

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

October 2, 2013

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

PRESENT: John Dailey, James Holliday, Chelsea Mandler (by phone), Mike Sullivan, Keith Tresch and Roger Heimbigner. Member absent: none A quorum was present.

GUESTS: Tom Barrett, Pat Montgomery, Scott McCullough, and Chris Webb.

The Pledge of Allegiance was recited by all in attendance.

ADD AGENDA ITEM None

**HEARING OF
INDIVIDUALS/
CORRESPONDENCE** None

OLD BUSINESS **Grievance #1**

Board Chairman John Dailey explained to the board that the board by approving Grievance #1 that they are agreeing that the termination was incorrect. If they reject the grievance then they are agreeing with the termination. Chelsea Mandler moved, seconded by James Holliday to reject Grievance #1. Motion passed unanimously.

Scott McCullough stated a written response was not needed since he is in attendance. There was discussion on the timeline of 10 calendar days to respond and when that was to start. Supt. Sullivan stated they will still send out the letter and the 10 days will start on the day of receipt of that letter.

**Recommendation for Pay Increases for Admin Assistants,
Custodians, and Administrative Team**

James Holliday reviewed with the board his negotiations with the administrative assistants, custodians, and the administrative team. James stated they based the administrative assistants and custodial staff proposed increase of 25 cents per hour based on current classified aide negotiations. James Holliday moved, seconded by Chelsea Mandler to approve a 25 cent increase per hour to all

administrative assistants and custodial staff. Motion passed unanimously.

James Holliday stated the administrative team agreed to a 2% raise on the base with a 1% performance base pay due at the end of the school year based on EBO goals (Evidence Based Outcomes). These EBOs would be similar to how YBGR employees are set up to meet goals with incentives built into part of their raises. Goals are then weighted to each person. James reviewed with the board the current salaries of the administrators and the impact of the raises to the budget with 1% costing approximately \$2,800 and 3% costing \$8,500.

Chelsea Mandler expressed her concerns with grouping everyone together and also with the fiscal impact the raises might have on the budget which is tight. There was additional discussion by the board on the concept of EBOs and a base increase. James Holliday moved, seconded by Chelsea Mandler to approve a 1% increase to the base with an additional 1.5% built in for incentive pay to reach EBOs by year end. Motion passed unanimously. Chelsea Mandler and James Holliday stated they appreciate the work that the administrators are doing.

Adjournment

A motion was made by James Holliday, seconded by Chelsea Mandler to adjourn. Motion passed unanimously.

Adjournment: 4:12 p.m.

John Dailey, Chairman

Roger Heimbigner, Clerk