

MARCH 30, 2015—SPECIAL BOARD MEETING—7:00 P.M.  
SAVAGE SCHOOL  
LIBRARY

**PRESENT:** Charlene Jonsson, Michelle Smith, Holly Salsbury, Lance Miller, Superintendent Lynne Peterson, and Clerk Diana Miller.

**VISITORS:** Henry Huber, Vicky Prevost, Sarah Tuttle, Holly Sunwall, Jean Hagler, Angie Nelson, Erica Freas, Alan Hoffmann, Brian Sandwisch, and Ryder Rice

1.0 **CALL TO ORDER**

2.0 **PLEDGE OF ALLEGIANCE**—All joined in the Pledge of Allegiance

3.0 **PUBLIC COMMENT**—There was no public comment.

4.0 **ITEMS FOR CONSIDERATION**

4.1 **MILL LEVY CORRECTION**

Diana Miller brought up the error in the High School mills for the Technology Fund mill levy. The number should be 8.35 instead of 6.74. There must have been an error in the division when it was done the first time. The calculation on the OPI web site brought this forward. After some discussion, Michelle made a motion to approve the Elementary Mill Levy set at 7.94 for the Technology Fund. Lance Miller seconded the motion. All voted yes. Holly Salsbury made a motion to approve the change of High School Mills in Technology to 8.35 mills. Michelle Smith seconded the motion. All voted yes.

5.0 **INTERVIEW FOR TEACHING POSITIONS**

Lynne Peterson is setting up interviews with Social Studies candidates. She is just asking for Board participation during the week of April 13-17. She will set up the interviews accordingly.

6.0 **TEACHER NEGOTIATIONS**

Angie Nelson is the spokesperson tonight. She has a concern about not signing off on the Ground Rules that have always been signed before. After some discussion, it was agreed to not do that. There was discussion about some to the items listed on the Board and Teacher Proposals.

Proposals agreed with by both SEA and the Board:

- Page 1 Revised Codes of Montana changed to MCA
- Page 3 Monitoring and Observation of Teachers will be conducted openly. Nothing was changed.
- Page 4 Calendar Committee will also be the Professional Development Committee.
- Page 4 Section 2, Article VIII, will be changed to say “the specific hours will be designated by the school district.”
- Page 6 Subd 1, Section 1, will be changed to say ‘all checks will be issued by direct deposit’ instead of if desired.
- Page 7 Subd 9 Catch up provision, delete all. No longer relevant.
- Page 8 Change Section 2, Article XI, Training rules shall be a “part” instead of “party”.
- Page 8 Section 3, Article XII, “Any final or summary evaluation shall be reviewed and discussed by employee and evaluator then signed, dated and filed.”
- Page 9 Section 4, Article XIII Two week in-house vacancies posted should include coaching jobs.
- Page 11 Article XVI, should say Temporary Leaves of Absence

- Page 11 Line 4, Weather conditions take out completely, replace with ‘If, due to adverse road conditions or travel advisories, the busses do not run or are otherwise delayed, then staff members who must commute into town on country roads further than five miles from Savage School or from neighboring towns such as Crane, Sidney or Glendive will not be expected to drive. In the event of adverse road conditions, the superintendent shall communicate, via phone call, text message or e-mail, with said staff. If adverse road conditions or travel advisories completely prevent a staff member from coming to school for that day, that staff member shall have three (30 days of emergency leave per year without a deduction in pay. This leave is non-accumulative. If more days are needed it shall be deducted from sick leave.”  
The district and SEA agree that they will defer to the Montana Department of Transportation Montana road Report Map in determining whether adverse road conditions exist. [http://www.mdt.mt.gov/trainfo/map/mtmap\\_frame.html](http://www.mdt.mt.gov/trainfo/map/mtmap_frame.html).
- Page 11 Subd 3, line 2 Change to say serious illness or injury for immediate family for sick leave. Immediate family is defined as spouse, children, parents, siblings, grandparents, grandchildren, and like relatives of spouse.
- Page 11 Subd 4 Remove sick/emergency leave may be granted.
- Page 11-12 Section 2 Bereavement
  1. An employee will be allowed up to five (5) work days per year to be used for each death of a grandparent, grandchild, parent, spouse, child, brother, sister, aunt, uncle, niece and nephew and same of the spouse.
  2. An employee will be allowed one (1) day per year (usable in hourly increments based on 7.75 hour day) for the death of a community member/friend, with administrative approval.
  3. These days/hours are not accumulative.
- Page 12 Section 7, subd 1 should read can request a medical leave of absence,
- Page 12 Section 4 Professional Leave should be replaced with previously approved Professional leave clause.
- Page 13 Section 9 Subd 1 Remove clause “if the teacher taught ninety (90) or more pupil instruction days in the school district.
- Page 13 Subd 2 remove no later than the end of the 6<sup>th</sup> month of pregnancy. Needs to read the teacher shall submit a written request to the school district for maternity leave including tentative commencement date and return date

It was decided to table these items to the next meeting.

- Aggregate hours for duty year.
- Increase in Base Salary
- Contract Penalty
- Severance Pay years of experience
- Contract issue dates and return dates.
- Health Insurance
- Years of longevity for medical insurance premium pay.
- Personal day increase from 2 to 3.

It was then decided to stop for the meeting. Next meeting will be April 13, 2015 at 7:00 p.m.

The meeting adjourned at 8:34 p.m.

---

Chairman

---

Clerk