

SCHOOL DISTRICT NO. 6
ELEMENTARY/HIGH SCHOOL BOARD OF TRUSTEES
COMBINED SPECIAL MEETING MINUTES
THURSDAY, FEBRUARY 17, 2011

The School Board of Trustees of School District No. 6 met in the district board room on Thursday, February 17, 2011.

CALL TO The meeting was called to order at 12:09 p.m. by Chairperson Bert Other Bull

PRESENT: Bertha Other Bull, June Beartusk, Rosanne Headswift, Bertha Limberhand, Waymon Mitchell, Bryan Anderson, Kim Knobloch, George Scalpcane and Winslow White Crane.

ABSENT:

OTHERS Bryan Kott, Lana Robinson and Nancy Coleman via phone.

DELEG. None

HIRE TCHR. Mitchell moved and Anderson seconded to hire Frank Headswift as a Teacher Sub. All voted in favor with the exception of Headswift who abstained.

HIRE EVAL. Discussion on the SOPPAS 3rd Party Evaluator applicants. Beartusk moved and Mitchell seconded to hire Nancy F. Crans as a SOPPAS 3rd Party Evaluator. All voted in favor.

SUPT. CONT. Other Bull asked to negotiate Bryan Kott contract and then discuss his goals second. Kott stated that the goals could be discussed later on during the year.

Knobloch asked Kott on the contract amount of \$80,000 base rate is it on top of the schooling that the district paid. Kott stated that the district did pay for the internship alone and he covered his schooling cost himself.

Scalpcane discussed the cost of his contract last year plus what the district paid for his schooling. Kott stated that the previous year he was paid his principal contract of \$65, 000 for the superintendent duties plus \$15,000 for schooling. This year was for \$80,000 and he paid for his own schooling.

Knobloch asked when his first full year had started. Kott stated that his was his first full year and that he had been paying for all of his own classes the only schooling paid for by the district was the internship class.

Other Bull stated that she thought it would be feasible to decide his goals at a later date when he gets evaluated. Mitchell asked when he gets

evaluated. Kott stated that it might be a good idea to look at it in the summer in June or so when things calm down or sooner.

Knobloch thought it should be decided now like it was recommended.

Nancy Coleman, Board Coach stated according to board policies Superintendent Goals should get established at the main meeting.

Other Bull stated the reason for the goals for the superintendent after he is hired is to provide guidance for him from the board which she felt he needed to guide him on which way the school should go.

Scalpcane stated to the board chair that he would like to see a salary schedule with years experience for class b schools. He thought the amount the Superintendent is requesting is excessive especially with the financial crunch the district is facing.

Nancy asked the board if they wanted her to come up with the state salary schedule. Knobloch stated that she would like to see a schedule with salary and years experience.

Bryan did get some figures from the Montana School Board Association.

Other Bull asked the board if they wanted to see a state salary schedule from Nancy Coleman. Scalpcane agreed on seeing something like that.

Nancy agreed on getting some more accurate information other than from Montana School Boards who aren't always accurate.

Knobloch stated that Bryan now receives over \$100,000 per year with all of the insurance, utilities and housing being paid for him.

Other Bull spoke on the cuts they are facing this year which for sure. She stated she heard some alarming news about the budget shortages from Candy.

Kott stated that he put the contract of \$85,000 as a negotiating amount but it is currently \$80,000 which can not be less than that. Knobloch stated that the old contract is no good no more because they are negotiating a new one. Kott stated that even if he was renewed \$80,000 would still be his salary by the wording of his contract. Knobloch stated she would like a copy of the old contract.

Scalpcane stated due to budget shortages the superintendents and administrators should be working on where the cuts are going to be made. Kott stated that they are there and he has the elementary done and is working on two or three different proposals for the high school due to overstaffing up there.

Other Bull stated that she told Bryan that they will need to meet constantly due to the cuts the district is facing. We need to find out where the cuts are going to be and if people are going to be cut they need to be notified a couple of months prior so they can be prepared. These meeting will need everyone's input.

Beartusk spoke on the tenure bill at the state level which will be better for our school board when making hiring decisions. If anyone wanted information regarding this bill she would need everyone's email.

Bryan Anderson spoke regarding the contract stating it is the same as last year contract, he thought that the contract needed to be decided on today and move on. Anderson stated that the fact Kott is willing to stay at \$80,000 is fair.

White Crane thought that Kott's contract should be based on performance and not on certification.

Knobloch stated that he will be making more than other superintendent's in class b schools and she thought Kott's contract should stay at \$80,000 and leave it at that. Give him a year to improve and maybe next year look at giving him the extra \$5000 it is still a lot of money with having all of his expenses paid.

Mitchell asked what Kott thought, Kott stated like he said he was willing to negotiate and stay at \$80,000 also. Kott stated that he sees the performance issue but it's hard to show performance based on one year. Scalpane stated that they should see some referrals and discipline go down in the schools. Mitchell stated that there are administrators in the schools that are responsible of the daily operations and get a little tougher too to implement procedures. Knobloch and Scalpane stated it starts at the top. Mitchell advised Kott to start dinging his administrators for not doing their jobs that are mandated by the state or the board. Knobloch stated it starts from the top. Scalpane stated efficiency starts from the top.

Knobloch stated that she didn't agree with the evaluation tool and how do you score on the stuff that doesn't pertain to him.


Mitchell asked if the evaluation tool was new. Beartusk stated that it was an older tool but had been revised.

Mitchell moved and White Crane seconded to give Bryan Kott \$80,000 for the 2011-12 school year. All voted in favor with the exception of Knobloch, Scalpane and Limberhand who opposed.

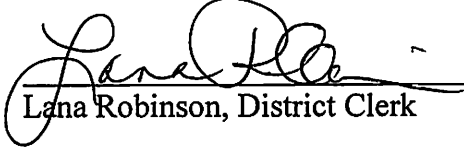
Other Bull stated that the board needed to meet on the goals and asked when negotiations are to start.

Limberhand changed her vote to approve on the previous vote.

ADJ. Mitchell moved and Anderson seconded to adjourn the meeting. All voted in favor. At 12:45 p.m. the meeting was adjourned.



Bertha Other Bull, Chairperson



Lana Robinson, District Clerk