



Bozeman School District 7
404 West Main
Bozeman, Montana 59715

Core Purpose

“Bozeman Public Schools exist to provide an outstanding education that inspires and ensures high achievement so every student can succeed and make a difference in a rapidly changing world community.”

Core Values

- ☐ **High Student Achievement:** We are committed to ensuring that all students achieve at high levels.
- ☐ **Committed, Quality Staff:** We employ and retain well qualified and talented staff members who demonstrate a commitment to the core purpose of the District.
- ☐ **Community and Family Engagement:** We believe that parents and the community are essential contributors in the achievement of our goals.
- ☐ **Climate:** We operate in a climate of respect, honesty and hard work, recognizing the need to be adaptable and open to change.
- ☐ **Fiscal Responsibility:** We are fiscally responsible in the management and expenditure of all District resources.
- ☐ **Decision Making:** We rely on best practices research to guide our decision-making.

Big Audacious Goal – Envisioned Future

“The Bozeman Public School District is widely recognized as a vibrant, flexible and progressive educational system that generates student excellence and engages students to succeed and positively contribute in a global community.”

Goals of the Bozeman Public School District

Goal Area 1: Academic Performance:

Every student meets or exceeds the high academic standards of the Bozeman Public School District.

Goal Area 2: Operations and Capacity Building:

District operations, facilities and human resources support an efficient and progressive educational system.

Goal Area 3: Community Engagement and External Relations:

Bozeman Public Schools has created an environment in which parents, community, legislators and all education stakeholders are supportive, engaged, and contribute to successfully educate our students.

Goal Area 4: Student Success/Safety/Health/Welfare:

Bozeman Public Schools has effective systems in place for students to learn and staff to work in a safe and healthy environment.



Welcome to the Bozeman Public Schools Board of Trustees meeting!

If this is your first meeting

If this is your first time attending a meeting, let us extend our special welcome! These meetings are designed to give everyone the opportunity to participate in seeing how the Bozeman trustees facilitate school business.

What is the purpose of these meetings?

The meetings of the Bozeman Public Schools Board of Trustees are always open to the public. These meetings are held to officially conduct the business of the school district, as governed by Montana law. Trustees are responsible for key decisions, some of which include hiring of employees, reviewing negotiated agreements, approving new curriculum or changes to existing curricula, facility usage requests, and paying of monthly expenses.

How can I address the trustees?

Public Participation on Non-Agenda Items is the time for comment on public matters that are not on the agenda. Members of the audience are encouraged to briefly address the trustees on an issue that is not on the agenda. The Chair of the Board will seek comments from the audience on significant items as they occur. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.

Due to COVID-19 public health concerns and social distancing recommendations, members of the public will be able to observe and participate in the meeting with the following link:

[Zoom Meeting Link](#)

Remember our Disclaimer:

This is the time for comment on public matters that are not on the agenda. Members of the audience are encouraged to briefly address the trustees on an issue that is not on the agenda. The Chair of the Board will seek comments from the audience on significant items as they occur. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.



BOARD OF TRUSTEES

TERM

Sandra Wilson -- Board Chair	2021
Greg Neil -- Vice Chair	2023
Kevin Black	2023
Douglas Fischer	2021
Gary Lusin	2021
Tanya Reinhardt	2022
Wendy Tage	2021
Andrew Willett	2022

EXECUTIVE CABINET

POSITION

Bob Connors	Superintendent
Marilyn King	Deputy Superintendent Instruction
Steve Johnson	Deputy Superintendent Operations
Casey Bertram	Deputy Superintendent Curriculum & Technology
Pat Strauss	Director of Human Resources

Public comment can be submitted electronically to trustees@bsd7.org

BOARD OF TRUSTEE STANDING COMMITTEE ASSIGNMENTS

Board of Trustee Standing Committees

Long-Range Strategic Planning (LRSP)

Trustees

Kevin Black
Greg Neil

Long-Range Facilities Planning (LRFP)

Trustees

Douglas Fischer
Gary Lusin
Wendy Tage

District Safety

Trustees

Andrew Willett
Tanya Reinhardt

BOARD OF TRUSTEE AD-HOC OR AS NEEDED COMMITTEES

Budget

Trustees

Douglas Fischer
Greg Neil
Andrew Willett
Sandy Wilson, Alternate

Teacher (BEA) Negotiations

Trustees

Gary Lusin
Greg Neil
Wendy Tage
Tanya Reinhardt, Alternate

BHS Construction Liaison

Trustees

Greg Neil
Wendy Tage
Sandy Wilson

Legislative Issues (Local Option Tax)

Trustees

Douglas Fischer
Tanya Reinhart, Alternate

TRUSTEE REPRESENTATION ON COMMITTEES/COUNCILS ASSOCIATED WITH BSD7

Bozeman Schools Foundation (BSF)

Trustees

Sandy Wilson

Wellness Advisory Liaison (WAC)

Trustees

Gary Lusin

Indian Ed for All (IEFA)

Trustees

Douglas Fischer

MTSBA Municipal Director and Delegates

Trustees

Gary Lusin, Municipal Director

Greg Neil, Delegate

Tanya Reinhardt, Delegate

Wendy Tague, Delegate

Sandy Wilson, Delegate

Douglas Fischer, Alternate

SCHOOL LIAISONS

Bozeman High School

Sandy Wilson

Bridger Charter Program

Sandy Wilson

Chief Joseph Middle School

Tanya Reinhardt

Sacajawea Middle School

Kevin Black

Emily Dickinson Elementary School

Kevin Black

Hawthorne Elementary School

Wendy Tague

Hyalite Elementary School

Douglas Fischer

Irving Elementary School

Douglas Fischer

Longfellow Elementary School

Andy Willett

Meadowlark Elementary School

Wendy Tague

Morning Star Elementary School

Gary Lusin

Whittier Elementary School

Greg Neil



Bozeman Public Schools Upcoming Events

July 13	Monday	Regular Board Meeting	5:45 PM
August 6	Thursday	Board Retreat	
August 10	Monday	Regular Board Meeting	5:45 PM
August 24	Monday	Regular Board Meeting	5:45 PM
August 26-28		K-12 PIR Day	
August 31	Monday	First Day of School - 1-12	
September 3	Thursday	First Day of Kindergarten	
September 7	Monday	NO SCHOOL - Labor Day	
September 14	Monday	Regular Board Meeting	5:45 PM
September 28	Monday	NO SCHOOL - K-12 PIR Day	
September 28	Monday	Special Board Meeting	
October 12	Monday	Regular Board Meeting	5:45 PM
October 15-16	Thursday/Friday	NO SCHOOL - K-12 PIR Days	
October 26-27	Monday/Tuesday	K-5 Parent Teacher Conferences	
October 26	Monday	Special Board Meeting	5:45 PM
November 9	Monday	Regular Board Meeting	5:45 PM
November 23	Monday	Special Board Meeting	5:45 PM
November 25-27		NO SCHOOL - Thanksgiving Break	
December 14	Monday	Regular Board Meeting	5:45 PM
December 21-Jan1		NO SCHOOL - Winter Break	
January 11	Monday	Regular Board Meeting	5:45 PM
January 18	Monday	NO SCHOOL - K-12 PIR/Martin Luther King Jr. Day	
January 25-26	Monday/Tuesday	9-12 PIR Day	
January 25	Monday	Special Board Meeting	5:45 PM



BOZEMAN SCHOOL DISTRICT NO. 7
WILLSON BOARD ROOM #122
MONDAY -- July 13, 2020 -- 5:45 PM

Regular Board Meeting

5:45 1. Call to Order -- Roll Call -- Pledge of Allegiance

2. BSD7 Experience

~~2.1 Student Representatives Report~~

~~2.2 Board Education~~

The Board Education Opportunity is a 15-minute segment that allows our Board to receive an educational snippet of what is happening in our District.

~~2.3 Recognition and Awards~~

3. Public Comment on Non-Agenda Items

Recognition of visitors and explanation of procedures to be followed when addressing the Board. Members of the community are given the opportunity to make brief comments to the Board on any matter that is not included in the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.

4. Action Items -- Consent

~~4.1 Policy 2nd Reading~~

4.2 Minutes

[4.2.1](#) Consider Approval of Board Meeting Minutes

4.3 High School District

[4.3.1](#) Consider Approval of High School Bond Projects Update

4.4 Both Districts

[4.4.1](#) Consider Approval of Personnel Actions

[4.4.2](#) Consider Approval of Financial Reports, Warrant Approval, and Donations

[4.4.3](#) Consider Disposal of Obsolete District Property for 2020-21 Fiscal Year

[4.4.4](#) Consider Approval of 2020-21 Transportation Updates and Routes

[4.4.5](#) Consider Setting 2020-21 Health and Dental Insurance Price Tags and Selecting Excess Risk Insurance Provider and Limits

~~4.5 Elementary District~~

5. Discussion

~~5.1 Policy 1st Reading~~

[5.2](#) 2020-21 Preliminary Budget Discussion

[5.3](#) Superintendent's Communication Plan

[5.4](#) Equity Task Force

6. Action Items -- Singular

6.1 Both Districts

[6.1.1](#) Consider Approval of the BSD7 Emergency Operations Plan

~~6.2 High School District~~

~~6.3 Elementary District~~

7. Reports

[7.1](#) Executive Cabinet Reports

7.1.1 Operations

7.1.2 Instruction

7.1.3 Curriculum & Technology

7.1.4 Personnel

7.1.5 Superintendent

[7.2](#) Board of Trustees

Requests, Calendar, Concerns, Reports, Future Agenda Items, Open Meeting Topics for Next Meeting

_____ ADJOURN

Public comment may be submitted electronically to trustees@bsd7.org

PLEASE TURN OFF CELL PHONES

Due to COVID-19 public health concerns and social distancing recommendations, members of the public will be able to observe and participate in the meeting with the following link:

[Zoom Meeting Link](#)



Meeting Date:	July 13, 2020
Category:	Action Item - Consent - Both Districts
Agenda Item #:	4.2.1
Originated By:	Mike Waterman
Others Involved:	Lori Ross

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Board Meeting Minutes.

Facts & Discussion:

1. Minutes of the [June 8, 2020](#) Regular Board Meeting.
2. Minutes of the [June 22, 2020](#), Special Board Meeting.
3. Upon approval, the minutes represent the official actions of the Board of Trustees of School District No. 7.

Fiscal Impact:

N/A

Recommendation:

The Superintendent is requesting the Board to approve as presented the minutes of the Regular Board Meeting of 06-08-20 and Special Board Meeting 06-22-20.

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.



Meeting Date:	July 13, 2020
Category:	Action Item - Consent - High School District
Agenda Item #:	4.3.1
Originated By:	Todd Swinehart, Director of Facilities
Others Involved:	Steve Johnson, Deputy Superintendent Operations

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of High School Bond Projects Update.

Facts & Discussion:

1. The attached report has been developed by the Owner's Construction Representative, along with project architects and contractors to reflect the most recent status of the projects.

Fiscal Impact:

\$125,000,000 Bond Proceeds

Recommendation:

The Superintendent is requesting the Board to approve the High School Bond Projects Update.

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.

Project: BHS Renovation**Schedule:**

1. January 27, 2020 - Board Approval of the GMP for a sum of \$29,555,890

The Board of Trustees has accepted CTA Architects Engineers for design services along with Langlas and Associates to perform GC/CM services for the renovation efforts at BHS. Construction bids were approved at the January 27, 2020 board meeting with a not to exceed Guaranteed Maximum Price of \$29,555,890. The construction schedule has been accelerated and construction was able to begin in May 2020.

Overall the project is approximately 4% Complete.

Project: Gallatin High School**Schedule**

1. Bid Package #1 was approved by the Board of Trustees on March 5, 2018 for a sum of \$14,251,316.
2. Bid Package #2 was approved by the Board of Trustees on April 23, 2018 for a sum of \$27,281,392.
3. Bid Package #3 was approved by the Board of Trustees on June 20, 2018 for a sum of \$37,178,972, which provided for a total Guaranteed Maximum Price (GMP) contract amount of \$78,711,680.

Overall the project is approximately 98% complete. While the original construction schedule showed for a June 2020 completion date the project unfortunately fell a bit behind due to COVID related shutdowns and material procurement issues. Sports camps were able to utilize the gyms starting on July 6, 2020, with the remaining portions of the building coming on line once occupancy certifications are granted. A ribbon cutting ceremony is scheduled for August 17, 2020.

Current construction progress has been highlighted with the attached reports along with a short duration schedule.



JUNE PROGRESS REPORT

PROJECT: Gallatin High School

TO: Todd Swinehart (TS), Director of Facilities, Bozeman Public Schools

FROM: Nathan Helfrich, Cushing Terrell
Roger Davis, Langlas and Associates

SUBJECT: Progress Report for June 2020

Progress Update

1. Punchlist
 - a. Exterior
 - i. Dugout, track storage punchlist mostly complete
 - ii. School exterior and roof punch list week of July 6th
 - b. Langlas walked the site with TD&H – identified some cracked concrete and coordinating with the City on what needs to be replaced
 - c. Exterior/ roof punch list this week and next
 - a. Gyms to be punched week of July 29th
 - b. Mechanical, electrical, and plumbing punched through regions E and F
 - d. Regions A, B, and C are ready to back check
 - i. Electrical back-checked A, B, and C – only a few items left to complete
2. Geothermal injection wells are not taking on all of the water currently – these will be investigated week of June 29 to determine the cause
3. Library security gates
 - a. New pricing indicates \$4,000 additional cost to cover all areas – Roger will send product data to Cushing Terrell for review
 - b. Cushing Terrell reviewed the library security gates and takes no exception with the proposed product
4. Scoreboard wiring control RFI
 - a. Reviewed location of comp gym scoreboard connection at face of bleachers
 - b. Todd will confirm if the location at the face of bleachers is acceptable at the auxiliary gyms
 - c. Todd requested that Langlas and Cushing Terrell get a price to route conduit for the scoring tables to the side opposite of the auxiliary gym bleachers before installing the conduit
5. Do not install the casework in the weight room - store it for now
6. Stage lighting/ rigging training scheduled for August 23rd now – keep punch list date as originally scheduled
7. Seeding/ grass growth

- a. Cushing Terrell is coordinating with Langlas to set up a meeting with Cashman's Nursery to discuss spring procedures and grass development
 - b. Mowing weeds before they flower will be key
 - c. Langlas delivered a map of when areas were seeded and when water was turned on to BSD7 – a map for south side of campus was requested as well
 - i. Reseeded football field and softball field 3 times to date
 - d. Light grass areas south of Annie Street have been seeded again
 - e. The Cashman's contract has mowing, seeding, and fertilizing in their contract
 - i. 2 of the mowings south of Annie Street are already completed
 - f. Langlas is watering the seeded areas daily
 - g. The softball field has different swaths of seed or growth
8. Vehicle lift swap is finalized and the lifts will be swapped – Langlas doesn't need any paperwork from Cushing Terrell
9. BSD7, Cushing Terrell, and Langlas had a meeting with Scott Mueller to discuss fire protection at plumbing chases and it was determined that the fire department would not require fire protection since no items will be stored
10. FF&E attic stock
 - a. Are extra castors required (approximately 4 different types)? – Roger will check with the supplier to determine if they can get some
 - b. Some FF&E items arrived damaged, but nothing has a long lead time
11. Exit signs, speakers, and some controls in gyms and basketball controls might need a cage around them for protection
12. Part of the raptor logo at the competition gym entry arrived damaged so a replacement has been ordered
13. BSD7 approved Cushing Terrell taking professional photos
 - a. Photos will be run by BSD7
 - b. Cushing Terrell will assemble plans showing the anticipated photo locations
 - c. Erica can line out students for the photos – discussed long exposure so kids are blurred out, otherwise parental approval will be required
 - d. Photos will likely occur in August
14. Tablet arms in the auditorium are undersized for ACT testing
 - a. Look into the tablet arm size for BHS
 - b. No change required to be made at GHS
15. Confirm move-in for BSD7 staff is understood by all parties
 - a. C of O has not been received in any portion of the building yet so teachers can't be set up in classrooms yet
 - b. No boxes are to be moved into regions E and F yet
16. Schedule
 - a. Langlas anticipates final C of O will be just prior to July 2nd
 - i. Waiting for City inspections – City is requesting 72 hour notice
 - ii. BSD7 staff can be in regions A, B, and C now
 - iii. BSD7 staff needs a hard hat to get into regions A, B, and C, but will not be required to wear it when inside A, B and C
 - iv. Langlas asked that Todd assist with making sure staff stay in regions A, B, and C only
 - v. Limit the staff schedule from 8:00 to 3:30, Monday thru Friday
 - b. First camp will be volleyball to be approximately July 1st
 - c. Kitchen county health inspection has not yet been scheduled – inspection will occur at the end of the month
 - i. Todd wants to be present for the walk-through

- ii. Kitchen equipment will be set by end of week – final date to be determined
- iii. Josh and J&V will be present – make sure HC Design is present as well

17. CCDs discussed:

- a. 181: Condensate piping – revised the cost to remove re-work costs
- b. 188: Box booms – Langlas summarized that neither the steel sub nor the auditorium sub had the box booms covered in their bids - the design team reviewing pricing
- c. 190: Door half-lites – revising pricing to add one at room 108 (5 total)
- d. 191: Auditorium, commons, and stair railings
- e. 194: Electrical Revisions at Sine Wave Filters – Langlas will pull of the markups
- f. 195: Dust Collector Air
 - i. Cushing Terrell is to confirm why air was needed
- g. 196: FF&E Revisions
- h. 199: Traffic Signs
- i. 201: Revisions to Wood Shop Dust Collection
 - i. Cushing Terrell is to send RFI 534 to Todd for review

Construction Progress

- Construction progress images (attached)
- See Key Plan (attached)
- Site Phasing Plan (attached)

Budget Update

- The construction project remains on budget

Invoice Status

- Paid in full to date

Schedule Update

- The construction schedule is being monitored as updates become available related to COVID-19
- Project Substantially Complete June 2020
- Doors open for classes August 2020



Fig 01: Overall view of the site



Fig 02: Overall view of the school from the southwest



Fig 03: Overall view of the school from the west



Fig 04: Overall view of the school from the northwest



Fig 05: Overall view of the school from the north



Fig 06: Overall view of the school from the north



Fig 07: Overall view of the school and service drive from the northeast



Fig 08: Overall view of the school from the east



Fig 09: Overall view of the school from the southeast



Fig 10: Modular Practice Rooms



Fig 11: Music Room

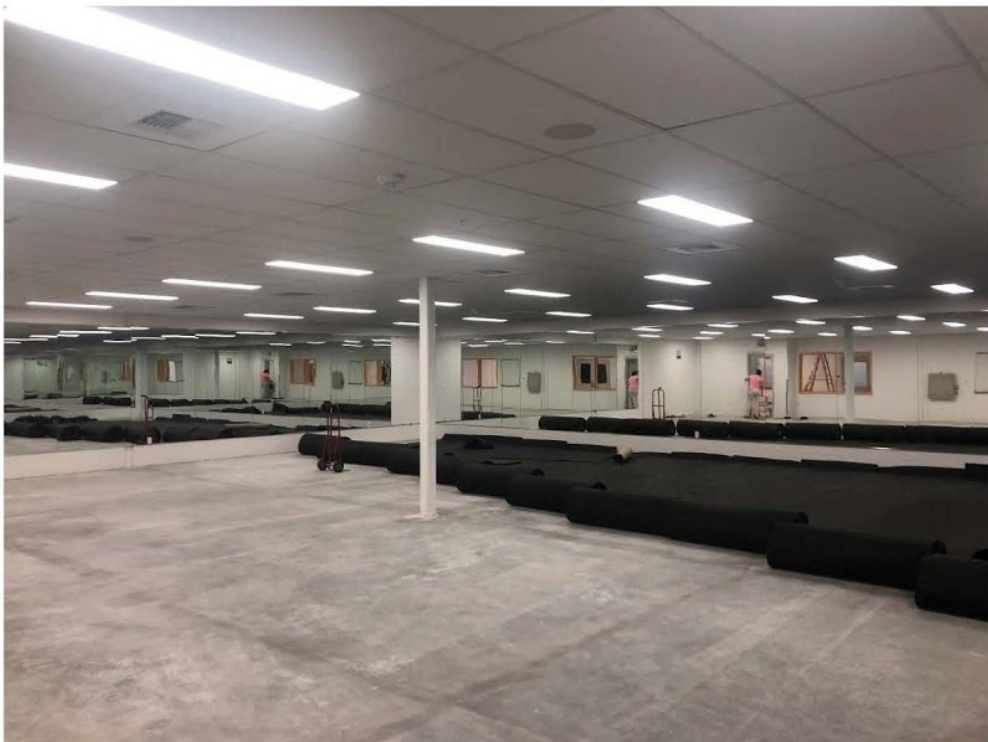


Fig 12: Fitness Room



Fig 13: Locker Room



Fig 14: Locker Room Showers



Fig 15: Auto shop



Fig 16: Welding Booths



Fig 17: Welders



Fig 18: Welding Booths & Welders



Fig 19: Woodshop



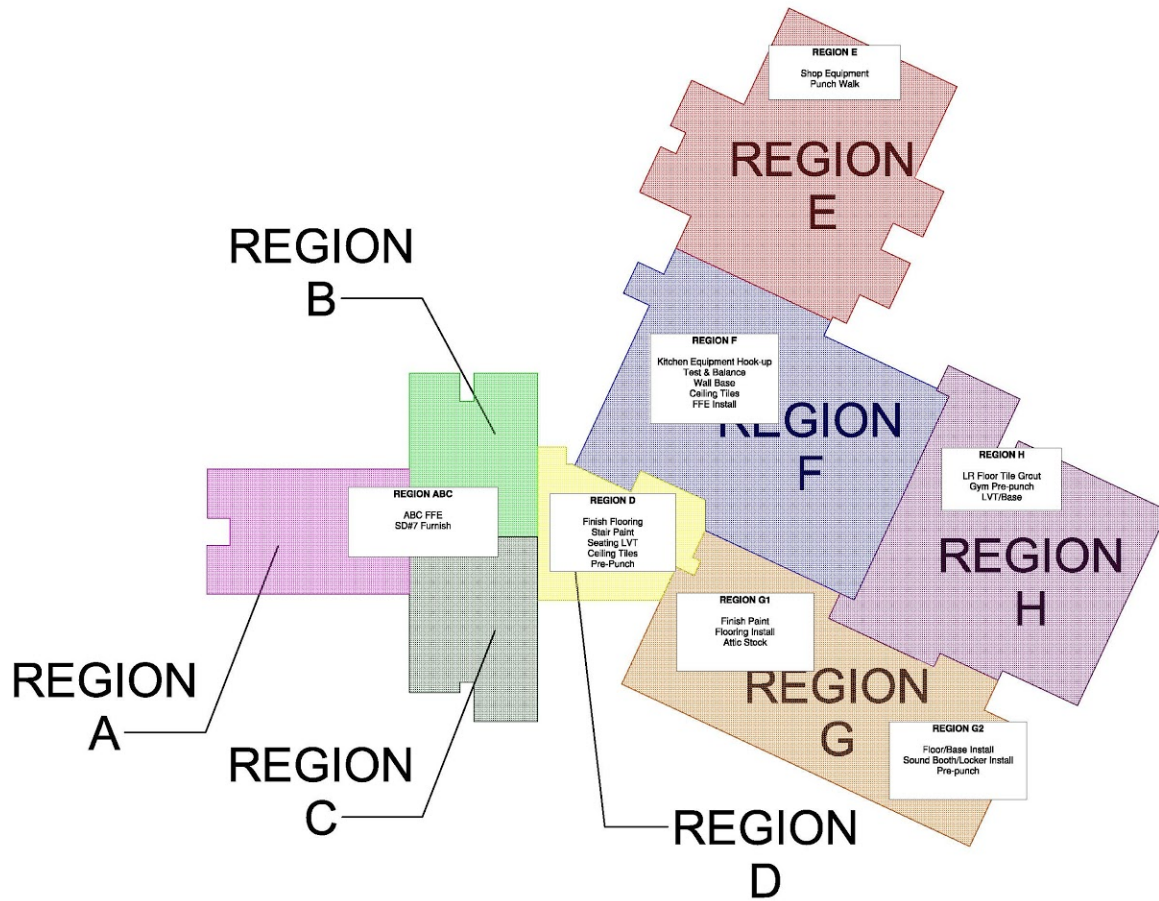
Fig 20: Auditorium sound booth looking south



Fig 21: Auditorium sound booth looking north



Fig 22: Auditorium sound booth looking east towards Proscenium





4455 ANNIE STREET
BOZEMAN, MONTANA 59718
NEW BOZEMAN HIGH SCHOOL



4455 ANNIE STREET
BOZEMAN, MONTANA 59718



SITE PHASING PLAN

SPRING 2020 - SUMMER 2020 - Updated 6/26/20

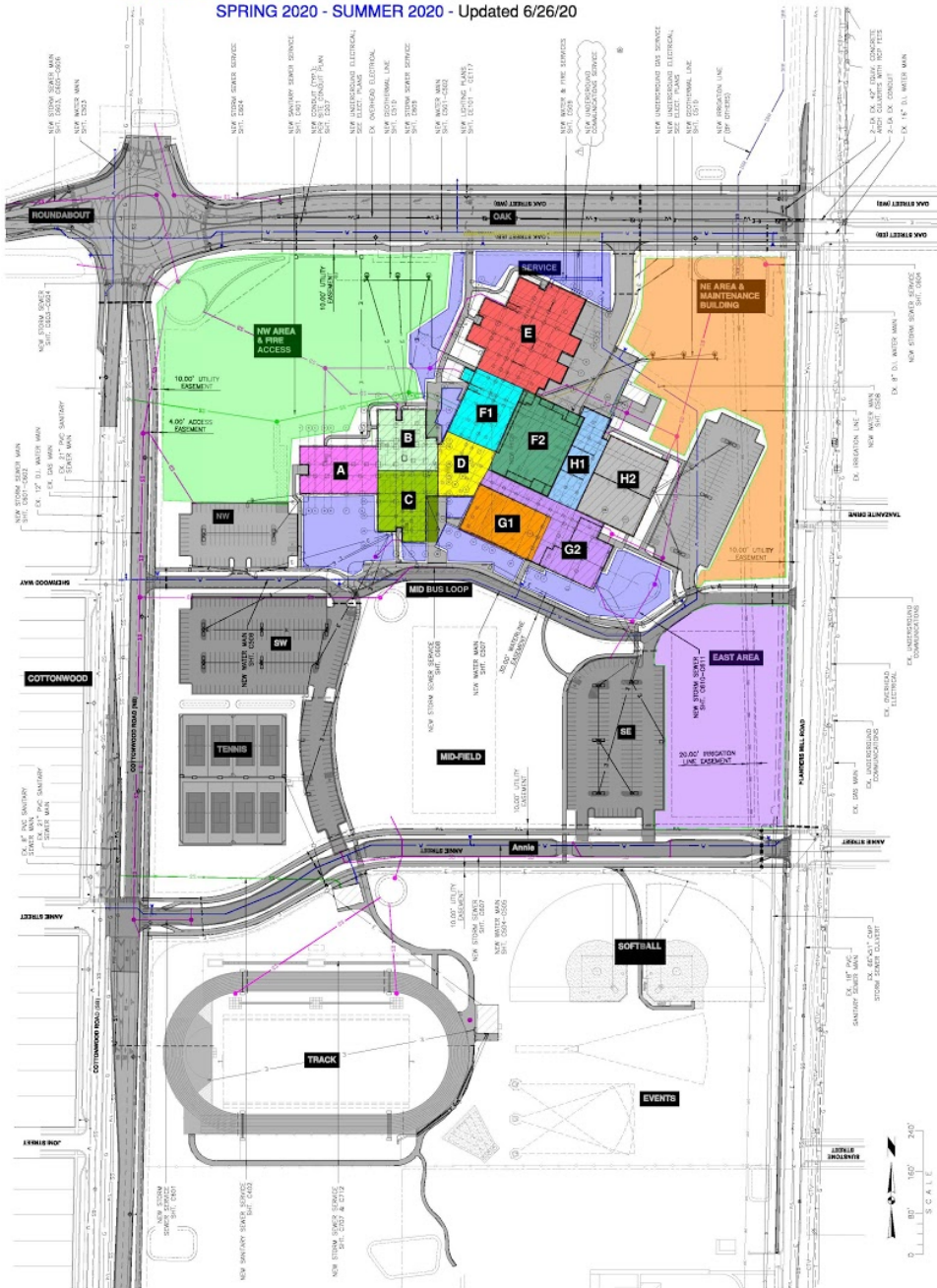
Remaining Work

NW Area & Fire Access
Prep: Complete
Grade: Complete
Irrigation: Complete by 7/03/2020
Seeding: Complete by 7/03/2020

NE Area & Maintenance Building
Prep: Complete
Grade: Complete
Irrigation: Complete by 7/03/2020
Seeding: Complete by 7/03/2020

East Area
Prep: Complete
Grade: Complete
Irrigation: 07/1/2020 - 7/19/2020
Seeding: 09/30/2020 - 7/10/2020
Start: 09/30/2020
Finish: 07/19/2020

Building Exterior
Prep: Complete
Grade: Complete
Irrigation: Complete by 7/03/2020
Seeding: Complete by 7/03/2020





AIA® Document G711™ – 2018

Architect's Field Report

The observations in this report are made to generally reflect the progress and quality of the Work on the date of this report and are not intended to be exhaustive evaluations of the quality or quantity of the Work.

PROJECT: (name and address) Gallatin High School 4455 West Annie Street Bozeman, Montana	CONTRACT INFORMATION: Contract For: General Construction Date: 12/1/2016	Architect's Project Number: BZNHS Field Report Number: CTA-120	
OWNER: (name and address) Bozeman School District 404 W Main Street Bozeman, MT 59715	ARCHITECT: (name and address) CTA Architects Engineers 411 E Main Street Bozeman, MT 59715	CONTRACTOR: (name and address) Langlas and Associates, Inc 1019 E Main Street #101 Bozeman, MT 59715	
DATE OF SITE VISIT: 06/01/20	TIME: 2:00 PM	WEATHER: Cloudy	TEMP. RANGE: 70F
WORK IN PROGRESS: See Below		PRESENT AT SITE: Mechanical, electrical, plumbing, painters, flooring installers, flooring grinders, Langlas crew, ceiling installers, low volgate installers, landscapers, and irrigators	

OBSERVATIONS: (Include known deviations from the Contract Documents and the Contractor's most recent construction schedule, and defects and deficiencies observed in the Work.)

Nathan Helfrich (Cushing Terrell) made a site visit to observe general construction progress. The following items were observed:

Work in Progress (Observed):

1. Installing casework at the café (figure 01)
2. Installing casework at the commons condiments area (figure 02)
3. Installing cabling at the region A first floor
4. Cleaning floor tile at the second floor region C restrooms
5. Painting the commons guardrails (figure 03)
6. Touching up paint at regions A, B, and C
7. Installing baseboard at the second floor of region E
8. Installing kitchen equipment (figure 04 & 05)
9. Painting bollards (figure 06)
10. Prepping region G corridor for flooring installation
11. Prepping the stage for flooring (figure 07)
12. Painting the dugouts

Observations:

1. The range and hood are installed at the special ed classroom
2. The door in the special ed restroom has been relocated and tile is mostly installed
3. The commons decorative wall is installed (figure 08)
4. Glass doors are installed at the art display cases (figure 09)
5. The plumbing fixtures are installed at the region E lab stations
6. Carpet is installed at the auditorium (figure 10)
7. The stage curtains are installed (figure 11 & 12)

AIA Document G711™ – 2018. Copyright © 1972 and 2018 by The American Institute of Architects. All rights reserved. The "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are registered trademarks and may not be used without permission. This document was produced by AIA software at 15:53:59 ET on 06/10/2020 under Order No.3132341331 which expires on 08/13/2020, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail copyright@aia.org.

User Notes:

(3B9ADA42)

8. The stage lights and catwalk lights are installed (figure 13 & 14)

Discussions:

1. None

Upcoming Work (next 2 weeks):

1. Striping and painting asphalt next week and the week after
2. Installing irrigation at the east field next week
3. Installing turf next week and the week after
4. Sealing floors at the comfort station and maintenance building next week
5. Installing ACT grid at region G next week
6. Installing ceiling tiles throughout next week and the week after
7. Installing flooring at the café and concessions next week
8. Installing locker room tile next week
9. Installing flooring at the weight room next week
10. Installing LVT, carpet and baseboard at region G the week after next
11. Installing concessions equipment next week
12. Installing cameras next week
13. Installing HVAC trim at region G and H next week
14. Installing restroom partitions and division 10 items at the region H restrooms next week
15. Installing storefront/ curtain wall trim, glass and caulking next week
16. Finishing siding at the region E vestibule next week
17. Installing siding at the dust collectors next week

ACTION REQUIRED: *(Include follow-up items, responsible parties, and due dates.)*

None

ATTACHMENTS:

PHOTOS

REPORT BY:

-See attached digital signatures page-

SIGNATURE

Nathan Helfrich, Architect

PRINTED NAME AND TITLE

06/10/20

DATE

Digital Signatures Page

Nathan Helfrich

Digitally signed by Nathan Helfrich
DN:
E=NathanHelfrich@oushingtonterrell.com,
CN=Nathan Helfrich, OU=Users,
OU=Bzmn, DC=ctagroup, DC=net
Date: 2020.06.10 13:56:19-06'00'

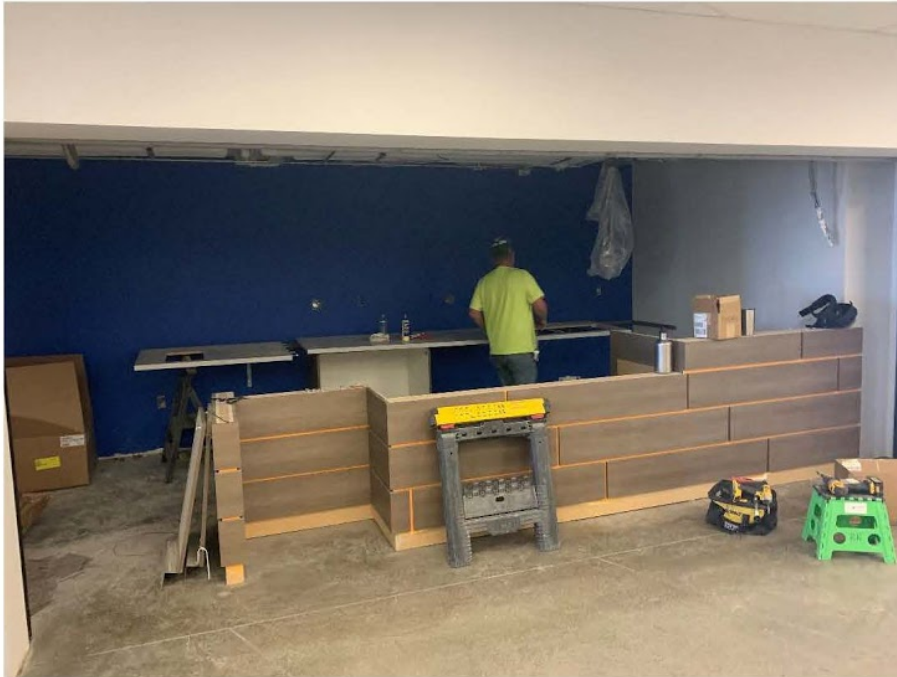


Figure 01: Installing casework at the cafe

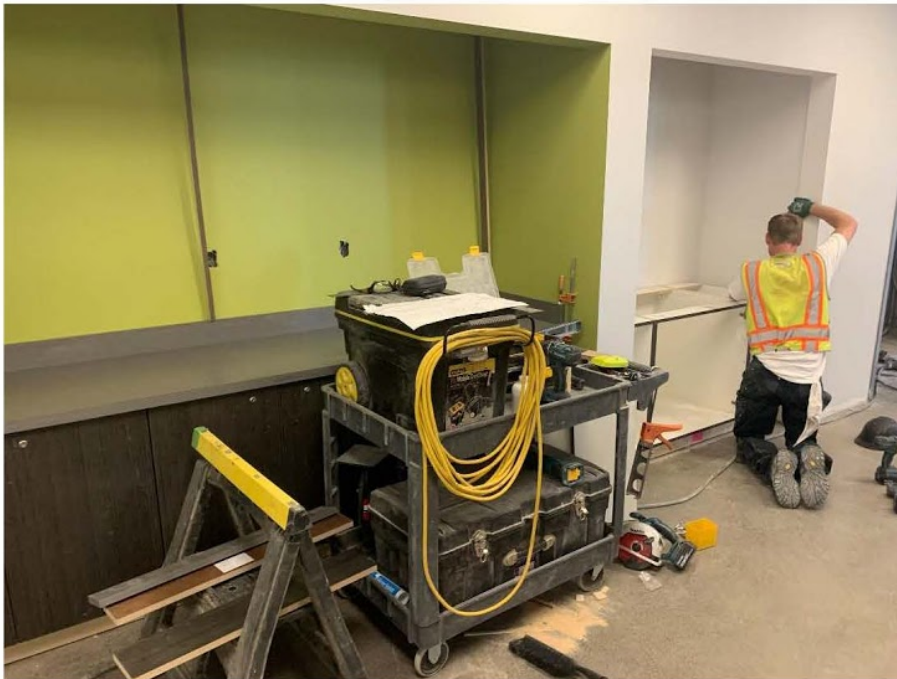


Figure 02: Installing casework at the condiments area



Figure 03: Painting the commons guardrails



Figure 04: Installing kitchen equipment



Figure 05: Installing kitchen equipment



Figure 06: Bollards at the service drive



Figure 07: Prepping the stage for flooring



Figure 08: Commons decorative wall



Figure 09: Art display case

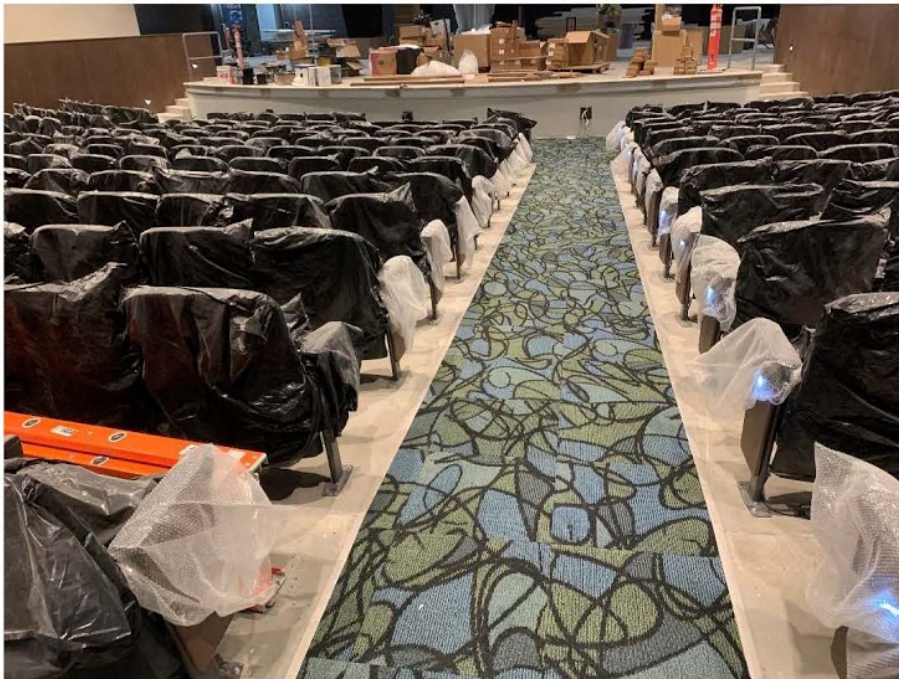


Figure 10: Carpet at the auditorium



Figure 11: Stage curtains

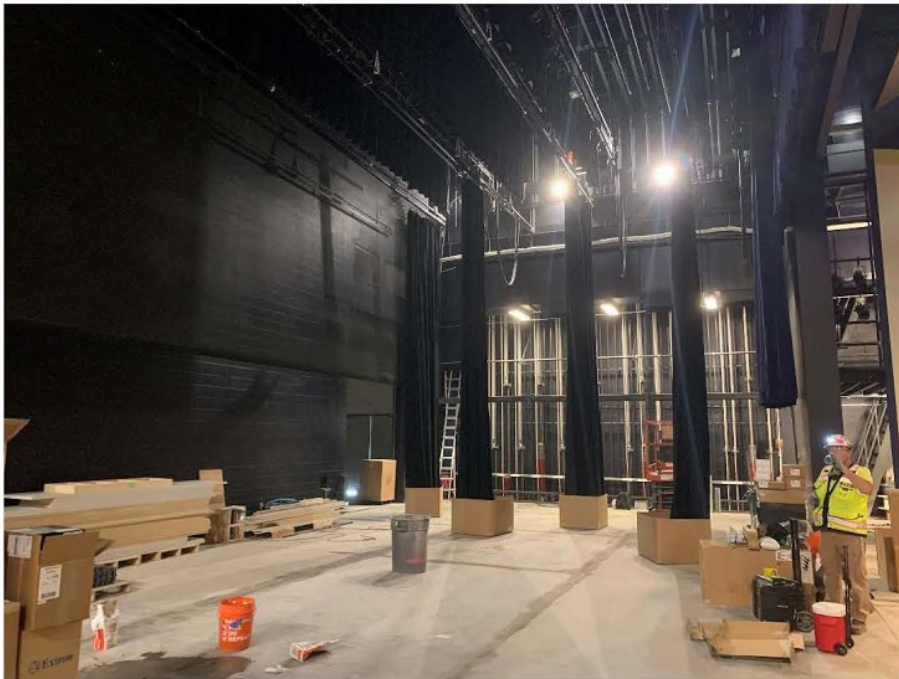


Figure 12: Stage curtains



Figure 13: Stage lights



Figure 14: Stage lights



Figure 15: South plaza



Figure 16: Furniture staged at region A



Figure 17: Commons view looking south



Figure 18: Commons view looking east



Figure 19: Locker room



Meeting Date:	July 13, 2020
Category:	Action Item - Consent - Both Districts
Agenda Item #:	4.4.1
Originated By:	Pat Strauss, Director of Human Resources
Others Involved:	

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of the monthly Personnel Actions

Facts:

As per [MCA 20-3-324 -- Powers and Duties of Trustees --](#) the trustees of each district shall employ or dismiss personnel considered necessary to carry out the various services of the district.

Fiscal Impact:

Noted on report

Recommendation:

The Board of Trustees is requested to employ, dismiss, or accept the resignations of those noted on the Personnel Action Report.

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.

**Bozeman Public Schools
Human Resources**

July 13, 2020

REQUIRES BOARD ACTION

Confirmation of Employment (Certified)

Name	Position	Level/Step	Effective	Salary
Butterfield, Tanner	Special Education Teacher, 1.0 FTE, WHIT	BA, Step 2	8/24/2020	\$43,775.00
Cloward, Coleen	Special Education Teacher, 1.0 FTE, BHS	BA(M)+60, Step 7	8/24/2020	\$59,852.00
Dellwo, Sean	Math Teacher, 1.0 FTE, BHS	BA, Step 2	8/24/2020	\$43,775.00
Ely, Samantha	Math Teacher, .80 FTE, BHS, MS Teacher, .20 FTE, SMS	BA, Step 1	8/24/2020	\$42,418.00
Fraker, Natasha	School Counselor, .50 FTE LONG, .25 FTE, SMS	BA(M)+75, Step 1	8/24/2020	\$40,149.00
Johnson, Angela	Librarian, 1.0 FTE, BHS	BA(M)+75, Step 5	8/24/2020	\$58,876.00
Johnson, Nate	English Teacher, 1.0 FTE, GHS	BA, Step 1	8/24/2020	\$42,418.00
King, Felicia	Biomed Teacher, .20 FTE, Science Teacher, .80 FTE, BHS	BA(M)+45, Step 3	8/24/2020	\$52,768.00
Lycan, Barbara	Elementary Teacher, 1.0 FTE, WHIT	BA(M)+45, Step 5	8/24/2020	\$55,483.00
Matthews, Elizabeth	Science Teacher, 1.0 FTE, BHS	BA(M)+75, Step 5	8/24/2020	\$58,876.00
Molacek, Virginia	Special Education Teachr, .60 FTE, GHS	BA(M)+90, Step 7	8/24/2020	\$37,972.80
Moore, Johanna	English Teacher, 1.0 FTE, BHS	BA, Step 4	8/24/2020	\$46,448.00
Pierson, Kristen	Special Education Teacher, 1.0 FTE, CJMS	BA(M)+60, Step 2	8/24/2020	\$53,150.00
Powell, Sarah	Science Teacher, 1.0 FTE, BHS	BA(M)+75, Step 5	8/24/2020	\$58,876.00
Troxel, Alison	MS Teacher, 1.0 FTE, CJMS	BA(M)+45, Step 5	8/24/2020	\$55,483.00
Wattendorf, Matthew	Science Teacher, 1.0 FTE, GHS	BA(M)+90, Step 3	8/24/2020	\$57,943.00

Confirmation of Employment (Classified)

Name	Position	Level/Step	Effective	Hourly Rate
Bitters, Brian	Custodian, 1.0 FTE, GHS, 12 mos.	G05	7/1/2020	\$17.91
Griffith, Erin	Assistant Secretary, .75 FTE, EMDI, 9.5 mos.	D05	8/27/2020	\$14.80
Jacobs, Noah	Events Custodian, 1.0 FTE, GHS, 12 mos.	G01	7/13/2020	\$16.58

Confirmation of Request for Leave of Absence (Certified)

Name	Position	Reason	Effective Dates
Erickson, Shaye	Kindergarten Teacher, 1.0 FTE, MOST	LOA	2020-2021

Confirmation of Request for Leave of Absence (Classified)

Name	Position	Reason	Effective Dates
Scott, Brian	Custodian, 1.0 FTE, G06, \$17.22/hr., BHS, 12 mos.	LOA	4/15/20 - 5/20/20

REPORT OF ADMINISTRATIVE ACTIONS

Confirmation of Resignations/Terminations (Certified)

Name	Position	Reason	Effective	Years of Service
Christensen, Liesel	Science Teacher, .80 FTE, BA(M)+45, Step 8, \$46,643.20, BHS	Resignation	6/12/2020	6
Harrison, Patti	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 9, \$66,371, MOST	Retirement	6/12/2020	5
Jacobs, Kristin	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 10, \$67,702, HAWT	Resignation	6/15/2020	8
Michalcik, Irena	World Music Teacher, 1.0 FTE, BA(M)+60, Step 12, \$21,680.60, SMS	Resignation	6/12/2020	11.3

**Bozeman Public Schools
Human Resources**

July 13, 2020

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Confirmation of Resignations/Terminations (Certified) (con't)

Name	Position	Reason	Effective	Years of Service
Nielson, John	Elementary Teacher, 1.0 FTE, BA(M)+105, Step 16, \$75,562, LONG	Retirement	6/12/2020	17
Oriet, Barbara	Librarian, 1.0 FTE, BA(M)+90, Step 18, \$75,187, LONG	Retirement	6/12/2020	28
Warren, Nicholas	School Counselor, 1.0 FTE, BA(M)+105, Step 6, \$62,462, SMS	Resignation	6/30/2020	2

Confirmation of Resignations/Terminations (Classified)

Name	Position	Reason	Effective	Years of Service
Braaksma, Renee	Self Contained PARA, .875 FTE, D01, \$13.18/hr., SMS, 9.25 mos.	Temporary Employment	6/11/2020	1
Cannon, Erika	Combo PARA, .330 FTE, Crosswalk PARA, .020 FTE, B01, \$12.00/hr., HAWT, 9.25 mos.	Temporary Employment	6/11/2020	.75 mos.
Carlson, Janice	Executive Secretary, 1.0 FTE, H28, \$24.08/hr., HAWT, 10 mos.	Retirement	8/28/2020	27
Crnich, Darren	Head Custodian, 1.0 FTE, G04, \$18.59/hr., WILL, 12 mos.	Resignation	6/26/2020	1.95
DeYoung, Hope	PreK PARA, .50 FTE, D01, \$13.18/hr., HYL, 9 mos.	Resignation	6/11/2020	1
Evans, Kaylee	Program Director, .160 FTE, Non Unit, \$16.79/hr., Before/After School PARA, .340 FTE, B02, \$12.22/hr., HYL, 9.25/9.5 mos.	Resignation	6/12/2020	1
Follen, Cheryl	Discretionary PARA, .125 FTE, B06, \$13.41/hr., Resource PARA, .5625 FTE, D06, \$14.52/hr., EMDI, 9.25 mos.	Resignation	6/11/2020	1.68
Gladtko-Friedman, Sara	Elementary PARA, .5125 FTE, B08, 13.95/hr., MOST, 9.25 mos.	Resignation	6/11/2020	3.5
Hoyle, Ross	Crosswalk PARA, .0625 FTE, B01, \$12.00/hr., Self Contained PARA, .875 FTE, D01, \$13.18/hr., EMDI, 9.25 mos.	Resignation	6/12/2020	5.3 mos.
Inabnit, Lisa	ISS PARA, .3313 FTE, Non Instructional PARA, .3125 FTE, B02, \$12.22/hr., SMS, 9.25 mos.	Resignation	6/11/2020	1.73
Johns, Alina	Custodian, .50 FTE, G02, \$16.23/hr., SMS, 12 mos.	Dismissed	6/16/2020	6.5 mos.
Kelly, Caitlin	Discretionary PARA, .4125 FTE, B05, \$12.96/hr., MDL, 9.25 mos.	Resignation	6/11/2020	7.2 mos.
Marjerison, Braden	Self Contained PARA, .4875 FTE, D01, \$13.18/hr., HYL, 9.25 mos.	Temporary Employment	6/11/2020	4.5 mos.
McNeil, Mitchell	Before/After School PARA, .2813 FTE, B01, \$12.00/hr., MOST, 9.25 mos.	Resignation	6/13/2020	7.3 mos.
Medina, Marissa	Resource PARA, .875 FTE, B01, \$12.00/hr., CJMS, 9.25 mos.	Temporary Employment	6/11/2020	1
Middleton, Addison	Self Contained PARA, .875 FTE, D01, \$13.18/hr., WHIT, 9.25 mos.	Temporary Employment	6/11/2020	8.5 mos.

**Bozeman Public Schools
Human Resources**

July 13, 2020

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Confirmation of Resignations/Terminations (Classified) (con't)

Name	Position	Reason	Effective	Years of Service
Niebauer, Carol	FS Cashier, .3125 FTE, FB6, \$13.41/hr., IRVG, 9.25 mos.	Resignation	6/11/2020	2
Parrott, Madison	Self Contained PARA, .875 FTE, D04, \$13.96/hr., MDLK, 9.25 mos.	Resignation	6/12/2020	3.74
Szalda=Petree, Duncan	Self Contained PARA, .875 FTE, D01, \$13.18/hr., BHS, 9.25 mos.	Resignation	7/6/2020	1
Stiff, Levi	PreK PARA, .1688 FTE, D03, \$13.69/hr., WHIT, 9 mos.	Resignation	6/11/2020	1
Valdes, Jada	Roving Custodian, 1.0 FTE, G02, \$16.23/hr., FAC, 12 mos.	Resignation	6/26/2020	11.5 mos.
Vogelsang, Patricia	FS Specialist, .625 FTE, FB2, \$12.22/hr., BHS, 9.25 mos.	Resignation	6/11/2020	2

Changes and Revisions in Contracts (Certified)

Name	From	To	Effective	Reason
DeFrance, Amy	SPED Teacher, 1.0 FTE, BA+15, Step 1, \$43,249, IRVG	SPED Teacher, 1.0 FTE, BA+15, Step 2, \$45,472, WHIT	8/25/2020	Internal Transfer
Keith, Anne	Director of Curriculum, 1.0 FTE, Non Unit, \$103,698, ASPT	TOSA, 1.0 FTE, BA(M)+105, Step 18, \$81,018, CURR	8/26/2020	Internal Transfer
Klug, Hilary	Curriculum/Assessment Specialist, .80 FTE, BA(M)+105, Step 18, \$61,692.80, BHS	TOSA, 1.0 FTE, BA(M)+105, Step 18, \$81,018, CURR	8/26/2020	Internal Transfer
Marker, Rachel	MS Teacher, 1.0 FTE, BA(M)+105, Step 11, \$68,991, SMS	TOSA, 1.0 FTE, BA(M)+105, Step 12, \$71,729, CURR	8/26/2020	Internal Transfer

Changes and Revisions in Contracts (Classified)

Name	From	To	Effective	Reason
Collins, Levi	Custodian, .50 FTE, G02, \$16.23/hr., CJMS, 12 mos.	Custodian, 1.0 FTE, G02, \$16.23/hr., CJMS, 12 mos.	5/18/2020	Temporary Increase in FTE/Hrs.
Dowse, Laurie	Executive Secretary, .75 FTE, H05, \$17.48/hr., Assistant Secretary, .25 FTE, D05, \$14.23/hr., EMDI, 9.5/10 mos.	Executive Secretary, 1.0 FTE, H05, \$18.53/hr., EMDI, 10 mos.	8/11/2020	Termination of Position, Change in Position FTE/Hrs.
Fujimori, Andy	Custodian, 1.0 FTE, G02, \$16.88/hr., SMS, 12 mos.	Custodian, 1.0 FTE, G02, \$16.88/hr., GHS, 12 mos.	7/6/2020	Internal Transfer
Micklewright, Laurie	ADED Secretary, .50 FTE, F08, \$18.06/hr., ADED, 12 mos.	ADED Secretary, .625 FTE, F08, \$18.06/hr., ADED, 12 mos.	7/1/2020	Temporary Increase in FTE/Hrs.

Stipends - Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Michael, Lila	Club - Gay Straight Alliance/SAGA - BHS	\$1,310.00	6	2019-2020
Searles, Frances	Swimming - Asst. Coach - BHS	\$3,086.00	4	11/21/19 - 2/15/20

Stipends - Not Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Amdt, Suzanne	ESY Teacher - Elementary (Hrly. Rate)	\$23.00		6/15/20 - 8/25/20
Asserson, Walker	Cooperating Teacher - BHS	\$250.00		Spring 2020
Baaken, Matt	5 days to move into GHS (Daily Rate)	\$100.00		6/13/20 - 8/21/20
Drahos, Dawn	3 days to move into GHS (Daily Rate)	\$100.00		6/13/20 - 8/21/20
Ely, Natalie	Cooperating Teacher - EMDI	\$250.00		Spring 2020

**Bozeman Public Schools
Human Resources**

July 13, 2020

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Galli, Richard	Cooperating Teacher - BHS	\$250.00		Spring 2020
Glynn, Samantha	ESY Teacher - HS (Hrly. Rate)	\$23.00		6/15/20 - 8/25/20
Hedlund, Rick	5 days to move into GHS (Daily Rate)	\$100.00		6/13/20 - 8/21/20
Houston, Todd	Cooperating Teacher - WHIT	\$160.00		Spring 2020
Huckleberry, Amanda	ESY PARA - Elementary (Hrly. Rate)	\$14.23		6/15/20 - 6/30/20
Huckleberry, Amanda	ESY PARA - Elementary (Hrly. Rate)	\$15.10		7/1/20 - 8/25/20
Kelly, Shawna	Crisis Response Teacher (.50 of \$1,000)	\$500.00		2019-2020
Knight, Jennifer	Additional Hours needed for BHS Music department EOY clean up. (Hrly. Rate)	\$13.98		June 12, 15-19, 22-26, 2020
Lara, Rynee	ESY PARA - Elementary (Hrly. Rate)	\$14.23		6/15/20 - 6/30/20
Lara, Rynee	ESY PARA - Elementary (Hrly. Rate)	\$15.10		7/1/20 - 8/25/20
Maddock, Patty	Online Summer Credits Course - Up to 3 hrs./wk. - BHS	\$23.00		6/15/20 - 8/21/20
Pierson, Kristen	ESY Teacher - Elementary (Hrly. Rate)	\$23.00		6/15/20 - 8/25/20
Poeschl, Carl	3 days to move into GHS (Daily Rate)	\$100.00		6/13/20 - 8/21/20
Rodriquez, Peyton	ESY PARA - Elementary (Hrly. Rate)	\$13.44		6/15/20 - 6/30/20
Rodriquez, Peyton	ESY PARA - Elementary (Hrly. Rate)	\$14.24		7/1/20 - 8/25/20
Sherrill, Perri	Cooperating Teacher - BHS	\$250.00		Spring 2020
Shonkwiler, Tonya	ESY Teacher - HS (Hrly. Rate)	\$23.00		6/15/20 - 8/25/20
Sorg-Hackler, Cheri	ESY Speech Path - Elementary (Hrly. Rate)	\$55.72		6/15/20 - 6/30/20
Sorg-Hackler, Cheri	ESY Speech Path - Elementary (Hrly. Rate)	\$57.88		7/1/20 - 8/25/20
Vauthier, Amanda	ESY Teacher - Elementary (Hrly. Rate)	\$23.00		6/15/20 - 8/25/20
Washtak, Amy	3 days to move into GHS (Daily Rate)	\$100.00		6/13/20 - 8/21/20



Meeting Date:	July 13, 2020
Category:	Action Item - Consent - Both Districts
Agenda Item #:	4.4.2
Originated By:	Mike Waterman
Others Involved:	Steve Johnson, Deputy Superintendent Operations R.J. Tvedt, Accounting Supervisor Brenda Livingston, District Bookkeeper

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider approval of [Financial Reports](#), Warrant Registers (Included separately) and [Donations](#).

Facts & Discussion:

This monthly update on the fiscal business of the District is designed to provide Trustees and the public with up-to-date and timely information on revenue and expenditures, fiscal operations, and the overall financial position of the Bozeman Public Schools. Included with this report is a breakdown of district invested funds. Any time there is a transfer in these funds, the activity is included as a part of this report.

The Warrant Registers and Bank Reconciliations are available in the Business Office, and have been sent to the Trustees. June 2020 warrants are as follows: Operational warrants were \$4,101,333.93; net Payroll, taxes and deductions were \$9,968,158.93; Partial warrants disbursed for June 2020 were \$14,069,492.86.

Investment of District Funds in accordance with State law as of:	<u>May 31, 2020</u>
Gallatin County Investment Pool	\$71,849,156.32
High School Building Bond Funds (Cetera)	8,230,406.97
Nonexpendable Endowment (D.A. Davidson)	804,120.61
High School Extracurricular Clubs (First Interstate)	390,455.22
Middle School Extracurricular Clubs (First Interstate)	<u>54,701.56</u>
Total District cash and investments	<u>\$ 81,328,840.68</u>

Fiscal Impact:

Refer to attached reports

Recommendation:

The Superintendent is requesting the Board to approve Financial Reports, Warrant Registers (Included separately), Stale Dated Warrants (Included separately) and Donations.



Meeting Date:	July 13, 2020
Category:	Action Item - Consent - Both Districts
Agenda Item #:	4.4.3
Originated By:	Mike Waterman, District Clerk
Others Involved:	Steve Johnson, Deputy Superintendent Operations; Brittany Selvig, Support Services Supervisor

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider disposal of obsolete District property for the 2020-21 fiscal year.

Facts & Discussion:

1. 20-6-604, MCA, provides that the Board of Trustees may resolve to sell or otherwise dispose of the district real or personal property because it is or is about to become abandoned, obsolete, undesirable, or unsuitable for the school purposes of the district. Following passage of such resolution, the District must provide notice of the resolution in the local newspaper, on the District website, and at three public places in the District and provide an opportunity for taxpayer appeals.
2. The District has personal property that is or is about to become abandoned, obsolete, undesirable, or unsuitable for District use. That property includes but is not limited to books, computers and other technological equipment, furniture, fixtures, supplies, musical instruments, and office and other equipment.

Fiscal Impact:

Minimal because generally equipment is well used and has very little value at the time of disposal. Proceeds realized from the sale or disposal of district property will be credited to an appropriate fund as required by law.

Recommendation:

It is recommended that the Board of Trustees resolve to sell or otherwise dispose of district personal property that it is or is about to become abandoned, obsolete, undesirable, or unsuitable for the school purposes during the 2020-21 fiscal year and direct administration to post the required notices. Administration may then sell or otherwise dispose of such property at their discretion through the end of the 2020-21 fiscal year.

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.



Meeting Date:	July 13, 2020
Category:	Action Item - Consent - Both Districts
Agenda Item #:	4.4.4
Originated By:	Mike Waterman, District Clerk
Others Involved:	Doug Kellie, Transportation Coordinator

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of 2020-21 Transportation updates and Routes.

Consider school-to-home transportation routes, cancellation of routes during remote-learning-only days, and designate Mike Waterman as the High School District representative to the Gallatin County Transportation Committee?

Facts & Discussion:

1. State law requires the board to approve bus routes in order for the District to receive State and County transportation funds.
2. The Board is also required to designate a representative for the High School District to serve on the County Transportation Committee. In accordance with 20-10-131(1)(a)(c), MCA, the representative may be a District employee or trustee.
3. In January 2018, the Board of Trustees approved a five-year contract with First Student Inc. to provide home-to-school bus transportation. Key components of that contract include:
 - Contract costs based on a per-route rate instead of a per-mile rate.
 - Continued use of propane fuel for home-to-school transportation, although new route buses will use diesel fuel. Our per-route costs are based on amounts quoted for propane buses, so First Student will absorb the higher cost of the diesel buses.
 - Installation of student seat belts on all buses.
 - The District—rather than the contractor—pays for fuel.
 - Penalties for non-performance.
4. Contracted per-route costs will increase as follows:

Route Type	2019-20 Per-Route Rate	2020-21 Per-Route Rate
Regular Ed Routes	\$ 131.47	\$ 135.41
Friday Early Release Routes	\$ 59.96	\$ 61.76
Special Ed Routes	\$ 128.13	\$ 131.97

5. First Student and the District continue to adjust routes for better efficiency and to accommodate student changes. The attached route spreadsheet shows the details for each bus route. Notable changes include:
 - Addition of 6 regular and reconfiguring many others to accommodate the opening of Gallatin High School. No additional Special Ed routes will be needed. Both high schools will be used as transfer sites.

- Cancellation of all Friday Early Release routes as a result of the changes recommended by the 2019-20 IMPACT committee and subsequently approved by the Board of Trustees
6. Overall, reimbursable bus route miles for the 2020-21 school year are expected to decrease by 53,372 (9.8%) from 2019-20 levels. Less state and county revenue will accompany this mileage reduction, and as a result, local property taxes will need to increase to pay the cost of the First Student contract.

Fiscal Impact:

The rate increases and mileage decreases partially offset each other. Cancelling routes on remote-learning-only days will save the District an estimated \$14,684 per day. Overall, the District will budget \$2,584,386 for the First Student contract in 2020-21, an increase of \$171,336 (8%) over 2019-20.

Recommendation:

It is recommended the Board:

1. Approve the [2020-21 transportation routes](#) as presented.
2. Cancel all routes for all days during the 2020-21 school year when/if the District is in a remote-learning-only status.
3. Designate Mike Waterman to serve as the Bozeman High School District representative on the Gallatin County Transportation Committee for the 2020-21 fiscal year.

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.



Meeting Date:	July 13, 2020
Category:	Action Item - Consent - Both Districts
Agenda Item #:	4.4.5
Originated By:	Mike Waterman, Plan Administrator
Others Involved:	Steve Johnson, Deputy Superintendent Operations; Lacy Clark, District Benefits and Wellness Coordinator; Becky Byrne, Insurance Consultant

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider setting 2020-21 Health and Dental Insurance Price Tags and selecting Excess Risk Insurance provider and limits

Facts & Discussion:

1. The District has had a self-funded medical insurance plan since 1990. Under self-funding the district collects, retains, and invests all price tag amounts until claims are presented. A third-party administrator ("TPA") is hired to pay the claims for the health plan. The dental and vision plan claims are administered and paid in-house.
2. In 2013-14 the district implemented a Wellness Plan that provides financial incentives to plan participants to complete certain prevention-related activities. The program has been successful in helping identify medical problems early and holding down escalating medical costs. Therefore, we will continue the incentive program in 2020-21. The plan provides employees and their spouses the option to "earn back" up to \$300 by completing certain wellness activities during the year..
3. The District's plan year starts on September 1. Open enrollment this year will run from August 8 - August 23.
4. Blue Cross/Blue Shield of Montana (BCBS) has been the District's TPA since September 1, 2007. In 2019, the District rebid TPA services and BCBS was again the successful bidder. That agreement runs three years and expires on August 31, 2022. All negotiated administration fees are included in the recommended price tags.
5. Since the district assumes a portion of the risk in a self-funded program, excess risk insurance is purchased to protect the district from excessive losses. The District currently purchases excess risk coverage for individual claims that exceed \$225,000 per year and aggregate claims for the entire plan that exceed 125% of expected claims. In addition, \$100,000 of Aggregating Excess Risk coverage was added beginning in 2017-18.
6. Excess risk coverage is bid annually. This year, we received proposals for excess risk coverage from two companies: TMS Re/Nationwide and BCBS+HCSC. The proposals were evaluated and BCBS+HCSC is recommended because they offered the lowest cost to the plan without the Aggregating Excess Risk coverage. Additionally, it is recommended the District increase the individual stop loss deductible to \$250,000.
7. The District currently offers four plan structures to meet our employees' varying needs. These structures include a \$1,500 deductible traditional plan along with \$2,700, \$5,000, and \$6,750 High-Deductible Health Plan (HDHP) options. The \$2,700 and \$6,750 deductible limits will be increased by \$100 and \$150 in 2020-21, respectively, to match changes in the minimum and maximum HDHP limits allowed by the IRS.
8. The \$2,800, \$5,000 and \$6,900 HDHP options are (HSA) qualified. The \$1,500 deductible plan option is eligible for a Medical Flexible Account.
9. The Minimum Essential Coverage (\$6,900 deductible) plan option was added to help the district comply with the Federal Affordable Care Act (ACA). Under the ACA an employee that works at least 30 hours per week is considered full time and must be provided "affordable" insurance. The district provides prorated insurance benefits

to part time employees that work less than 40 hours per week. Therefore, the lower-cost \$6,900 deductible plan allows the district to meet the affordability requirements for part time employees that work between 30 and 40 hours per week.

10. 4.8% increases in the monthly price tags are recommended for 2020-21. No changes are recommended for the dental plan.
11. In accordance with the collective bargaining agreements, the District and employees will share the annual average price tag increase. Professional and administrative employees may participate in the plan; however, these employees must pay the full cost of the price tag.

Fiscal Impact:

The District cost associated with these increases and the negotiated certified and classified contracts is estimated at \$6,004,610, an increase of \$391,809 over the prior year.

Recommendation:

It is recommended that the Board:

1. Set monthly insurance price tags for the 2020-21 Plan Year [as presented](#).
2. Contract with BCBS+HCSC for excess risk insurance, eliminate the Aggregating Excess Risk coverage, and increase the individual stop loss deductible to \$250,000.

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.



Meeting Date:	July 13, 2020
Category:	Discussion Item
Agenda Item #:	5.2
Originated By:	Mike Waterman, Director of Business Services
Others Involved:	Steve Johnson, Deputy Superintendent Operations; All Administrators

MOTION	SECOND	AYES	NAYS	ABSTAIN

Discussion:

2020-21 Preliminary Budget Discussion

State law requires Trustees to adopt final budgets on or before August 25 each year. As such, the 2020-21 budgets will be on the August 10, 2020 agenda for approval. After the Board adopts the final budget in August, the budget document will be posted on the District website. Hard copies of the budget document will be available upon request.

Please note that the budget information to be presented is preliminary. We will review changes at the August 10 Board meeting.



Meeting Date:	July 13, 2020
Category:	Discussion Item
Agenda Item #:	5.3
Originated By:	Bob Connors, Superintendent
Others Involved:	

MOTION	SECOND	AYES	NAYS	ABSTAIN

Discussion:
Superintendent’s [Communication Plan](#) Discussion



Meeting Date:	July 13, 2020
Category:	Discussion Item
Agenda Item #:	5.4
Originated By:	Bob Connors, Superintendent
Others Involved:	

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Equity Task Force

Facts

1. The Core Purpose of the Bozeman Public School District is “Bozeman Public Schools exist to provide an outstanding education that inspires and ensures high achievement so every student can succeed and make a difference in a rapidly changing world community.”
2. A core value of our district is “High Student Achievement: We are committed to ensuring that all students achieve at high levels.”
3. The Big Audacious Goal of our district is “The Bozeman Public School District is student-centered and known as a vibrant, flexible, purposeful and progressive educational system that values diversity, models community engagement, provides numerous opportunities to generate individual student growth and engage students to succeed and positively contribute in a global community.”

Discussion

1. The school district has immense power, and an immense obligation, to create and nurture a culture that values and supports equity - a culture free from bias and racism. To do so, we must begin with an honest evaluation of current practices and invite our community to participate - so that we can listen and act.
2. Consider the proposal of an Equity Task Force. The Task Force will act in an advisory capacity to the Board of Trustees and Superintendent by providing support, guidance, and information about issues related to equity, diversity and inclusion in our schools and programs and by recommending changes to policy, procedure and practices within the district to make the Bozeman Public Schools a more welcoming, inclusive organization. The main charges of the Task Force are:
 1. Operationalize what *equity* means for BSD7 and its staff, families and students.
 2. Engage in courageous conversations throughout the District.
 3. Establish the framework to transform BSD7 into a leading educational system that addresses the opportunity and achievement gaps for all students.
 4. Eliminate disparities and inequitable practices and implement inclusive practices.
 5. Honor individuality and guarantee respectful treatment for all individuals.
 6. Ensure consistently high expectations for all student groups.
3. Immediate Equity Task Force Actions could include:
 - Shared learning and understanding
 - Define terms
 - Engaging the Bozeman community in Listening Sessions

- Craft an Equity Agenda based on the definition of equity set by the Board and the adopted Equity Priorities that establishes a full framework to maintain equity for all students in the district.
4. Following the completion of the immediate action items in the first year, the Task Force will meet quarterly to monitor the impact and adherence of the Equity Agenda in the district as outlined by the ongoing Equity Task Force actions items. The Task Force shall provide quarterly updates and recommendations to the Board of Trustees to further sustain equity in the district and may propose adjustments as needs arise and change. The Equity Task Force will report back to the Board of Trustees with outcomes and status of the action items.
 5. Equity Goals would be based on the direction of the Task Force, but could include:
 - **Develop foundational principles** and language to inform and guide the District's Long Range Strategic Plan.
 - Develop the district's Equity Strategic Plan and provide oversight of implementation of the plan
 - **Examine the cultural aspects** of our community to inform policy and procedural recommendations.
 - Review and analyze student performance, program participation and behavior data in order to recommend school and/or community interventions.
 - Support of Human Resources' efforts and focus on hiring a more diverse workforce
 - Improve the level to which curriculum, instruction, and grading address students' cultural and individual needs, including materials, learning modalities, learning targets and assessments
 - Actively create, coordinate and support partnerships that engage students and families to increase student success
 - **Recommend practices and policies** to provide ongoing professional development for staff and training for students and families in issues of diversity and equity.
 - Build alliances and sustain communications with stakeholder groups in the community to support district equity goals.
 - **Review and recommend new and/or revised language** to board policies to guide and support focus on equity/diversity throughout the district.
 - **Support district staff and families** in understanding the definition of Equity and Social Justice.
 6. Membership could include:
 - General Membership:**
 - 8 Community Members/Parents
 - 3 Administrators (School and/or District Leadership)
 - 3 BEA members
 - 1 Classified member
 - 5 Students

General membership would require an application and selection process. The Task Force should be a diverse committee that includes people of different races, ethnicities, religions, identities, abilities and perspectives who:

- Bring knowledge, experience and relationships that reflect the diversity of the Bozeman community
- Have a strong interest in issues of educational equity
- Can engage in the process of institutional change related to equity and inclusion
- Have experiences across multiple dimensions of diversity
- Are willing to serve a full term and be fully committed to attend committee meetings

Ex-Officio Members:

- Superintendent
- Deputy Superintendent Instruction (Task Force Chair)
- Deputy Superintendent Curriculum and Technology
- Deputy Superintendent Operations
- 2 School Board Members



Meeting Date:	July 13, 2020
Category:	Action Item - Singular - Both Districts
Agenda Item #:	6.1.1
Originated By:	Marilyn King, Ed.D., Deputy Superintendent Instruction
Others Involved:	Johanna Bertken, Student Assistance Coordinator; School Resource Officers; Building Principals

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of the [BSD7 Emergency Operations Plan](#) as presented.

Facts & Discussion:

- The purpose of the BSD7 Emergency Operations Plan (School EOP) is to identify and respond to incidents by outlining the responsibilities and duties of BSD7 and its employees, students, and families.
- The developed guidelines and procedures for dealing with existing and potential student and school incidents are defined in the plan. The basic plan and the functional and threat/hazard-specific annexes outline an organized, systematic method to address threats, hazards, and vulnerabilities before, during, and after an incident.
- Faculty and staff have been trained to assess the seriousness of incidents and respond according to these established procedures and guidelines. BSD7 regularly schedules in-service training for faculty and staff and provides training for students and parents/guardians throughout the school year.
- The BSD7 Emergency Operations Plan outlines the expectations of staff/faculty; roles and responsibilities; direction and control systems; internal and external communications plans; training and sustainability plans; authority and references as defined by local, tribal, State, and Federal government mandates; common and specialized procedures; and specific threat/hazard vulnerabilities and responses/recovery.
- The following regulations are the State authorizations and mandates upon which this School EOP is based. These authorities and references provide a legal basis for incident management operations and activities.
 - [Montana Code Annotated \(MCA\) 20-1-401](#): "Disaster drills to be conducted regularly -- districts to identify disaster risks and adopt school safety plan with subsequent amendments"
 - District Policy [#8301](#).

Fiscal Impact:

N/A

Recommendation:

The Superintendent is requesting the Board to approve the [BSD7 Emergency Operations Plan](#) as presented.

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.



Meeting Date:	July 13, 2020
Category:	Reports
Agenda Item #:	7.1
Originated By:	Bob Connors, Superintendent
Others Involved:	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
The Superintendent and Executive Cabinet will provide updates of current issues in their respective areas of responsibility. Since the topics that may come up have not been properly noticed, these reports should not result in extensive discussion by the Board and public at this meeting. They may, however, lead to future agenda items that have been properly noticed.



Meeting Date:	July 13, 2020
Category:	Reports
Agenda Item #:	7.2
Originated By:	Trustees
Others Involved:	

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Individual Trustees will be provided the opportunity to make requests, express concerns, give reports and request future agenda items. Since the topics that may come up have not been properly noticed, these reports should not result in extensive discussion by the Board and public at this meeting. They may, however, lead to future agenda items that have been properly noticed.