

AGENDA
REGULAR MEETING OF THE TRUSTEES OF JEFFERSON HIGH SCHOOL DISTRICT # 1
*** 6:00 p.m. May 10, 2011 ***

Jefferson High School Library

(Board packet available upon request at the Central Office.)

- A. Call to order-Chairperson**
1. *Pledge of Allegiance*
- B. Consent Agenda** Approval of Previous Minutes and High School Claims and Accounts
- C. Announcements and Public Comment.** THE BOARD WELCOMES AND ENCOURAGES PUBLIC COMMENT. ANYONE WISHING TO ADDRESS THE BOARD IS ENCOURAGED TO DO SO WITH THESE STIPULATIONS:
1. The Board may limit the amount of time for comment if they become extensive.
 2. If the speaker begins to infringe on the right to privacy of another, the Board may interrupt and end the comments on that issue.
 3. Even if the comments are entirely appropriate, the Board will not take any action on them at this meeting. To insure that others who want to address the same issue have the opportunity to do so, the item may be placed on the agenda of a future meeting.
- D. Communication and Comments.**
1. Letters to the Board
 2. Student Council Report
 3. Staff Presentations
- E. Committee Reports.**
1. Negotiations/Personnel – A. Erickson, P. Lewis, S. Senechal
 2. Policy/Handbook – P. Lewis, S. Steketee, L. Bryant
 3. Budget/Insurance/Investments – D. Lorenzen, S. Senechal, K. Jackson
 4. Building/Grounds/Transportation – K. Jackson, A. Erickson
 5. Teaching/Learning – S. Steketee, D. Lorenzen, L. Bryant
- F. Unfinished Business**
1. Bids for Roof
 2. RIF
 3. Policy 3rd reading
 - a. 2410P – High School Graduation Requirements
 - b. 5122F – Background Check form
- G. Reorganization of the Board of Trustees – Action**
1. Canvass of Election
 2. Seating of New Members
 3. Election of Chairperson
 4. Election of Vice-Chairperson
 5. Appointment of Clerk
 6. Meeting Procedure/Agenda Format/Meeting Time/ Meeting Location
 7. Committee Appointments
- H. New Business.**
1. Personnel
 - a. Substitute Applications
 - b. Winter Sports Evaluations/Recommendations
 - c. Coaching Vacancies
- I. Commendations and Recognition**
- J. Clerk's Report**
1. Budget Management Report
- K. Superintendent's Report**
1. AD Report

L. Follow-up/Adjournment

Publicizing correlates as more work is done

NEXT HIGH SCHOOL BOARD MEETING: 6:00 P.M. TUESDAY, June 21, 2011 – Jefferson High School

BOARD CHAIR-APPROVED AGENDA ITEMS ARE DUE IN THE DISTRICT OFFICE BY THE LAST FRIDAY OF THE MONTH PRIOR TO THE BOARD MEETING.

Board Objectives

Goals submitted by the board members are as follows:

Foster community spirit.

Build teacher relationships.

Increase attendance of board members at teacher meetings.

Finish meetings before 9:00 p.m.

School Goals:

1. Increase math scores
2. Increase reading scores
3. Design and implement a culture of academic excellence at Jefferson High School.

Seven Correlates of Effective Schools

1. **Instructional Leadership**
Administrative Structure
Best practices
2. **Clear and Focused Mission**
Plan the Work and Work the Plan
Recruiting and staff development strategies
Maximize the potential of each student
Comprehensive individualized student school and career planning
3. **Safe and Orderly Environment**
Buildings and Grounds
Anti-Bullying
4. **Climate of High Expectations**
High Student Activity participation
Every student can and will learn if given the resources
5. **Frequent Monitoring of Student Progress**
Student Performance (in math and in reading)
6. **Positive Community-School Relations**
District Enrollment
Serviced Learning
7. **Opportunity to Learn and Student Time on Task**
Technology (already done)
Bell-to-bell instruction
Monitoring attendance

All board meetings are generally held in the Jefferson High School Library, on the third Tuesday of each month at 6:00 p.m. (Exceptions often occur in May and August to follow legal requirements.)

For updates, call the district office at 225-3740.

04/20/11
09:46:36

JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 4/11

Over spent expenditure

Line #	Warrant	Vendor #/Name	Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj Proj
Line #	Invoice #/Inv Date/Description	Line Amount					
13016 1	1079 GAGNON'S DIGITAL IMAGING 51427 03/18/11 copies	396.58 396.58			201	100-1000	440
13017 1	631 CRESCENT ELECTRIC SUPPLY CO. 51460739 03/08/11 drop in lights	821.60 821.60	6834	201	100-2600	615	
13018 1	4201 BRUCE, BECKY pathway mileage	144.00 144.00*		215	100-1000	582 111	
13019 1	2284 HUMPHREY, SAMANTHA pathway mileage/ Butte	80.00 80.00*		215	100-1000	582 111	
13020 1	4449 EARTHWALK 20110215 03/15/11 3 key sets for aya smartc	22.00 22.00	6843	201	100-1000	610	
13021 1	1191 HERMITAGE ART COMPANY, INC. 828877 03/17/11 grad program covers PO Accounting (Org/Prog/Func/Obj/Proj: -100-2400-610-	75.00 75.00	6480	201	999		
13022 1	4503 ELEMENTS CONSIGN & DESIGN 14187 03/27/11 48 " LCD Flatpanel TV	400.00 400.00*	6859	201	100-1000	660	
13022 2	15 A-1 RENTALS 03/18/11 lawn edger 03/25/11 lawn edger	123.13 49.50* 73.63*		201 201	100-2600 100-2600	440 440	
13024 1	3766 ACADIA HEALTHCARE 4719683 02/28/11 altacare	6,203.46 6,203.46*		215	280-1000	330 524	
13026 1	386 BOULDER AUTO DIESEL & WELDING 16255 01/12/11 oil pan heater	66.95 66.95		201	100-2600	615	
13027 1	3374 J.W.PEPPER & SON, INC. 3280626 02/10/11 music selections PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-	78.09 78.09	6503	201	999		
13028 1	4459 BMC SELECT 11619563 03/25/11 Archway materials	109.80 109.80*	6836	215	465-1000	610 65	
13029 1	1721 MT COUNCIL ON ECONOMIC EDUCATION 3316 03/24/11 stock market game fee	75.00 75.00		215	451-1000	610 61	

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For the Accounting Period: 4/11

Over spent expenditure

Line #	Warrant	Vendor #/Name	Amount	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj
13030		608 CAROLINA BIOLOGICAL	142.70						
1		47615132 03/21/11 adv. biology supplies		27.90	6494	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -100-1000-610-							
2		47615132 03/21/11 adv. biology supplies		18.48		201	100-1000	610	
3		47615139 03/21/11 adv. biology supplies		96.32		201	100-1000	610	
13031		4234 WELLS FARGO FINANCIAL LEASING	168.75						
1		6765565233 03/19/11 front office copier		168.75*		201	100-1000	840	
13032		1645 VERIZON BUSINESS	124.36						
1		9302495 03/25/11 jhs service		124.36		201	100-2400	531	
13033		4454 HELENA SAND & GRAVEL	16.42						
1		118087 03/17/11 concrete sand		8.20		201	720-3500	610	
2		118309 03/31/11 concrete sand		8.22		201	720-3500	610	
13034		3583 HOME DEPOT CREDIT SERVICES	1,179.80						
1		9201309 03/17/11 art room lumber		1,179.80*	6863	215	100-2600	440	111
13035		1569 MAFCS	125.00						
		03/28/11 MAFCS registration		125.00	6858	215	394-1000	582	63
13036		3741 TIZER GARDENS	119.25						
1		4327-5 03/28/11 uv stabilized ties/fence		119.25*		215	465-1000	610	65
13037		4097 NORTHLAND FINANCIAL	2,494.75						
1		04/01/11 April 11 Bus Pymnt		1,279.25		210	100-2700	840	
2		04/01/11 April 11 2nd Bus Pymnt		1,215.50		210	100-2700	840	
13038		1183 HARLOW'S SCHOOL BUS SERVICE, INC.	9,971.55						
1		04/01/11 Bus Contract		12,466.30		210	100-2700	513	
2		04/01/11 Lease Pymnt		-1,279.25		210	100-2700	513	
3		04/01/11 2nd Lease Pymnt		-1,215.50		210	100-2700	513	
13039		888 EBSCO SUBSCRIPTION SERVICES	622.00						
1		02/20/11 magazine subscriptions		622.00	6488	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -100-2220-650-							
13040		3583 HOME DEPOT CREDIT SERVICES	1,090.54						
1		03/24/11 art room materials		618.54*	6867	215	100-2600	440	111
2		03/24/11 heaters for tennis		472.00*	6867	201	720-3500	660	

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Line #	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj
13041	1183 HARLOW'S SCHOOL BUS SERVICE, INC.	1,349.91					
1	03/01/11 athletic						
2	03/01/11 activity	116.07		201	720-3500	582	
3	03/01/11 service learning	1,000.11		201	710-3400	582	
		233.73*		215	465-1000	582	65
13042	2134 POSITIVE PROMOTIONS	234.27					
1	4059205 03/25/11 teacher appreciation	234.27	6850	201	100-2300	800	
13043	1181 HAMMOND & STEPHENS CLASSROOM	142.40					
1	2045001358 03/25/11 academic awards	142.40	6482	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -100-2400-610-						
13044	4245 NARDIELLO, JENNIFER	9.94					
1	04/01/11 service learning supplies	9.94*		215	465-1000	610	65
13045	4297 COMDATA	3,895.23					
1	20139633 04/01/11 jhs route						
2	20139633 04/01/11 athletic	3,151.68		210	100-2700	624	
3	20139633 04/01/11 activity	39.21		201	720-3500	582	
4	20139633 04/01/11 custodial	337.86		201	710-3400	582	
	20139633 04/01/11 drivers ed	96.95		201	100-2600	624	
	20139633 04/01/11 jhs ad activity	120.23*		218	100-1000	624	
	20139633 04/01/11 service learning	41.26		201	710-3400	582	
8	20139633 04/01/11 8th grade	78.96*		215	465-1000	582	65
		29.08*		201	100-2100	582	
13046	3583 HOME DEPOT CREDIT SERVICES	267.66					
1	04/01/11 art room construct. supplies	267.66*		215	100-2600	615	111
13047	899 EMPIRE OFFICE MACHINES, INC.	162.14					
1	212689 03/29/11 ballot paper/envelopes	162.14*	6860	201	100-2500	310	
13048	1451 L & P GROCERY	174.88					
1	2601230330 03/30/11 chemistry/science supplie	46.62	6589	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-						
2	1464610330 03/30/11 fcs supplies	20.25	6574	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-						
3	1268790330 03/30/11 fcs supplies	15.71	6574	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-						
4	2264810302 03/02/11 fcs supplies	2.50	6574	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-						
5	1268190303 03/03/11 fcs supplies	10.62	6574	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-						
6	1265710309 03/09/11 fcs supplies	2.38	6574	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-						
7	1469550314 03/14/11 fcs supplies	35.74	6574	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-						
8	2227110321 03/21/11 fcs supplies	13.26	6574	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-						

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Over spent expenditure

Line #	Warrant	Vendor #/Name	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj
9		1471950328	03/28/11 fcs supplies	24.21	6574	201 999			
	PO Accounting		(Org/Prog/Func/Obj/Proj: -390-1000-610-						
10		1373180321	03/21/11 fcs supplies	3.59	6574	201 999			
	PO Accounting		(Org/Prog/Func/Obj/Proj: -390-1000-610-						
13049		2276 SAFEWAY		40.97					
1		1872089	03/21/11 fcs supplies	40.97	6577	201 999			
	PO Accounting		(Org/Prog/Func/Obj/Proj: -390-1000-610-						
13050		3766 ACADIA HEALTHCARE		2,160.13					
1		746340	04/04/11 altacare	2,160.13*		215 280-1000		330	524
13051		4376 WHEALON, JAMES		667.75					
1			01/12/11 superintendent travel reimb.	667.75		201 100-2300			582
13052		1451 L & P GROCERY		17.11					
1		2616820404	04/04/11 biology/ecology supplies	17.11	6495	201 999			
	PO Accounting		(Org/Prog/Func/Obj/Proj: -100-1000-610-						
13053		937 FOLLETT LIBRARY SERVICES		300.62					
1		344384F-1	03/25/11 books	292.10	6487	201 999			
	PO Accounting		(Org/Prog/Func/Obj/Proj: -100-2220-640-						
		344384F-1	03/25/11 books	8.52		201 100-2220			640
13054		2021 PEARSON EDUCATION		40.38					
1		BK63527976	03/30/11 recipe cards	30.00	6723	201 390-1000			610
2		BK63527976	03/30/11 recipe cards	10.38		201 390-1000			610
13055		3545 MT SCHOOL COUNSELOR ASSOCIATION		145.00					
1			03/26/11 MSCA Registration fee	145.00*	6842	201 100-2100			582
13056		1377 JOHNSON CONTROLS		156.50					
1		1263009056	03/30/11 welding unit repair	156.50*		201 100-2600			440
13057		3481 MT DOJ CRIMINAL RECORDS		29.25					
1		25197	03/18/11 Burton prints	29.25*	6848	201 100-2300			610
13058		4129 SNAP ON BUSINESS SOLUTIONS		50.00					
1		100806028	03/28/11 software updates	45.00	6582	201 999			
	PO Accounting		(Org/Prog/Func/Obj/Proj: -390-1000-680-						
2		100806028	03/28/11 software updates	5.00		201 390-1000			680
13059		608 CAROLINA BIOLOGICAL		35.19					
1		47626752	03/31/11 Ref PO#6494 Bio Supplies	35.19	201	100-1000			610

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JEFFERSON HIGH SCHOOL
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For the Accounting Period: 4/11

Over spent expenditure

Claim Warrant	Vendor #/Name	Amount						
Line #	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj	
13060	385 BOULDER MONITOR & JEFFERSON CO.	720.50						
1	12088 03/09/11 panther press							
		720.50*	6661	201	100-1000		550	
13061	4253 T.E.S.T.	344.00						
1	6580 02/08/11 lamp for smartboard							
2	6580 02/08/11 lamp for smartboard							
		294.00*	6814	228	100-1000		610	
		50.00*		228	100-1000		610	
13062	2793 AMERICAN WELDING & GAS, INC.	578.82						
1	1224168 03/31/11 mig wire							
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-	205.56	6572	201	999			
2	1224167 03/31/11 classic blade							
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-	189.50	6572	201	999			
3	1214867 03/21/11 chisel hammer							
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-	81.48	6572	201	999			
4	1214866 03/21/11 headgear							
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-	17.24	6572	201	999			
5	1224169 03/31/11 gas							
	PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-	85.04	6572	201	999			
13063	899 EMPIRE OFFICE MACHINES, INC.	80.84						
	171158-001 04/04/11 FCS supplies							
	171158-002 04/05/11 FCS supplies							
		32.01	6876	201	390-1000		610	
		48.83	6876	201	390-1000		610	
13064	1737 NORTHWESTERN ENERGY	8,562.80						
1	856280 04/01/11 March 11 electric							
2	856280 04/01/11 March 11 gas							
		3,759.65		201	100-2600		412	
		4,803.15		201	100-2600		411	
13065	2607 MCGRAW-HILL COMPANIES	1,761.12						
1	6041461100 03/31/11 Drivers Ed books							
2	6041461100 03/31/11 Drivers Ed books							
		1,620.75*	6864	218	100-1000		640	
		140.37*		218	100-1000		640	
13066	2717 CITY OF BOULDER	1,603.35						
1	04/05/11 April 11 water/sewer							
		1,603.35		201	100-2600		421	
13067	1086 GIULIO DISPOSAL SERVICES, INC.	141.00						
1	63886 03/31/11 March 11 service							
		141.00*		201	100-2600		431	
13068	1650 MEADOW GOLD DAIRY	219.00						
1	60206923 03/07/11 milk							
2	60206964 03/10/11 milk			201	910-3100		630	
3	60207004 03/14/11 milk			201	910-3100		630	
4	60207043 03/17/11 milk			201	910-3100		630	
5	60207082 03/21/11 milk			201	910-3100		630	
6	60207158 03/28/11 milk			201	910-3100		630	
7	60207200 03/31/11 milk			201	910-3100		630	
		24.00		201	910-3100		630	

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JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 4/11

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. Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount				Acct/Source/		
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Prog-Func	Obj	Proj	
13069		3462 PBS DISTRIBUTION	45.93						
1		800060497 03/30/11 science supplies	45.22	6497	201	999			
	PO Accounting	(Org/Prog/Func/Obj/Proj: -100-1000-610-							
2		800060497 03/30/11 science supplies	0.71		201	100-1000		610	
13070		1181 HAMMOND & STEPHENS CLASSROOM	22.43						
1		2045001363 04/01/11 message book/planner	7.60	6482	201	999			
	PO Accounting	(Org/Prog/Func/Obj/Proj: -100-2400-610-							
2		2045001363 04/01/11 message book/planner	14.83		201	100-2400		610	
13071		157 ACE HARDWARE	739.60						
1		38305 03/31/11 construction supplies	16.99		201	390-1000		610	
2		various 03/01/11 Ref PO# 23223 Maintenance	722.61		201	100-2600		615	
13072		4097 NORTHLAND FINANCIAL	2,494.75						
1		18 05/01/10 May 10 Bus Pymt	1,279.25		210	100-2700		840	
2		18 05/01/10 May 10 2nd Bus Pymt	1,215.50		210	100-2700		840	
13073		1183 HARLOW'S SCHOOL BUS SERVICE, INC.	9,971.55						
1		05/01/11 Bus contract	12,466.30		210	100-2700		513	
		05/01/11 Lease Pymt	-1,279.25		210	100-2700		513	
		05/01/11 2nd Lease Pymt	-1,215.50		210	100-2700		513	
13074		1451 L & P GROCERY	11.73						
1		1269980405 04/05/11 chemistry/science supplie	11.73	6589	201	999			
	PO Accounting	(Org/Prog/Func/Obj/Proj: -100-1000-610-							
13075		1451 L & P GROCERY	9.26						
1		1424370411 04/11/11 biology/ecology supplies	9.26	6495	201	999			
	PO Accounting	(Org/Prog/Func/Obj/Proj: -100-1000-610-							
13076		1365 JEFFERSON COUNTY TREASURER	159.21						
1		1772 04/11/11 register of names	159.21*		201	100-2500		310	
13077		3016 SUBWAY-ANACONDA	210.89						
1		467433 07/08/11 Ref PO# 23221 Music Fest.	210.89		201	710-3400		582	
13078		3766 ACADIA HEALTHCARE	2,387.80						
1		4784683 04/12/11 altacare	2,387.80*		215	280-1000		330 524	
13079		3088 SHI INTERNATIONAL CORP.	102.44						
1		B00267865 04/11/11 admin asst. win Pro 7	102.44	6872	201	100-2500		680	

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JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 4/11

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Over spent expenditure

Warrant	Vendor #/Name	Amount					
Line #	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj
13080 1	899 EMPIRE OFFICE MACHINES, INC. 171157-002 04/12/11 election stamps/labels	66.38 66.38*	6873	201	100-2500	310	
13081 1	3766 ACADIA HEALTHCARE 481279 04/18/11 altacare	1,401.66 1,401.66*		215	280-1000	330	524
13082 1	3922 LUTKEHUS, BRETT 05/01/11 May 11 admin fees	40.00 40.00		201	100-1000	260	
13083 1 2	612 AMSAN CUSTODIAL SUPPLY 242813236 04/08/11 complete finish 242813236 04/08/11 complete finish	476.04 468.44 7.60	6866	201	100-2600 100-2600	615 615	
13084 1	4064 MOUNTAIN CONTROLS, INC. 3668 04/07/11 flew switch	475.00 475.00*		201	100-2600	440	
13085 1	4478 GETTEN, TANYA 04/14/11 MSCA Con. Mileage	91.80 91.80*		201	100-2100	582	
13086 1	4478 GETTEN, TANYA 04/14/11 MSCA Conference Per Diem 2706 LOCK SHOPPE 04/19/11 keys	22.00 22.00* 6.00 6.00*		201	100-2100 100-2600	582 440	
13088 1	1079 GAGNON'S DIGITAL IMAGING 51670 04/18/11 copies	308.98 308.98		201	100-1000	440	
Total:		67,584.94					
		67,584.94					

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JEFFERSON HIGH SCHOOL
Fund Summary for Claims
For the Accounting Period: 4/11

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Fund/Account	Amount
201 HIGH SCHOOL GENERAL FUND 101	\$22,080.58
210 HIGH SCHOOL TRANSPORTATION FUN 101	\$28,084.28
215 HIGH SCHOOL MISC PROGRAMS FUND 101	\$15,194.73
218 HIGH SCHOOL TRAFFIC EDUCATION 101	\$1,881.35
228 TECHNOLOGY FUND 101	\$344.00
Total:	\$67,584.94

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JEFFERSON HIGH SCHOOL
Claim Approval List
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Over spent expenditure

Line #	Warrant	Vendor #/Name	Amount	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj
13089		1183 HARLOW'S SCHOOL BUS SERVICE, INC.	9,971.55						
1		06/01/11 Bus Contract		12,466.30		210	100-2700	513	
2		06/01/11 lease pymt		-1,279.25		210	100-2700	513	
3		06/01/11 2nd lease pymt		-1,215.50		210	100-2700	513	
13090		5000 COSTCO	14.90						
1		1110430360 04/20/11 fcs supplies		14.90	6576	201	999		
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
13091		4507 LANSCHOOL	599.00						
1		7991 04/18/11 3 year license/Comp. Mon.		599.00	6879	215	396-1000	680	62
13092		3509 HOLIDAY INN - BOZEMAN	89.81						
1		9012 04/18/11 MSCA Lodging		89.81*	6849	201	100-2100	582	
13093		3959 AMERICAN EXPRESS	748.37						
1		04/19/11 National Skills Lodging		748.37		215	395-1000	582	64
13094		3766 ACADIA HEALTHCARE	2,731.44						
1		4840263 04/25/11 altacare		2,731.44*		215	280-1000	330	524
		3308 CDW-GOVERNMENT INC.	131.56						
		XCD9288 04/14/11 antec power supply		131.56*	6877	228	100-1000	610	
13096		1451 L & P GROCERY	12.30						
1		2267560414 04/14/11 chemistry/science supplie		12.30	6589	201	999		
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-							
13097		375 MSHWP/BCBS OF MONTANA	2,027.36						
1		05/01/11 Ret. Prem		2,027.36		201	100-1000	260	
13098		4509 MCDONALDS - ANACONDA	93.20						
1		04/09/11 Ref PO# 23222 Dist. Music		93.20		201	710-3400	582	
13099		3930 NORTHERN INDUSTRIAL HYGIENE	440.00						
1		16378 04/21/11 asbestos testing		440.00*	6862	215	100-2600	440	111
13100		781 EAGLE GLASS	72.13						
1		110423 band door glass		72.13*		201	100-2600	440	
13101		1987 PACIFIC STEEL	2,018.75						
1		593291 04/18/11 steel for welding		2,018.75	6573	201	999		
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							

04/28/11
10:24:21

JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 4/11

Page: 2 of 3
Report ID: AP100

Over spent expenditure

Line #	Warrant	Vendor #/Name	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj Proj
13102		2662 TOWNHOUSE INNS		1,560.80				
1		04/11/11 skills usa lodging		1,522.40	6828	201	710-3400	582
2		04/11/11 skills usa lodging		38.40		201	710-3400	582
13103		2152 QWEST		54.96				
1		549600 04/13/11 April/May 11 charges		54.96		201	100-2400	531
13104		3374 J.W.PEPPER & SON, INC.		295.39				
1		03286209 04/19/11 music selections		295.39	6503	201	999	
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-						
13105		5000 COSTCO		35.96				
1		04/27/11 fcs supplies		35.96	6576	201	999	
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-						
13106		3959 AMERICAN EXPRESS		153.03				
1		04/27/11 teacher appreciation		121.74	6889	201	100-2300	800
2		04/27/11 fcs supplies		17.64		201	390-1000	610
3		04/27/11 fcs supplies		13.65		201	390-1000	610
13107		1377 JOHNSON CONTROLS		3,336.00				
		1274346490 04/18/11 Mar 11- Feb 12 Serv. Agree		3,336.00*		201	100-2600	440
		Total:		24,386.51				
				24,386.51				

04/28/11
10:24:21

JEFFERSON HIGH SCHOOL
Fund Summary for Claims
For the Accounting Period: 4/11

Page: 3 of 3
Report ID: AP110

Fund/Account	Amount
201 HIGH SCHOOL GENERAL FUND	
101	\$9,764.59
210 HIGH SCHOOL TRANSPORTATION FUN	
101	\$9,971.55
215 HIGH SCHOOL MISC PROGRAMS FUND	
101	\$4,518.81
228 TECHNOLOGY FUND	
101	\$131.56
Total:	\$24,386.51

May 8, 2011

Boards of Trustees of:
Jefferson High School and Whitehall High School

RE: Graduation 2012

As many of you are aware, the graduation dates and times for the two schools have been exactly the same for the past several years. Our large family has members in both schools and has had children graduate on the same day at the same time. This has created a dilemma especially for their grandparents and to some extent, their aunts and uncles. We chose not to request a change previously because the two students (boys!) didn't feel it was necessary.

However, as you Whitehall people know, Dylan Smith was diagnosed with encephalopathy just past his 1st birthday. He has worked diligently to walk, use his hands, and gain limited speech over the past 16 years. His graduation will be an incredible milestone in his life. He is a blessing to our family and is particularly close to the cousins his own age – Mariah (Carey), Chad (Bullock), and Matt (Gagnon). Matt's graduation from Bozeman High will occur in June and will not conflict with either of the other two. But, as you can see, Mariah and Chad (and their immediate families) will not be able to attend Dylan's graduation as the dates and times stand presently.

Therefore, we respectfully request that each board consider moving the time of their graduation forward or backward 1 ½ to 2 hours to give the graduates and their families the opportunity to participate in one graduation and to travel between the two towns for the following graduation.

Sincerely,

Lorie Carey, Robin Smith, Megan Bullock
Lorie Carey, Robin Smith, Megan Bullock
& the extended Carey family

BOULDER ASSOCIATION OF TEACHERS

PO Box 1346
Boulder, MT 59632

May 9, 2011

Boards of Trustees
Boulder Elementary School
Jefferson High School
Boulder, MT 59632

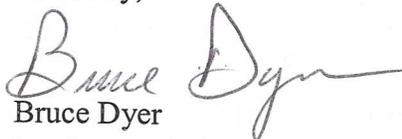
Dear Board Members,

The Boulder Association of Teachers has voted to ratify the Collective Bargaining Agreement for the 2011-2012 and 2012-2013 contract years, with the changes and additions proposed and tentatively agreed to by the negotiators as of the last negotiations session held on May 2, 2011.

It has come to my attention that the JHS Board has since proposed the addition of an extra-curricular position for cheer/dance coach, fall and winter, to the JHS extra-curricular schedule. Let it be known that this change was not part of the agreement voted on by the membership, and therefore has not been ratified, so it will need to be addressed separately.

In addition, the Association met to consider insurance options for the 2011-2012 school year. It is the recommendation of the membership that we keep the same policies and coverage that we currently have, with MSHWP / Blue Cross-Blue Shield as our carrier.

Sincerely,



Bruce Dyer

President, Boulder Association of Teachers

Lorie, the letter I sent over to you yesterday concerning the negotiated agreement indicated that we had not voted on the dance coach position when we ratified the contract. The Association has since determined that the language change to the JHS extra-curricular schedule concerning this dance coach position is acceptable to us. Please attach this e-mail to the ratification letter and let the JHS Board know.

Thanks,
Bruce Dyer, BAT President

----- Forwarded message -----

From: **Britton Mann** <bmann3@bgs.k12.mt.us>

Date: Tue, May 10, 2011 at 1:37 PM

Subject: Fwd: contract

To: Lorie Carey <lorie.carey@jhs.mt.gov>

Melody asked that I forward this on to you, she was having trouble getting her email to go to you.

----- Forwarded message -----

From: **melody grant** <melody.grant@bgs.k12.mt.us>

Date: Tue, May 10, 2011 at 10:46 AM

Subject: contract

To: lori.carey@jhs.k12.mt.us, Britton Mann <bmann3@bgs.k12.mt.us>

Lori and Britton:

I'm sending you both the copy of the contract we worked on in negotiations, thought it might help you with the changes made. On the first page is the key to what the color coding means.

The High school dance coach lang. needs to be added in as follows:

Issue/changed wording:

ADD THE ASS'T CHEER/DANCE COACH TO THE JHS EXTRACURRICULAR MATRIX UNDER GROUP 1, AND LIST FOR BOTH FALL AND WINTER, I.E. "Asst Cheer/Dance – Fall", and "Asst Cheer/Dance – Winter".

REVISE THE GROUP 2 "CHEER – FALL", AND "CHEER – WINTER" POSITIONS TO "CHEER/DANCE – FALL", AND "CHEER/DANCE – WINTER" to help clarify that position.

--

Britton Mann

Clerk, Boulder Elementary

406-225-4206 phone

406-225-9218 fax

britton.mann@bgs.k12.mt.us

JEFFERSON HIGH SCHOOL Sub-Committee Meeting

Committee: Policy

Chairperson: Pat Lewis
Members: Lynne Bryant, Sabrina Steketee

Date: **ONGOING ONLINE**

Time: Site available for review and discussion 24 hours a day

Place: **Website: <http://gmind.org/keywork/?da=JHSPolicy>**

CURRENT AGENDA

- **Open Gym/Facility Use Policy.** The committee is reviewing the policies, procedures and documents regarding facility use and open gym, will gather community input and recommend changes to clarify board intent.
- **Activity/Athletics Program Structure and Evaluation.** The committee is reviewing the activity/athletics survey process and hoping to put in place a continuous improvement structure for all our activity/athletics programs.

You can access this site from any computer that has internet access. Just type the website address in to your internet browser (like Internet Explorer).

On the site, you can:

- *Download a searchable Adobe PDF file of all district policies*
- *Review the information we have put together for particular policy topics we are working on*
- *Add your own input to the discussion on the topic.*

For more information or help with accessing the website, please contact Sabrina Steketee at (406)431-1285.

Policy No. & Recommendation	1 st	2 nd	3 rd
<p>2410P (Revised Policy) - High School Graduation Requirements 2/10/11: Committee recommendation: strike lines 42-44; adopt. 2/15/11: missed agenda deadline; deferred until March board meeting 3/15/11: 1st reading. Board moved to reduce credits needed from 24 to 21. Revise lines 42-44; go to second reading. 4/19/11: 2nd reading passes with board approval; go to 3rd reading 5/10/11:</p>	3/15	4/19	5/10
<p>5328P (Revised Policy) - Family Medical Leave 2/10/11: Committee recommendation: need further clarification on what is "required". Conflicts with current JHS Collective Bargaining Agreement. No action. Asking Jim to follow up with MTSBA. 2/15/11: missed agenda deadline; deferred until March board meeting 3/15/11: Board tabled until clarification on what is "required". 4/19/11: MTSBA revisions do not apply to JHS; current JHS policy suffices with the following revisions: update lines 7-9 on JHS policy 5328 to reflect same language as found in JHS policy 5328p lines 9-12</p>	T		
<p>5328 - Family Medical Leave 4/19/11: Policy committee recommends revision of JHS policy 5328 to reflect same language as found in JHS policy 5328P lines 9-12; then go to first reading. 5/10/11:</p>	5/10		
<p>5122F (Revised Form) - Authorization to Release/Consent to Fingerprint for Background Check 2/10/11: Committee recommendation: Replace current form after deleting line 10 & 11. 2/15/11: missed agenda deadline; deferred until March board meeting. 3/15/11: Board moved to adopt form with lines 10 & 11 deleted. Go to 2nd reading. 4/19/11: 2nd reading passes with board approval; go to 3rd reading. 5/10/11:</p>	3/15	4/19	5/10

**AUTHORIZATION TO RELEASE INFORMATION,
INCLUDING CONSENT TO FINGERPRINT BACKGROUND CHECK**

5122F

To Whom It May Concern:

I, _____, am an employee of the District, am seeking employment, volunteer assignment, and/or approval to be selected as an on-call substitute with _____ School District (the District). I hereby expressly authorize release of any and all information of a confidential or privileged nature, **including confidential criminal justice information as defined in § 44-5-103(3), MCA**, to the staff of the District and its agents. I will provide a set of fingerprints, and understand that a fingerprint background check will be at my expense and will be deducted from the initial paycheck, unless other arrangements are made with the District Office.

I have have not [check one] been convicted or adjudicated* of any crime in any jurisdiction, besides minor traffic offenses. Attached, if necessary, is a complete description of the circumstances surrounding the crime(s) of which I have been convicted or adjudicated in any jurisdiction. I acknowledged that I have the right to obtain a copy of the fingerprint background check obtained by the District and to challenge its accuracy if necessary. I further acknowledge that my access to children may be denied prior to completion of the fingerprint background check. * *Adjudication - A passing of judgment of a court of law or a decision of a judge.*

I hereby release the District and any organization, company, institution, or person furnishing information to the District and its agents as expressly authorized above, from any liability for damages which may result from any dissemination of the information requested, subject to provisions of Title 44, Chapter 5, Part 3, MCA.

All statements and information provided within this application and attachments, if any, are true and complete. I understand that omission or misrepresentation of material fact may result in refusal of or suspension from employment.

This document is effective until revoked in writing by me.

SIGNATURE DATE

Print full name: _____

Print full address: _____

STREET CITY STATE ZIP

Birth Date: _____ Social Security Number: _____

STATE OF MONTANA)

: ss.

County of _____)

On this _____ day of _____, 20____, before me, a Notary Public for the state of Montana, personally appeared _____, known to me to be the person named in the foregoing Authorization to Release Information, and acknowledged to me that _____ executed the same as _____ free act and deed for the purposes therein mentioned.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my notarial seal the day and year in this certificate first above written.

(S E A L)

[name]
NOTARY PUBLIC for the state of Montana
Residing at _____, Montana
My commission expires: _____

13 Credits

21

14

15 Students shall be expected to earn a total of twenty-four (24) units in order to complete
16 graduation requirements. Special education students who have successfully completed their IEP
17 leading to completion of high school will be awarded a diploma.

35 awarded only once regardless of repetition of the course.

36

37 Dual Credit

38

39 Dual credit allows high schools students to simultaneously earn credit toward both a high school
40 diploma and college coursework that can lead to a postsecondary degree or certificate, or toward
41 transfer to another college. The primary purpose of offering dual credit courses is to deliver high
42 quality, introductory, college level courses to high-performing high school students. The
43 _____ School District ~~has dual credit partnerships with [name of post-secondary~~
44 ~~institutions]~~. Students interested in dual credit opportunities must meet with their building
45 administration to determine available options.
46

POLICY 2410P - High School Graduation Requirements

From board meeting 4/19/11: Insert Dual Credit paragraph, revise line 43 and 44, renumber lines.

43. Jefferson High School District recognizes dual credit for any accredited post secondary institution.

1 **Jefferson High School District #1**

2
3 **INSTRUCTION**

2410P
page 1 of 2

4
5 High School Graduation Requirements

6
7 Publication of Graduation Requirements

8
9 Prior to registering in high school, each student will be provided with a copy of the current
10 graduation requirements. Graduation requirements shall also be included in the student
11 handbook.

12
13 Credits

14
15 Students shall be expected to earn a total of twenty-four (24) units in order to complete
16 graduation requirements. Special education students who have successfully completed their IEP
17 leading to completion of high school will be awarded a diploma.

18
19 Waiver of Requirement

20
21 Graduation requirements generally will not be waived under any circumstances. However, in
22 rare and unique hardship circumstances, the principal may recommend and the Superintendent
23 approve minor deviation from the graduation requirements.

24
25 Alternative Programs

26
27 Credit toward graduation requirements may be granted for planned learning experiences from
28 accredited programs, such as university courses, and correspondence courses.

29
30 Credit for work experience may be offered, when the work program is a part of and supervised
31 by the school.

32
33 All classes attempted at Jefferson High School and all acceptable transfer credits shall be
34 recorded on the transcript. All grades earned, including failures and retakes, shall be recorded as
35 such and utilized in the calculation of Grade Point Average and class rank. Credit shall be
36 awarded only once, regardless of repetition of the course.

37
38 Honor Roll

39
40 A student must have a minimum grade-point average of 3.00 to be placed on the honor roll.
41 Specific information regarding honors at graduation are included in the student handbook.

42
43 Class Rank (Grade Point Average)

44
45 Class Rank is compiled from semester grades. Courses not eligible for GPA are designated with
46 an asterisk on the report card.

1
2
3
4 Honors and Awards
5

6 To be recognized during graduation ceremonies for any honors and awards, the graduating senior
7 must have attended Jefferson High School for at least one (1) semester and an accredited high
8 school which issues letter grades for at least seven (7) semesters.
9

10 Early Graduation
11

12 Students who want to complete their high school career prior to their fourth (4th) year of
13 attendance may do so under the following conditions:
14

- 15 1. They present a written request for early graduation to the principal prior to their last
16 semester in attendance.
17
- 18 2. They have completed all classes for graduation either at JHS or in residence at an
19 accredited high school.
20
- 21 3. No diploma will be issued until the date of normal graduation during the school year in
22 which they complete their requirements.
23
- 24 4. They will be allowed to participate in graduation ceremonies during that year provided
25 that they notify the school in writing not less than two (2) weeks prior to the date of
26 graduation and that they attend scheduled rehearsals.
27
28
29

30 Legal Reference: § 20-9-313, MCA Circumstances under which regular average number
31 belonging may be increased
32

33 Procedure History:

34 Promulgated on: February 2007

35 Revised on:

1 **Jefferson High School District #1**

2
3 **PERSONNEL**

5328

4
5 Family Medical Leave

6
7 Employees are eligible for benefits under the Family Medical Leave Act when the District has
8 fifty (50) or more employees. The Jefferson High School District #1 has less than fifty (50)
9 employees and therefore employees are not eligible for FMLA benefits.
10

11
12
13 Legal Reference: 29 CFR 825, 29 USC 2601, et seq. - Family and Medical Leave Act of
14 1993
15 §§2-18-601, et seq., MCA Leave Time
16 §§49-2-301, et seq., MCA Prohibited Discriminatory Practices
17

18 Policy History:

19 Adopted on: February 2007

20 Revised on:

TOTAL PROJECTED 2011-12 EXPENSES/REVENUES

2009-10 Non Salary Expenses	\$	490,768.62
2009-10 Year-end Purchases	\$	<u>132,249.22</u>
NET on-going expenditures	\$	358,519.40
 TOTAL Salary Expenses	 \$	 <u>1,500,601.67</u>
 TOTAL Projected Expenses	 \$	 1,859,121.07
 Anticipated Budget		 <u>1,764,895.33</u>
 Projected Shortfall in GF	 \$	 (94,225.74)

Anticipated revenue sources

Titles - regular	\$	20,000.00
Reap	\$	17,477.00
IDEA PP Passthrough	\$	8,500.00
Other funds	\$	<u>25,000.00</u>
	\$	70,977.00

Possible revenue sources

Title 1D2	\$	20,000.00
Flex	\$	<u>30,000.00</u>
	\$	50,000.00

2009-10 YEAR END EXPENDITURES

BOOKS		\$ 23,112.68
MINOR EQUIPMENT	photo	\$ 1,765.00
	laptops	\$ 13,693.54
	dishwasher	\$ 600.00
	vacuum	\$ 1,400.00
	flag pole	\$ 1,581.00
	concrete athlet	\$ 1,168.31
COMPUTER SOFTWARE	music tech	\$ 1,267.50
CHEM DISPOSAL		\$ 6,625.00
Air Cond - Server		\$ 4,980.00
flooring	band room	\$ 731.90
fire alarm		\$ 19,518.77
scrubber		\$ 13,900.00
phone system		\$ 19,948.00
sped books		\$ 1,648.54
saw/ saw stop		\$ 4,287.00
vocational equip		\$ 1,078.98
anatomy computer software		\$ 1,368.00
recover of weight equipm		\$ 1,200.00
Pole vault		\$ 12,375.00
		\$ 132,249.22

SALARY EXPENSES

Teachers	Salaries	Insurance
Vocational	\$ 116,541.13	\$ 25,626.30
Regular Ed	\$ 525,777.57	\$ 95,183.40
Counselor	\$ 18,154.50	\$ 3,660.90
Library	\$ 18,154.50	\$ 3,660.90
Sped	\$ 69,998.00	\$ 10,651.80
	\$ 748,625.70	\$ 138,783.30
	1.015	
	\$ 759,855.09	
Sec./Aides	\$ 74,590.19	\$ 29,287.20
Custodians	\$ 104,494.52	\$ 29,287.20
	\$ 179,084.71	\$ 58,574.40
Admin Assistant	\$ 12,710.33	\$ 7,321.80
Clerk	\$ 41,730.00	\$ 7,321.80
Supt	\$ 90,436.00	\$ 14,643.60
Tech Coordinator	\$ 29,601.20	\$ -
	\$ 174,477.53	\$ 29,287.20
AD	\$ 14,210.00	\$ 7,321.80
Athletic Stipends	\$ 70,273.00	\$ -
Activity Stipends	\$ 33,409.64	\$ -
	\$ 117,892.64	\$ 7,321.80
Retiree Insurance`		\$ 15,325.00
Substitute Salaries	\$ 20,000.00	
	\$ 20,000.00	\$ 15,325.00
	\$ 1,251,309.97	\$ 249,291.70
TOTAL SALARY EXPENSES	\$	1,500,601.67

Enter ANB and BUDGET DATA in BLUE fields on this page

This spreadsheet is provided to assist school districts with calculations for FY12 budget projections. Please note that the data needed to calculate exact budget limits is not yet available, and as such, the amounts generated on this spreadsheet should not be considered certifiable information from the Office of Public Instruction.

CO: County Name Jefferson
LE: District Name Jefferson H S

Elementary 3-Year Average (See "ANB" tab)

	FY10 ANB	FY11 ANB	FY12 ANB	Adj FY12 ANB	3-Year Ave ANB	FY 11 K Add on	FY 12 K Add on
E1	0	0	0	0	0	-	-
E2	0	0	0	0	0	-	-
E3	0	0	0	0	0	-	-
E4	0	0	0	0	0	-	-
E5	0	0	0	0	0	-	-
M1	0	0	0	0	0	-	-
M2	0	0	0	0	0	-	-

High School 3-Year Average (See "ANB" tab)

	FY10 ANB	FY11 ANB	FY12 ANB	3-Year Ave ANB
H1	238	208	217	221
H2	0	0	0	0

Districts Implementing a State Funded, Full-Time Kindergarten Program for the First Time:

	FY11 Fall Enrollment	FY11 Spring Enrollment	% of ensuing year kindergarten students to be offered full time program
E1	0	0	0%
E2	0	0	0%
E3	0	0	0%
E4	0	0	0%
E5	0	0	0%

Prior Year Constants:

Elementary Per ANB Entitlement (20-9-306, MCA)
Indian Education for All Entitlement (Per ANB) (20-9-329, MCA)

Current Year Constants:

Additional Percent of Special Ed in BASE 40%
Additional Percent of Special Ed in Maximum Budget 75%
Elementary Per ANB Entitlement (20-9-306, MCA(14(b))) 4,955
High School Per ANB Entitlement (20-9-306, MCA(14(a))) 6,943
Elementary Reduction per ANB (20-9-306, MCA) 0.20
High School Reduction per ANB (20-9-306, MCA) 0.50
Direct State Aid Percentage (20-9-308, MCA) 44.7%
Cutoff for reduction of Elem per-ANB entitlement (20-9-308, MCA) 1,000
Cutoff for reduction of HS per-ANB entitlement (20-9-308, MCA) 800
Elementary Basic Entitlement (20-9-306, MCA(6)) 23,033
Middle School Basic Entitlement (20-9-306, MCA(6)) 65,231
High School Basic Entitlement (20-9-306, MCA(6)) 256,003
Quality Educator Entitlement (Per Educator) (20-9-306, MCA(15)) 3,042
At-Risk Student Appropriation (20-9-328, MCA) 5,000,000
Indian Education for All Entitlement (Per ANB) (20-9-329, MCA) 20.40
American Indian Achievement Gap (Per Native American Student) (20-9-329, MCA) 200.00
FTE Add-On for Full Time Kindergarten Implementation 12.80
Oil and Gas (rev 3460) % required to estimate 0.25

Elem LE: [] HS LE: [0457]
K12 LE: []

Data Sheet Inputs:

Elem	HS	K-12
ENTER LE# IN K8	YES	ENTER LE# IN K9
150.55	150.55	150.55
50.18	50.18	50.18
ENTER LE# IN K8	32,976.37	
ENTER LE# IN K8	7,906.00	
ENTER LE# IN K8	18,125,993.34	ENTER LE# IN K9
ENTER LE# IN K8	18,126	ENTER LE# IN K9
ENTER LE# IN K8	15,693	ENTER LE# IN K9
ENTER LE# IN K8	5.00	ENTER LE# IN K9
ENTER LE# IN K8	1,865,635.49	ENTER LE# IN K9
ENTER LE# IN K8	267,146.77	ENTER LE# IN K9
ENTER LE# IN K8	100%	ENTER LE# IN K9
0.00	0.00	0.00
0.00	0.00	0.00
0.00	0.00	0.00
0.00	0.00	0.00

Coop Member?
Instructional Block Grant Rate per ANB
Related Service Block Grant Rate per ANB
Disproportionate Cost Reimbursement
FY 2012 Weighted GTB Subsidy Per Mill
2011 Taxable Value
Enter 2011 FTE
FY 11 Full-Time Equivalent Educators:
FY11 Title I Allocation
Native American Students:
FY11 Adopted Budget
FY11 Over-Base Levy Amt
% of Spec Ed Funding in Max
Number of Prior Yr BASE Mills Levied (Optional)
Number of Pr Yr Over-BASE Mills Levied (Optional)
Total Unreserved Fund Balance
Prior Year Excess Reserves Funding Over-BASE

Fill Cells to Right

NON-LEVY REVENUES	0.00
Actual FY11 Gen Fund Receipts (req'd to anticipate)	0.00
Anticipated (estimated)	0.00
Other (estimated)	0.00
Tuition to Fund OverBASE	22,500.00

Elementary	High School	K-12 District
FY12 Budget Summary:		
BASE (Minimum) Budget:	1,475,248.56	0.00
Maximum Budget Limit:	1,850,299.63	0.00
Highest Budget Without a Vote:	1,764,895.33	0.00
Highest Budget With a Vote:	1,868,055.93	0.00
PROPOSED ADOPTED BUDGET:	1,764,895.33	0.00
Increase in Over-BASE levy subject to voter approval:	0.00	
High School budget driven by 3-year average ANB		
FY12 General Fund Mill Summary:		
District Non-Isolated Mills:		
BASE Mills - Elementary:		Enter TV in Cell U17
BASE Mills - High School:		Enter TV in Cell U17
Over-BASE Mills:		Enter TV in Cell U17
Total General Fund Mills:		Enter TV in Cell U17
Enter TV in Cell Q17		
Enter TV in Cell Q17		
Enter TV in Cell Q17		

2011 Election Turnout

	Total Voters	Votes cast	% turnout	Absentee ballots		
				sent	returned	% returned
Montana City	1987	533	27%	441	271	61%
Boulder	1206	268	22%	225	160	71%
Clancy	1495	356	24%	320	185	58%
Jefferson City	430	82	19%	61	35	57%
Basin	176	29	16%	33	16	48%
	5294	1268	24%	1080	667	62%

CERTIFICATE OF ELECTION OF TRUSTEE

COPIES

THIS IS TO CERTIFY that at the Regular School Election of the Jefferson High School District No. 1 of Jefferson County, State of Montana, held on the 3rd day of May, 20 11, at (location) Boulder Clancy, Basin, MT + Jefferson, the candidate Lynne Bryant was duly elected to fill the office of Trustee for the term of 3 years, beginning on the 10th day of May, 20 11 and ending at the Trustee organizational meeting in May, 20 14.

Lorie J. Carey

Print District Clerk's Name

Lorie J. Carey

Signature of District Clerk

Jefferson High

School District No. 1

Jefferson

County, State of Montana

DATED this 4th day of May, 20 11

Please file the following oath with the county superintendent within fifteen (15) days of your receipt of this Certificate of Election. Upon completion of taking and filing the oath of office, you will have the rights and obligations of a Trustee of the School Board pursuant to Montana law and in accordance with 20-3-324, MCA. You will hold this position until your successor has been qualified.

OATH OF OFFICE

I do solemnly swear (or affirm) that I will support, protect and defend the Constitution of the United States, and the Constitution of the state of Montana, and that I will discharge the duties of my office with fidelity (so help me God).

Lynne Bryant

Print newly elected Trustee's Name

Lynne Bryant

Signature of newly elected Trustee

Subscribed and sworn to before me this 10 day of May, 20 11

Bonnie Ramsey

Print County Superintendent's Name
Clerk + Recorder

Bonnie Ramsey

Signature of County Superintendent
Clerk + Recorder

Note: Canvassed results must be published once in a newspaper that will give notice to the largest number of people of the district. Give the certificate and oath to the elected trustee and to the county superintendent.

20-20-416 and 20-3-307, MCA

CERTIFICATE OF ELECTION OF TRUSTEE

COPIED

THIS IS TO CERTIFY that at the Regular School Election of the Jefferson High School District No. 1 of Jefferson County, State of Montana, held on the 3rd day of May, 20 11, at (location) Boulder, the candidate Sabrina Sanddal Stekete was duly elected to fill the office of Trustee for the term of 3 years, beginning on the 18th day of May, 20 11 and ending at the Trustee organizational meeting in May, 20 12.

Lorie J. Carey
Print District Clerk's Name

Lorie J. Carey
Signature of District Clerk

Jefferson High School District No. 1
Jefferson County, State of Montana

DATED this 4th day of May, 20 11

Please file the following oath with the county superintendent within fifteen (15) days of your receipt of this Certificate of Election. Upon completion of taking and filing the oath of office, you will have the rights and obligations of a Trustee of the School Board pursuant to Montana law and in accordance with 20-3-324, MCA. You will hold this position until your successor has been qualified.

OATH OF OFFICE

I do solemnly swear (or affirm) that I will support, protect and defend the Constitution of the United States, and the Constitution of the state of Montana, and that I will discharge the duties of my office with fidelity (so help me God).

Sabrina Sanddal Stekete
Print newly elected Trustee's Name

S. Stekete
Signature of newly elected Trustee

Subscribed and sworn to before me this 10 day of May, 20 11

Bonnie Ramey
Print County Superintendent's Name
Clerk & Recorder

Bonnie Ramey
Signature of County Superintendent
Clerk & Recorder

Note: Canvassed results must be published once in a newspaper that will give notice to the largest number of people of the district. Give the certificate and oath to the elected trustee and to the county superintendent.

20-20-416 and 20-3-307, MCA

LORIE CANEY

14 April 2011

Report to JHS school board

I have sent you all the information on the winter coaches along with my thoughts and recommendations. I am not sure I will be able to make the meeting as I will be in Dillon with the track team and not sure when I will be back. I hope you have more than enough information on the coaches.

I get a lot of questions on why everything is not on the web. I have to take the blame for the sports. I have just completed most of the schedules for next year and did not want to put in schedules that were not right. I am not the best computer person and quite frankly I have just been short of time. The schedules will be put on the web in the near future.

I noticed that there is an item on the agenda for a new sport here at Jefferson High. I have not had anyone talk to me about this but have heard second hand that it is golf. I am certainly in favor of all sports as long as we can afford them and it is a benefit to JHS. In all the trips we have made to Clancy and Montana City talking to the kids, the only sport that is continually brought up is soccer. We always have some of the kids tell us that the reason they are not coming to JHS is because we don't offer soccer. Not once have I heard the word golf. I have researched many options and looked into costs, practice areas, fields to play on, schools we would be able to play, etc. I believe golf is a sport that you can play most of your life and could be something to look at so I did some research on how it would fit in at JHS.

I contacted Townsend, Three Forks and Manhattan and got some info from them. Costs vary from school to school so there is no set amount we could look at here at JHS. I believe we would be close to what Townsend and Three Forks spends with the exception of they all have golf courses and we do not. As I see it we would have to travel for most practices and scheduling tee times is not always easy. Don't know what the golf courses would charge us.

Townsend replied that the program costs over \$14,000.00 for the year. Two coaches are required, \$5,660.00, substitute teachers, \$1,520.00, entrance fees meals, hotels, transportation, etc. they traveled 2,300 miles during the week and 752 miles during the post season. Most meets are during the week and their kids miss 8-10 days of school. The State meet requires 2-3 nights stay. They have around 10 boys and 10 girls participating.

Three Forks replied with about the same numbers, cost between \$12,000.00-15,000.00 depending on how many advance in the post season. They also reported that the kids miss 8-10 days of school as most meets do take place during the week.

Manhattan replied that they use the school car and rent one car and their costs are a little lower, \$8,000.00-10,000.00. No equipment expenses as the kids have to buy their own equipment, that's with all the schools.

As far as soccer goes, I have asked the other schools in our district if they would be willing to start a soccer program and at this point they are not. Some of them have club soccer and that is something I am looking into. We may be able to start something like that but it would require more information.

As I said before, I am always looking at ways to get more kids involved in sports, I am not against starting new programs but I think with the costs involved and JHS looking at a \$60,000.00 bond issue, I really question the timing. I know what will happen if we ask for the public to pass this bond and then turn around and start a program that could cost \$10,000.00-\$14,000.00 there will be many unhappy people. Again I have not had anyone approach me with this idea, only getting it second hand. Being the AD it normally would be proper to start at this level.

I had some parents contact me that will have kids coming to JHS next year. They were invited with Montana City kids to one of our games during basketball season and were very impressed with the school and the warmth that they received here. As they were talking I was thinking that it sure was a good thing they did not happen to sit by someone who spent the whole time running down a coach or a player. We are gaining on kids coming here the last two years and will be up next year. We all need to stay positive and give our support, this is a wonderful school and we all need to be proud of it.

Dan Sturdevant AD

March 13, 2011

Boy's basketball

Coaches Rex Sonsteng, Steve McCauley and Hunter Nance

Coach Sonsteng is the head coach and is assisted by McCauley and Nance. Past long time Coach Dick Norden volunteered and really helped the team. The coaches worked very well with each other and the teams improved during the year.

I have received five evaluations, three good and two bad. Coach Sonsteng is a very dedicated person; he spends countless hours with the kids with open gym and weight room monitoring. He started the little guy/gal basketball on Saturday mornings and involved the high school players who helped teach the younger kids. Some Saturdays there were as many as 25 young kids attending. He keeps excellent records and a good inventory of uniforms, etc. He communicates well with me and has attended numerous coaching clinics. Coach Sonsteng really enjoys coaching and loves the game. As a teacher at JHS he helps out with everything, if you need help just ask and he will be there. He demands respect and that all the kids put in 100%, if they don't he will let them know. Sometimes that does not go over well but if you are going to run a program it has to be done. I have seen a lot of positive improvement during the year but Coach Sonsteng could still work on his sideline actions and communications with the kids.

Coach McCauley is very good with the kids and does a great job with teaching the basics. Coach Sonsteng comments that Coach Mac has a very professional attitude and approach to coaching. He has a great sideline and practice demeanor and is a fantastic teacher and coach and makes any program he is involved with better.

Coach Nance is a young, first time coach who learned a lot. His actions on the sidelines were sometimes a little bold but I feel he will improve with experience. If he will put forth some effort to attend coaching clinics and learn more about the sport I believe he will be an asset to JHS.

I feel the basketball program is on the right track and I recommend the coaches be brought back for the 2011-2012 year.

Dan Sturdevant AD

March 14, 2011

Cheer and dance

Coach Laura Butler and Megan Burton

Coach Butler is the head coach and Coach Burton is the assistant. The two have worked well together this year and have had 20-30 girls participating in cheer or dance. I think the girls came a long way in learning as most of them were involved for the first time in dance. I did not receive any written comments but had several talk to me in person, which is the way I like it. Most comments were positive; a few questioned some of the moves, clothes, etc. I feel after I talked to those who had concerns there was not a problem.

Coach Butler is charged with controlling the kids in the stands and had several problem students that required extra attention. I believe she did a good job in that area and as the cheer coach. Some thought she was a little strict but when you deal with 14-18 year old kids it is not easy and you have to have rules. Coach Burton did a great job with the dance team and they came a long way. I think if they continue to practice they can be one of the top teams in our area.

I recommend both coaches be brought back for the 2011-2012 school year.

Dan Sturdevant AD

March 12, 2011

Girl's basketball

Coach Scott Connole, Anthony Connole and Lorie Carey

Coach Scott is the head coach and is assisted by Anthony and Lorie. Past long time JHS coach Mike Charlton volunteered and helped out very much. The coaches worked very well with each other during the year and the girls improved very much during the season.

I received three evaluations, two good one semi bad. Coach Scott is very good working with the girls; Anthony and Lorie do a great job in their roles as assistants. For a first year coach, Anthony did a fine job. Coach Carey is excellent in keeping track of everything from uniforms to books and fills in great with the girls.

The teams started out with several girls who had never played basketball before and by the end of the year they were doing great. The varsity girls improved a great deal over the year and I can see nothing but good coming out of this program in the next several years. Lots of good young girls to work with the older girls.

Coach Connole has set goals for the girls to work on during the off season in order to improve themselves. He does a great job in teaching the girls to be polite , always reminding them to thank the bus driver, etc. I have received many compliments on the team being good sports and good examples of our school.

I am proud to have a high quality program like this at JHS and I strongly recommend the coaches be brought back for the 2011-2012 school year.

Dan Sturdevant AD

March 12, 2011

Wrestling

Troy Humphrey and Ron Smartnick

Coach Humphrey is the head coach and is assisted by Coach Ron Smartnick. The two of them have worked together for many years and have a good relationship. I get nothing but good compliments on the coaches and the wrestling program.

Coach Humphrey is the most organized coach we have; he has everything in order long before the season starts and keeps me updated as the year goes along. I get compliments from the other schools and the referees on our kids and the program all the time.

Between the two of them they keep the weight room open most every school day and most days during the summer for our kids. They do this at no charge to our school.

Numbers have been down the last couple of years and we really can not say why. All the kids enjoy the coaches and the program does very well with the numbers we have out. My only guess is that it takes place during basketball and it is a lot of work.

We are very fortunate to have these coaches at JHS and I strongly recommend that they both be brought back for the 2011-2012 school year.

Dan Sturdevant AD

Season Goals

1. Build a dance team
2. Add a JV team to build the cheer program
3. Develop a stunting program with outside training
4. Teach the cheerleaders how to deal with conflict and build a lasting team.

What a great group of ladies. This team deserves to be acknowledged for the great effort and team spirit it conveyed to the crowds night after night. Way to go ladies.

I had a good season. I grew in confidence in the basic structure of the program. I still need to build on my knowledge of all the rules and plan stunts according to skill level. I also need to build confidence in my relationship of my team to me. Those cheerleaders' who have cheered for a while at JHS want me to go by the past leaders plans. I want to leave my own mark on the program. I have to learn a balance in this area.

Goals for next season

1. Add 2 more girls to my Varsity program and a 1-2 guys. Keep my JV # at 6 girls.
2. Have my halftime dances ready before school starts in Aug.
3. Plan at least 4 days of practice before season begins. Two days at the gym in Helena for stunt training.
4. plan a fundraiser to buy new uniforms.

Cheer budget for 2011-2012

Paint supplies	25.00
Paper supplies	20.00
Poster Boards	40.00
Assembly activities	<u>40.00</u>
Total budget	125.00

Questions answered 2010-2011

Need for personal water bottles for each cheerleader

Can we fund raise for uniforms specific for homecoming dance and competitions? **We did get new uniforms and parents paid for dance costumes**

How can I do a better job recruiting new cheerleaders? **I see as we build a program and it is successful it naturally grows**

How do I keep cheerleaders from quitting? **I can't. I have found depending on the reason I encourage them to stay.**

Summer camp what can I do and not do? **We will host a middle school dance team this summer. We plan to have them perform at Football game 2011**

Can I plan a young cheerleader camp for a fee? Do I need liability insurance?

Questions for 2011-2012

None at this point

Budget request 2011-2012

Orange poster board 20 sheets

Black markers 2 boxes

White Paint 1 gallon

Paint brushes misc sizes

Water bottles 14

Case of CD's for dance 1 case

From the desk of:



May 2011

Elections – May 3

I'm sure you're all aware of the results of the levy and trustee elections. However, from my perspective, there is way more to the election than the results. The process affects the district office quite a bit for several weeks of the year. I stay in close contact with Bonnie Ramey and Leslie Martini at the County but still run into a few bumps along the way.

We came to the conclusion that election judges, unless they are very experienced or highly trained, don't quite have the knowledge necessary for school elections. In particular, election judges don't count ballots at county, state, and federal elections. Therefore, their training hasn't covered counting and tallying. In addition, the increase in the number of absentee ballots has created additional work for the judges because they have to verify the receipt, remove the secrecy envelope from the return envelope, remove the ballot from the secrecy envelope and deposit it into the ballot box.

Bonnie will be changing her judge trainings and I will be working on instruction sheets. In addition, Britton and I are going to try to form a clerk working group from Jefferson County to address these types of items during the year. I've included a table with the election turnout for your information.

2011 Election Turnout						
	Total Voters	Votes cast	% turnout	Absentee ballots		
				sent	returned	% returned
Montana City	1987	533	27%	441	271	61%
Boulder	1206	268	22%	225	160	71%
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Jefferson City	430	82	19%	61	35	57%
Basin	176	29	16%	33	16	48%
	5294	1268	24%	1080	667	62%

Day-to-Day

I'm still researching some insurance information concerning the choice employees have – insurance or compensation.

I will be completing the MD&A for 2009-10 this week along with payroll for the month.



Montana
Office of Public Instruction
Denise Juneau, State Superintendent

Office of Public Instruction
P.O. Box 202501
Helena, MT, 59620-2501
(406) 444-3095
(888) 231-9393
(406) 444-0169 (TTY)
opi.mt.gov

April 14, 2011

James Whealon, Superintendent
Jefferson High School
PO Box 838
Boulder, MT 59632

Dear Superintendent Whealon:

Enclosed is the Special Education Compliance Monitoring Report with the results of the compliance monitoring for Jefferson High School, conducted on January 11-13, 2011. The purpose of this review was to determine whether Jefferson High School is fully meeting its responsibility to ensure that educational programs for children with disabilities are administered consistent with the requirements of the Individuals with Disabilities Education Act (IDEA) and its implementing regulations, and the requirements of the Administrative Rules of Montana.

Based on the review of five (5) student records, and after Jefferson High School corrected every Identified Non-Compliance included in the monitoring spreadsheet, the Office of Public Instruction determined that the [redacted] met the standards for compliance.

Please note that Jefferson High School received a Monitoring Report with no findings (CAPs) because all Identified Non-Compliance items identified in the Monitoring Spreadsheet have been corrected and submitted to the OPI by the required 30 or 60-day timelines. Jefferson High School also provided Evidence of Sustained Post-Monitoring Compliance reflecting 100% compliance during the 60-day timeline period for correcting the Identified Non-Compliance.

An Ongoing Evidence of Change request section is also included.

If you have specific questions regarding this report, I can be reached at (406) 444-4426 or emailed at froman@mt.gov. Thank you for your cooperation.

Sincerely,

Francisco J. Román
Monitoring Specialist
Division of Special Education

C: Vaughn Kauffman, Director Prickly Pear Special Education Cooperative

SPECIAL EDUCATION MONITORING REPORT

DISTRICT: Jefferson High School

School Year: 2010-2011

ACKNOWLEDGEMENTS

The monitor noted and commended Jefferson High School for its:

- Well-organized files;
- Close working relationship with the Prickly Pear Cooperative; and
- Willingness to request, receive, and accept training and/or technical assistance regarding the special education process.

SPECIAL EDUCATION MONITORING REPORT

DISTRICT: Jefferson High School

School Year: 2010-2011

ONGOING EVIDENCE OF CHANGE

The OPI identified a significant number of incidences of non-compliance which the district corrected. To ensure and document continued compliance, the Office of Public Instruction requires Jefferson High School submit the following:

IEP is reviewed every twelve months

The district must ensure that all IEPs are reviewed at least once every twelve months. The district must put in place a system to track due dates for all students receiving special education services. This system will be used to ensure all IEPs are written at least once every twelve months.

The district must review all current IEPs and verify that they are not overdue. Documentation must be submitted to the OPI by September 30, 2011, verifying that all IEPs are current. For any found to be outdated, verification that they have been brought up to date must be provided. Additionally, by the same date, and **by sending a copy of the tracking document**, the district must provide OPI documentation of the procedure that the district will use to track all IEPs' requiring renewal dates to ensure timely action in the future.

Timeline: September 30, 2011

Individualized Education Program

The next Individualized Education Programs per case manager developed at Jefferson High School to review the following:

- Present Levels of Academic Achievement and Functional Performance;
- Measurable Annual Goals; and
- For students age 17 and older, ensure that parents were informed of rights that will transfer at age of majority.

Timeline: January 31, 2012

Legal Update

Volume 11, No. 5

May 1, 2011

Produced by Michael Dahlem, Esq.
14 Green Place, Whitefish, MT 59937
Phone/Fax: (406) 862-2430 E-mail: philo2500@yahoo.com

2011 MONTANA LEGISLATURE – AT A GLANCE

Now that the 2011 Montana Legislature is in the books, here is a quick summary of some of the more significant bills that have become law.

HB 53: Amends § 2-18-704, MCA to require the State of Montana and the Montana university system group benefits plans must to provide coverage for hospital inpatient care following a mastectomy, a lumpectomy, or a lymph node dissection for the treatment of breast cancer. The bill further requires these plans to provide coverage for outpatient self-management training and education for the treatment of diabetes.

HB 57: Amends § 39-31-107, MCA to allow the Board of Personnel Appeals to informally serve subpoenas, notices and other documents by mail, without compliance with the rules of civil procedure.

HB 95: Clarifies that the Department of Labor and Industry may issue subpoenas; allows businesses on or near an Indian reservation to offer an Indian hiring preference; and extends the 180-day deadline for completing discrimination investigations by 45 days where the parties agree to enter into mediation.

HB 120: Amends §2-3-212, MCA to allow a public agency to designate an audio recording as an official record of a public meeting, while still requiring a written record of the meeting.

HB 123: Amends multiple statutes to allow the governing body of each taxing jurisdiction within a county or municipality to extend the deadline for fixing property tax levies to the later of the first Thursday in September or within 30 calendar days after receiving certified taxable values.

HB 182: Amends § 20-9-471, MCA to allow school trustees, without a vote of the electors, to issue and sell to the board of investments obligations for the purpose of financing all or a portion of energy conservation measures.

HB 204: Amends several statutes to permit any member of a joint school board to serve as the presiding officer, including high school trustees who do not reside in the elementary district.

HB 288: Clarifies that the residence of a student residing with a caretaker relative is that of the

relative and providing that when a caretaker relative seeks to enroll a student who was subject to formal disciplinary action at the student's previous school, the school board may either implement the previous school district's disciplinary action without further due process or hold a hearing to determine whether the student's conduct in the previous school district merits denial of enrollment. If a district enrolls the student, it may require the student to comply with a behavior contract as a condition of enrollment.

HB 327: Amends several statutes to clarify the process by which a trustee candidate may withdraw from an election; who may administer an oath of office; how to conduct an election by acclamation; and when a newly elected school board must conduct its organizational meeting.

HB 334: Generally revises workers compensation laws and includes a provision amending § 39-71-407, MCA to provide that "[a]n injury does not arise out of and in the course of employment when the employee is: (a) on a paid or unpaid break, is not at a worksite of the employer, and is not performing any specific tasks for the employer during the break; or (b) engaged in a social or recreational activity" unless the employee's presence at the activity "is required or requested by the employer" such that the "employee's presence is not completely voluntary and optional." This provision overrules Montana Supreme Court decisions granting workers compensation benefits to employees who are injured in such situations.

HB 374: Adopts the Uniform Power of Attorney Act to replace the Statutory Form Power of Attorney Act in Title 72, MCA.

SB 208: Amends § 20-1-303, MCA to permit pupil instruction to be held on a Saturday at the discretion of a school district provided that student attendance is voluntary and that Saturday school does not count as a pupil-instruction day or toward the minimum aggregate hours of pupil instruction requirement.

SB 290: Clarifies that the term "employee" in the Montana Human Rights Act, §49-2-101, MCA does not include an individual with an independent contractor exemption certificate who is providing services under the terms of that certificate.

SB 329: When signed by the Governor, this school funding bill will also create the pathway to excellence program; amend the allocation of oil and natural gas production taxes for schools; limit a school district's fund balance reappropriation; allow school districts to make a one-time transfer of general fund money; allow for multidistrict agreements; and require annual reporting and posting of school district data, including a copy of every collective bargaining agreement and the district's costs associated with employee union representation, collective bargaining, union grievance procedures, and litigation resulting from union employee grievances.

SB 342: Amends § 39-51-201, MCA by incorporating the definition of employee misconduct from state administrative rule into the unemployment insurance statutes.

On a final note, I would like to extend my sincere thanks to everyone who contacted legislators about SB 315. The bill passed second reading in the House by a vote of 51-49 on April 27, 2011, but failed on third reading by a margin of 57-42 the following day. This reversal would not have occurred without your efforts. In the end, reason prevailed and hopefully we will learn an important lesson about the need for cooperation within our education community.

UNITED STATES SUPREME COURT CASES

On a 5-4 vote, the United States Supreme Court has held that Arizona taxpayers bringing an Establishment Clause challenge to a state statute granting tuition tax credits lack standing to sue. The Court concluded that the taxpayers had not satisfied two conditions laid out in *Flast v. Cohen*, 392 U. S. 83 (1968) to overcome the general rule that taxpayers lack standing to object to government expenditures they allege to be unconstitutional.

The plaintiffs argued that Arizona's tuition tax credit law, which provides private taxpayers with a tax credit for contributions made to a "school tuition organization," violates the Establishment Clause because ninety-four percent of the funds donated went to organizations that limit grants to students attending religious schools. A federal district court dismissed the suit, but the Ninth Circuit reversed and remanded the case for further proceedings.

On appeal, the Supreme Court concluded that the plaintiffs lacked standing to sue because they had not established a "logical link" between their taxpayer status and the type of legislative enactment attacked. Nor had they demonstrated "a nexus" between their status and "the precise nature of the constitutional infringement alleged." The majority rejected the plaintiffs' contention that the tax credits constitute a governmental expenditure and concluded that, under the program, Arizona taxpayers may choose to contribute their own money to a school tuition organization, not money the state has collected from the plaintiffs or other taxpayers. The majority also concluded that the taxpayers failed to satisfy the requirements of causation and redressability. *Arizona Christian School Tuition Organization v. Winn*, No. 09-987 (U.S. Apr. 4, 2011).

FEDERAL CIRCUIT COURT CASES

The Fourth Circuit Court of Appeals has reversed and remanded for trial a First Amendment retaliation case involving an associate professor at a public university. The professor sued the university and individual defendants, asserting claims for First Amendment discrimination and retaliation after he was denied tenure allegedly on the basis of speech reflecting conservative and Christian viewpoints. The trial court granted summary judgment in favor of all defendants, but the circuit court reversed, noting that in *Garcetti v. Ceballos*, 547 US 410 (2006), the United States Supreme Court declined to address whether the exclusion of First Amendment protection applies in the context of "a case involving speech related to scholarship or teaching." The circuit court held that the *Garcetti* rule did not apply in this case, which involved the academic works of a public university faculty member, stating that a contrary conclusion "could place beyond the reach of First Amendment protection many forms of public speech or service a professor [might engage] in during his employment." The court also noted that there may be instances in which *Garcetti* would apply to the speech of a public university faculty member. *Adams v. Trustees, University of North Carolina*, No. 7:07-cv-00064-H (4th Cir. Apr. 6, 2011).

A three-judge panel of the Seventh Circuit has held that 1300 Chicago teachers who were laid off in 2010 for economic reasons have a Fourteenth Amendment due process right that requires the school board to adopt a recall procedure. In so ruling, the circuit court modified a trial court injunction requiring the school board to consult with the teachers union in promulgating such a procedure.

Following the layoffs, many of the tenured teachers were rehired after the district received federal stimulus funds. However, the district had no recall procedure and many vacancies and new posi-

tions were filled by new hires or non-tenured teachers. In the ensuing litigation, the district court held that the laid off tenured teachers have a due process right that entitled them to some kind of retention procedure and directed the school board to adopt such a procedure in consultation with the union.

The circuit court agreed that laid-off tenured teachers “should be given a meaningful opportunity to show that they are qualified for new vacancies for a reasonable period of time.” However, the court rejected the teachers’ contention that they are entitled to a preference for vacant positions, stating that: “[T]he availability of a post-termination procedure by which the teachers can show that they are qualified for vacancies is all that is necessary to satisfy due process. There is no guarantee of a particular substantive outcome.” The court also concluded that nothing in the state education code required the school board to consult with the union in adopting a recall procedure. *Chicago Teachers Union Local 1 v. Board of Education*, No. 10-3396, 190 LRRM 2577 (7th Cir. Mar. 29, 2011) .

FEDERAL DISTRICT COURT CASES

A federal district court in the District of Columbia has held that an employment discrimination plaintiff did not waive his psychotherapist-patient privilege merely by seeking damages for emotional distress. The plaintiff worked for the federal government. He sued for age and national origin discrimination. The government sought discovery of the plaintiff’s mental health records, arguing that he had waived his psychotherapist-patient privilege by claiming damages for emotional distress. The court held that there is no waiver of the privilege for “garden variety” emotional distress claims such as the one raised by the plaintiff in this case, stating that:

This conclusion gives effect to the D.C. Circuit’s imperative that ‘we must supply a standard for determining whether a patient has waived the privilege ... that does not eviscerate the privilege.’ To hold otherwise would mean that privilege would be waived routinely in any case where a plaintiff sought recompense for the ordinary pain and suffering experienced in response to adverse employment actions that the plaintiff claims are illegal.

The court noted that federal courts are divided on this issue. In accordance with its decision, it directed the plaintiff to submit a “categorical” privilege log describing the documents over which he was asserting the privilege. *St. John v. Napolitano*, No. 10-00216 (D.D.C. Mar. 31, 2011).

A federal district court in South Carolina has held that a school district’s award of academic credit for off-campus religious instruction does not violate the First Amendment’s Establishment Clause. In 2002, South Carolina adopted legislation allowing school districts to release students during the school day for religious instruction. In 2006, the state legislature further authorized schools to award high school students with elective credit for release time religious instruction. The statute directed school districts to apply “purely secular” criteria to awarding academic credit for such instruction.

Spartanburg County School District No. 7 adopted a policy based on the statutes stating that: “The district will accept no more than two elective Carnegie unit credits for religious instruction taken during the school day in accordance with this policy. The district will evaluate the classes on the basis of purely secular criteria prior to accepting credit. The district will accept off campus transfer of credit for release time classes with prior approval.” The district then began offering academic credit for religious instruction provided by a private sectarian school. The district allowed the private school to

maintain a registration table at its parent-teacher open house; allowed a private school teacher to visit a classroom to promote release time instruction; disciplined a student who misbehaved during a release time class; and maintained the release time permission forms on public school property.

A group of parents, students and the Freedom from Religion Foundation filed suit against the district, challenging the adoption and implementation of its release time policy. The court granted the school district's motion for summary judgment, concluding that the plaintiffs failed to show that the release time policy violated the Establishment Clause. The court analyzed the policy under the three-prong test enunciated in *Lemon v. Kurtzman*, 403 U.S. 602 (1971), under which it must determine if the policy: (1) has secular purpose; (2) has the principal or primary effect of advancing or inhibiting religion; and (3) fosters excessive government entanglement with religion.

Addressing the purpose prong, the court found that the district's expressed purpose for adopting the policy-- to accommodate parents' and students' desire to receive religious instruction-- indisputably constituted a legitimate secular purpose. Turning to the effect prong, the court found that the school district's cooperation with the private school was nothing more than a passive response to the development of a neutral release time policy that comports with the First Amendment. It emphasized that district does not allow religious instruction to take place in school facilities and does not list the religious class in its course catalogue or otherwise advertise the course. Finally, the court concluded that the plaintiffs failed to show how the district's passive acceptance of academic credit for religious instruction constitutes excessive entanglement with religion. *Moss v. Spartanburg County Sch. Dist. No. 7*, No. 09-1586 (D. S.C. Mar. 5, 2011).

OTHER STATES COURT CASES

The Ohio Court of Appeals has held that a trial court exceeded its authority in awarding back pay to public school teacher while affirming the employee's dismissal. The teacher was discharged for allegedly masturbating in a public parking lot while watching a group of girls. Although the trial court affirmed his discharge for lewd behavior, it modified the order to award the teacher eight months of back pay. The appellate court affirmed the trial court's order affirming the discharge, but reversed as to back pay. It concluded that the trial court lacked authority under state law to award back pay to a non-prevailing teacher. Relying on the plain language of the statute, the court concluded: "The statute only provides for lost salary reimbursement when the termination was found to be wrong and the teacher is reinstated." The court opined that: "The trial court's actions in awarding . . . back pay amounted to unauthorized intervention that created an additional remedy not provided for by law." *Elsass v. St Marys City School District*, No. 2011-Ohio-1870 (Apr. 18, 2011).

The California Court of Appeals has affirmed the right of an employer to discharge an employee suffering from a bipolar disorder who sent threatening emails to co-workers. The employee argued that California's Fair Employment and Housing Act (FEHA) prohibits an employer from discharging an employee for workplace misconduct caused by a disability in the same manner as it prevents an employer from discriminating against an employee for having a disability. However, the appellate court held that "an employer may reasonably distinguish between disability caused misconduct and the disability itself when the misconduct includes threats or violence against coworkers. In these circumstances, terminating the employee based on the misconduct does not amount to discrimination prohibited by FEHA." The court rejected a contrary holding in a Ninth Circuit case, at least as to conduct involving threats or violence, and followed the holdings of other circuit courts in ADA cases. *Wills v. Superior Court*, No. G043054 (Cal. Ct App. Apr. 13, 2011).

A New Jersey appellate court has held that a public employer did not violate the Fair Labor Standards Act (FLSA) when it denied a police officer's request to use compensatory time. The question presented was whether an employer who denies permission to use compensatory time on the date requested, but permitted its use within the "reasonable period" defined in the collective bargaining agreement, must show that a grant would "unduly disrupt" its operations. In answering the question in the negative, the court relied on the Ninth and Fifth circuit court explanations that the "reasonable period" clause in the FLSA refers to the time within which the employer must ordinarily grant a request to use compensatory time and that the "unduly disrupt" clause referred to conditions that relieve the employer of that obligation. The circuit courts have held that an employee does not have a right to determine when he uses compensatory time off and that the only statutory restriction on an employer is that it must grant the use of the leave within a reasonable period after an employee's request. The court noted that the bargaining agreement provided that the request for compensatory time must be made before three of the eight officers on the shift have obtained approval to take that time off and if that day was unavailable, the officer could ask for the next available day or the next day the officer wants to have off. *Nutley Policemen's Benevolent Assoc v. Township of Nutley*, No. A-3730-09T2 (N.J. Ct. App. Apr. 1, 2011).

BOARD OF PERSONNEL APPEALS CASES

The Board of Personnel Appeals (BOPA) has reversed Hearing Officer David Scrimm's decision that a Granite County Solid Waste District Manager/Supervisor is a supervisory employee who must be excluded from a proposed collective bargaining unit pursuant to § 39-31-103(9)(b)(iii), MCA. According to BOPA, the County failed to prove that the employee exercised independent judgment in the performance of any of ten supervisory functions listed in the statute. It specifically noted that he failed to make any recommendation regarding whether the employee under his supervision should receive an annual salary increase. Unless BOPA's determination is reversed by a court, the Union may now be certified as the exclusive representative of the members of a two-person bargaining unit if selected by a majority of unit members in a secret ballot election. *International Union of Operating Engineers, Local 400 v. Granite County, Solid Waste Department*, Unit Determination No. 2-2010 (BOPA, Mar. 17, 2011). For the Union: Karl Englund. For the County: Christopher Miller.

DEPARTMENT OF LABOR AND INDUSTRY CASES

Hearing Officer Caroline Holien has determined that Missoula County Public Schools violated Montana's wage and hour laws when it failed to pay Jari Davis \$55.76 for four hours of committee work on June 16, 2010. The school district argued that it had not approved the employee's attendance at the committee meeting. However, the hearing officer concluded that the district either knew or should have known that Davis was a committee member and it had agreed to pay committee members for attending the meeting. Furthermore, Davis had been compensated for attending past meetings of the committee. As a result, the hearing officer ordered the district to pay the former employee back wages and a 55% statutory penalty. *In the Matter of the Wage Claim of Jari C. Davis vs. Missoula County Public Schools*, Case No. 697-2011 (DLI Mar. 31, 2011). For the Claimant: Jari Davis appeared *pro se*. For the District: Megan Morris.

Hearing Officer Gregory Hanchett has determined that the City of Billings committed an unfair labor practice when it failed to allow a union member to confer in private with a union representative prior to participating in an investigatory interview. The hearing officer also concluded that the union failed to prove that the employer's conduct was discriminatory toward the union pursuant to §§

39-31-401 (3) and (5), MCA. Finally, Hanchett denied the union's request for attorney fees and rejected union claims that were raised for the first time in its closing brief.

In reaching his decision, Hanchett noted that "the NLRB has long recognized that an adjunct of the *Weingarten* rule is the right of the employee to be made aware of the charges being brought against him before commencing the interview and the right to confer privately with his union representative before the interview." In this case, the employer provided the employee with a set time for the interview and gave him a few days notice, but refused to provide him or his representative with notice of the charge and denied his request to confer in private with his representative. In doing this, the employer committed an unfair labor practice. *International Association of Firefighters, Local 521, AFL-CIO vs. City of Billings, Billings Fire Department*, ULP No. 12-2010 (DLI Mar. 22, 2011). For the Association: Timothy McKittrick. For the City: Bonnie Sutherland.

Hearing Officer David Scrimm has granted a motion for summary judgment dismissing an unfair labor practice charge filed by the MPEA against the Montana Department of Transportation (MDT). In granting the motion, the hearing officer noted that a case will become moot for the purpose of an appeal "where by a change of circumstances prior to the appellate decision the case has lost any practical purpose for the parties, for instance where the grievance that gave rise to the case has been eliminated [citation omitted]." The union's charge concerned the contents of two emails sent to MDT management that were apparently forwarded to MPEA members or officials. The first email was sent on September 2, 2010 at 9:26 a.m. telling the recipients that "crews with staff that declined to work alternate work week schedules during construction season will not be approved to work alternate work week schedules post construction season." At 5:01 p.m. that same day, a higher level manager sent an email to the recipients of the earlier email stating "this email rescinds the first guideline as noted in Bill's email below. All requests for alternate work week schedules will be fairly considered during the post construction season. If you have any questions please contact me." Because the "offending email was rescinded in a matter of a few hours and no longer presents an actual controversy" the case was dismissed as moot. *Montana Public Employees Association vs. State of Montana, Department of Transportation*, ULP No. 9-2011 (DLI Mar. 17, 2011). For the Association: Carter Picotte. For the Department: Marjorie Thomas.

ARBITRATION CASES

Arbitrator Jack Calhoun has denied a grievance filed by the Flathead Valley Community College Classified Employees Union over the discharge of an employee who was found, on two occasions, to have made obscene statements or gestures with respect to two female students. In the Fall of 2009, the first student filed a police report, retained an attorney, and threatened to sue the College for sexual harassment. Following its investigation, the College reprimanded the employee and reduced his employment status to part-time. After a grievance was filed over his demotion, he was eventually returned to full-time status with a warning that any similar behavior could result in his discharge.

In the Spring of 2010, another College employee, who had no knowledge of the first incident, reported observing the grievant making a similar obscene gesture beyond the back of a student, who did not come forward and was apparently unaware of the gesture. During an investigatory interview, the grievant initially stated: "That's not how it happened." When asked to explain what had taken place, he was advised by his union representative not to answer the question. His employment was terminated the following day.

In affirming the College's right to discharge the grievant for just cause, Arbitrator Calhoun wrote that: 'Employee misbehavior may be punished even if the victim of such behavior is unaware of it. . . . When [the grievant] made the gesture described by [the other employee] he disregarded the lawful directives given him by President Karas. In doing so, he committed an act of insubordination. He intentionally insulted the right to be free of sexual harassment that any employee is entitled to whether or not she is aware of the specific obscene vulgarity. . . . The outrageously juvenile behavior exhibited by [the grievant] toward females was not only immature and insulting to employees in general, it disregarded decency. No employer should be required to tolerate it.'" *In the Matter of the Arbitration between the FVCC Classified Employees Union, MEA-MFT and Flathead Valley Community College*, BOPA Case No. 2-2011 (Calhoun, Apr. 4, 2011). For the Union: Bill Howell. For the College: Michael Dahlem.

EEOC ADOPTS NEW ADA REGULATIONS

The Equal Employment Opportunity Commission has released its final regulations addressing the Americans with Disabilities Amendments Act of 2009. The Act instructed employers to broadly construe the definition of "disability" to the maximum extent under the law and changed the focus in disability discrimination disputes from whether a disability existed to whether employers made reasonable accommodations and engaged in the interactive process. The final regulations, which take effect on May 24, 2011, reinforce that mandate.

The regulations provide guidance on several changes in the ADA Amendments Act. The final regulations create two categories of disabilities: impairments that will "virtually always" result in a finding of a disability, and those that may sometimes constitute a disability. Conditions that will almost always constitute a disability include cancer, HIV infection, multiple sclerosis, autism, diabetes, post-traumatic stress disorder and bipolar disorder, among others.

The category of "regarded-as" disability claims was expanded under the Act and the regulations provide that such claims will be analyzed, not by what the employer believed about the individual's impairment, but on how the individual was treated. An individual may make a "regarded-as" claim if an employer takes a prohibited action based on an individual's impairment or an impairment the employer believes the individual has, unless the impairment is transitory and minor. While the regulations defines transitory as six months or less, they do not define the term "minor."

In a question-and-answer guide accompanying the regulations, the EEOC uses the example of an employee with bipolar disorder who is discharged from employment. An employer may not assert that it believes the impairment was transitory and minor, according to the EEOC, because bipolar disorders are not objectively transitory and minor.

Prior to the adoption of Act in 2009, employers could consider "mitigating measures" (such as hearing aids or medication) when evaluating whether an employee has a disability. The regulations ban such consideration, except for eyeglasses and contact lenses. Episodic impairments (such as asthma or cancer in remission) are considered disabilities if they would be substantially limiting when the impairment is active. The regulations also clarify that "major bodily functions" are included in the term "major life activities." Specifically, functions of the immune system and brain, and neurological and endocrine functions are covered. A copy of the regulations can be found at www.eeoc/laws/regulations/index.cfm.



MHSA MEMBER HIGH SCHOOL SUMMARY

2010-2011 ATHLETICS and ACTIVITIES PARTICIPATION SURVEY

SCHOOL NAME AND ADDRESS:

JEFFERSON HIGH SCHOOL
PO Box 838
BOULDER, MT 59632

Please indicate whether your school is: **PUBLIC** or **NON-PUBLIC** Class: B

Total student enrollment:

	<u>Boys</u>	<u>Girls</u>
9 th Grade	<u>30</u>	<u>29</u>
10 th Grade	<u>25</u>	<u>21</u>
11 th Grade	<u>34</u>	<u>25</u>
12 th Grade	<u>24</u>	<u>17</u>
TOTAL	<u>113</u>	<u>92</u>

INSTRUCTIONS:

- 1) "Participants" should be calculated based upon the maximum number of individuals who participated in the sport and activity for any length of time during the 2010-2011 school year. Sports participation numbers should be separated by gender. Activities participation numbers should reflect the total number of students participating (boys & girls).
- 2) "Participants" are representative of interscholastic athletics and activities (NOT intramural or club).
- 3) Please provide figures for any of the listed sports and activities offered by your high school.
- 4) If a participant was injured or quit during the season, he or she should still be included in your total. Do not include managers/statisticians. If your school is part of a co-op, report only those students from YOUR school who participate (even if you are the host school).

Signature of Administrator:

Dan Sturdevant

Email for Administrator:

DAN.STURDEVANT@JHS.K12.MT.US

Date of Completion:

APRIL 28, 2011

Montana High School Association
1 South Dakota Avenue
Helena, Montana 59601
FAX (406) 442-8250 or email: achazlett@mhsa.org

PLEASE RETURN THE SURVEY BY FRIDAY, MAY 13, 2011. THANK YOU!

ATHLETICS

SPORT	BOY PARTICIPANTS	GIRL PARTICIPANTS
Basketball	26	26
Cross Country	4	4
Football - 11 player	34	
8 player		
6 player		
Golf		
Soccer		
Softball - Fast Pitch		
Swimming & Diving		
Tennis		14
Track & Field Outdoor	13	8
Volleyball		34
Wrestling	10	

87

86

ACTIVITIES

MUSIC	PARTICIPANTS
Band	16
Orchestra	
Vocal	25

SPEECH & DRAMA	PARTICIPANTS
Policy Debate	
Lincoln Douglas Legislative &/or PF Debate (AA Only)	
Acting Events (Classes A, B, C)	
Individual Speech Events	
Duo Interpretation (AA Only)	
Other (specify)	

SPIRIT	PARTICIPANTS
Spirit Teams	15
Drill Teams	
Dance Teams	20
Other (specify)	

PLEASE RETURN THE SURVEY BY FRIDAY, MAY 13, 2011. THANK YOU!