

**SCHOOL DISTRICT 52
ENNIS, MADISON COUNTY, MONTANA
APRIL 13, 2022**

REGULAR BOARD MEETING 5:30 P.M.

Meeting was held in person and via zoom

Karen Ketchu	Chairperson
Andrew Henrich	Vice-Chair
Halley Perry	Trustee
Dino Fanelli	Trustee
Kyle Stone	Trustee
Melissa Newman	Principal
Brian Hilton	Principal
Casey Klasna	Superintendent
Ginger Martello	District Clerk

Chairperson Ketchu called the meeting to order. The pledge to the flag was recited.

APPROVAL OF MINUTES

Minutes for the regular meeting held March 9th were submitted for approval. Trustee Fanelli made the motion to approve the minutes as presented. Trustee Stone seconded the motion. All trustees present were in favor.

VISITORS/PUBLIC COMMENT

Justin Edge	Mariah Oliver	Tammy Wham	Shelley Sturtz
Brenda Glines	Lacy Hubner	Lindsey Graden	Jamie Diehl
Laura Blake	Dahlia Rolfe	Jenny Brozovich	Sally Lee
Michael Speck	Michelle Kloote	Twyla Swanson	Betty Klein
Robert Erdall	Amy Kelley	Christian Pederson	Pam Birkeland

COMMUNICATIONS AND PETITIONS

Superintendent Klasna received a thank you card from the Robinson family expressing their gratitude for use of the facility for the funeral service.

PRINCIPAL REPORTS

Melissa Newman

See Attachment

Brian Hilton

See Attachment

SUPERINTENDENT REPORT

School Board Training

The district would like to schedule board training for Monday, May 16th. The trustees agreed this date would work.

OLD BUSINESS

Discussion on Staff Housing

Trustee Stone presented a plan for staff housing that aligned with the District's Strategic Plan. It consists of three initiatives. Phase 1 would convert the basement of the Hugel House into an apartment. Phase 2 would provide two new housing units located next to the preschool and Phase 3 would consist of possible future housing on the district's 50 acres. Discussion included funding sources, recruit/retain staff, medium house over \$600,000, teacher wages don't match housing prices, modular homes vs stick built, potential levy to fund project, obligating funds, egress already in place in Hugel house, timeline to complete each phase, contractor availability, etc. The board agreed Phase 1 could be completed this summer with funding from ESSER money or the flex fund, but they would like to have more discussion on the other two phases. Trustee Stone made a motion to approve Phase 1 for no more than \$67,850 to be funded from ESSER money. Trustee Perry seconded the motion. All members present were in favor.

Consideration of Remote Meeting Practices

Superintendent Klasna recommended public comment be in writing or in person, provide audio only and not allow chat. Chairperson Ketchu felt zoom is a valuable tool. She felt the public should be allowed to comment from zoom if they are recognized by the board chair with written comments receive 24-48 hours before the meeting. The board should also check with the attorney to be sure we don't violate open meeting laws. Trustee Stone said public comment in chat doesn't always follow the agenda item, so we are out of sequence. Trustee Henrich agreed audio comments needed to be at the proper time and no chat comments. Trustee Perry agreed and felt it is hard for the Superintendent to monitor the zoom portion of the meeting and still stay focused. Trustee Fanelli conceded that zoom wasn't going away, but audio need to be at the appropriate time. Superintendent Klasna will verify with the attorney the proper procedure as to not violate open meeting laws.

NEW BUSINESS

Resignations from Chris Hess, Stephanie Hess, Katrina Kinnan, Kaylee Clemmons and Jared Smithson

Superintendent Klasna explained the procedure for accepting letters of resignation. Once he receives the letter, it is accepted verbally and then with a letter in writing.

Consideration to Approve Retirement Package for Sally Lee

Superintendent Klasna informed the board Sally Lee is interested in retiring and has presented a retirement package for the board to consider. She has worked here for half her life and the district has approved retirement packages for staff for many years. They have varied throughout the years with the most current consisting of \$25,000 for a staff member that had 13 years in the district. Ms. Lee's package would be approximately \$33,000 with 32 years in the district. The board thanked Ms. Lee for her dedication and service to the district. Chairperson Ketchu felt going forward there needed to be more structure to the packages, but this request was not out of line in comparison to other packages. Trustee Perry made a motion to approve Sally Lee's retirement package as presented. Chairperson Ketchu seconded the motion. All members present were in approval. Trustee Stone and Fanelli thanked all staff for their open doors as they have been able to visit classrooms and see what they do daily. They do an incredible job, and they wouldn't want to do it.

Consideration of Non-Tenured Teaching Contracts for 2022-2023 School Year

The following non-tenured teachers are recommended for hire, Anthony Gossack, Shelby Kottal, Jamie Lovett, Katie McCollom, Walker McKittrick, and Sophia Rogers. Anthony Gossack and Shelby Kottal will be moving to tenured positions. Trustee Henrich made a motion to hire the non-tenured teachers as presented. Trustee Stone seconded the motion. All members present were in favor.

Consideration of Tenured Teaching Contracts for 2022-2023 School Year

The following tenured teachers are recommended for hire, Kyle Boling, Jenny Brozovich, Nick Burgess, Jamie Diehl, Brenda Glines, Lindsey Graden, Lacy Hubner, Tami Jenkins, Betty Klein, Chris McCown, Roberta McKay, Wendy McKittrick, Colleen McNally, Stephanie Myers, Jordan Overstreet, Cindy Pederson, Jessie Rice, Megan Schultz, Megan Slevin, Mike Speck, Emma Steffen, Shelley Sturtz, Twyla Swanson, and Dahlia Voss-Rolfe. Trustee Perry made a motion to hire the tenured teachers as presented. Trustee Fanelli seconded the motion. All members present were in favor.

Consideration of Classified Contracts for 2022-2023 School Year

The following classified staff are recommended for hire,
Kitchen Staff - Kaddi Lohrenz, Jon Paisano, Lorinda Porterfield, Teresa Rockwood, Tammy Wham
Maintenance - Tim O'Connell
Custodians – Karl Grant, Claire Oliver, Rob Thorpe
Transportation Staff – Jon Paisano, Gerald Taylor
Paraprofessionals/Title I – Dianne Burkhart, Bailey Croy, Tanya Engle, Patty Kneeland, Katie McCollom, Janelle Mulholland, Ginger Nelson, Laura Stevenson-Dickinson
Office Staff - D'awn Ledgerwood, Sally Lee
Adult Education Director – Kayla Burton
Trustee Stone made a motion to hire the classified staff as presented. Trustee Fanelli seconded the motion. All members present were in favor.

Consideration to Approve Gerald Taylor – Transportation Director

Gerald Taylor is recommended for the transportation director position. He will continue to drive the McAllister route and be the point of contact for the drivers. Some of his duties will include light maintenance, plowing snow at the bus barn, work with office on administrative duties, etc. His contract will read up to 32 hours per week, with some weeks needing less hours. We are fortunate and thrilled to have Mr. Taylor. Trustee Henrich made a motion to hire Gerald Taylor as presented. Trustee Stone seconded the motion. All members present were in favor.

Consideration to Approve Pat Noack – Bus/Vehicle Maintenance

Pat Noack is a diesel mechanic and is recommended to approve a contract to work on the district's buses and vehicles. He will work with Gerald Taylor on a maintenance schedule and MTSBA will draft a contract. Trustee Stone made a motion to contract bus and vehicle maintenance with Pat Noack as presented. Trustee Fanelli seconded the motion. All members present were in approval.

Consideration to Approve Brian Hilton – Summer Grounds Worker

Brian Hilton is recommended for hire as the summer grounds worker. Mr. Hilton will maintain the district's sprinkler system, mow the ball fields, maintain equipment, etc. Trustee Fanelli made a motion to approve Brian Hilton as presented. Trustee Stone seconded the motion. All members present were in favor.

Consideration to Hire Kyle Boling for History Position

Kyle Boling is recommended for the history position. He has the appropriate degree, will be a great asset, and will bring stability to the high school. Trustee Perry made a motion to hire Kyle Boling as presented. Trustee Fanelli seconded the motion. All members present were in approval.

Consideration to Hire Nikolaos Theotokis for Math Position

Nikolaos Theotokis is recommended for the math position. He was interviewed via zoom and drove from Oregon to visit the school. He has a lot of energy, good sense of humor, great references, and will be a good fit. Trustee Henrich made a motion to hire Mr. Theotokis pending favorable background check. Trustee Fanelli seconded the motion. All members present were in approval.

Consideration to Pay Fuel Commuter Costs for Virginia City Bus Route Drivers

Superintendent Klasna informed the board he was approached by the drivers on the Virginia City route about paying their fuel to commute to the bus barn during the day. They are using a commuter car instead of driving the bus back and forth. This is more cost effective and allows the bus to stay at the school bus barn for maintenance, if needed. Discussion included storing the bus in Virginia City, cost of travel for bus vs. car, getting paid higher wages than current drivers, process getting more and more complex, if pay fuel for them what about the rest of the staff, regular route runs four times a day, transportation fund, etc. Trustee Henrich made a motion to pay fuel commuter costs to the Virginia City bus drivers to save wear and tear on the bus. Trustee Ketchu seconded

the motion. Trustee Henrich and Chairperson Ketchu were in favor. Trustee Stone, Trustee Perry and Trustee Fanelli were opposed. Motion failed.

Consideration to Approve Extra Duty Pay for Staff – ESSER

Superintendent Klasna recommended extra duty pay for the staff. We would use ESSER funds for loss instructional time. With the lack of substitutes, staff has been covering for each other all year. They haven't complained and are also helping clean. He would like to give the staff \$750 each in the May payroll, with it pro-rated based on FTE. The cost would be approximately \$46,500. Trustee Fanelli made a motion to approve extra duty pay for staff at \$750 pro-rated by FTE paid from ESSER funds. Trustee Henrich seconded the motion. All members present were in approval.

Consideration to Approve Principal Contract for Brian Hilton

Trustee Perry and Trustee Stone met with administration to negotiate contracts. A 2% salary increase recommended for Mr. Hilton with the rest of his contract remaining the same. Trustee Henrich made a motion to approve the increase as presented. Trustee Fanelli seconded the motion. The board felt in the future, they needed more advance time to review recommendations. All members present were in approval.

Consideration to Approve Principal Contract for Mellissa Newman

Ms. Newman explained she would like to be paid 4% higher than the highest paid teacher. This is based on the daily rate of pay. Some bigger schools use a multiplier to determine principal salaries. They range from 12% - 18% higher than the highest paid teacher, but she felt being a smaller school 4% was a good number. This would be an increase of approximately \$4,500. Trustee Fanelli made a motion to approve Ms. Newman's salary increase to 4% more than the highest paid teacher. Trustee Stone seconded the motion. All members present were in approval.

The board recessed at 7:37 p.m. and reconvened at 7:42 p.m.

Consideration to Approve Superintendent Contract for Casey Klasna

Trustee Perry informed the board Superintendent Klasna requested a three-year contract with a 3% increase each year, the rest of the contract would remain the same and stay at 260 days. She was apprehensive about a three-year contract with the board members changing. Discussion included security of the board and superintendent with a three-year commitment, this just adds a year to the existing contract, fortunate to have Superintendent Klasna, many districts looking for superintendents, he's the right fit for our district, shows he's committed to our district, he's an excellent leader, etc. Trustee Stone made a motion to extend Superintendent Klasna's contract another year to keep it a three-year contract with a 3% salary increase per year and the rest of the contract remaining the same. Trustee Fanelli seconded the motion. All members present were in favor.

Evaluation of District Clerk/Business Manager – Ginger Martello (possible closed session)

Ms. Martello decided to hold her evaluation in closed session. Chairperson Ketchu declared this discussion related to a matter of individual privacy that clearly exceeds the

merits of public disclosure, therefore the meeting was closed at 7:57 p.m. The meeting was opened to the public at 8:14 p.m.

CLAIMS

March activity claims were presented, as well as March warrant listings and preliminary April claims by fund for board approval. Trustee Stone made a motion to approve the listings as presented. Trustee Perry seconded the motion. All trustees present were in approval.

The next regular meeting is scheduled for May 11, 2022, at 5:30 p.m. As there was no other business for the attention of the board, the regular meeting was adjourned at 8:22 p.m.

ATTEST

Ginger Martello, District Clerk

Karen Ketchu, Chairperson

Date Approved