then submits it to the Department of Education board for approval. There are some districts who file a variance routinely because they are right on the cusp. This is the first time the district has had to ask for a variance. Motion passed by trustees 6-0.

- e) Overnight/Out of State Field Trip Request to California (April) Jazz Band: Motion to approve the overnight field trip request to California by Trustee Detwiler. Motion seconded by Trustee Decker. Mrs. Lipscomb informed that board that the Jazz Band will not be taking a bus this time, but will be taking an airplane. She stated that she has flown with group in the past, and does not foresee any issues. She has scheduled a tour bus for transportation while there. They will be within walking distance between the hotel and Disneyland. She has about ten chaperones who would like to go, and nineteen kids scheduled to go. She anticipates twenty to twenty five people total going. The drawback is they will not be playing on their way there and on the way back. She is hoping to play for the elementary schools on the Monday they return, and that will be the students' only missed day of school. The rest of the trip is scheduled over spring break. Motion passed by trustees 6-0.

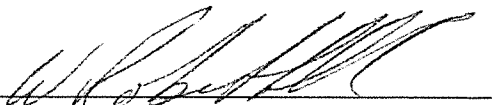
- f) Overnight Field Trip Request to Bozeman (January) Robotics: Motion to approve the overnight field trip request to Bozeman for Robotics by Vice-Chairman Anderson. Motion seconded by Trustee Janssen. Mr. Youngren stated they are taking a bus. Trustee Janssen asked if they participate in battle bots. Mr. Youngren stated no, that's on TV. There are currently fourteen kids in the program. Mr.

Youngren added that he is down kids from last year; only four 7th graders this year. However, there are number of 5th and 6th graders who are really excited about the program. Trustee Detwiler asked if this is one project or separate projects. (Referring to the program on the agenda.) Mr. Youngren answered that it is all one program. The students have a project, a robot, and then they have a team activity. Mr. Youngren further explained that he never knows what the team exercise is until after they have completed it, and the students do not know what they will be doing until the start of the activity. The kids show off the robot, they show off their teamwork, and they are questioned on core values. Finally, they have three rounds with their robot. The club currently has a volunteer from Jore helping; Dan Schaner. Mr. Youngren says he is a great guy and it doing things with kids that he is not able to do. The kids have gotten a lot further this year than in the past. Motion passed by trustees 6-0.

- g) Overnight Field Trip Request to Bozeman (March) FCCLA (Family Career and Community Leaders of America): Motion to approve the overnight field trip request to Bozeman for FCCLA by Vice-Chairman Anderson. Motion seconded by Trustee Lytton. Mr. Kenelty informed the board that this is FCCLA's state competition. It also has trainings for Ms. Umbriaco. Motion passed by trustees 6-0.
- h) Overnight Field Trip Request to Billings (December) IEFA (Indian Education for All): Mr. Kenelty stated that the trip has been cancelled; OPI has denied the funding. However, there is one in the spring in Polson that they may be able to attend. Chairman Cornwell called for a motion to table the overnight field trip request. Motion to table the overnight field trip request for IEFA by Vice-Chairman Anderson. Motion seconded by Trustee Lytton. Motion passed by 6-0.

10. **Adjournment**: Motion to adjourn by Vice-Chairman Anderson. Motion seconded by Trustee Janssen. Motion passed by trustees 6-0. Meeting adjourned at 8:33 pm.

*Pending Fingerprint Background Check



Presiding Officer

ATTEST:



District Clerk

12/12/2018

Date