

Swan River School District #4
1205 Swan Hwy
Bigfork, MT 59911

June 4, 2018

The Swan River School Board of Trustees met in special session on Monday, June 4, 2018 at 3:30 p.m. in the sixth-grade room to consider business to come before the board. Brooke Johnston presided over the entire meeting.

MEMBERS PRESENT: Brooke Johnston, Dan Elwell, Luke Adamson, & Nels Hammack

ALSO PRESENT:

Principal Marc Bunker, District Clerk Dee Johnson, Liz Richmond, Brandy Vickrey, Bud Gaiser, Jen Woll, Brianne Fuzesy, Denise Borg, Kate Butts, Megan Fitzpatrick, Shelley Emslie, Todd Emslie, Maggie Goff, Shanna Burchwell, and Sue Stephens

CALL TO ORDER:

Meeting called to order at 3:35

APPROVE AGENDA

Motion to approve agenda for June 4, 2018

Motion: Dan

Second: Luke

Passed unanimously

ACTION ITEMS:

A: Discussion and clarification of negotiations

Brooke started out the meeting and said the board would like to clear up any misunderstanding and would like everyone to understand more about the budget. Teachers have agreed to a 1% and the board would like the same insurance benefit for everyone on staff. Dan talked about the budget, and how our money is put into the budget with ANB

Talked about how much steps and lanes are and percentage on raises. Coming off of a 3-year average, we are still coming off a high number which is dropping off, with class numbers disappearing.

Dan feels there's tension between the board and staff and doesn't want the staff to think the board doesn't care about them. Dan went over a survey among schools with salaries, insurance, ANB etc..

Building reserve levy carries over from year to year

Todd stated that everyone knew that the insurance was to be brought up to even for everyone. Preliminary budget comes from the state in march and that is when everyone starts working on negotiations, and what they can ask for. Dan feels a 2% is too much of a gamble with our budget, he doesn't want to have to cut staff. Asking for building reserves to run the building and then giving the staff a raise does not set right with tax payers. Todd asked if we can assume that there may be a lot of money left over. Dan feels the 1% offered was not respected. Todd said they accepted the 1% and appreciate it, feels that more could have been offered. The board is in charge of curriculum. The teachers are in charge of their classrooms. Todd talked about steps & lanes. Lanes cost teachers extra to earn credits to move over lanes. Some are not able to do that. Shelley stated that she is all the way over in lanes and is still putting money towards her education and lanes are not automatic raises.

Dan said we are the only school that pays out 1/3 of sick leave Dan wants to be approached, Liz said Dan approached a teacher, talking about negotiations beyond the two representatives. Dan

said there was miscommunication that the teacher felt threatened for her job.

Shanna feels we need to put professionalism first.

Brooke feels that as soon as we start negotiations everyone is oversensitive and feels negativity from some staff.

Negotiations are taken very personal. Liz feels it is the most stressful time of year. Brooke feels the sensitivity happens as soon as the budget comes out. Teachers don't feel they are avoiding the board, but they have representatives to represent them.

Dan wished the teachers would have come to the previous meeting. Feels maybe in the future some teachers should be involved when we go over budget.

Dan feels if he is wrong, we have extra money and everyone has a job.

Dan stated he appreciates everyone and knows they are not in it for the money. Left the meeting on good terms. Staff stated they appreciate the board and the board and the board appreciates staff.

Adjourn:

Motion to adjourn meeting at 4:16

Motion: Brooke Johnston

Seconded: Luke Adamson

Passed unanimously

Brooke Johnston, Board Chair

Dee Johnson, District Clerk