

**SUPERIOR SCHOOL DISTRICT #3
ANNUAL BUDGET METTING
Elementary Library**

August 17th, 2022

The Meeting of the Board of Trustees was called to order at 6:30p.m. Board Chair Jaime Talbot, Trustees Alex Conrow, Dan Hazlett and Shane Quick were present. Superintendent Scott Kinney, High School Principal Logan Labbe, Elementary Principal Jessica Nagy and District Clerk Autumn Schultz were also present. Michelle Parkin was absent. The Pledge of Allegiance was conducted by Jaime Talbot .

Audience attendees: Sonja Crow, Cathy Reich, Matt Doughty, Allan Labbe and Michelle McCracken.

CONSENT AGENDA

Shane Quick motioned to approve the Consent Agenda; Dan Hazlett seconded the motion, all in favor, motion carries 4-0

COMMUNICATIONS/CORRESPONDENCE

None

PUBLIC COMMENT:

None

NEW BUSINESS

Superintendent Scott Kinney presented the following recommendations to the Board:

6.1 Approve 2021-22 adult breakfast/lunch rates

Shane Quick motioned to open agenda item 6.1, Alex Conrow seconded the motion; Mr. Kinney recommends the Board set the adult meal rates for the 2022-23 school year as the following: Breakfast-\$2.23, Lunch-\$4.50 and all students are eligible for free lunches this year . All in favor, **motion carries 4-0**.

6.2 Approve TFS and final fiscal year budget for 2022-23

Alex Conrow motioned to open agenda item 6.2, Shane Quick seconded the motion; Mr. Kinney recommends the Board to adopt the 2022-23 budgets as prepared by Mrs. Autumn Schultz. Mrs. Schultz went over the reports with the Board, all in favor, **motion carries 4-0**.

6.3 Approve District Transportation wage request & roster for 2022-23

Alex Conrow motioned to open agenda item 6.3, Shane Quick seconded the motion; Mr. Labbe asked the Board to consider the salary increase for route drivers proposal provided which included a .50 cent raise for athletic and extracurricular drivers as well. Also he would like to continue offering a \$1000.00 incentive for those willing to obtain their CDL. Mr. Gabe Clark was also interview for ½ time substitute route driver and ½ time maintenance Mr. Kinney recommends the Board approve the Transportation wage increase and approve the 2022-23 Transportation roster with the inclusion of Gabe Clark as substitute driver and maintenance as presented, all in favor, **motion carries 4-0**.

6.4 Approve 2022-23 school bus route schedules

Shane Quick motioned to open agenda item 6.4, Dan Hazlett seconded the motion; this past summer Mr. Allan Labbe attended the Mineral County Transportation Committee meeting, presented the SSD3 bus route schedule to Mineral County Commissioners, and received their approval. Mr. Kinney recommends the Board to approve SSD3 2022-23 bus route schedule as presented, all in favor, **motion carries 4-0**

6.5 Hire Paraprofessional staff

Dan Hazlett motioned to open agenda item 6.5, Alex Conrow seconded the motion; Mr. Kinney, Ms. Nagy, Mr. Labbe, Mrs. DiGiando, and Mrs. Milender formed a hiring committee and interviewed Michelle McCracken and Colleen Church to serve as paraprofessionals in the elementary for the 2022-23 school year. Mr. Kinney recommends to the Board to approve the hiring committees' decision to hire Michelle McCracken and Colleen Church for these positions, all in favor, **motion carries 4-0**

6.6 Ratify SEA Classified Negotiated Agreement

Dan Hazlett motioned to open agenda item 6.6, Alex Conrow seconded the motion; Peg Wheeler & Cathy Reich met with trustees Dan Hazlett and Shane Quick to negotiate a new Classified SEA bargaining agreement for the 2022-23 school year. The following are the Classified SEA's negotiated items as proposed:

- Bargaining a one year contract for the 2022-23 school year only
- District covering 3% insurance increase for 2022-23 up to \$659/employee (District request)
- Collapsing the salary schedule and the new starting salary for all Classified positions will be \$13.00 per hour. (District request)
- Memorializing certain positions to be recongnized by the District & SEA as listed in Article I of the CBA Instructional/Non-instructional and Paraprofessionals.
- Add to Article V: Hours and Working Conditions; Section 6 page 8- "in the event school is closed by the Superintendent and the District does not have to make up that day (as determined by the School Board); members of the bargaining unit will not be required report to work and will suffer no loss of pay for that day. Members of the bargaining unit requested by their supervisor to report to work when school is cancelled due to inclement weather, to do needed work such as snow removal, heating system repair, etc. will be paid double time their regular rate of pay. The request must be made by the supervisor and approved by the Superintendent. The paid day for school cancellation is limited to one day per school year" (SEA request)
- Add to Article V: Hours and Working Conditions; Section 5.6 page 7- "When an employee files a written report about a condition which he/she feels unsafe, the District shall promptly investigate the matter within 24 hours of receiving the written complaint or the next business day if it is following a break and take corrective action If unsafe conditions are found. Any case of assault on an employee shall promptly be reported to the Principal. The District will render all reasonable assistance to the employee regarding the handling of the incident by law enforcement and judicial authorities." (SEA request)
- Add to Article VIII: Compensations, Section 8.3 page 14- "The past pay period of the closing school date the Classified Staff will receive their final check within 5 business day of their last signed contract date either as a direct deposit or by check. (SEA request)
- Add to Appendix D page 20- "Salary longevity increases the base .05 per the yearly increment already established". (SEA request)
- Add a pay increase of .50 per hour for the Classified employees. (SEA request)
- Add to Article XI- Duration- "This Agreement shall be effective as of the first day following the day on which this Agreement is ratified by the Association, approved by the Board, and signed by each party and shall remain in force and effect through June 30, 2023. The economic benefits provided for in the Agreement the form of increases in wages and benefits shall be effective as of July 1, 2022. The District will pay those portions of said economic benefits that are effective retroactively of the effective date of this Agreement. This Agreement will be automatically renewed and continue in effect from year to year unless either party gives notice to the other party between January 1 and March 1, 2023 or the anniversary thereof the parties desire to negotiate a new agreement". (SEA request)
- New Year's Eve has been switched with President's Day as a paid holiday.
- Additional pay for the amount up to \$282.00 has been removed and absorbed into hourly pay.
- Mr. Kinney and Mrs. Reich will be revisiting job descriptions.

Mr. Kinney recommends the Board approve the SEA Classified Negotiated Agreement as presented for the 2022-23 school year, all in favor, **motion carries 4-0**

6.7 Ratify SEA Classified Negotiated Agreement

Alex Conrow motioned to open agenda item 6.7, Shane Quick seconded the motion; Jeff Schultz, Charlie Crabb and Chris Quinlivan met with trustees Michelle Parkin and Jaime Talbot to negotiate a new Certified SEA bargaining agreement for the 2022-23 school year. The following are the Certified SEA's negotiated items as proposed:

- This is a one year negotiated contract request for 2022-23 school year.
- The Certified SEA requests a 2.5% increase on the base. (SEA request)
- Updating 19.2.1 to \$659 for health insurance in the CBA. (District request)
- Updating 18.3.1 to read, "which may be used in units of hours" instead of ½ days to track personal leave. (District request)

- Added a one-time \$250 stipend for “duties as assigned” before/after school hours in 11.6 and removing 11.7 and 11.8 (District request)
- Removing “additional pay” and “in-lieu-of” language from all CBA’s to clean up accounting and contract creation at the behest of TRS. (District request)
- Adding “or receive a paid lunch from Food Service” in 16.2 (District request)
- Updating Appendix-A Salary Schedule-Professional Compensation with the new salary matrix.
- Adding “15 Quarter Hours=Semester Hours” to Appendix A- Salary Matrix (SEA request)

Mr. Kinney recommended the Board ratify the SEA Certified Negotiated Agreement as presented for the 2022-23 school year, all in favor, **motion carries 4-0**

6.8 Request to open administrative negotiations

Shane Quick motioned to open agenda item 6.8, Alex Conrow seconded the motion; as both bargaining units have negotiated with the District, it is appropriate to select an administrative bargaining committee to meet with the Administration to negotiate contracts for the 2022-23 school year. Dan Hazlett and Shane Quick volunteered to negotiate with the Administration; Mr. Kinney recommended the Board open administrative negotiations as presented, all in favor, **motion carries 4-0**.

6.9 Approve annual athletic training contract with Missoula Bone & Joint

Dan Hazlett motioned to open agenda item 6.9, Shane Quick seconded the motion; The District has a business relationship with Bob Botkin-Sports Medicine Manager of Missoula Bone & Joint that has lasted many years. Mr. Kinney is recommending the Board approve renewing the training services contract for the 2022-2023 school year with Missoula Bone & Joint, all in favor, **motion carries 4-0**

6.10 Approve 8th grade activities policy

Dan Hazlett motioned to open agenda item 6.10, Alex Conrow seconded the motion; Jess Nagy presented the Board with information about pulling 8th graders up into high school sports, after much discussion it was decided to table this action until the next meeting.

6.11 Approve purchase of Kubota tractor

Dan Hazlett motioned to open agenda item 6.11, Shane Quick seconded the motion; Matt Doughty presented the Board with information on a Kubota Tractor Purchase Proposal. Not only will it be used for facility upkeep and maintenance, but in our transportation program as well. Mr. Kinney recommended the Board approve the purchase of the Kubota tractor as presented, all in favor, **motion carries 4-0**

6.12 Approve Adult Ed Proposal

Alex Conrow motioned to open agenda item 6.12, Shane Quick seconded the motion; Sonja Crown was present to ask the Board for approval to run an adult ed program based on baking, Mr. Kinney recommends to the Board to Sonja’s adult ed class as presented, all in favor, **motion carries 4-0**

INFORMATIONAL/DISCUSSION

Mr. Labbe mentioned to the Board that he is working on developing a partnership with seniors and local business for a CTE opportunity; the goal is to become a junior college.

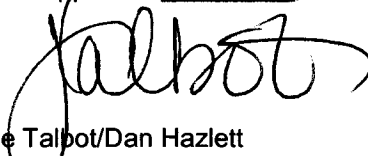
ADJOURNMENT

Shane Quick motioned to adjourn; Dan Hazlett seconded the motion, all in favor, **motion carries 4-0**. The meeting was adjourned at 8:19 p.m.

Respectfully submitted,

Autumn Schultz
District Business Mgr/Clerk

Approved _____, 2022


Jaime Talbot/Dan Hazlett
Board Chair/Vice

