

## REGULAR MEETING

April 13, 2021

6:00 PM

The regular meeting of the Baker School Board was called to order by Vice Chairperson Johnna Koenig at 6pm in the Boardroom of Baker High School. Trustees Mike Gunderson, Quentin Burdick, and Klint Flint were in attendance; Chairperson Gye Varner was absent. Also present were Superintendent Aaron Skogen, Principals Bo Lingle and David Breitbach, Vice-Principal Jacob Gion, District Clerk Jennifer Mettler, Technology Director Scott Anderson and Head Custodian Mardi Brown. Guests were Darby Waldbillig, Linda Rost, Tim Robinson and Olivia Gunderson.

### **Consent Items:**

The bills, investment report, activity account report, journal adjustments, and minutes were reviewed by the trustees; claim checks 56865 to 56930 were reviewed and approved. There being no objections, Vice Chairperson Koenig approves the consent items as presented.

### **PUBLIC COMMENT**

None

### **EDUCATION REPORT**

Mrs. Rost gives a report on Science Research and Science Fair results and Olivia Gunderson gives her presentation from her project for the science fair. Mrs. Rost also reports Sayge Barkley will be competing virtually at the National Science Fair tomorrow.

Mrs. Rost and Olivia Gunderson leave the meeting.

### **ACTION ITEMS**

#### **RENEWAL FOOTBALL COOPERATIVE AGREEMENT – PLEVNA**

Mr. Breitbach presented to the board the renewal of the coop agreement with Plevna Schools for football. The coop allows students from Plevna Schools to participate in activities with MHSA approval.

Quentin Burdick moved to renew the Cooperative Sponsorship of Activities agreement between Baker High School and Plevna High School in football for the school years 2021-22, 2022-23, 2023-24. Klint Flint seconded the motion; motion carried unanimously.

#### **OBSOLETE EQUIPMENT – LIBRARY BOOKS**

Mr. Skogen presented to the board a list of old library books to be discarded from the elementary libraries; the list includes books that are damaged, worn out or no longer useful to check out.

Mike Gunderson moved to advertise and provide the public the opportunity to choose discarded books for free from the obsolete list presented. Quentin Burdick seconded the motion; motion carried unanimously.

#### **MTSBA POLICY REVISIONS**

Mr. Skogen presents to the board required policy revisions from MTSBA for policies 1700, 3310, 3130, 5120P, 5232, 5228 and 5328P. Discussion followed.

Klint Flint moved to approve the required policy revisions as recommended by MTSBA for policies 1700, 3310, 3130, 5120P, 5232, 5228 and 5328P. Mike Gunderson seconded the motion; motion carried unanimously.

## TEACHER EVALUATIONS & HIRES

Mr. Lingle and Mr. Breitbach present to the board their recommendation for renewal of certified contracts for the 2021-22 school year. The following is the list of certified staff for 2021-22 school year:

| First Name | Last Name   | Position          | 21-22<br>contract<br>given | 20-21<br>contract<br>given |        |
|------------|-------------|-------------------|----------------------------|----------------------------|--------|
| LISA       | BURDICK     | Counselor         | 27                         | 26                         |        |
| CATHY      | FRYE        | Counselor         | 2                          | 1                          |        |
| KALLIE     | BENTER      | Elem Teacher      | 7                          | 6                          |        |
| JENNIFER   | DUKART      | Elem Teacher      | 6                          | 5                          |        |
| JOSI       | HADLEY      | Elem Teacher      | 6                          | 5                          |        |
| MARANDA    | HASTIG      | Elem Teacher      | 12                         | 11                         |        |
| JODEE      | HESS        | Elem Teacher      | 7                          | 6                          |        |
| VAL        | JOHNSON     | Elem Teacher      | 16                         | 15                         |        |
| KIM        | LESH        | Elem Teacher      | 13                         | 12                         |        |
| SHEILA     | O'CONNOR    | Elem Teacher      | 5                          | 4                          |        |
| EMILY      | PALO        | Elem Teacher      | 2                          | 1                          |        |
| BREEANN    | SHELL       | Elem Teacher      | 9                          | 8                          |        |
| SHAWNA     | SCHILLINGER | Elem Teacher      | 23                         | 22                         |        |
| JILL       | SHELHAMER   | Elem Teacher      | 7                          | 6                          |        |
| MOLLEE     | STENBERG    | Elem Teacher      | 2                          | 1                          |        |
| KARI       | STRANDBAKKE | Elem Teacher      | 4                          | 3                          | tenure |
| AMANDA     | TUNBY       | Elem Teacher      | 6                          | 5                          |        |
| ASHLEY     | WARNER      | Elem Teacher      | 5                          | 4                          |        |
| DENISE     | WANG        | Elem Teacher      | 6                          | 5                          |        |
| TIM        | ROBINSON    | Elem/HS Teacher   | 30                         | 29                         |        |
| MICHELLE   | ANDERSON    | HS Teacher        | 16                         | 15                         |        |
| LYNN       | BEACH       | HS Teacher        | 10                         | 9                          |        |
| PAMELA     | BEACH       | HS Teacher        | 42                         | 41                         |        |
| JESSICA    | BOGGS       | HS Teacher        | 8                          | 7                          |        |
| TOM        | BREITBACH   | HS Teacher        | 7                          | 6                          |        |
| HILLARY    | FRANK       | HS Teacher        | 2                          | 1                          |        |
| BRITTANY   | HOVERSLAND  | HS Teacher        | 9                          | 8                          |        |
| JAY        | HOVERSLAND  | HS Teacher        | 16                         | 15                         |        |
| DENA       | KIRSCHTEN   | HS Teacher        | 13                         | 12                         |        |
| AMANDA     | LEICHTNAM   | HS Teacher        | 2                          | 1                          |        |
| JOHN       | NOWAK       | HS Teacher        | 10                         | 9                          |        |
| LINDA      | ROST        | HS Teacher        | 8                          | 7                          |        |
| BLAKE      | SCHWAGLER   | HS Teacher        | 4                          | 3                          | tenure |
| JAY        | SHUMAKER    | HS Teacher        | 20                         | 19                         |        |
| TIELER     | SOUMAS      | HS Teacher        | 6                          | 5                          |        |
| DIANE      | VAN GORDEN  | HS Teacher        | 41                         | 40                         |        |
| DERYK      | VAN ZEE     | HS Teacher        | 9                          | 8                          |        |
| KAREN      | WANG        | HS Teacher        | 7                          | 6                          |        |
| JILL       | WHITEMAN    | HS Teacher        | 26                         | 25                         |        |
| SCOTT      | ANDERSON    | HS Teacher/ADMI   | 17                         | 16                         |        |
| MARNIE     | MOBERG      | Special Education | 2                          | 1                          |        |
| JILL       | MYHRE       | Special Education | 13                         | 12                         |        |

Klint Flint moved to hire all staff members on the list for certified positions for the 2021-22 school year and offer tenure contracts to Kari Strandbakke and Blake Schwagler. Quentin Burdick seconded the motion; motion carried unanimously.

### CERTIFIED HIRE(S)

Mr. Skogen presented to the board the applications for the available elementary positions for 2021-22 school year. There were three (3) applicants and all three (3) were interviewed. Based on the interviews, administration is recommending to hire Mrs. Kara MacKay as an elementary teacher for the 2021-22 school year. Quentin Burdick moved to hire Mrs. Kara MacKay as an elementary teacher for the 2021-22 school year. Klint Flint seconded the motion; motion carried unanimously.

### CONSIDERATION TO HIRE ADMINISTRATIVE PERSONNEL FOR 2021-22 SCHOOL YEAR

Mr. Skogen presents to the board the agenda item for hiring administrative personnel. He states there are currently two (2) administrative positions available; High School Principal and High School Vice Principal/Activities Director. There were 14 applications and of that, six (6) were chosen to interview. Last week the board offered the High School Principal position to Rob Nyby, who has accepted the offer. There are currently two (2) in-house applicants who have applied for the Vice Principal/AD position, Mr. Bo Lingle and Mr. Jay Hoversland. Discussion followed.

Klint Flint moved to hire Mr. Rob Nyby as High School Principal pending the results of a background check; further move to hire Mr. Bo Lingle as Vice Principal/Athletic Director; further move to offer the position of Elementary Principal to Mrs. Erin Nevers all for the 2021-22 school year. Mike Gunderson seconds the motion; motion carried unanimously.

### BEA COLLECTIVE BARGAINING AGREEMENT – FINALIZED NEGOTIATIONS

Mrs. Mettler presents to the board the summary of negotiations and changes to the Collective Bargaining Agreement.

- **4.28 Transfer Practices                    SIGNED OFF 2.22.21**  
*When payment will be issued*  
 Voluntary/Involuntary Transfers:  
 e. The School District shall make all assignments and/or transfer decisions to the best of their ability before July 1st *and the teacher will be paid for the transfer in the September payroll in the following school year.*
  
- **4.20 Resignation/Early Notification        SIGNED OFF 2.22.21**  
*When payment will be issued*  
 Notification of intention to resign/retire at the end of the current school year from Baker Public School District #12 by November 1<sup>st</sup> of the school year will receive a \$500 incentive payment. *The incentive payment will be made to the retiring teacher the next payroll cycle upon receipt of a formal letter of resignation given to the Superintendent.*
  
- **NEW: Long-Term Substitute Language (MOU)    SIGNED OFF 3.9.21**  
**4.30 Long-Term Substitute**  
*Should the need arise where the District must employ a long-term substitute in accordance with ARM 10.55.716, the long-term substitute's employment will not be a part of the Master Agreement. The long-term substitute will receive compensation and benefits as outlined by a written contract between the individual and the District. The compensation and benefits will not exceed salary and insurance as outlined by the Master Agreement.*
  
- **NEW: Coach/Advisor Transportation Pay (MOU)                    SIGNED OFF 2.22.21**  
**Add to Extracurricular Salary Schedule**  
*Coaches/Advisors Drive Time    \$0.20 per mile                    (not required to drive)*  
*\*\*actually added to 4.29 Extracurricular Compensation & the salary schedule*
  
- **NEW: Define 'Duty' leave and/or school business leave        SIGNED OFF 3.9.21**  
 Staff may be, at the discretion of administration, granted Duty Leave when they are assisting the District through their service and/or attendance at professional meetings, workshops, conferences, and/or other activities deemed appropriate by administration. *Staff may not be compensated (in addition to their teaching salary) for their service during the working day between 8:00am--4:00pm Monday-Thursday (unless holiday schedule) and 8:00am--until ten (10) minutes after dismissal on Fridays.*
  
- **(new)District Funded Endorsement**  
*Baker Public School District may choose to pay for college credits for a currently employed Baker Public School teacher to become licensed in an area of curriculum or grade level need. College credits paid by the District will also be used for movement across the salary schedule. The teacher will pay for approved college credits tuition for college classes and will be reimbursed for the approved college credits tuition upon successful completion of each specific course taken. Standard procedures for lane changes will be followed. \*Approved college credits may or may not be graduate credits as long as the approved course work leads to the desired certification.*  
*Any agreements will be in writing and will be agreed upon by the teacher and the District. The BEA President will be given a copy of any such agreements. If teaching outside the teacher's area of endorsement while completing such coursework, the teacher will enroll in an internship program. Upon completion of the internship program or upon the completion of the specific courses for which tuition is reimbursed by the District, the teacher will agree to teach in the District funded endorsement for a period of five (5) consecutive years. The maximum five (5) year period shall include up to two (2) years of verifiable internship and/or specific course completion time. If the teacher does not complete the required five (5) consecutive years of service (except in the case of a reduction in force), the teacher shall repay the District as per the following schedule:*
  - *1 year teaching in Baker Public Schools after earning credits - 100% tuition payment*
  - *2 years teaching in Baker Public Schools after earning credits - 80% tuition payment*
  - *3 years teaching in Baker Public Schools after earning credits - 60% tuition payment*
  - *4 years teaching in Baker Public Schools after earning credits - 40% tuition payment*
  
- **(new) Long-Term Substitute**  
*Should the need arise where the district must employ a long-term substitute in accordance with ARM 10.55.716, the long-term substitute's employment will not be a part of the Master Agreement. The long-term substitute will receive compensation and benefits as outlined by a written contract between the individual and the District. The compensation and benefits will not exceed salary and insurance as outlined by the Master Agreement.*

- **(new) Define 'Duty Leave'**  
Staff may be, at the discretion of administration, granted Duty Leave when they are assisting the District through their service and/or attendance at professional meetings, workshops, conferences, and/or other activities deemed appropriate by administration.
- Add 2nd Jr. High Volleyball Stipend to extracurricular salary schedule
- **Amend 4.28 Transfer Practices Voluntary/Involuntary Transfers**  
(e) The School District shall make all assignments and/or transfer decisions to the best of their ability before July 1st June 1st
- **4.16 Base Salary**  
3 year contract  
1% on the base salary 2021-22  
1% on the base salary 2022-23  
1% on the base salary 2023-24
- **4.16.1 Bonus**  
\$1,000 guaranteed 2021-22  
\$1,500 guaranteed 2022-23  
\$1,500 current CBA language (Flex Fund) 2023-24
- **(new) Entry of New Teachers on Salary Schedule** - Step 3, remain at step 3 for three (3) years
- **(new) Change Base Salary for Extracurricular Schedule**  
Take out reference to the school year & set base salary (\$36,545) on the schedule as follows:  
2021-22 1% on Extracurricular Base \$36,910  
2022-23 0.7% on Extracurricular Base \$37,170  
2023-24 0.5% on Extracurricular Base \$37,355  
Discussion followed  
Klint Flint moved to approve the changes to the Collective Bargaining Agreement as presented. Mike Gunderson seconded the motion; motion carried unanimously.

## REPORTS:

### 1. **COMPLEX, Darby Waldbillig**

We have seen a drop in weight/cardio usage as the weather has gotten nicer, but have seen an increase in pool usage. We've had kids come swim pretty much every day, which has been nice to see. 90% of the office has been primed- a process that has taken much longer than expected. The goal is to have the project completed by early May.

#### **COMPLEX USAGE** March 2021

Weight/Cardio Room: 612 (*411 in 2020 (March 1-15)*)

Pool: 348 (*212 in 2020 (March 1-15)*)

#### **LIFEGUARD TRAINING**

Training for new hires will be held Memorial Day Weekend. Candidates will complete the online portion of the class and pool-specific training with me, then Nick Kallem out of Sidney will come down Sunday and complete the in-water portion of the class. Candidates from Sidney and Fairview will also come down to the in-water portion.

#### **SATURDAY SMALL GROUP LESSONS**

We had 19 kids register for Saturday lessons, and so far things have been going swimmingly. Overall, this was received with open arms by the community. The lifeguards have been having a blast, the kids are getting some good pool time in, and the staff is getting practice in for summer. We will not be able to run this again in May, but, I would recommend this continue in the future if possible.

#### **UPCOMING DATES**

April 30- Complex closed in afternoon

May 23- Complex closed, graduation

May 30- Complex closed, lifeguard training

May 31- Complex closed, Memorial Day

June 1- Summer schedule begins

June 5- Swim Lesson Placement tests, 9am-12pm

June 7- Swim Lesson Registration for Session 1 opens

June 14-25- Swim Lessons

**2. MAINTENANCE, Mardi Brown**

There are light bulbs out on the walking track on the stadium but the company that installed the lights will come to replace them as they are still on warranty. Todd Griffith, Griffith Steel, will be taking out cement at Longfellow playground; he will start April 22<sup>nd</sup> and then will level the cement pad with the building.

**3. TECHNOLOGY, Scott Anderson**

Midrivers did the final walk through today for phone installs this summer.

**4. PRINCIPALS**

**a. ELEMENTARY PRINCIPAL, BO LINGLE**

Field trips are being planned with the elementary classes but right now not approving any out of state trips. The food drive was last week and delivered lots of items to the food pantry and had the 6<sup>th</sup> grade with the most donated.

**b. HIGH SCHOOL PRINCIPAL, DAVID BREITBACH**

Ms. Whiteman has been asked by MHSA to be part of the Music Committee for the state to represent class b schools. Band students have asked to go on another music trip in summer 2022; administration has approved the trip and the band kids will be in charge of concessions at the Longfellow gym again for fundraising and there will not be any financial responsibility with the school district. FMC has contacted the school to use the Rec Center for some specific physical therapy services and will sign a use agreement and evaluate the usage every year. The district sees this as a great use of our facility and might get some additional memberships out of the usage. Health fair will be April 28<sup>th</sup> in the high school gymnasium. Upcoming spring concerts and graduation want to be as normal as possible so will approach the health board with the plan so plans can be made for those events. Next month will try to have extracurricular recommendations so those activities can start to plan for the summer.

**c. VICE PRINCIPAL, JACOB GION**

Gave a quick report of upcoming activities.

**5. SUPERINTENDENT, AARON SKOGEN**

Resignation have been received from Austin Waldbillig, HS English, Terry Roelfsema, Shop, Darby Waldbillig, Rec Center Manager, and Jay Hoversland, HS Boys Basketball Coach. Current openings are one (1) elementary position, 7-12 English and 7-12 Industrial Arts.

Next scheduled board meeting is May 12, 2021 at 6 pm.

There being no other business, meeting adjourned at 6:54 pm.

*s/ Jennifer Mettler*

Clerk

*s/ Gye Varner*

Chairman