

AGENDA
REGULAR MEETING OF THE TRUSTEES OF JEFFERSON HIGH SCHOOL DISTRICT # 1
*** 6:30 p.m. January 17, 2011 ***

Jefferson High School Library

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

As established by past practice, this agenda is subject to changes until
the Friday preceding the meeting.

A. Call to order-Chairperson

1. Pledge of Allegiance

B. 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.

C. Student Report

D. New Business.

1. Grievance Hearing
2. Address Lawsuit pending notification (service of papers)
3. Superintendent Evaluation
4. Personnel
 - a. Substitute Applications – Jesse Lassandro, Vickie Cordeiro
 - b. Vacancies - volleyball resignation
 - c. Coaching Vacancies – Head & Asst. Tennis, Golf,
 - d. Superintendent Contract possible renewal
5. Establishment of Fund 285

E. Unfinished Business

1. Strategic Planning

F. Communication and Comments.

1. Letters to the Board – Resignation Volleyball , Sabrina Steketee, Ron Smartnick, Volleyball parents, resignation cheer

G. Committee Reports.

1. Negotiations/Personnel – P. Lewis, S. Senechal, T. Lloyd
2. Policy/Handbook – P. Lewis, S. Steketee, L. Bryant
3. Budget/Insurance/Investments – S. Senechal, K. Jackson, K. Eckmann
4. Building/Grounds/Transportation – K. Jackson, K. Eckmann, T. Lloyd
5. Teaching/Learning – S. Steketee, L. Bryant

H. Consent Agenda Approval of Previous Minutes and High School Claims and Accounts

I. Commendations and Recognition

J. Clerk's Report

K. Superintendent's Report

AD Report

L. Follow-up/Adjournment

NEXT HIGH SCHOOL BOARD MEETING: 6:30 P.M. February 21, 2012 – 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

- | | |
|--|--|
| <ol style="list-style-type: none">1. Instructional Leadership
Administrative Structure
Best practices2. 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 planning3. Safe and Orderly Environment
Buildings and Grounds
Anti-Bullying | <ol style="list-style-type: none">4. Climate of High Expectations
High Student Activity participation
Every student can and will learn if given the resources5. Frequent Monitoring of Student Progress
Student Performance (in math and in reading)6. Positive Community-School Relations
District Enrollment
Serviced Learning7. Opportunity to Learn and Student Time on Task
Technology (already done)
Bell-to-bell instruction
Monitoring attendance |
|--|--|

All board meetings are generall held in the Jefferson High School Library, on the third Tuesday of each month at 6:30 p.m. (Exceptions often occur in May and August to follow legal requirements.)

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

January 5, 2012

To: JHS School Board, Dan Sturdevant, and Mr. Whealan

I am writing this letter to give my resignation as the head volleyball coach. When I was rehired as head coach, I had to write down goals and ways to communicate better. On my goals, I wrote down:

1. Win one more conference match than the year before. This was accomplished.
2. Win a match at Districts which was not done but I do have to put in consideration that I had two players with the flu.
3. Have a Player make a conference team and I had a player make the second team.
4. Have more than one player in the top ten of the categories in our district. I had two players in the top ten and one player was in 3 out the 5 categories. I also had a player sitting 11th in a category.
5. To provide gym time and I had gym time over the summer.
6. To provide information about camps and I brought info to open gym over the summer.

As far as better communication, I asked to have a mid-season parents' meeting to make sure everyone was on the same page.

I believe the goal section went well but as for having a parents' mid-season meeting, this did not happen. The comment that I got back when I asked to have a meeting is that "the meeting would get out of control and nothing would get accomplished". So once again, the parents will not step up to the coach and try to resolve any concerns. They go straight to the board which is not following the chain of command. I also was accused of calling a player "fat" which absolutely is nonsense and here we go again with the parents running the show.

And one last thing, I was told that I could not cut players and then both the basketball teams were able too. The past two seasons there has been over 35 girls come out for volleyball which could easily make 4 teams. So I suggest if you let one sport cut players, then all sports should be able to.

Thanks


RoyAnn Wolfe

January 10, 2012

Dear Dan,


I will not be returning to coach cheer leading in the fall. I appreciate the support you have been to me and my teams these last 3 years. I have learned a great deal from you. Your steadfastness in adhering to the MHSA rules makes JHS a better place. Your heart to see all kids participate has benefited my team by allowing us to expand from 6 girls to 12, then add a dance team. Thanks again for your support.

I have a few reasons for not returning next year. I know that no matter how hard I try to be a good coach I will make mistakes. I didn't agree with how some of the parents and some of the board handled Ron Smartnick and Rex Sonsteng parent complaints. I can handle being humbled, I just would like to avoid public humiliation.

I really enjoyed coaching and having an opportunity to reach out to the cheerleaders these last four years. Connecting with them on a different level than academics was a challenge I enjoyed. That connection has changed and I can't seem to change it.

Thanks again for the opportunity to follow your lead in athletics. I truly have a new understanding and appreciation for coaches.

Laura Butler

A handwritten signature in cursive script that reads "Laura Butler". The signature is fluid and elegant, with the first name "Laura" being more prominent than the last name "Butler".

December 21, 2011

Dear Friends and Citizens of Boulder,

I am your representative to the Jefferson High School Board of Trustees. An investigation at JHS in to allegations that a coach referred to a student's disability in a way that could be unlawful according to state and federal law has been concluded and the allegation has been substantiated.

The school board has directed that an official letter of reprimand be written to the coach and that the coach undergo training in the area of working with students with disabilities and that the same type of training be provided to the entire school staff. The parent indicated satisfaction with these steps and so hopefully we have avoided having the parent find it necessary to take legal action against the coach and school even though it would be their right to do so. We also learned that the coach has written player manuals that include processes out-of-line with board policy and the board discussed steps to correct this going forward. There were additional allegations made that will be further investigated as part of the teacher evaluation process at the school.

I am writing today because the board is being accused of breaking open meeting laws and not following the complaint procedures in school policy and in the union collective bargaining agreement. It is important to me to give information about this to you that I believe is accurate. I am sending this at my own expense and I am representing only my own views. I met with Jan Anderson, editor of the Boulder Monitor, before sending this because she wrote much of the information people have received that I am addressing here.

There are a couple things to clear up right off the bat. First, the editor's lead article in the Monitor started by saying that the complaint was about coaching as though that's all it was about. The complaint also included allegations of classroom bullying, violations of use and disclosure of health information and privacy rights, and discrimination under federal law. The editor also printed that our Superintendent had been advised by an attorney not to suspend the teacher. In fact, the Superintendent was also advised that suspension could be appropriate in this situation. The editor highlighted segments of quotes from our attorney in such a way as to imply that he felt that the Board had violated open meeting law when our attorney has said no such thing.

It is being said that the steps in the school complaint policy have not been followed. There are two things to point out about this. The first is that the steps were followed. The student talked to the coach immediately after the situation started. The parent then talked to administration and then contacted the board. The steps were followed quickly and some feel more time should have been taken. But the policy itself does not require any time frame. The second thing is that although the complaint policy outlines steps to take in a complaint, the policy provides flexibility. Specifically, the policy only requests people to follow the steps, it does not require them. It is clear to me the importance of this flexibility -- in many situations, we do not expect someone who feels they have been injured to confront the person they feel injured them. For instance, getting to go straight to the police in a burglary. Sometimes you get to go directly to a higher authority.

The union collective bargaining agreement does not include the same complaint steps as policy. As far as I know, required steps were followed. I am not aware of any area in the contract which we have not honored.

When we learned of this situation, some Board members, including myself, exchanged emails in an effort to understand the situation and to move to protect the student as quickly as possible. Because of open meeting law, the board had to wait 48 hours after posting notice of a meeting before having the meeting and due to scheduling in the superintendent's office, it took nearly two days just to get the meeting posted. In the meantime, our Board Chair and other Board members were frantically trying to get the matter attended to

TO:

Board of Trustees Jefferson High School

FROM:

Superintendent, Jefferson High School

RECEIVED DEC 30 2011

December 20, 2011

Ladies and Gentlemen of the Board:

During a recent incident, student welfare, "parental concerns", and student "protection" has been of paramount interest to the current administration in meetings as well as in statewide media sources. I wholeheartedly support the boards' current position and welcome its continued effort to ensure students and parents that our school does put the kids first. In light of these proceedings I feel it is appropriate to revisit a request that I made back in January 2011.

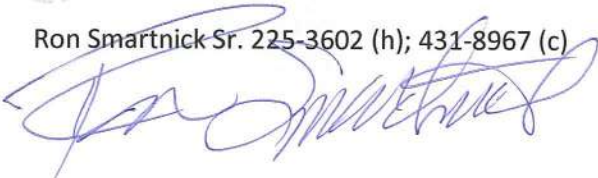
On Jan 11 2011, and then again January 19, 2011, I forwarded thru the AD and Superintendent a written request, *as a coach*, that the public be educated, advised, and perhaps chastised on appropriate or inappropriate use of the JHS Website's Sports Program Evaluation Form. I also requested, *as a parent*, that my son be offered some sort of an apology, preferably written, based on his, my wife, and my perception of statements directed toward him on the District Athletic Program Evaluation Forms. District failure to address those comments during that time-frame, and then comparing it to the boards' current thought process, has led us to believe as parents that his welfare was not appropriately considered. We still feel that he was ill-advisedly pulled into, and became a part of, the board supported negativism against me as the head football coach. I was told that each board member was issued copies of that correspondence. I have copies of those letters if anyone needs to review them again. The only response to my stated concerns at that time was: "you got to expect that if your son plays for you". I hope that opinion didn't reflect the opinion of the board as a whole. I'm sure the board in no way is sympathetic to the use of the JHS Website as a vessel for parents or community members to malign, critique, criticize, or even make reference to any student-athlete. I'm sure, based on the school administrations' vigorous support of student and parental concerns, that the board's failure to respond further to my written requests last January was an oversight due to its' busy schedule. I'm sure my son's feelings and rights, and our concern as parents about the issues restated above, are, and have been, of equal importance to this district.

Since the 2011-2012 District Parent/Community Athletic Program Evaluations are currently being reviewed by administration, I hope that my request for public edification be considered at this time, since it has not as yet. I'm sure the district in no way would condone further negativism on the school website toward any student this year, or ever again, under any circumstances. The current board has recently denounced, and even *taken specific action*, based on potential damaging comments, *prior to an investigation*. The record, (*copies of the website comments*), substantiates our concerns, but there has been *no response* from the administration for nearly a year.

If the current board disagrees with my opinion and feelings in any way, or again fails to respond to my request, I would like to be placed on the Board Agenda in a future meeting to publically discuss this issue, with supporting documents as evidence. If appropriate, any board member is welcome to contact me directly for further personal clarification of my wife's or my feelings. To be very specific, I request some sort of administrative response to this long overdue issue.

Thank you for your time,

Ron Smartnick Sr. 225-3602 (h); 431-8967 (c)



Dan Sturdevant
Activities Director
Jefferson High School
PO Box 838
311 South Main Street
Boulder, MT 59632

November 18, 2011

RE: Jefferson High School Volleyball Program

Dear Mr. Sturdevant;

This letter is in reference to some of our concerns regarding the 2011 JHS Volleyball Program, specifically related to Coach RoyAnn Wolfe's lacking ability to have a positive impact on our daughters and the program. We understand the District provides an opportunity for program evaluation, but felt a joint letter from a number of the varsity volleyball players parents would provide more direct, concise, and unified input. This will also avoid the concern of negative repercussions on any individuals should the evaluations fall into the wrong hands as has been reported to happen in the past.

Our concern centers around the negativity Coach Wolfe has portrayed toward our daughters and the program. We are sure you have heard from a number of us parents, and likely observed throughout the season, that the girls are just not happy with and do not respect her as a coach. A few of the issues and instances we have observed, or been told by our daughters include:

- Our daughters have indicated on numerous occasions that she was very negative with them in practice as well we visibly saw this negative attitude toward the players during the games. Not only did she constantly yell and criticize players on the floor, but her body language was also very unenthusiastic. This was very obvious to the players, parents, and likely the fans, both from JHS and our opponent's schools.
- Coach told the girls that she knows that they only played volleyball to stay in shape for basketball. This might be true for some, but it's not how the majority felt.
- Early in the season, she indicated that she was already getting complaints from parents and "would like to see one of them try to do a better job". Not only did this make the individuals who talked to her feel uncomfortable, it also made the other players afraid to go to her.
- During a game and in front of the whole team, Coach Wolfe told a player that she didn't care about the team and demanded she go sit in the stands with her parents. Her outburst and use of profanity was not only demoralizing to the player, this act also was very detrimental to the whole team.
- Even when the team is doing well and may be leading a match, she continued to yell and belittle the players. Instead of being positive about their efforts, she focused on what they needed to do better. The moral and self worth of the girls would fall and a loss was inevitable. Players would learn after match that they were ahead.
- Players expressed their concerns of a potential retaliation by the coach if anyone else complained. As the season rolled on, players stayed to themselves as a group and away from the coaching staff at games and tournaments.

We are told JHS has a zero tolerance of bullying and intimidation. From our perspective, our girls are being subjected to this treatment, not by other students but by Coach Wolfe.

Our second concern has to do with what we see as her lack of coaching ability and volleyball knowledge at a varsity level. We know we are not the, but as a group, have observed every game near and far. Some of the specific issues we have noted include:

- The constant changing of our rotation, even during district tournaments. Not only rotation changes, but player position changes. Players didn't know where or when they are supposed to go in. Even the starters were unaware who they were until their names were called. There was no communication between players and coach which we feel led to poor play on the floor.
- Because of complaints on playing time, coach knowingly put the team in situations of running out of substitutions, leaving the girls feeling confused and frustrated on the floor.
- On the bus ride to the Whitehall tournament, the players were required to sign a sheet indicating they understood their stats. It was a common sheet that all players signed. This allowed all players to see each other's statistics, thus providing the opportunity for them to criticize each other.

Many of us have been involved in JHS volleyball for a number of years and feel the program has progressively deteriorated the past two years. Many of these concerns were brought to Coach Wolfe and the administration last year, with what we see as no improvement. In fact, we feel not only do we have a worse win/lost record, but the girl's motivation and passion for the game has declined. We ask that you take these issues into consideration in making your recommendation to the Board of Trustees regarding the hiring of a volleyball coach for the 2012 season. We ask that RoyAnn Wolfe not be offered the position.

We appreciate your consideration of our concerns on this matter and hope that this is a decision that you do not take lightly. Understanding the importance of this decision, to both JHS and the future of the program, we would gladly meet with you and Principal Whealon to provide further comment and ask that you keep us abreast with the status of this matter.

GO PANTHERS!!!

Respectfully yours,
JHS volleyball parents and fans

#1 Shayla Danielson

Shayla Danielson

#2 Jordan Powers

#3 Kendra Jackson

#4 Kerri Huso

Kerri Huso

#6 Rebecca Wacker

Rebecca Wacker

#7 Katherine Martini

Katherine Martini

#8 Taylor Sorheim

Taylor Sorheim

#9 Jessica Newman

Jessica Newman

#10 Taijah Peterson

Taijah Peterson

#11 MarySue Gerst

#12 Abby Wing

#13 Mallory Herzog

cc: Principal Jim Whealon
✓ Jefferson High School Board of Trustees

12/21/11

12:30:09

JEFFERSON HIGH SCHOOL

Claim Approval List

For the Accounting Period: 12/11

Page: 1 of 2

Report ID: AP100

. Over spent expenditure

Claim Warrant	Vendor #/Name	Amount				
Line #	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj Proj

13720	4567 GARRELS, GORRET	500.00				
1	12/21/11 Career Days Speaker	500.00*		215	451-1000	582 73

Total: 500.00

500.00

01/11/12
09:23:24

JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 1/12

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. Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount						
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj	
13512		1183 HARLOW'S SCHOOL BUS SERVICE, INC.	9,937.52						
1		01/01/12 5th contract pymnt	12,872.52		210	100-2700	513		
2		01/01/12 lease pymnt	-1,505.00		210	100-2700	513		
3		01/01/12 2nd lease pymnt	-1,430.00		210	100-2700	513		
13513		4097 NORTHLAND FINANCIAL	2,935.00						
1		22 01/01/12 Jan. 12 bus pymnt	1,505.00		210	100-2700	840		
2		22 01/01/12 Jan. 12 2nd bus pymnt	1,430.00		210	100-2700	840		
13703		3252 KNOWLEDGE MATTERS, INC	1,445.50						
1		9564 12/05/11 virtual business manage	722.75*	7279	215	396-1000	680	77	
2		9564 12/05/11 virtual business manage	722.75*	7279	215	451-1000	680	73	
13704		2129 PICCOLO'S MUSIC	135.00						
1		2104 10/18/11 instrument repair	135.00	7124	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-440-							
13705		1451 L & P GROCERY	4.58						
1		1521591201 12/01/11 biology lab supplies	4.58	6992	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-							
		738 DOUBLETREE HOTEL	581.52						
		41318 11/23/11 MUN lodging	581.52	7270	201	710-3400	582		
13707		4478 GETTEN, TANYA	657.29						
1		12/09/11 spring tuition	657.29*		201	100-1000	582		
13708		2899 WOODWORKER'S SUPPLY, INC.	6,127.49						
1		8006822-2 12/08/11 dual drum sander	6,000.00*	7238	224	100-1000	660		
2		8006822-2 12/08/11 dual drum sander	127.49*		224	100-1000	660		
13709		4452 MT FLAG AND POLE CO.	104.50						
1		211759 12/12/11 flags	100.00	7158	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-2600-610-							
2		211759 12/12/11 flags	4.50		201	100-2600	610		
13710		4565 WILLIAMS, MARY	61.67						
1		12/09/11 service learning supplies	61.67	7291	201	100-1000	610		
13711		4322 WANIATA, CAROL	621.00						
1		12/13/11 pianst 11/8/11 - 12/13/11	621.00		201	710-3400	582		

01/11/12

09:23:24

JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 1/12

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Report ID: AP100

Over spent expenditure

Claim Warrant	Vendor #/Name	Amount					
Line #	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj
13712	2706 LOCK SHOPPE	122.00					
1	12/09/11 keys, panel locks	122.00		201	100-2600	440	
13713	3766 MONTANA ACADIA	3,434.28					
1	5301696 12/13/11 altacare	3,434.28*		215	280-1000	330	524
13714	1648 MDM SUPPLY CO.	13.89					
1	2049771 12/09/11 wax gasket	13.89	7298	201	100-2600	615	
13715	3922 LUTKEHUS, BRETT	6.75					
1	11/28/11 conference meal reim.	6.75		228	100-1000	582	
13716	157 ACE HARDWARE	95.58					
1	46271 12/13/11 science/science olympiad	95.58	6991	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-						
13717	4565 WILLIAMS, MARY	52.25					
1	12/14/11 service learning travel	52.25		201	100-1000	610	
13718	3959 AMERICAN EXPRESS	10.76					
	12/19/11 tech shipping	10.76*		228	100-1000	610	
13719	899 EMPIRE OFFICE MACHINES, INC.	55.50					
1	174522-001 12/12/11 district office supplies	55.50	7143	201	999		
	PO Accounting (Org/Prog/Func/Obj/Proj: -100-2500-610-						
13721	3959 AMERICAN EXPRESS	15.26					
1	12/20/11 tech shipping	15.26*		228	100-1000	610	
13722	1451 L & P GROCERY	13.87					
1	1313411220 12/20/11 supplies for staff dinner	13.87		201	100-2300	800	
13723	3766 MONTANA ACADIA	2,148.44					
1	5311475 12/20/11 altacare	2,148.44*		215	280-1000	330	524
13724	3959 AMERICAN EXPRESS	15.26					
1	12/20/11 tech shipping	15.26*		228	100-1000	610	
13725	3933 TIGER DIRECT, INC	109.92					
1	F818130001 12/12/11 hd 5450 video card	109.92*	7296	228	100-1000	610	
13726	4256 NEOPOST LEASING	251.10					
1	N2964689 12/11/11 lease pymnt	251.10		201	100-2400	532	

01/11/12
09:23:24

JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 1/12

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Report ID: AP100

. Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount						
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj	
13727		1079 GAGNON'S DIGITAL IMAGING	277.32						
1		53178 12/15/11 copies	277.32		201	100-1000	440		
13728		3766 MONTANA ACADIA	7,015.05						
1		5321674 12/28/11 altacare	2,278.67*		215	280-1000	330	524	
2		5321675 01/02/12 altacare	4,736.38*		215	280-1000	330	524	
13729		3959 AMERICAN EXPRESS	25.71						
1		12/28/11 fcs supplies	7.89	6999	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
2		12/28/11 score clock/board clear bulbs	17.82		201	100-2600	615		
13730		631 CRESCENT ELECTRIC SUPPLY CO.	253.52						
1		051-474342 12/09/11 conduit,clamps, ballast	29.53	6930	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-2600-615-							
2		051-474342 12/09/11 conduit,clamps,ballast	223.99	7299	201	100-2600	615		
13731		375 MSHWP/BCBS OF MONTANA	2,184.16						
1		012012 12/12/11 Ret. Prem	2,184.16		201	100-1000	260		
13732		1987 PACIFIC STEEL	537.74						
		605264 12/22/11 steel for handrail	537.74	7297	201	100-2600	615		
13733		1645 VERIZON BUSINESS	122.93						
1		05644013 12/25/11 Dec. 11 service	122.93		201	100-2400	531		
13734		3512 INTERMOUNTAIN HEATING	537.00						
1		25442 12/19/11 dust collector	537.00*	7237	224	100-1000	660		
13735		4234 WELLS FARGO FINANCIAL LEASING	321.93						
1		6765676328 12/19/11 copier/tax	321.93		201	100-1000	840		
13736		45 PIONEER CONCRETE	280.00						
1		82455 12/19/11 concrete for garage/sidew	280.00	7167	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-2600-440-							
13737		1183 HARLOW'S SCHOOL BUS SERVICE, INC.	3,471.90						
1		12/01/11 athletic	1,810.93		201	720-3500	582		
2		12/01/11 activity	1,660.97		201	710-3400	582		
13738		4404 BOULDER ADMINISTRATION SERVICE	40.00						
1		01/01/12 Jan 12 admin fees	40.00		201	100-1000	260		

01/11/12
09:23:24

JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 1/12

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Report ID: AP100

. Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount						
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj	
13739		3959 AMERICAN EXPRESS	3,809.21						
1		12/29/11 dig camera, lens, battery	1,161.24	7304	215	390-1000	610	80	
2		12/29/11 banner, bracelets, shirts	2,647.97	7303	215	390-1000	610	80	
13740		4049 AMAZON.COM	540.46						
1		12/29/11 apple ipad 2	540.46	7305	215	390-1000	610	80	
13741		631 CRESCENT ELECTRIC SUPPLY CO.	85.90						
1		474442 12/20/11 30 amp breaker`	40.00	7300	201	100-2600	615		
2		474442 12/20/11 30 amp breaker`	5.65		201	100-2600	615		
3		475069 12/22/11 plate covers	40.25		201	100-2600	615		
13742		3766 MONTANA ACADIA	65.10						
1		5342560 01/05/12 altacare	65.10*		215	280-1000	330	524	
13743		4297 COMDATA	3,820.87						
1		20160278 01/01/12 route	2,750.43		210	100-2700	624		
2		20160278 01/01/12 athletic	603.11		201	720-3500	582		
3		20160278 01/01/12 activity	296.94		201	710-3400	582		
4		20160278 01/01/12 custodial	127.22		201	100-2600	624		
5		20160278 01/01/12 drivers ed	43.17*		218	100-1000	624		
13744		157 ACE HARDWARE	596.47						
1		various 12/01/11 Ref PO# 23253 Maintenance	596.47		201	100-2600	615		
13745		2276 SAFEWAY	64.05						
1		2072653 12/16/11 fcs supplies	64.05	7119	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
13746		1451 L & P GROCERY	176.75						
1		127018129 12/01/11 fcs supplies	12.41	6998	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
2		1408841207 12/07/11 fcs supplies	67.54	6998	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
3		1267731208 12/08/11 fcs supplies	15.26	6998	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
4		1267181213 12/13/11 fcs supplies	20.01	6998	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
5		1390771213 12/13/11 fcs supplies	32.13	6998	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
6		2718591214 12/14/11 fcs supplies	29.40	6998	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							

01/11/12

09:23:24

JEFFERSON HIGH SCHOOL

Claim Approval List

For the Accounting Period: 1/12

Page: 5 of 7

Report ID: AP100

. Over spent expenditure

Claim Warrant	Vendor #/Name	Amount						
Line #	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj	
13747	2144 SAFEGUARD BUSINESS SYSTEMS	59.79						
1	384875 12/28/11 w-2's and 1099's	52.00	7284	201	100-2500	610		
2	384875 12/28/11 w-2's and 1099's	7.79		201	100-2500	610		
13748	2749 UNIVERSAL ATHLETICS	5,087.83						
1	1040020348 09/20/11 gbb uniforms	3,489.56	7166	201	999			
PO Accounting	(Org/Prog/Func/Obj/Proj: -720-3500-660-							
2	1040020348 09/20/11 gbb uniforms	534.62	6663	201	999			
PO Accounting	(Org/Prog/Func/Obj/Proj: -720-3500-660-							
3	1040020348 09/20/11 gbb uniforms	1,063.65		201	720-3500	660		
13749	4556 BULKLEY ELECTRIC, INC.	1,542.30						
1	9255 01/04/12 electrical work for sande	1,542.30*	7239	224	100-1000	440		
13750	2793 AMERICAN WELDING & GAS, INC.	102.70						
1	1540135 12/05/11 welding supplies/gas	72.01	7121	201	999			
PO Accounting	(Org/Prog/Func/Obj/Proj: -390-1000-610-							
2	1564412 12/31/11 welding supplies/gas	30.69	7121	201	999			
PO Accounting	(Org/Prog/Func/Obj/Proj: -390-1000-610-							
13751	3012 BLACK MOUNTAIN SOFTWARE	2,552.00						
	15282 01/01/12 accounting/payroll maint.	2,552.00		201	100-2500	680		
13752	1737 NORTHWESTERN ENERGY	9,283.11						
1	928311 01/04/12 Dec. 11 electric	3,772.84		201	100-2600	412		
2	928311 01/04/12 Dec. 12 gas	5,510.27		201	100-2600	411		
13753	1650 MEADOW GOLD DAIRY	93.42						
1	60209723 12/01/11 milk	24.33		201	910-3100	630		
2	60209751 12/05/11 milk	12.43		201	910-3100	630		
3	60209777 12/08/11 milk	24.33		201	910-3100	630		
4	60209805 12/12/11 milk	22.38		201	910-3100	630		
5	60209830 12/15/11 milk	9.95		201	910-3100	630		
13754	1086 GIULIO DISPOSAL SERVICES, INC.	141.00						
1	68451 12/31/11 Dec. 11 service	141.00		201	100-2600	431		
13755	3374 J.W.PEPPER & SON, INC.	141.74						
1	3302916 01/03/12 music selections	141.74	6942	201	999			
PO Accounting	(Org/Prog/Func/Obj/Proj: -100-1000-610-							
13756	3481 MT DOJ CRIMINAL RECORDS	109.00						
1	27116 12/01/11 Bullock/Lewis Prints	50.50	7285	201	100-2300	610		
2	27116 12/01/11 Martini Prints	29.25	7285	201	100-2300	610		
3	27172 12/07/11 Klass prints	29.25	7292	201	100-2300	610		

01/11/12
09:23:24

JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 1/12

Page: 6 of 7
Report ID: AP100

. Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount					
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Acct/Source/ Prog-Func	Obj	Proj
13757		1461 PEELER, LANCE	98.04					
1		3106000205 01/05/12 repair items	98.04		201	100-2600		615
13758		2717 CITY OF BOULDER	1,605.15					
1		01/04/12 Jan. 12 water/sewer	1,605.15		201	100-2600		421
13759		4570 EAST HELENA PUBLIC SCHOOLS DIST #9	11,000.00					
1		01/03/12 Jan 12 - June 12 gas co-op	11,000.00*		201	100-6200		920
Total:			84,998.08					
			84,998.08					

01/11/12
09:23:25

JEFFERSON HIGH SCHOOL
Fund Summary for Claims
For the Accounting Period: 1/12

Page: 7 of 7
Report ID: AP110

Fund/Account	Amount
201 HIGH SCHOOL GENERAL FUND	
101	\$42,509.18
210 HIGH SCHOOL TRANSPORTATION FUN	
101	\$15,622.95
215 HIGH SCHOOL MISC PROGRAMS FUND	
101	\$18,458.04
218 HIGH SCHOOL TRAFFIC EDUCATION	
101	\$43.17
224 HARD ROCK MINING	
101	\$8,206.79
228 TECHNOLOGY FUND	
101	\$157.95
Total:	\$84,998.08



MONTANA SCHOOL BOARDS ASSOCIATION
863 GREAT NORTHERN BLVD
STE 301
HELENA. MT 59601

COPY

Voice: 406-442-2180
Fax:

Invoice Number: 26105
Invoice Date: 12/31/11

JEFFERSON COUNTY HIGH SCHOOL
P O BOX 838
BOULDER, MT 59632

	Amount
TEACHER/COACH INVESTIGATION	
T. KOENIG; 12/1; 2.7 HRS; EMAIL CORRESPONDENCE; TRAVEL TO/FROM BOULDER;	405.00
ATTEND BOARD MEETING	
SILK; 12/1; .3 HRS; CONF W/K. LANGONI AND T. KOENIG	48.00
... LANGONI; 12/1; 2.3 HRS; TRAVEL TO/FROM DISTRICT; ATTEND BOARD MEETING	253.00
T. KOENIG; 12/2; .5 HRS; EMAIL CORRESPONDENCE; CONF W/K. LANGONI	75.00
D. SILK; 12/2; .2 HRS; CONF W/LEGAL STAFF	32.00
K. LANGONI; 12/2; .6 HRS; T/C WITH SUPT; CONF W/T. KOENIG	66.00
K. SMERKER; 12/2; .2 HRS; CONF W/LEGAL STAFF; DRAFT RETAINER AGREEMENT; SET	16.00
UP FILE; EMAIL BOARD CHAIR	
K. LANGONI; 12/3; .1 HRS; T/C WITH WITNESS	11.00
T. KOENIG; 12/5; .7 HRS; EMAIL CORRESPONDENCE	105.00
K. LANGONI; 12/5; 3.5 HRS; T/C WITH SUPT; T/C WITH WITNESS; TRAVEL TO/FROM	385.00
BOULDER; CONDUCT INVESTIGATION	
K. LANGONI; 12/6; 3.1 HRS; TRAVEL TO/FROM BOULDER; CONDUCT INVESTIGATION;	341.00
EMAIL TO SUPT	
T. KOENIG; 12/7; .2 HRS; CONF W/K. LANGONI	30.00

Please contact Carol Will at 442-2180 should you have any questions.

Check No:

Total Invoice Amount
Payment Received

TOTAL

Continued

Continued



MONTANA SCHOOL BOARDS ASSOCIATION
863 GREAT NORTHERN BLVD
STE 301
HELENA. MT 59601

Voice: 406-442-2180
Fax:

JEFFERSON COUNTY HIGH SCHOOL
P O BOX 838
BOULDER, MT 59632

Invoice Number: 26105

Invoice Date: 12/31/11

	Amount
K. LANGONI; 12/7; 2.2 HRS; INTERVIEW WITNESS; CONF W/T. KOENIG	242.00
K. LANGONI; 12/8; .8 HRS; T/C WITH WITNESS; WROTE REPORT	88.00
T. KOENIG; 12/9; 1.2 HRS; T/C WITH K. JACKSON; CONF W/K. LANGONI; T/C WITH J. WHEALON	180.00
K. LANGONI; 12/9; .8 HRS; T/C TO WITNESS; WROTE REPORT; TELEPHONE CALLS TO WITNESS; CONF W/T. KOENIG	88.00
K. LANGONI; 12/12; .2 HRS; T/C WITH SUPT	22.00
T. KOENIG; 12/13; 3.3 HRS; CORRESPONDENCE W/J. WHEALON, B. EHLI, AND TRUSTEES; CONF W/K. LANGONI	495.00
K. LANGONI; 12/13; 2.5 HRS; T/C TO WITNESSES; WROTE REPORT; CONF W/T. KOENIG	275.00
T. KOENIG; 12/14; .3 HRS; EMAIL CORRESPONDENCE W/J. WHEALON & B. EHLI	45.00
K. LANGONI; 12/14; 1.2 HRS; WROTE REPORT; CONF W/T. KOENIG; TRANSFERRED VOICE FILES	132.00
T. KOENIG; 12/15; 3.8 HRS; REVIEW OF INVESTIGATION REPORT; DRAFT ATTORNEY-CLIENT MEMO	570.00
D. SILK; 12/15; .6 HRS; CONF W/T. KOENIG; CONFS W/K. LANGONI	96.00
K. LANGONI; 12/15; .8 HRS; MODIFIED REPORT; CONF W/T. KOENIG; REVIEW	88.00

Please contact Carol Will at 442-2180 should you have any questions.

Check No:

Total Invoice Amount
Payment Received

Continued

TOTAL

Continued



MONTANA SCHOOL BOARDS ASSOCIATION
863 GREAT NORTHERN BLVD
STE 301
HELENA. MT 59601

Voice: 406-442-2180
Fax:

JEFFERSON COUNTY HIGH SCHOOL
P O BOX 838
BOULDER, MT 59632

Invoice Number: 26105

Invoice Date: 12/31/11

	Amount
DOCUMENT; T/C WITH TRUSTEE; CONF W/LEGAL STAFF	
D. SILK; 12/16; .2 HRS; CONF W/T. KOENIG RE: RELEASE OF INVESTIGATIVE REPORT & BOARD MTG SCHEDULE	32.00
KOENIG; 12/16; .2 HRS; CONF W/D. SILK RE: RELEASE OF INVESTIGATIVE REPORT & BOARD MTG SCHEDULE	30.00
T. KOENIG; 12/19; 4.7 HRS; REVIEW OF FILE; CONF W/LEGAL STAFF; TRAVEL TO/FROM BOULDER; ATTEND DISCIPLINARY HEARING	705.00
K. LANGONI; 12/19; 2.9 HRS; CONFS W/LEGAL STAFF; TRAVEL TO/FROM BOULDER; ATTEND BOARD MEETING	319.00
T. KOENIG; 12/20; .3 HRS; T/C WITH J. WHEALON	45.00
D. SILK; 12/20; .4 HRS; CONF W/LEGAL STAFF	64.00
K. LANGONI; 12/20; .1 HRS; EMAIL TO K. SMERKER	11.00
T. KOENIG; 12/22; .9 HRS; REVIEW OF LETTER OF REPRIMAND; EMAIL TO J. WHEALON; T/C WITH J. WHEALON	135.00
LEGAL TRAVEL EXPENSES REIMBURSABLE BY DISTRICT FOR K LANGONI ON 12/5 & 12/6/11 -MILEAGE	65.49
LEGAL TRAVEL EXPENSES REIMBURSABLE BY DISTRICT FOR T. KOENIG ON 12/1 &	66.60

Please contact Carol Will at 442-2180 should you have any questions.

Check No:

Total Invoice Amount
Payment Received

Continued

TOTAL

Continued



MONTANA SCHOOL BOARDS ASSOCIATION
863 GREAT NORTHERN BLVD
STE 301
HELENA. MT 59601

Voice: 406-442-2180
Fax:

JEFFERSON COUNTY HIGH SCHOOL
P O BOX 838
BOULDER, MT 59632

Invoice Number: 26105

Invoice Date: 12/31/11

Amount

12/19/11 -MILEAGE

Please contact Carol Will at 442-2180 should you have any questions.

Check No:

Total Invoice Amount
Payment Received

5,561.09

TOTAL

5,561.09

Customer ID: JEFFERSON CO HS

From the desk of:



January 12

Payroll Items

Minimum wage increased to \$7.65 as of January 1. This affects our substitute pay for janitors, aides, and secretaries. We have had quite a bit of custodial sub pay lately but that should decrease now that all custodians are back to full-time work. The collective bargaining agreement states that this pay is \$7.40 but cannot contradict state law. It is important to make that change during negotiations

In addition, teacher sub pay is currently \$8.58 and \$10/hr. for non-certified and certified respectively. The elementary school increased theirs from these to \$10 and \$12. While I know that our budgets are getting tighter, we also need to take into consideration a reasonable wage and one that is competitive with area schools. Food for thought!

W-2's were issued to employees the 1st day following the Christmas break. 1099's will hopefully be done by the 23rd.

Included with this packet is a copy of the bill from MtSBA.



lorie carey <lorie.carey@jhs.k12.mt.us>

Friday Notes:

jim whealon <jim.whealon@jhs.k12.mt.us>

Fri, Jan 13, 2012 at 6:36 PM

To: Sabrina Steketee <sabrina@gopantherz.com>, Kathy Jackson <katjack_5@msn.com>, Lynne Bryant <Lynlab3@yahoo.com>, Pat Lewis <lewis@radonmine.com>, Stan Senechal <Ssenechal51@gmail.com>, Tim Lloyd <tlloyd@jeffbb.net>, Kyle Eckmann <kmeckmann@msn.com>, Lorie Carey <lorie.carey@jhs.k12.mt.us>

You may have heard that we have pertussis (whooping cough) at school. We have had one confirmed case to date. There was also a student a week ago or so who was treated for pertussis but not tested. Therefore, we were not notified. In the case we do know about for sure, the health department notified us as soon as there was a positive test. Board policy requires that we follow the State and National guidelines when dealing with communicable diseases. What we do is: 1) Anyone who has it must get treated and wait 5 days before coming back. If they don't get treated they have to get a clear lab test before they can come back. 2) All close contacts, students who sit on either side of the infected student or in front of or behind must get tested. 3) Those who have a religious exemption have been sent home for ten days or they can get vaccinated and return to school 5 days after being vaccinated. You may hear from parents who want some form of modification of the protocols for their child. That is not possible. If you do get a call please refer them to me. A notice is posted on our web page and on the front of the building. The local paper and the Helena paper have been informed. I have called both schools we play this week end. The school nurse is contacting all parents of students who need notification.

I had copies of the open meeting complaint, the Human Rights complaint, and Ron's letter for you for the meeting on the tenth. They are all short reads, but if someone wants a copy before the 17th meeting they are in my office. Sabrina asked for a copy of the Human Rights one. Sunday and Monday Dan and I will be in Billings for the annual Montana High School meeting for training.

Dan and I meet with Ron about his letter and we better understand his issue. He will be at the meeting. In a nut shell, his issue is the District provides a vehicle (the public coach evaluation) in which his child was libeled. The Board did not seem to care when he addressed it with them but they did care about the welfare of the child in the recent basketball issue. He does not feel the Board is responsible for what some people might chose to write but it is responsible for providing a vehicle by which they could libel someone.

I have contacted our insurance carrier about both the open meeting complaint in State District Court and the Human Rights complaint. If we want them to cover the cost of fighting these issues and possible the cost of settling them they must have early notice. Kathy and I decided to get them involved. I have informed them that the Board may want MTSBA to be involved. They did not respond because the prime carrier, Western States is the Broker) has not yet agreed to cover us.

--

Jim Whealon
Superintendent/Principal
Jefferson High School

*** This Email was sent by a staff member at Jefferson High School.

12 January 2012

Report to JHS Board

Fall Coaches.

Football: I think the football coaches did an outstanding job with the program. They were 4-4 this year and just missed the post season. The coaches were all new to JHS and it took some time to settle into a new system but I thought everything went well. I had many compliments and a couple of parents that were not happy. I recommend rehiring all three coaches. Head coach Clint Layng, and assistants Daryl Mikesell and Josh Armstrong. We may need to look at adding another coach if the numbers are up as much as I think they will be.

Volleyball: Head coach RoyAnn Wolfe has resigned and assistant coach Harmony Ellwein has also resigned. At this point I have not contacted Ashley Mathis but I would prefer to not hire assistants until a head coach has been hired.

Cross Country: I have nothing but good to say about coach Bob Ekblom. He works well with the kids and the parents all have good things to say about him. I recommend rehiring Bob Ekblom as the head cross country coach.

Cheer: Coach Laura Butler has resigned effective at the end of this season.

Spring Coaches.

Golf: We had two apply for this position, Scott Connoles and a man in Helena. The one from Helena has withdrawn his name saying he had a change of mind. I have offered the position to Scott Connoles pending board approval.

As of this date we are looking for head and assistant tennis, head and assistant volleyball, assistant track and head cheer coach. We have advertised the tennis and track positions several times with no applications.

Dan Sturdevant AD



To: JHS Athletic Director

JHS Superintendent

January 12, 2012

Following are some of the disparaging comments/quotes copied directly from the JHS Website directly related to our son, and submitted by parents or other adults in the community. We are also specifically pointing out the inappropriateness of any comment addressed toward any student/athlete on the Program Evaluation Form.

Our concern as parents is that our son was subject to deliberate libel, character assassination, written aspersions, malice, and humiliation in each of the statements listed below. These comments were ill-advisedly entered by members of the community on the JHS Website's Program Evaluation Form a year ago.

1. No one gets attention other than the "chosen one"
2. Look at the back of his helmet
3. Stats always showed he had more tackles every game than any other
4. Standard of community is not to "showboat" a kid
5. Thinks "only his son played well"
6. "Coach played son when he had players who were better suited to those positions, smaller, more talented players"
7. "Should have been on the line and definitely not a kicker"
8. "Thinks he's the only good player"
9. "Favorites were played"
10. "JHS athletes are an extraordinary bunch of athletes with so much potential" Indicates he is excluded from this praise based on the rest of the comments.
11. "Team has all of the talent in the world" Indicates he is excluded from this praise based on the rest of the comments.

Comments listed on JHS Website directly related to other student/athletes and our concern about their appropriateness of inclusion on a Program Evaluation.

1. "Why was _____ not running the ball the entire season? What a waste of a talented player"
2. "Team refused to play the game"
3. "Team stopped playing to their abilities"

We, as parents, take offense to public degradation of our son as would any parents. We understand the school district cannot control, nor has any jurisdiction over, inappropriate behavior of the public. However, the school district does control, and is responsible for, their website and any content published on it. We need an immediate resolution to our long overdue requests for district action. Again we: (1) request an apology to our son for allowing this verbal abuse, and (2) the public be admonished for inappropriately using the District Website to promote personal agendas at the expense of our son, and other student athletes.

Sincerely

Joyce and Ron Smartnick

TO: JHS Athletic Director

JHS School Superintendent

January 12, 2012

Gentleman, attached is a note of clarification reference the letter I submitted through you to the school board on December 20, 2011.

1. It is our opinion that defamation of character toward our son was initiated on the JHS Website, in particular during the Online Football Program Evaluations of the 2010 season.

Definition: (1) Any false communication, either written or spoken, that harms a person's reputation; decreases the respect, regard, or confidence in which a person is held; or induces disparaging hostile, or disagreeable opinions or feelings against a person (2) Encompasses both written statements, known as LIBEL, and spoken statements, called slander

2. It is our opinion that character assassination was directed toward our son on the JHS Website, in particular during the Online Football Program Evaluations of the 2010 season.

Definition: (1) Any attempt to tarnish a person's reputation (2) a form of defamation

3. It is our opinion that written aspersions were cast toward our son on the JHS Website, in particular during the Online Football Program Evaluations of the 2010 season.

Definition: (1) A disparaging or malicious remark (2) the act of defaming

4. It is our opinion that malice was directed toward our son on the JHS Website, in particular during the Online Football Program Evaluations of the 2010 season.

Definition: (1) Showing "ill will" (2) desire to inflict injury, harm, or suffering on another, either because of a hostile impulse or out of deep-seated meanness (3) evil intent on the part of a person who commits a wrongful act injurious to others.

5. It is our opinion that our son was humiliated on the JHS Website, in particular during the Online Football Program Evaluations of the 2010 season.

Definition: (1) An instance in which you are caused to lose your prestige or self respect (2) depriving one of self-esteem

It is our opinion that issues 1-5 listed above are evidenced by parental comments submitted on the JHS Website, in particular during the Online Football Program Evaluations of the 2010 season. It is our opinion that the school district has an obligation to publically admonish the assertions directed toward our son submitted to the district on the district website. It is our opinion the board has an obligation to publically restate the true purpose and intent of its' approved Athletic Program Evaluation. It is also our opinion that no district action for a year may indicate they supported the written parental attacks that were directed toward our son on the district owned and controlled website. It is our opinion that any future student, at any time could undergo the same parental disrespect as our son has. It is our opinion that the district cannot allow this to happen again. We feel it is our obligation to do whatever it takes to ensure that the all of our students are protected from any disrespect or bullying in any manner. It is our opinion that as of today, the 12th of January 2012, the lack of response for over a year, indicates district supported Libel.

Definition Libel (1) The publication of defamatory matter in permanent form, as by a written or printed statement, picture, etc. (2) Any defamatory or unflattering representation or statement (2) to misrepresent injuriously

To further edify our point of view I have taken the liberty to provide this information to you.

Cyber Libel Issues: Can the operator of a website be sued for libel for messages that are posted?

Current Principles Governing Liability: Owners and/or operators of a network of computers are liable for defamatory material which they write and publish on the network, or receive from third parties and cause to be published on the network.

When should you sue for libel? When you are attacked by the media or members of the public. Usually, a libel action should only be instituted if the primary objective is to vindicate reputation. Libel action is not the only option if a solution can be resolved through an apology, retraction, or by writing rebuttal articles or letters. If a request for an apology has been spurned by a defamer, you can then proceed with libel action with greater equanimity. Reference: <http://www.cyberlibel.com>

We are asking for:

1. A written apology to my son.
2. A public school board denouncement or admonishment for the parental comments directed toward my son and other players last year on the District Website. (We feel that we have clarified our viewpoint that the board has not responded to, or been concerned with my son's feelings or his student rights for a year.)
3. We are asking the school board to educate the public regarding the use of the Athletic Program Evaluation Forms on the JHS Website in the very near future.

Sincerely,

Ron and Joyce Smartnick

1 **Jefferson High School District #1**

2
3 **THE BOARD OF TRUSTEES**

1511

4
5 Code of Ethics for School Board Members

6
7 AS A MEMBER OF MY LOCAL BOARD OF TRUSTEES, I WILL STRIVE TO IMPROVE
8 PUBLIC EDUCATION, AND TO THAT END I WILL:

9
10 Attend all regularly scheduled Board meetings insofar as possible and become informed
11 concerning the issues to be considered at those meetings;

12
13 Recognize that I should endeavor to make policy decisions only after full discussion at public
14 Board meetings;

15
16 Make all decisions based on available facts and my independent judgment and refuse to
17 surrender that judgment to individuals or special interest groups;

18
19 Encourage the free expression of opinion by all Board members and seek systematic
20 communications between the Board and students, staff, and all elements of the community;

21
22 Work with other Board members to establish effective Board policies and to delegate authority
23 for administration to the Superintendent;

24
25 Recognize and respect the responsibilities that properly are delegated to the Superintendent;

26
27 Communicate to the Superintendent expression of public reaction to Board policies, school
28 programs, or staff;

29
30 Inform myself about current educational issues, by individual study and through participation in
31 programs providing needed information, such as those sponsored by the Montana and National
32 School Boards Associations;

33
34 Support the employment of those persons best qualified to serve as school staff and insist on
35 regular and impartial evaluation of staff;

36
37 Avoid being placed in a position of conflict of interest and refrain from using my Board position
38 for personal or partisan gain;

39
40 Avoid compromising the Board or administration by inappropriate individual action or
41 comments and respect the confidentiality of information that is privileged under applicable law;

42
43 Remember always that my first and greatest concern must be the educational welfare of students
44 attending public schools.

45
46 Policy History:

47 Adopted on: February 2007

48 Revised on: