



BOARD OF TRUSTEES MEETING

The mission of this Board of Trustees is to champion the cause of students in public education by establishing the framework through which all educational resources are maximized.

Special Board Meeting and Work Session

Meeting Minutes

SCHOOL BOARD WORK SESSION

Library Media Center

205 Northwest Lane, Kalispell MT 59901

Tuesday, April 24, 2018 06:00 PM

(1) CALL TO ORDER

Members Present: Chair Isaak, Bette Albright, Diane Morton Stout, Mark Kornick, Jon Endersen, Mary Ruby

Members Absent: Jack Fallon, Anna Marie Bailey, Mary Tepas, Joe Brenneman, Frank Miller

Officials Present: Superintendent Mark Flatau, Assistant Superintendent Andrea Johnson, GHS Principal Callie Langohr, FHS Principal Michele Paine, Finance Director Gwyn Andersen, KEA President Lynne Rider, Special Education Director Sara Cole, Edgerton Assistant Principal Jen Stein, HR Director Tracy Scott, IT Director Rich Lawrence

Others Present: FHS Counselor Lisa Wolfe, KMS Counselor Susan Sherman, Heart Program Director Nichole Heyer, SOARS Grant Director Ronda Stevens, Brad from Ameresco, Tom Ryggs, Kay Walker, Dan Munzing, Ron Hanson, Brett Tallman, Ming Lovejoy Monzing, Linda Seymour, Phil Seymour, Burket Kniveton, Cassi Carr, Patricia Johnson, Erin Blair.

(2) PLEDGE OF ALLEGIANCE

Chair Isaak called the meeting to order at 6:00 pm with the Pledge of Allegiance.

(3) PUBLIC COMMENT

Chair Isaak asked if any member of the audience wished to comment on a matter not on the agenda, further stating that the Board could not take action on any matter brought up in public comment because the public had not previously been notified of the matter.

Kay Walker brought forward a Uniform Complaint from herself and Ming Lovejoy. Walker touched briefly on the body of the complaint:

- Prior to March 20th: Superintendent's office told Lovejoy there would be comment period but there was no information on when that would start or how the public would be notified.
- April 10th: according to Agenda, "recommendation that a 30 day comment period happen with possible action on the 15th of May." This recommendation was not communicated to the public.
- April 16th : Walker called and asked if comment period had happened, was informed it had begun, with no notice to the public.
- April 17th (morning): Called business office and spoke to Finance Director and still was told no information was available.
- on the website on the afternoon of April 17th there was a comment period that stated it would start on the 12th of April and end on the 11th of May. Wasn't posted until 7 days after it started.
- Were told it is not the Districts responsibility to notify the public and that it is the citizens responsibility to educate themselves and attend Board meetings.
- The District is asking the burden be on the public to learn of your actions.
- public notice given via website, etc.
- would like some type of response from you...and would also like to know why aren't Board meetings recorded?

Brett Tulmann: concerned about cell tower

- has a degree in Physics and worked in quantum bio feedback (energy healing)
- EMF's effect our physiology in many ways: cells, weakens blood brain barrier , hormone levels, serotonin
- experienced electro hyper sensitivity which is not recognized by our medical community, or government. when he gets near a power pole it affects his own brain and his ability to communicate.
- France did studies of 2000 schools and any within a mile of a cell or wifi tower, leukemia was up so Europe doesn't allow them
- Dr. Eric Braverman: there is no question that emfs slow our brain waves
- we need to minimize exposure as much as possible

Patricia Johnson:

- actively collected over 200 signatures against the cell tower
- need to move forward with info about this project
- parent of FHS and KMS student
- concerned about lease to place microwave cell tower atop FHS
- Fire fighters need special training to handle them, fire houses have blocked them until more studies can be done
- children are more vulnerable to EMF
- large array of impacts , not just thermal, can exert a disorganizing effect
- suggested findings by Martha Herbert at Harvard
- poor investment in our students our teachers and community,
- may open up liability of school district farther down the road
- appreciates the job the Board does for us every time you meet

Erin Blaire:

- daughter who is a senior graduating with a 4.0
- home and business on 2nd Ave W.
- concern of safety with tower on FHS
- lot of citizens concerned
- hope you will extend period and take a good hard look at the scientific evidence
- will be 5 years of health and mental issues before you are even able to back out of it.
- please carefully consider the information we have provided
- it would be hard to imagine that there isn't a possibility that this will be a bad idea. effecting our property values, our health.

Ming Lovejoy:

- 5 grads of FHS in family
- commend you for an amazing job and appreciates all that you do for our kids
- certified health coach and live and work in Kalispell
- really want to recognize how difficult budget restraints are in looking at this
- while considering those challenges the committee strongly urges you to take a look at the research and follow the recommendations of Doctors.
- clearly under consideration by World Health Organization, World Parliament, etc, schools, hospitals, old folks homes
- International Association of Firefighters, legislation they achieved because they were reporting headaches, nausea, etc, aggressive behavior,
- disabling systems, neuro impairment, confusion, no focus, no ability to wake up for 911 calls, forgot basic CPR on a cardiac victim and had previously had not a single mistake in 20 years.
- delayed reaction time
- Thank you for your willingness and we are just going to ask you to vote wisely on such an impactful decision

Tom Rigg:

- purely selfish reasons to come forward
- went to your website and it says nothing about the cell tower except it elicits comments, but marketing aspects conflict, look at your website about the levy, it overwhelms you, this one has 2 paragraphs on it.
- talked to Gwyn yesterday and she was very accommodating and put the picture on your website and sent it to him, the picture still lacks any dimensions doesn't say what size the tower is
- Tom Heineke says he will eventually be able to send out measurements

- o once he read the contract he thinks you are making a very bad business deal, the amount of payment doesn't match the article in the Interlake. that is chicken feed when you look at the risks you are going to have to take.
- o objects strictly from a financial point of view.
- o "When my Dad first got a Ford contract...someone told him, if there is anything in this contract that favors you, we overlooked it."

(4) NEW BUSINESS

(Action)

Chair Isaak introduced the next item on the agenda, New Business.

(4.a) Assistant Superintendent Position

(Action)

Superintendent Flatau stated that the recommendation for Callie Langohr to be appointed to the Assistant Superintendent Position was reviewed at the Personnel Committee and moved to full Board for action.

The question was asked as to what the Board members that attended the Personnel Committee meeting thought of the proposal. Trustee Kornick stated that he felt, that based on the way it was presented, it seemed like a pretty straight forward decision.

Trustee Ruby made a motion to approve the recommendation to appoint Callie Langohr to the Assistant Superintendent Position beginning July 1, 2018 and open up the Glacier High School Principal position to applications.

Trustee Morton Stout seconded the motion.

Motion carries unanimously

(4.b) New FTE Request

(Action)

Heart Program Director Nicole Heyer explained the new FTE request placed before the Board, stating that the position would look like a Para position, 9 hours each on Monday, Tuesday, and Wednesday.

Heyer stated " I am still a part time employee attending grad school so this would only be for one year until I am finished." Heyer told the Board about the current project happening at the Heart Locker, a safe space for teen drop in.

Flatau added that the gym, where the heart locker is located is using half of the space as a collecting location and the idea is to turn it into a neat area for teens to gather to work on homework, hang out with each other, and have a safe. This is being funded by a McKinney-Vento matching grant. Heyer stated that her team looked at what would make the biggest impact for the students. This position will oversee that teen gathering area. It will pay at the rate of a Para. "The grant pays Nicole's salary, and we haven't met our match. I want to make sure that we are prepared for these kids, want the experience to be a good one so these kids will come back."

Flatau also added that the Heart Program is a very popular program that is being looked at around the state, Nicole has created a real culture that these kids want to be a part of.

Trustee Kornick made a motion to approve the new FTE request, as presented.

Trustee Ruby seconded the motion.

Trustee Morton Stout added that "it is a wonderful program! Thank you for what you do, I can't say enough."

Motion carries unanimously.

(4.c) Work from Home Pilot Program

(Possible Action)

HR Director Tracy Scott presented to the Board on a work from home pilot program

Scott began by describing the district's substitute coordinator position and highlighting how unique it is. This position doesn't fall into a normal 8 hour work day time frame. The current sub coordinator does a lot of work from home in the evening on her personal cell phone to try her best to fill the many daily absences in our district. "We are looking at ways we can get creative with this position." The pilot program, as presented, would allow a work from home option so the employee wouldn't have to worry about fitting into that traditional work week. "At this time we are trying to fit it into a 25 hour work week. But we thought we would start there to see how it shakes out." Scott stated that she is putting together a work from home agreement to make sure we all those bases are being covered, adding that she has already worked with IT to make sure security would not be an issue, and it isn't.

Trustee Ruby asked if we have a model for this somewhere in the state? Scott stated that she is not aware of any in other districts. "This isn't the first work from home project I have done, but I don't think any other school dist is doing it."

Chair Isaak stated that it makes sense to use technology where appropriate. The Board agreed that they think it will work, but they want to see the final contract before giving full approval.

(4.d) Legends Stadium Bleachers

(Action)

Flatau reminded the Board that in speaking to the Bond language, the District must make upgrades to Legends Stadium bleachers. "The Bond Resolution is your contract with your community, and one of those is to improve the bleachers." The High School Athletic Director's looked at options and the presented proposal is not to exceed \$30,000 and work would be done by volunteers, so the cost is for materials only. Flatau asked if the Board is ready to move forward with this right now, stating that it "Would improve the visitors bleachers that are in a bit of disrepair, We could have it ready for next fall." The Finance Committee recommendation was to move it forward to the full Board for Approval.

Trustee Albright stated that she is going to vote against: "my concern is that a million dollars for the turf was to cover this and it didn't. I totally agree that we probably need some more bleachers and if there is a safety condition we should take care of it, very impressed there are volunteers but not happy we are spending money again for bleachers that should have been covered."

Trustee Kornick asked " if we do not do this, we will be breaking a contract in a sense?"

Finance Director Andersen stated that the word "improve" can be interpreted many ways but the Athletic Directors think this is the minimum needed to fulfill the bond language.

Flatau added that he believes the \$30,000 is there in the bond money. The turf consumed all of the allocated amount, the activity funds contributed to some of the improvements. timing is important to correct those safety issues for visitors.

Chair Isaak added that we will see more use out of the bleachers.

Trustee Morton Stout made a motion to approve \$30,000 for materials, along with volunteer labor, to improve the visitors bleachers at Legends Field.

Trustee Endresen seconded the motion.

Motion carries 5-1, with Trustee Albright voting No.

(4.e) ESPC LED Lighting Upgrade

(Information)

Brian Solan from Ameresco stated that the district is at a point where it could benefit from new technology. Solan talked about the Energy Savings Performance Contract, as presented.

- 14-16 Facilities to be upgraded (Legends Stadium and Vo-Ag have been excluded. Most of Legends exterior lighting has already been upgraded and The Vo-Ag is receiving extensive renovation/remodel which will include lighting upgrades.

Facilities Included and Annual Calculated Savings (\$)

- Flathead High School 10,812
- Glacier High School 29,535
- Kalispell Middle School 8,214
- Edgerton 2,875
- Elrod 1,190
- Hedges 1,541
- Linderman 1,065
- Peterson 1,072
- Russell 1,124
- Administration Building 773
- Maintenance Building 851
- LASER 619
- Central Kitchen 179
- Facilities Shop 393

*Legends Stadium and Vocational Agriculture have been excluded

- Total Annual Savings- \$60,000/year
- fixtures = 10,649 light fixtures
- Lamps Replaced = 28,262 lamps

Where do we go from here?

- Contract Amendment to Energy Performance Contract
- Work with KSD, Board of Investments on Project Financing (intercap)
- DEQ Review
- Rebate with Flathead Electric (~\$100,000)

Special Education Director Sara Cole and Edgerton Assistant Principal Jen Stein presented to the Board on the Systems of Support or SOS.

Cole stated that Stein has been a great support in moving this initiative forward adding that "in Education we love to use acronyms: We really work to bring everything under one umbrella: SOS Systems of Support, we work diligently to provide behavioral and academic support for student success." This is done in collaboration with

- Cassie Carr is our probation officer,
- Burkett Kniveton is director of CRYJ (Center for Restorative Youth Justice)
- Lisa Wolfe, FHS councilor

Cassie and Lisa and Mark Flatau all went to Georgetown 2 years ago to train and learn in SOS.

At that time the program was being spearheaded by Shareen Springer who was the director of CRYJ and Eliza Sorte Thomas who was the director of the NW Educational Coop. Both moved on and Sara Cole came on board and she and Jen Stein picked the ball up. The SOS also includes Ronda Stevens, who will present on SOARS grant, and KMS Councilor Susan Sherman who will present on suicide prevention.

Stein laid out the details of the District SOS Committee 2017-18

- 4 Committee Meetings (Quarterly) Leadership planning in between
- All schools and disciplines are represented
- Goal Area 2: Strengthen a System of Support that addresses the academic and behavioral needs of all students.

Cole added that this isn't a Special Education thing, this is an everyone, all across the district thing. The two then touched on what they call the Acronym Soup:

MTSS: Multi Tiered Systems of Support

RTI: Response to Intervention

PBIS: Positive Behavior Intervention and Supports

MBI: Montana Behavior Initiative

Stein stated that SOS at Edgerton might look like this: "..some choice for the child : I am here to regulate my body, get in the green zone so I can go back to my class and be ready to learn. I will return to class..."

Stein also stated that she wanted to recognize what an asset Cole has been to the District.

(4.f.1) CRYJ - Restorative Justice Pilot

Flatau then introduced Burkett Kniveton and Cassie Carr stating that the two of them "represent two aspects of our community, and the support that they provide is just amazing. We can always improve and that is our goal and I appreciate them."

Kniveton talked about CRYJ, Center for Resorative Youth Justice:

- founded 20 years ago as Peer Court,
- we have evolved, providing an alternative to the traditional justice system.
- bringing together the offenders and those impacted and create opportunities for Social Emotional Learning.
- we are a diversion program at the heart.
- The school to prison pipeline is interrupted
- starting last year working on alternative forms of accountability.
- Youth that are offending and committing crimes that would require court action and school consequences.
- 30 kids thus far. defined focus acts: such as possession, looking to bring systems of support.

Kniveton said they are seeing a mixed bag so far, "still assessing to see what we have and continuing to improve."

Carr stated that her whole focus is looking to keep kids in school, "Suspensions don't teach". Funding for this program is coming from Youth court and CRYJ...

Chair Isaak asked the group where they see this program going:

- interesting pilot project
- bringing level 3 offenders into the community (CRYJ)
- we would love to be able to bring this back into the school.
- Trickle down: envision full district wide within the systems of support
- not just punishing, to teach and to learn and to grow
- restorative circles in the classroom

(4.f.2) Suicide Prevention

Susan Sherman talked about the Suicide Task Force:

- 15 members on the Task Force
- Suicide rates are 2 times the national average in MT
- This program is based on House Bill 381
- Posters posted in all KMS bathrooms, Flathead and Glacier with helpline resources and printed on the backs of school ID's for FHS, GHS, and KMS students and staff, district office staff and elementary schools. LEC will be included next year.
- As a 6th grade councilor, Sherman has had 11 referrals this year (students she has asked about suicidal thoughts)
- Threat Risk Assessment: not only asking about suicide but also asking if they are thinking of taking anyone with them?

Sherman then outlined the goals of the Suicide Task Force for 2018-19

- Summer, 2018 Create 2 hour PIR offered PIRnet fall, winter, spring
- Create PSA's for KMS, GHS and FHS students
- Educate New Employees, Staff Mini University PowerPoint, Jason Foundation, before first day
- Train Administration and Staff on Threat, Risk, Assessment Protocol and procedures
- Create a GHS/FHS English/Language Arts resource packet for teachers to use when curriculum references mental health and suicide
- Question, Persuade, Refer PIRnet offered by Joan Schmidt fall, winter, spring
- ASSIST PIR net offered for school

(4.f.3) SOARS Grant Update

Ronda Stevens, SOARS Grant Coordinator gave an update on the SOARS Grant and it's 5 year focus.

- Grant writer search - new grant/extension possibilities
- Current Activities: "Connect" Our Flathead Month (May), LET'S TALK APP, Kevin Hines presentations - Kalispell and Whitefish - April 30/May 1

Stevens stated that she is a firm believer that this a valley grant even though School District 5 initiated it. "I offer a partnership to those that ask "how we can get that...Like with Stacy York, I say: 'I will get her here with Grant funds, you recognize the grant and the venue, filling the seats, and food." it has been so effective.

Somers Lakeside spent a whole PIR day with their whole staff. "

- Adam Sommers from the Heart Program and Affinity kids will be going out into the community to get business involvement.
- Working hard to get agencies on CONNECT...running out of mental health services in the valley.
- www.connectmontana.org: you can go in and see agencies listed by service and you can see all of the agencies affiliated with the system
- team is going to write letters and send it to all Senators congressmen, representatives,etc. and talk about what the grant has done and ask what they are going to do to help us continue on,...looking at possibilities to find a grant to extend some of these programs.
- Don't want the things we have created and go away because the money is gone.
- Any ideas, any friends you have that write grants please let us know.

(5) CONSENT AGENDA

(Action)

Chair Isaak asked the Board to consider a motion regarding the Consent Agenda as presented.

Trustee Albright made a motion to approve the Consent Agenda as presented.

Trustee Kornick seconded the motion.

Motion carries unanimously.

(5.a) FINANCIAL REPORTS/BILLS AND PAYROLL

(Consent Agenda)

(5.b) PERSONNEL ACTION ITEMS

(Consent Agenda)

(5.c) BUS DRIVER CERTIFICATION LIST

(5.d) TUITION

(5.e) CONSTRUCTION CONTRACTS

(6) ACCOMMODATIONS

(Information)

(7) ADJOURNMENT

Chair Isaak called for a motion regarding the adjournment of the meeting.

Trustee Kornick made a motion to adjourn the meeting.

Trustee Enderson seconded the motion.

Motion carries unanimously.

Meeting adjourned at 7:59

Chair of the Board

Date

Clerk of the Board

Date

Secretary of the Board

Date