

PROCEEDINGS OF THE BOARD OF TRUSTEES
SD #58 YELLOWSTONE COUNTY
BILLINGS, MT 59106

July 23, 2014

Chair John Dailey called the regularly scheduled Board of Trustees meeting to order at 3:45p.m.

PRESENT: John Dailey, Chelsea Mandler, Superintendent Mike Sullivan, and Roger Heimbigner. Member absent: James Holliday. A quorum was present.

GUESTS: Deanna Eggers-Hansen

The Pledge of Allegiance was recited by all in attendance.

ADD AGENDA ITEM None

**HEARING OF
INDIVIDUALS/
CORRESPONDENCE**

Deanna Eggers-Hanson talked with the board about future negotiation dates.

OLD BUSINESS

Approve Minutes/Bills

A motion was made by Chelsea Mandler seconded by John Dailey to approve the minutes of June 23, 2014. Motion passed unanimously.

Chelsea Mandler moved, seconded by John Dailey to approve the bills for payment. Motion passed unanimously.

NEW BUSINESS

Items for Action

Approve Hiring of Counselor

Supt. Sullivan recommended the hiring of Jennica Hammond as a counselor to replace Charles McGahan who retired. The cost of hiring Jennica is about the same. Chelsea Mandler moved, seconded by John Dailey to approve Jennica Hammond as a counselor for the 2014-15 school year. Motion passed unanimously.

Approve Administrative EBO for the 2013-14 School Year

Supt. Sullivan reviewed with the board the EBO goals that were set for the administrative team for this past school year. Included with the review were financial goals, public relations, partnership goals, new venture outcomes, staff outcomes, and policy outcomes. Supt. Sullivan stated he believed the administrative team met all the goals with the exception of the policy outcomes which are still in progress. The goal here is to align district policies with YBGR policies. These policies are part of today's agenda.

Board Chairman John Dailey stated that as part of the EBO process, the board approved last fall a 1% stipend to the administrators if they meet the EBO goals. Chelsea Mandler expressed her concerns with giving raises when the district is having to cut staff to meet ends meet. There was discussion on the agreement that was made last fall by the board and that the money had already been budgeted. Administrators were given a 1% increase in wage with the additional 1% given if the board believes they met these goals. Deanna Eggers-Hanson stated to the board that she felt the administrative team did a fantastic job with the recent RIFs meeting with individuals and letting everyone know as soon as possible. Chelsea Mandler moved, seconded by John Dailey to approve the 1% stipend for meeting the EBO goals as outlined (attached).

John Dailey discussed future EBO goals for the next school year. The board needs to determine what goals are met and can go away or which ones need to be ongoing. Also, new goals need to be set. John identified the following goals to start with:

- 1) Develop an evaluation tool for teachers and paraprofessionals that is in line with the EBO process;
- 2) Set a goal on the supervision piece with YBGR and meet with the group(s) on a periodic basis;
- 3) New venture goal – work with the paraprofessionals on absenteeism to develop solutions to this problem;
- 4) Supervision of students during recess time;
- 5) Set goals on communication issues with change of YBGR staff including the Vo-Ed piece;
- 6) Work on language in the master agreement on leave;
- 7) Set a goal on managing vendors;
- 8) Work with business department on marketing and selling piece of Vo-Ed projects;
- 9) Training component on new personnel including mentoring, team building, and community service.

These goals are not all inclusive as administrators can come up with additional goals to include in the EBO process. The board reviewed the current goals of 2013-14 and determined what goals should also continue moving forward into 2014-15. Supt. Sullivan will gather the goals and present to the board at a later board meeting.

Superintendent Report

Supt. Sullivan handed out similar policies of the Yellowstone Academy and YBGR for the board to review and determine how they want to go about matching up these policies. This discussion will take place at one of the board meetings in August.

Trustee Reports

Board meetings were set for Final Budget Meeting on August 11th at noon and August 25th at 3:45 p.m.

Adjournment

A motion was made by Chelsea Mandler, seconded by John Dailey to adjourn. Motion passed unanimously.

Adjournment: 4:25 p.m.

John Dailey, Chairman

Roger Heimbigner, Clerk