

Regular Meeting

Cascade School District 3B

Board of Trustees

June 17, 2014 - 6:00 pm

Board Members Present –

High School Board

Todd Mortag – Chair

Rick Cummings – Vice Chair

Chris Boland

Deanna Hastings

Charlie Hawn

Jim Purdy

Terri Bogden

Elementary Board

Rick Cummings – Vice Chair

Chris Boland

Deanna Hastings

Charlie Hawn

Jim Purdy

Members Not Present -

Others Present – Justin Barnes – Superintendent, Niki Thaut – Admin Asst, Kevin Sukut, Kim Kellogg, Peggy Strobbe, Jerry Rukavina, Becky Satterwhite, Frank LaLiberty

Todd Mortag, Board Chair, called the Board of Trustees meeting to order at 6:01 PM. Mr. Mortag asked for public comment on non-agenda items. No public comment.

Old Business

A. Conceal and Carry - Rick Cummings moved, seconded by Terri Bogden **to postpone until July Board meeting. Passed Unanimously**

Staff Report

- A. Kim Kellogg, K-6 Principal - RTI report: reading and math handout to board, main focus will be on reading, Aug 22nd PIR teacher training, implementing Walk to Read, Map Assessment
- B. Kevin Sukut, 7-12 Principal/AD - AD duties and responsibilities are switching to Jeff Grimes, handbook changes are being made and will be available at July's meeting
- C. Student Council Report - not present
- D. XCELL! - not present

New Business

A. Certified Staff Recommendation 2014/15 Estelle Whitman - Charlie Hawn moved, seconded by Terri Bogden **to approve Estelle Whitman on the Certified Staff list. Passed Unanimously**

Jerry Rukavina requested a Closed Meeting-request denied; objection made and withdrawn

B. Reduction in Force Termination Hearing - Rick Cummings moved, seconded by Charlie Hawn **to accept the recommendation of the Superintendent to terminate the employment of Mrs. Peggy Strobbe to .71 FTE with cause as part of a reduction in the district's teaching staff in accordance with District Policy 5256. Passed 5-2. Terri Bogden and Chris Boland dissenting. (See attached notes.)**

C. Classified Staff Recommendation - Charlie Hawn moved, seconded by Rick Cummings **to approve the classified staff as presented. Passed Unanimously**

D. Kitchen Hire - Terri Bogden moved, seconded by Charlie Hawn **to approve hiring JoAnne Vinson as General Kitchen Assistant. Passed Unanimously**

E. XCELL! Director Hire - Rick Cummings moved, seconded by Terri Bogden **to approve hiring April Pepos as the XCELL! Director. Passed Unanimously**

F. XCELL! Assistant Hire - Terri Bogden moved, seconded by Charlie Hawn **to approve hiring Julie Jorgenson as the XCELL! Assistant. Passed Unanimously**

G. School Safety Plan - Rick Cummings moved, seconded by Charlie Hawn **to approve and adopt School Safety Plan. Passed Unanimously**

H. AWARE Counseling Contract - Terri Bogden moved, seconded by Rick Cummings **to approve the 2014-15 AWARE Counseling Contract. Passed Unanimously**

I. School Housing - item postponed until Facility Committee recommendation NLT July 2nd, Jim Purdy will work on the Buy/Sell Agreement, action deferred to Finance and Facilities Committees

J. Budget Amendment Resolution - Jim Purdy moved, seconded by Rick Cummings **to approve Elementary Retirement Budget Amendment. Passed Unanimously.** Jim Purdy moved, seconded by Charlie Hawn **to approve High School Retirement Budget Amendment. Passed Unanimously.**

K. McKinstry Project Resolution - Rick Cummings moved, seconded by Terri Bogden **to approve McKinstry Resolution for Project. Passed Unanimously**

L. Milk and Lunch Price Increase - Jim Purdy moved, seconded by Chris Boland **to approve increasing milk prices to \$.40, breakfast prices to \$1.50, and lunch prices to \$2.75 for all students. Passed 6-1. Terri Bogden dissenting.**

M. Consent Agenda

1. Minutes Regular Board Meeting May 20, 2014
2. Business Claims
3. Petty Cash Report
4. Student Activity Account
5. Individual Transportation Contracts

Charlie Hawn moved, seconded by Rick Cummings **to approve consent agenda. Passed Unanimously**

Committee Report

A. Finance and Budget

B. Transportation

C. Facilities and Grounds - upgrade report, cameras, option of moving office, boiler system, need for new weight room, option of entrance procedures, replace boards in FB field bleachers

D. Negotiations

E. Technology

Superintendent Report

A. District has posted openings for SpEd Teacher, Title I Aide, Custodian and will post for Maintenance Supervisor

B. Revision of all handbooks

C. Continuous School Improvement Plan

D. Spend Down of General Fund Budget

E. Board Hours

F. General Fund Budget

Announcements

A. Next Board of Trustees Meeting is July 15, 2014

Adjournment

9:08 p.m. Rick Cummings moved, seconded by Charlie Hawn **to adjourn. Passed Unanimously**

Todd Mortag, Board Chair

ATTEST: Lucinda Woodland, Clerk

Date Signed _____

Notes from Peggy Strobbe hearing during the board meeting on June 17, 2014.

Mr. Rukavina requested a closed meeting.

Mr. Mortag asked if there was something that would violate Mrs. Strobbe's right to privacy?

Mr. R brought up the possibility of talking about other individuals.

Mr. M stressed without proper notification, no other individuals would be discussed. He also spoke about salaries being public information and that salaries would not be a reason to go into closed session.

Mr. R said most of these hearings are done in closed session.

Mr. M state that we were not going into executive session unless Mr. R. know of any reason it violates Mrs. S' privacy.

Mr. R. deferred Mr. M's judgement.

Mr. Barnes: presented packet. Read notification sent to board chair recommending RIF of .29 of PS FTE.

Mr. R: presented packets (CBA, court cases, info on tenure). Talked about PS multiple certificates. Talked about RIF affecting retirement finances, would be a financial burden to her. Mr. R. questions Becky Satterwhite and Frank LaLiberty. "How long have you been employed in the district?" BS, "20 years". FL, "32 years". Ruk, "Have you ever known any staff member in your time here as a teacher to be RIFed?" BS & FL, "No".

PS: Read letter address to board (handout).

Mr. M: "I respect your opinions and honesty. I have a problem that you were offered the science position and that you didn't take it".

PS: "Well, I guess I should have".

Mr. Purdy: (to Mrs. Strobbe) "Since you have multiple certifications did you ask Mr. B about any other possibilities"?

PS: "No, I guess I should have".

Mrs. Hastings: You spoke of other certifications. What are they?

PS: Elementary, Family Consumer Science, PE & Health K-12.

Mr. Cummings: I need clarification on retirement. Is it the last 3 years of their employment or the last 3 highest paid year?

Mr. B. It is the 3 highest years. Gave example.

Mr. M. "Does the board have any further question"? No one asked. "Mr. Barnes, do you have any follow up questions"?

Barnes: Yes. Clarification issues. Ms. S. was given verification prior to June 1 regarding the RIF. I would like to ask BS and FL since they have both been here longer than ten years if either of them are aware of what student enrollment numbers were when they were hired and what those numbers were at currently.

BS: Not aware of when I came but they fluctuate.

FL: We had roughly 160 when I was hired and we are probably in the 90's now.

Mr. B: Thank you. In fact we are in the mid 80's right now. My next question is for Ms. S. Ms. S, were you offered the two science classes to remain a full FTE.

PS: Yes, but I didn't want to teach science. We have always just put me into a class.

Mr. M. Are there any final board questions?

Mrs. Bogden: Was Mrs. S offered the PE position since that was new?

Mr. B: No, because that PE position was tied to the head boys basketball position and the AD position.

Mr. C: Have we checked with MTSBA on this RIF?

Mr. B: Yes, they have read our policy and RIF portion of CBA and are comfortable with this.

Mr. M: Is there any will to make a motion at this point?

Rick Cummings moved, seconded by Charlie Hawn **to accept the recommendation of the Superintendent to terminate the employment of Mrs. Peggy Strobbe to .71 FTE with cause as part of a reduction in the district's teaching staff in accordance with District Policy 5256.**