

AGENDA
REGULAR MEETING OF THE TRUSTEES OF JEFFERSON HIGH SCHOOL DISTRICT # 1
*** 6:00 p.m. February 15, 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
 - a. BACE regarding negotiations
 - b. Day of Advocacy
 - c. Interest Based Bargaining
 - d. Resignation – Todd Lorenzen
 - e. Tanya Getten – library endorsement
2. Student Council Report
3. Staff Presentations
4. Student Presentation - CADCA trip

E. New Business.

1. Personnel
 - a. Substitute Applications
 - b. Staff Vacancies
 - c. Coaching Vacancies
2. Superintendent Evaluations
3. Resolution for authorization of use of Hard Rock Funds
4. Resolution for the authorization of administration to purchase of surplus property

F. Planning – Administrative structure

G. Commendations and Recognition

H. Committee Reports.

1. Negotiations/Personnel – A. Erickson, P. Lewis, S. Senechal
--process for recruit selection
2. Policy/Handbook – P. Lewis, S. Steketee, L. Bryant
-- open gym policy re community use
-- review goals in policy to see how we are working on them,
--review metal mines policy re use for roof,
3. Budget/Insurance/Investments – D. Lorenzen, S. Senechal, K. Jackson
--availability of funds for admin and/or staff increases
4. Building/Grounds/Transportation – K. Jackson, A. Erickson
--assist with scope ad bidding of roof repairs
5. Teaching/Learning – S. Steketee, D. Lorenzen, L. Bryant
--service learning credit

I. Clerk's Report

1. Budget Management Report
2. Audit Report Review

J. Superintendent's Report

1. AD Report
2. Facility use rider

K. Unfinished Business

1. Credit for Service Learning
2. Bids for Roof
3. Fall Sports Recommendations
4. Policies without dates
 - annual review Superintendents in-service development program
 - annual set rate of pay for subs
 - quarterly board recognition of students with no absences or only one
 - annual formulation/adoption of board objectives/goals
 - annual presentation by superintendent to board of plan to achieve board objectives
 - annual presentation by superintendent to board of results of plan to achieve board objectives
 - annual supt. presents report to board on progress in educational program
 - annual review of accreditation standards by board
 - annual approval by board of superintendents annually written plan for special education----- annual evaluation by board of superintendent
 - annual establishment by board of tuition rate

L. Follow-up/Adjournment

Student Council dance and recognition program
Publicizing correlates as more work is done

NEXT HIGH SCHOOL BOARD MEETING: 6:00 P.M. TUESDAY, March 15, 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.

01/20/11
11:42:27

JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 1/11.

Page: 1 of 3
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	
Not Negotiable								
12817	3480 ALLEN, MATT	230.52						
1	mileage for honda training	230.52*		215	451-1000	582	61	
12818	386 BOULDER AUTO DIESEL & WELDING	1,068.08						
1	508 01/05/11 truck repair	1,068.08		201	100-2600	440		
12819	1987 PACIFIC STEEL	83.59						
1	588591 01/10/11 tubing for deer fence	83.59*		215	465-1000	610	65	
12820	1683 MIDWEST TECHNOLOGY PRODUCTS	15.84						
1	2027370 01/03/11 adapter	15.84	6775	201	390-1000	610		
12821	2129 PICCOLO'S MUSIC	315.00						
1	67354 12/07/10 instrument repair	315.00	6513	201	999			
	PO Accounting (Org/Prog/Func/Obj/Proj):	-100-1000-440-						
12822	1609 MASS/SAM	100.00						
1	01/07/11 Energy Summit Conf.	100.00		201	100-2300	582		
3	5000 COSTCO	246.34						
	01/12/11 AAA batteries	9.99	6811	201	100-1000	610		
	01/12/11 fcs supplies	236.35	6576	201	999			
	PO Accounting (Org/Prog/Func/Obj/Proj):	-390-1000-610-						
12824	899 EMPIRE OFFICE MACHINES, INC.	74.97						
1	169969-001 01/06/11 District Office Supplies	74.97	6674	201	999			
	PO Accounting (Org/Prog/Func/Obj/Proj):	-100-2500-610-						
12825	3766 ACADIA HEALTHCARE	2,972.47						
1	4438328 01/17/11 altacare	2,972.47*		215	280-1000	330	524	
12826	4201 BRUCE, BECKY	220.42						
1	01/17/11 food processor/scrapers	179.84	6810	201	390-1000	610		
2	01/17/11 food processor/scrapers	40.58		201	390-1000	610		
12827	4387 NEVCO SCORE BOARD	150.41						
1	111843 12/16/10 time clock parts	150.41		201	720-3500	610		
12828	4479 CONRAD HIGH SCHOOL	150.00						
1	01/12/11 wrestling entry fee	150.00*		215	100-1000	582	111	
12829	4480 TIM SCHMIDT	116.10						
1	01/20/11 wrestling official	116.10*		215	100-1000	582	111	

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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
Not Negotiable							
12830	4481 SMITH, JAKE	77.60					
1	01/21/11 F. BBall Official	77.60*		215	100-1000	582	111
12831	4482 WIEGAND, AL	103.32					
1	01/18/11 JV. BBall Official	103.32*		215	100-1000	582	111
12832	4483 FADER, KYLE	76.32					
1	01/18/11 JV BBall Official	76.32*		215	100-1000	582	111
12833	4484 BLACK, EDDIE	133.32					
1	01/18/11 V. BBall Official	133.32*		215	100-1000	582	111
12834	4485 BURY, TIM	106.32					
1	01/18/11 V. BBall Official	106.32*		215	100-1000	582	111
12835	4486 GREYDANUS, ARLYN	106.32					
1	01/18/11 V. BBall Official	106.32*		215	100-1000	582	111
12836	4487 MABBOT, BRENT	77.60					
	01/21/11 F. BBall Official	77.60*		215	100-1000	582	111
12837	4488 JESSIE, IKE	77.60					
1	01/21/11 JV. BBall Official	77.60*		215	100-1000	582	111
12838	4489 OLSEN, ANDY	112.60					
1	01/21/11 JV BBall Official	112.60*		215	100-1000	582	111
12839	4490 RIELLY, MARTY	142.60					
1	01/21/10 V. BBall Official	142.60*		215	100-1000	582	111
12840	4491 CUTLER, CORY	107.60					
1	01/21/11 V. BBall Official	107.60*		215	100-1000	582	111
12841	4492 LYONS, MIKE	107.60					
1	01/21/11 V. BBall Official	107.60*		215	100-1000	582	111
Total:		6,972.54					
		6,972.54					

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JEFFERSON HIGH SCHOOL
Fund Summary for Claims
For the Accounting Period: 1/11

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Fund/Account	Amount
201 HIGH SCHOOL GENERAL FUND	
101	\$2,191.06
215 HIGH SCHOOL MISC PROGRAMS FUND	
Not Negotiable	\$4,781.48
Total:	\$6,972.54

02/09/11
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JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 2/11

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Report ID: AP100

Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount				Acct/Source/ Prog-Func	Obj	Proj
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org				
12842		4064 MOUNTAIN CONTROLS, INC.	510.00						
1		3572 01/13/11 combustion troubleshooting	510.00		201	100-2600		440	
12843		4370 STURDEVANT, DANIEL	106.42						
1		01/16/11 MT High School Mtg. travel	106.42		201	720-3500		582	
12844		3766 ACADIA HEALTHCARE	2,326.28						
1		4474571 01/31/11 altacare	2,326.28*		215	280-1000		330	524
12845		1377 JOHNSON CONTROLS	1,267.62						
1		1218552971 01/10/11 gym furnace repair	1,267.62		201	100-2600		440	
12846		1451 L & P GROCERY	30.00						
1		2440070128 01/28/11 dishsoap	30.00		201	720-3500		610	
12847		4387 NEVCO SCORE BOARD	202.98						
1		112659 01/21/11 scoreboard repair	202.98		201	720-3500		610	
12848		4404 BOULDER ADMINISTRATION SERVICE	50.00						
		02/01/11 Feb. 11 admin fees	50.00		201	100-1000		260	
12849		1086 GIULIO DISPOSAL SERVICES, INC.	541.00						
1		62194 12/31/10 Dumpster	400.00		201	100-2600		431	
2		62421 12/31/10 Dec. 10 Serivce	141.00		201	100-2600		431	
12850		3959 AMERICAN EXPRESS	3.88						
1		01/04/11 remaining shoe return	3.88		201	720-3500		610	
12851		3566 K LOG	94.29						
1		102168611 01/14/11 desktops	94.29	6803	201	100-1000		610	
12852		1451 L & P GROCERY	18.75						
1		1267790126 01/26/11 chemistry/science supplie	9.30	6589	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-							
2		2693260125 01/25/11 biology/ecology supplies	9.45	6495	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-							
12853		1648 MDM SUPPLY CO.	139.71						
1		S195706200 01/25/11 vac. main vent	139.71		201	100-2600		615	
12854		2284 HUMPHREY, SAMANTHA	50.00						
1		01/21/11 PIR meal	50.00		201	100-2300		800	

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Over spent expenditure

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Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Prog-Func	Obj	Proj	
12855		4234 WELLS FARGO FINANCIAL LEASING	168.75						
1		6765538909 01/19/11 front office copier	168.75*		201	100-1000	840		
12856		1079 GAGNON'S DIGITAL IMAGING	268.87						
1		50974 01/19/11 copies	268.87		201	100-1000	440		
12857		385 BOULDER MONITOR & JEFFERSON CO.	48.00						
1		01/27/11 year subscription	48.00	6562	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-2220-650-							
12858		375 MSHWP/BCBS OF MONTANA	2,027.36						
1		02/01/11 Ret. Prem	2,027.36		201	100-1000	260		
12859		3766 ACADIA HEALTHCARE	5,243.35						
1		4448258 01/24/11 altacare	5,243.35*		215	280-1000	330	524	
12860		3374 J.W.PEPPER & SON, INC.	151.13						
1		3275274 12/08/10 music selections	140.33	6503	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-							
		3275798 12/15/10 music selections	10.80	6503	201	999			
		Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-							
12861		1833 MT STATE UNIVERSITY	300.00						
1		05 09/08/10 olympiad registration	300.00	6698	201	100-1000	582		
12862		4097 NORTHLAND FINANCIAL	2,494.75						
1		15 02/01/11 Feb. 11 Bus Pymnt	1,279.25		210	100-2700	840		
2		15 02/01/11 Feb. 11 2nd Bus Pymnt	1,215.50		210	100-2700	840		
12863		1183 HARLOW'S SCHOOL BUS SERVICE, INC.	9,971.55						
1		02/01/11 Bus Contract	12,466.30		210	100-2700	513		
2		02/01/11 Lease Pymnt	-1,279.25		210	100-2700	513		
3		02/01/11 2nd Lease Pymnt	-1,215.50		210	100-2700	513		
12864		4264 WILLOW CREEK TOOL	89.00						
1		28085 12/31/10 sawstop brake cartridge	89.00	6801	201	390-1000	610		
12865		4049 AMAZON.COM	610.61						
1		01/10/11 porter cable joiner kits	440.00	6804	201	390-1000	660		
2		01/10/11 joiner blade/chuck/kit	170.61	6808	201	390-1000	610		
12866		1451 L & P GROCERY	4.48						
1		1269710118 01/18/11 chemistry/science supplie	4.48	6589	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-1000-610-							

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JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 2/11

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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
12867		3778 JANTZ SUPPLY	2,346.20					
1		409782 01/06/11 belt sander/belts	2,341.20*	6807	217	610-1000	660	
2		409782 01/06/11 belt sander/belts	5.00*		217	610-1000	660	
12868		1645 VERIZON BUSINESS	104.84					
1		6206023 01/25/11 jhs service	104.84		201	100-2400	531	
12869		385 BOULDER MONITOR & JEFFERSON CO.	168.80					
1		11826 01/04/11 dance coach ad	16.80*		201	720-3500	540	
2		11826 01/04/11 adult ed ad	120.00*		217	610-1000	540	
3		11826 01/04/11 fafsa ad	32.00*		201	100-2100	540	
12870		612 AMSAN CUSTODIAL SUPPLY	78.01					
1		238511992 01/26/11 odor neutralizer	78.01		201	100-2600	610	
12871		1451 L & P GROCERY	166.75					
1		1266950127 01/27/11 fcs supplies	7.08	6574	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -390-1000-610-						
2		1267140126 01/26/11 fcs supplies	16.78	6574	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -390-1000-610-						
		1474150118 01/18/11 fcs supplies	25.33	6574	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -390-1000-610-						
4		2269630113 01/13/11 fcs supplies	18.21	6574	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -390-1000-610-						
5		1467510110 01/10/11 fcs supplies	30.53	6574	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -390-1000-610-						
6		1372950105 01/10/11 fcs supplies	68.82	6574	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -390-1000-610-						
12872		781 EAGLE GLASS	99.00					
1		110104 01/04/11 mirror in dressing room	99.00		201	100-2600	610	
12873		1183 HARLOW'S SCHOOL BUS SERVICE, INC.	2,824.43					
1		01/01/11 jhs athletic	2,824.43		201	720-3500	582	
12874		4225 PSAT/NMSQT	611.00					
1		270090 10/28/10 PSAT Tests	520.00	6555	201	999		
	PO Accounting	(Org/Prog/Func/Obj/Proj: -100-2100-610-						
2		270090 10/28/10 PSAT Tests	91.00		201	100-2100	610	
12875		3460 HUGH O'BRIAN YOUTH LEADERSHIP	150.00					
1		38720 11/01/10 Reba Wacker reg.	150.00*	6767	201	100-2100	582	

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JEFFERSON HIGH SCHOOL
Claim Approval List
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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	
12876		3219 LIFE TRACK SERVICES, INC.	472.50						
1		09/29/10 senior followup	385.00	6557	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -100-2100-610-							
2		09/29/10 senior followup	87.50		201	100-2100	610		
12877		2276 SAFEWAY	136.43						
1		1872080 01/09/11 fcs supplies	77.75	6577	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
2		1872081 01/09/11 fcs supplies	58.68	6577	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
12878		4494 MONTANA HIGHLAND LAMB	113.52						
1		680175 02/01/11 fcs lamb	113.52		201	390-1000	610		
12879		5000 COSTCO	67.53						
1		1032162970 02/11/11 AAA batteries	9.99	6811	201	100-1000	610		
2		1032162970 02/11/11 fcs supplies	57.54	6576	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
12880		3583 HOME DEPOT CREDIT SERVICES	10.64						
		01/21/11 fees	10.64		201	100-2600	610		
12881		1828 MT HIGH SCHOOL ASSOCIATION	100.00						
1		02/01/11 MHSA annual mtg	100.00		201	720-3500	582		
12882		1151 HERITAGE INN	266.19						
1		608656 02/04/11 Div Wrest Lodging	266.19	6815	201	720-3500	582		
12883		4261 HUMPHREY, TROY	125.20						
1		02/04/11 div. wrest. mileage	125.20		201	720-3500	582		
12884		157 ACE HARDWARE	392.78						
1		36710 01/21/11 coolers. 9v battery	38.47		201	720-3500	610		
2		various 01/01/11 Ref PO# 23195 maintenance	354.31		201	100-2600	615		
12885		2793 VALLEY WELDER SUPPLY, INC.	43.45						
1		1128332 01/04/11 gas/welding supplies	43.45	6572	201	999			
		PO Accounting (Org/Prog/Func/Obj/Proj: -390-1000-610-							
12886		321 BRUCO, INC	591.34						
1		283641 01/31/11 scrub pads	591.34	6820	201	100-2600	610		

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JEFFERSON HIGH SCHOOL
Claim Approval List
For the Accounting Period: 2/11

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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	
12887	899 EMPIRE OFFICE MACHINES, INC.	227.15						
1	170369001 02/02/11 counseling supplies	227.15	6553	201	999			
	PO Accounting (Org/Prog/Func/Obj/Proj): -100-2100-610-							
12888	1451 L & P GROCERY	2.30						
1	1340770207 02/07/11 chemistry/science supplie	2.30	6589	201	999			
	PO Accounting (Org/Prog/Func/Obj/Proj): -100-1000-610-							
12889	2717 CITY OF BOULDER	1,603.35						
1	02/02/11 Feb. 11 water/sewer	1,603.35		201	100-2600		421	
12890	2014 STROM AND ASSOCIATES, P.C.	4,400.00						
1	02/04/11 audit fee	4,400.00*		201	100-2500		330	
12891	4297 COMDATA	3,970.49						
1	20137425 02/01/11 jhs route	2,989.13		210	100-2700		624	
2	20137425 02/01/11 athletic	878.94		201	720-3500		582	
3	20137425 02/01/11 custodial	44.03*		201	100-2600		624	
4	20137425 02/01/11 drivers ed	35.15*		218	100-1000		624	
	20137425 02/01/11 admin	23.24		201	100-2300		582	
12892	3682 WHITEHALL PUBLIC SCHOOL	75.00						
1	math club 02/07/11 math registration	75.00		201	710-3400		582	
12893	4314 SMARTNICK, RON	125.20						
1	02/04/11 Div. Wrest. mileage	125.20		201	720-3500		582	
Total:		45,990.88						
		45,990.88						

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JEFFERSON HIGH SCHOOL
Fund Summary for Claims
For the Accounting Period: 2/11

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Fund/Account	Amount
201 HIGH SCHOOL GENERAL FUND	
101	\$20,464.47
210 HIGH SCHOOL TRANSPORTATION FUN	
101	\$15,455.43
215 HIGH SCHOOL MISC PROGRAMS FUND	
101	\$7,569.63
217 ADULT EDUCATION	
101	\$2,466.20
218 HIGH SCHOOL TRAFFIC EDUCATION	
101	\$35.15
Total:	\$45,990.88

Boulder Association of Classified Employees MEA/MFT (BACE)

**P.O. Box 838
Boulder, MT 59632**

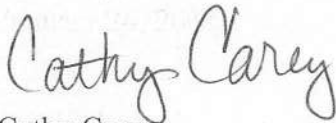
January 24, 2011

Jefferson County School Districts 1 and 7
P.O. Box 838
Boulder, MT 59632

Dear Board Members:

Per Article XIV, Section 1, this is to notify you that the Boulder Association of Classified Employees, MEA/MFT is ready to begin negotiations with the Board of Trustees on or before March 1, 2011.

Sincerely,



Cathy Carey
President
BACE, MEA/MFT
cc: BACE members



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

[MASS LISTSERV] Day of Advocacy and MASS Spring Conference

1 message

Julie Sykes <samjs@sammt.org>
To: montana-masslist@sft-tech.com
Cc: Lisa Gowen <lgowen@mtsba.org>

Tue, Jan 25, 2011 at 10:09 AM

The 2011 Day of Advocacy and MASS Spring Conference information/registration is now available for pre-registration.

You can find the information on the SAM website/MASS Conference Page OR Calendar. For your convenience, we have listed the direct link below.

The **Day of Advocacy, Monday, March 14th** is **jointly sponsored** by **MASS, MTSBA and MREA**. It will offer collaborative work with superintendents and trustees in supporting goals for achievement and instruction in our schools.

Please make sure to share this information with your trustees and register them with you, as we encourage ALL to attend.

The **MASS Spring Conference** will take place on **Tuesday, March 15th in the morning only**. The same link will offer registration for that day as well.

Please note you will need to **complete ALL sections of the registration** to guarantee your attendance **both** days.

Please consider asking your legislator to attend the MASS Legislative BREAKFAST on Tuesday, March 15th as noted on the registration form. MASS will cover the cost of the breakfast.

Important Deadlines:

Pre-registration by March 4th !

Hotel Block released February 23rd - BOOK NOW!!!

Should you have any questions – please let us know. We hope you will consider attending both days and make sure your trustees attend the Day of Advocacy!

Click here to go directly to the: [Day of Advocacy and MASS Spring Conference](#)

On-line registration is available also at: [Online Registration](#)

Julie Sykes

Associate Director

School Administrators of Montana

900 No. Montana Avenue, Suite A-4

Helena, MT 59601

406-442-2510

406-442-2518 Fax

<http://www.sammt.org>

SAM...Educational leaders, advocates for youth



State of Montana
Department of Labor & Industry
Brian Schweitzer, Governor



Employment Relations Division
Board of Personnel Appeals

Labor Standards Bureau
Collective Bargaining Unit

January 31, 2011

Bob Ekblom
Bruce Dyer
Boulder Association of Teachers, MEA-MFT
PO Box 838
Boulder MT 59632

Jim Whealon
Jefferson High School
PO Box 838
Boulder MT 59632

Dustin Shipman
Boulder Elementary School
PO Box 838
Boulder MT 59632

SUBJECT: Interest Based Bargaining Request No. 9-2011 (1257-2011) ()
Boulder Elementary School and Jefferson High School - Boulder Association of Teachers,
MEA-MFT

Dear Parties:

In response to Boulder Association of Teachers, MEA-MFT request, the Board of Personnel Appeals hereby acknowledges receipt of your request for interest based bargaining training.

Ron Stormer has been assigned to assist your schools.

Mr. Stormer will contact you in due course to set a time and place for the training.

Sincerely,

A handwritten signature in cursive script that reads "Windy Knutson".

Windy Knutson
Board Agent



P.O. Box 3445, Butte, MT 59702
www.pioneer-technical.com

January 16, 2011

Mr. Dan Sturdevant
Jefferson High School Activities Director
Jefferson High School
312 South Main
Boulder, MT 59632

RE: Jefferson High School Assistant Football Coach Resignation

Dear Dan;

With the moving of our family to Missoula becoming imminent, I will take this time to formally resign as one of the assistant football coaches at Jefferson High School. This does not come lightly for me.

I am a Masters degreed professional geotechnical engineer who has developed a very good local and state-wide reputation as an engineer and has successfully started a commercial American Association of State Highway Transportation Officials/American Standards for Testing Materials/United States Corps of Engineers (AASHTO/ASTM/USCoE) accredited materials testing lab. I have been retained as a member of the National Council of Exams for Engineers and Surveyors (NCEES) since 1990 to assist in preparing the geotechnical engineering portion of the Professional Engineering Exam in Clemson, South Carolina. While I am indeed proud of my professional career accomplishments, they do not come close to the pride and honor I feel when I am called 'Coach'.

I have been coaching football or baseball since 1998 when my oldest son was beginning baseball. I recognize the impact a coach can have on a student athlete but I also recognize the impact the student athlete can have on a coach. I can honestly say they feel like family. I have mentioned to you the impact that reading 'Coached For Life' authored by Ed Flaherty and Jack Ulridge had on me. My hope is to have achieved at least a portion of the impact that Coach Bill Mehrens and Coach John McMahon met with their charges at Great Falls Central.

I intend to try and continue coaching football as a line coach while in Missoula, whether it be Little Griz, Frosh, Sophomore, JV, or Varsity at one of the area schools. I do know that on Saturday Fall mornings, I will be reviewing the Missoulian or the Internet to follow the JHS season.

Thank you for allowing me to coach the student athletes at JHS.

Sincerely,

Coach Todd Lorenzen

ANACONDA
307 East Park Street, Suite 421
Anaconda, MT 59711
Phone (406) 563-9371
Fax (406) 563-9372

BUTTE
63 1/2 West Broadway
Butte, MT 59701
Phone (406) 782-5177
Fax (406) 782-5866

BILLINGS
1925 Grand Avenue, Suite 100
Billings, MT 59102
Phone (406) 545-4805
Fax (406) 545-4658

HELENA
201 East Broadway, Suite C
Helena, MT 59601
Phone (406) 457-8252
Fax (406) 442-1158

Tanya Getten

Jefferson High School Counselor/Librarian

PO Box 838

Boulder MT 59632

1-27-11

Jefferson High School Board Members

PO Box 838

Boulder MT 59632

Dear Board Members:

I, Tanya Getten, am currently employed as half-time counselor and half-time librarian at Jefferson High School. I am a licensed school counselor but do not have my library endorsement. I started pursuing the library online endorsement 1-24-11.

As per section 6.3 in the Collective Bargaining Agreement, I would qualify to be offered a separate contract for an annual signing bonus of \$2000 while working towards the endorsement and teaching in that field. New staff may be eligible for a one time signing bonus of \$2000. Upon completion of certification, I would be eligible for a one time signing bonus of \$2000.

Thank you for your time and consideration in this matter. If you need any more information, please let me know.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Tanya Getten', written in dark ink.

Tanya Getten

Jefferson High School Counselor/Librarian

2-15-11

Student council made the teacher recognition survey but there were problems with the page-script so we were unable to upload it to the internet. It has been delayed one-week and will hopefully be ready by next week. We will have ~~an~~ it online for the duration of the week and have it in the announcements so that students will take it.

CADCA' s 21st Annual National Leadership Forum
SAMHSA/CSAP' s 7th Annual Community
Prevention Day

Coalitions Moving Forward:
Mapping the Future

Washington DC, Maryland
February 7 to 10

Gaylord National Hotel
National Harbor

Education of Group

Eight students from Jefferson High, Helena High, and Broadwater High, and supervisors from Youth Connections (Director) Drenda Carlson, Holly Mook from Helena High Counseling Center, Jill Flynn from Broadwater High Counseling Center, Barb Reiter Jefferson County Prevention Specialist, Tyler Keechly also from Youth Connections, and Garth Scott Commander of MT Counter drug Act. The students names are Amy Heldt, Magdilyn Rauser, Jessica Newman, Daniela Rosales, Denver Pratt, Jessica Ward, Jenna Senechal, and Brandon Kosola.

Sunday February 6

The students and adults arrived at Helena International Airport at 4: 30 am. The plane didn't take off till 5: 50 am. The plane was heading to Minneapolis. They didn't arrive there until 9:30 am there local time. The students had to walk from one point of the airport to the other side. The plane to Baltimore boarded around 10 am and took off around 10: 25 am. The students then arrived at Baltimore International Airport around 1: 30 pm Washington DC local time that was 2 hours ahead of Montana time. After they got off their plane, their luggage was being unloaded. After picking up their luggage, they all went outside to catch the metro bus. The bus ride was about 40 minutes because they had to drive 45 miles to the metro. Once they arrived at their destinations, they paid for a week long metro pass. They had to take the metro all the way from one side of DC to the Harbor. They finally arrived at Gaylord Hotel at 4: 30 pm local time. After checking in, they decided to go have dinner at Cadillac Ranch on super bowl. After eating they went back to hotel to get some sleep, because it was 9: 00 pm local time.

Monday February 7, 2011

The teens and adults all walked down to the Potomac A-B room for the opening ceremony at 9: 00 am. Prince George' s County Public schools Air force J.R.O.T.C. The pledge allegiance was said. Director of CPD Frances M. Harding talked about CSAP. (Center Substance Abuse Prevention). The Washington Youth Choir was the opening selection. After the opening ceremony, the students were released to explore the harbor and take pictures. The students then returned at 11:45 am for the luncheon. Pamela S. Hyde Administrator of SAMHSA started off the luncheon. U.S. Surgeon General Regina M. Benjamin, M.D., M.B.A. talked about substance abuse and mental illnesses. Lunch was then served. After lunch, the students then joined workshops for the remainder of the day. In these workshops, the students learn how to identify the problem, how to react it, and who does it fit.

Tuesday, February 8, 2011

Around 8: 00 am the students were on their way to the metro station, because they were accepted to get a tour of the White House. No pictures were allowed at the White House. The students went through 4 different security stations, before they got inside the house. The tour lasted for about an hour and the students then exited the house. After leaving they went to China town and experienced the Chinese way of life at an restaurant. They then returned to the conference in the afternoon and attended workshops. The above the influence creators were there to talk to us about the positive and negative influences around us.

Wednesday, February 9, 2011

Today was capitol Hill day. We met with all three representatives from Montana. Our first meeting was held with

Dennis Rehburg. Rehburg did attend our appointment for about 15 minutes and then had to leave to a meeting about water control. His assistant stayed there with us and allowed us teens to speak to her and tell her about the programs that work that are on the floor to be cut back. We got to voice our opinion and it was a successful meeting. The assistant wrote everything down and Rehburg on Monday would be at a budget meeting, fighting for the programs that we said are good to continue funding. Rehburg did tell us that the Government is in a tough spot and there be more cuts.

Our second meeting was with Max Bacchus. He was unable to attend our meeting, because he was in Missoula Montana talking to law enforcement officials. His assistant was there and just listened. He did say that funding this year will cut back, because the government is spending more and more money.

Our last meeting was with John Tester. We met in his office and talked very briefly and shortly. There was a camera person there the whole time taking pictures. All he did was listened and talked to us.

In conclusion, all three of them said that money will be tight and more programs will be cut. We are in a tough spot and have our hands tied behind our back. They listened and are going to try to fight to save important programs.

After talking to them, half of the group attended the Washington DC Wizards vs. Bucks at a NBA game. The Wizards won 100 to 85.

Thursday, February 10, 2011

It was the last day of the convention. A national leadership awards luncheon took place at Noon. After the closing ceremony, the students attended a few workshops that included the Office of

National Drug Control Policy to talk to us about drugs.

After the workshops ended, the students went into dc and went site seeing. They saw many monuments and learned a lot of history. Throughout this week, the students experienced history everywhere they went. A couple of students went to Alexandria, Virginia and explored and saw where George Washington went to church and where he used to eat.

Friday February 11, 2011

The last day in Washington DC, the students explored the city. They to Fords Theater, walked by a wax museum, got a tour at the Holocaust museum and went to Natural History Museum part of the Smithsonian. They then went to the airport and were on their way home.



1/20/2011

To: State of Montana, eligible donee's

Re: Eligibility update form attached

Please fill out and return this form, all donee's have to update there resolution forms for the State of Montana Surplus Property every 3 years. If you do not update your form you will be put in as suspended.

Attached is a new resolution for your organization to fill out, this will enable our agency to update our records on who are the authorized agents to purchases surplus items for your organization. Please fill out this complete form and list only eligible staff to purchase from Property & Supply.

Please call if you have any question.

Tim Webster
Program Specialist
Public Auction Coordinator
(www.publicsurplus.com)
406-495-6017
twebster@mt.gov

Property & Supply Bureau
Surplus Property Programs
Box 200137
Helena, MT 59620-0137
(406) 495-6000

RESOLUTION

8317/2

BE IT RESOLVED THAT: _____
(Print Legal Name of Applicant Organization)

STREET ADDRESS: _____ City: _____ MT 59 _____

MAILING ADDRESS: _____ City: _____ MT 59 _____

PHONE NUMBER: _____ FAX NUMBER: _____

E-MAIL ADDRESS: _____

by its Governing Board (or) by the Chief Administration Officer, if not governed by a board, shall obligate the Applicant and its funds to the extent necessary to comply with the TERMS and CONDITIONS listed on the reverse side of this form. The employee(s) whose name(s) and signature(s) appears on this document is (are) authorized to acquire federal surplus property from the State of Montana, Property & Supply Bureau for the above Applicant.

BE IT FURTHER RESOLVED THAT this certified copy of the Resolution shall be submitted to the State of Montana, Property & Supply Bureau and the same remain in effect until written notice is given to the Property & Supply Bureau to change or rescind said Resolution.

CERTIFICATION: I, _____ hereby certify that I am the
(Chairman of the Board (or) Administrative Officer)

_____ of the _____
(Title) (Full Legal Name of Governing Board)

of the above applicant that the foregoing is

- (1) a true and correct copy of the Resolution adopted by the vote of the majority of said board present at a duly-convened
(2) meeting of the said board on the _____ day of _____, 2005 at which a quorum was present.

OR

- (2) an executive action taken by me on the _____ day of _____, 2005.

SIGNATURE: _____
(Chairman of the Board (or) Administrative Officer)

AUTHORIZED AGENTS AND THEIR SIGNATURES (required)

TYPE OR PRINT NAME:	SIGNATURE	DEPARTMENT:	Bulletin Mailing
1. _____	_____	_____	☐ yes ☐ no
2. _____	_____	_____	☐ yes ☐ no
3. _____	_____	_____	☐ yes ☐ no
4. _____	_____	_____	☐ yes ☐ no
5. _____	_____	_____	☐ yes ☐ no
6. _____	_____	_____	☐ yes ☐ no

DATE: Nov. 16, 2007

TO: All Donee Customers

FROM: Tim Webster, Program Spec.
Property and Supply Bureau
406-495-6017

SUBJECT: Surplus Property Available On-line

The State of Montana, Property and Supply Bureau has started a pilot project to sell selected surplus items on-line through the internet. We are inviting all our donee customers to register and participate in this additional way to purchase some surplus items.

The surplus items can be reviewed by registering with the on-line site at www.publicsurplus.com/sms/state,mt/register/employee

Through this pilot program you will be able to view the property that is available and the fixed price. If you would like to purchase the property for your organization, you must contact us at 406-495-6017 to complete the purchase and arrange for pick up. The surplus items will be available on-line for our donee customers from 7 to 14 days, prior to availability to the public on the public bidding site.

The trial program should be a fun and easy way to check out selected items Surplus Property has available. All items are sold "as is" and unless stated will need to be picked up within 10 days after payment has been received. There will not be any holds allowed on items listed online and will be sold "first come first served".

We will continually be adding additional items that we believe are appropriate for on-line sales. To assist you in registering your organization for access we have attached an example of the registration page that you will fill out for your organization when registering online. For assistance, please contact Tim Webster at 406-495-6017 (TWebster@mt.gov).

Example form

Become a buyer at Public Surplus

* * * This registration page is for Montana state agencies, cities, counties, schools and eligible non profit organizations only. * * *

Welcome to the registration area of Public Surplus. Please fill out and submit the form below. You will receive an email as a confirmation message from us. There is a link in the email that you will need to click (or type into your browser location bar) for your account to be activated. Please do not reply to the confirmation email.

All fields are required, unless marked optional.

Registration Code

Please enter the registration code you received from your Institution's representative.

Registration
Code

Enter this REGISTRATION code ORB 50 MOLD 76 (enter this code)

Fill in all applicable sections below

Information About You

Email Address			
First Name		Middle Initial	(optional)
Last Name			
Phone Number		ext	
Address			
	(optional)		
	(optional)		
City			
State/Province	Please select one		
Zip/Postal Code			
Country	United States		
Time Zone	Please select a Time Zone		

Desired Username and Password

Username	
Password	
	Verify Password

Read User Agreement / except / register and your ready to go.

Policy No. & Comments	1 st	2 nd	3 rd
2410P (Revised Policy) - High School Graduation Requirements COMMENTS: 2/10/11 strike lines 42-44; adopt.			
3310 (Revised Policy) - Student Discipline COMMENTS: 2/10/11 current policy suffices - do not adopt.			
5328P (Revised Policy) - Family Medical Leave COMMENTS: 2/10/11 need further clarification on what is "required". Conflicts with current JHS Collective Bargaining Agreement. No action. Asking Jim to follow up with MTSBA.			
5122F (Revised Form) Authorization to Release/Consent to Fingerprint for Background Check COMMENTS: 2/10/11 Replace current form after deleting line 10 & 11.			
3415 (New Policy) - Management of Sports Related Concussions COMMENTS: 2/10/11 info is covered elsewhere; do not adopt.			
3415P (New Procedure) - Management of Sports Related Concussions COMMENTS: 2/10/11 Refer to AD to make sure procedure is addressed.			
5510F (New Form) - Request for Protected Health Information COMMENTS: 2/10/11 Suggest this form be made available in the office; do not adopt as a policy.			

1 _____ School District

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 _____ units in order to complete graduation
16 requirements. Special education students who have successfully completed their IEP leading to
17 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 summer school, university courses, and correspondence courses.
29 Credit for work experience may be offered when the work program is a part of and supervised by
30 the school.

31
32 All classes attempted at _____ High School and all acceptable transfer credits shall be
33 recorded on the transcript. All grades earned, including failures and retakes, shall be recorded as
34 such and utilized in the calculation of Grade Point Average and class rank. Credit shall be
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

Students should be aware of Montana High School Association on-campus attendance eligibility requirements for activity participation.

Honor Roll

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

Class Rank (Grade Point Average)

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

Early Graduation

In accordance with provisions of § 20-9-313, MCA, the Board hereby authorizes the high school principal to grant permission to students who have completed the minimum requirements for graduation after completion of the seventh (7th) semester.

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

Procedure History:

Promulgated on:

Reviewed on:

Revised on:

2
3 **STUDENTS**

3310

page 1 of 4

4
5 Student Discipline

6
7 The Board grants authority to a teacher or principal to hold a student to strict accountability for
8 disorderly conduct in school, on the way to or from school, or during intermission or recess.

9
10 Disciplinary action may be taken against any student guilty of gross disobedience or misconduct,
11 including but not limited to instances set forth below:

- 12
- 13 • Using, possessing, distributing, purchasing, or selling tobacco products.
 - 14 • Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who
15 may be under the influence of alcohol will not be permitted to attend school functions
16 and will be treated as though they had alcohol in their possession.
 - 17 • Using, possessing, distributing, purchasing, or selling drug paraphernalia, illegal drugs
18 , controlled substances , or any substance which is represented to be or looks like a
19 narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcoholic
20 beverage, stimulant, depressant, or intoxicant of any kind, including such substances that
21 contain chemicals which produce the same effect of illegal substances including but not
22 limited to Spice and K2. Students who may be under the influence of such substances
23 will not be permitted to attend school functions and will be treated as though they had
24 drugs in their possession.
 - 25 • Using, possessing, controlling, or transferring a weapon in violation of the "Possession of
26 a Weapon in a School Building" section of this policy.
 - 27 • Using, possessing, controlling, or transferring any object that reasonably could be
28 considered or used as a weapon.
 - 29 • Disobeying directives from staff members or school officials or disobeying rules and
30 regulations governing student conduct.
 - 31 • Using violence, force, noise, coercion, threats, intimidation, fear, or other comparable
32 conduct toward anyone or urging other students to engage in such conduct.
 - 33 • Causing or attempting to cause damage to, or stealing or attempting to steal, school
34 property or another person's property.
 - 35 • Engaging in any activity that constitutes an interference with school purposes or an
36 educational function or any other disruptive activity.
 - 37 • Unexcused absenteeism. Truancy statutes and Board policy will be utilized for chronic
38 and habitual truants.
 - 39 • Hazing or bullying.
 - 40 • Forging any signature or making any false entry or attempting to authorize any document
41 used or intended to be used in connection with the operation of a school.
- 42

43 These grounds stated above for disciplinary action apply whenever a student's conduct is
44 reasonably related to school or school activities, including but not limited to the circumstances
45 set forth below:
46

- On, or within sight of, school grounds before, during, or after school hours or at any other time when school is being used by a school group.
- Off school grounds at a school-sponsored activity or event or any activity or event that bears a reasonable relationship to school.
- Travel to and from school or a school activity, function, or event.
- Anywhere conduct may reasonably be considered to be a threat or an attempted intimidation of a staff member or an interference with school purposes or an educational function.

Disciplinary Measures

Disciplinary measures include but are not limited to:

- Expulsion
- Suspension
- Detention, including Saturday school
- Clean-up duty
- Loss of student privileges
- Loss of bus privileges
- Notification to juvenile authorities and/or police
- Restitution for damages to school property

No District employee or person engaged by the District may inflict or cause to be inflicted corporal punishment on a student. Corporal punishment does not include reasonable force. District personnel are permitted to use as needed to maintain safety for other students, school personnel, or other persons or for the purpose of self-defense.

Gun-Free Schools

The Board will expel any student who uses, possesses, controls, or transfers a firearm or any object that can reasonably be considered or looks like a firearm, for a definite period of time of at least one (1) calendar year. The Board may modify an expulsion period on a case-by-case basis. A building administrator will notify the criminal justice or juvenile delinquency system of any student who brings a firearm to school.

When a student violating this gun-free policy is identified as disabled, either under the IDEA or Section 504 of the Rehabilitation Act of 1973, a building administrator must determine whether a student's conduct is related to disability. If a violation of policy is owing to a disability recognized by the IDEA or Section 504, lawful procedures for changes in placement must be followed.

The Board will grant a hearing for any student subject to an expulsion in accordance with § 20-5-202, MCA, and Policy 3300.

Possession of a Weapon in a School Building

The District will refer to law enforcement for immediate prosecution any person who possesses, carries, or stores a weapon in a school building, except as provided below, and the District may take disciplinary action as well in the case of a student. In addition the District will refer for possible prosecution a parent or guardian of any minor violating this policy on grounds of allowing a minor to possess, carry, or store a weapon in a school building.

For the purposes of this section only, "school building" means all buildings owned or leased by a local school district that are used for instruction or for student activities; "weapon" means any object, device, or instrument designed as a weapon or through its use is capable of threatening or producing bodily harm or which may be used to inflict self-injury, including but not limited to any firearm, whether loaded or unloaded; air guns; pellet guns; BB guns; fake (facsimile) weapons; all knives; blades; clubs; metal knuckles; numchucks; throwing stars; explosives; fireworks; mace or other propellants; stun guns; ammunition; poisons; chains; arrows; and objects that have been modified to serve as a weapon.

No person shall possess, use, or distribute any object, device, or instrument having the appearance of a weapon, and such objects, devices, or instruments shall be treated as weapons, including but not limited to weapons listed above which are broken or non-functional, look-alike guns; toy guns; and any object that is a facsimile of a real weapon.

No person shall use articles designed for other purposes (i.e., lasers or laser pointers, belts, combs, pencils, files, scissors, etc.) to inflict bodily harm and/or intimidate, and such use will be treated as the possession and use of a weapon.

The Board may grant persons and entities advance permission to possess, carry, or store a weapon in a school building. All persons who wish to possess, carry, or store a weapon in a school building must request permission of the Board at a regular meeting. The Board has sole discretion in deciding whether to allow a person to possess, carry, or store a weapon in a school building.

This policy does not apply to law enforcement officers acting in his or her official capacity.

Delegation of Authority

The Board grants authority to any teacher and to any other school personnel to impose on students under their charge any disciplinary measure, other than suspension or expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with policies and rules on student discipline. The Board authorizes teachers to remove students from classrooms for disruptive behavior.

Cross Reference: 3300 Suspension and Expulsion

Legal Reference:	§ 20-4-302, MCA	Discipline and punishment of pupils – definition of corporal punishment – penalty – defense
	§ 20-5-202, MCA	Suspension and expulsion
	§ 45-8-361, MCA	Possession or allowing possession of weapon in school building – exceptions – penalties – seizure and forfeiture or return authorized – definitions
	20 U.S.C. § 7151, et seq.	Gun Free Schools Act of 1994
	29 U.S.C. § 701	Rehabilitation Act of 1973

Policy History:

Adopted on:

Reviewed on:

Revised on:

1 _____ School District

R

2
3 **PERSONNEL**

5328P

page 1 of 5

4
5 Family Medical Leave

6
7 Who Is Eligible

8
9 Employees are eligible if they have worked for the District for at least one (1) year, and for one
10 thousand two hundred fifty (1,250) hours over the previous twelve (12) months, and if there have
11 been at least fifty (50) District employees within seventy-five (75) miles for each working day
12 during twenty (20) or more workweeks in the current or preceding calendar year.

13
14 Benefit

15
16 Under certain conditions, eligible employees, if qualified, may be entitled to up to twelve (12)
17 weeks or twenty-six (26) weeks leave with continuing participation in the District's group
18 insurance plan.

19
20 Reasons for Taking Leave

21
22 Unpaid leave will be granted to eligible employees for any of the following reasons:

- 23
24 a. To care for the employee's child after birth, or placement for adoption or foster care;
25 b. To care for the employee's spouse, child, or parent (does not include parents-in-law) who
26 has a serious health condition;
27 i. "son or daughter" includes a biological or adopted child, foster child, stepchild,
28 a legal ward, or a child of a person standing in loco parentis.
29 c. For a serious health condition that makes the employee unable to perform the employee's
30 job;

31
32 Military Family Leave

33
34 a. Military caregiver leave

- 35 1. An eligible employee who is a relative of a servicemember can take up to twenty-
36 six (26) weeks in a twelve-(12)-month period in order to care for a covered
37 servicemember who is seriously ill or injured in the line of duty, or a veteran who
38 is undergoing medical treatment, recuperation or therapy for serious injury or
39 illness that occurred any time during the five (5) years preceding the date of
40 treatment.

41
42 b. Qualified exigency leave (applies to eligible employees with family members who are in
43 the National Guard or Reserves, and Regular Armed Forces)

- 44 1. An eligible employee can take up to the normal twelve (12) weeks of leave, if a
45 family member who is a member of the National Guard or Reserve is called up to
46 active duty on a contingency mission.

2. Qualifying exigencies include:
- a. Short-notice deployment;
 - b. Military events and related activities;
 - c. Childcare and school activities;
 - d. Financial and legal arrangements;
 - e. Counseling;
 - f. Rest and recuperation;
 - g. Post-deployment activities; and
 - h. Additional activities agreed to by the employer and the employee.

Substitution of Paid Leave

If the District requires the employee to use appropriate paid leave concurrently while on FMLA leave pursuant to Policy 5328, paid leave will be substituted for unpaid leave under the following circumstances:

- a. Accumulated sick/personal leave will be utilized concurrently with any FMLA leave that is taken for a serious health reason as described in (b) or (c) above.
- b. Accumulated vacation/personal leave will be utilized concurrently with any FMLA leave that is taken for a family reason as described in (a) above.
- c. Accumulated sick leave will be utilized concurrently with FMLA leave, whenever the FMLA leave is taken for reasons which qualify for sick leave benefits pursuant to District policy or an applicable collective bargaining agreement.
- d. Whenever appropriate workers' compensation absences shall be designated FMLA leave.
- e. Servicemember FMLA runs concurrent with other leave entitlements provided under federal, state, and local law.

Limitations on husband and wife of "Same Employer"

A husband and wife who are eligible for FMLA leave and are employed by the same covered employer are limited to a combined total of twelve (12) weeks of leave during any twelve (12) month period if the leave is taken: (1) for the birth of the employee's son or daughter or to care for the child after birth; (2) for placement of a son or daughter with the employee for adoption or foster care, or to care for the child after placement; or (3) to care for the employee's parent with a serious health condition. *Care for parents-in-law is not covered by the FMLA.*

Examples: (1) If each spouse took six (6) weeks of leave to care for a healthy, newly placed child, each could use an additional six (6) weeks due to his or her own serious health condition or to care for a child with a serious health condition. (2) A husband and wife may each take twelve (12) weeks of FMLA leave if needed to care for an adopted or foster child with a serious health condition provided they have not exhausted their entitlements during the applicable 12-month FMLA period.

If spouses are employed by the same employer, the aggregate number of weeks of leave that can be taken is twenty-six (26) weeks in a single twelve-(12)-month period for serviceperson leave or

a combination of exigency and serviceperson leave. The aggregate number of weeks of leave that can be taken by a husband and wife who work for the same employer is twelve (12) weeks if for exigency leave only.

Employee Notice Requirement

The employee must follow the employer's standard notice and procedural policies for taking FMLA.

Employer Notice Requirement (29 C.F.R. § 825.300)

Employers are required to provide employees with notice explaining the FMLA through a poster and either a handbook or information upon hire. If an employee requests FMLA leave, an employer must provide notice to the employee within five (5) business days of whether the employee meets the FMLA eligibility requirements. If an employee is not eligible to take FMLA, the employer must provide a reason. The employer must also provide a rights and responsibilities notice outlining expectations and obligations relating to FMLA leave. If FMLA leave is approved by the employer, it must provide the employee with a designation notice stating the amount of leave that will be counted against an employee's FMLA entitlement.

Notice for Leave Due to Active Duty of Family Member

In any case in which the necessity for leave is foreseeable, whether because the spouse or a son, daughter, or parent of the employee is on active duty or because of notification of an impending call or order to active duty in support of a contingency operation, the employee shall provide such notice to the employer as soon as is reasonable and practicable.

Requests

A sick leave request form is to be completed whenever an employee is absent from work for more than three (3) days or when an employee has need to be absent from work for continuing treatment by (or under the supervision of) a health care provider.

An employer may require that a request for leave be supported by a certification issued at such time and in such manner as the Secretary may by regulation prescribe. If the Secretary issues a regulation requiring such certification, the employee shall provide, in a timely manner, a copy of such certification to the employer.

Medical Certification

The District will require medical certification to support a request for leave or any other absence because of a serious health condition (at employee expense) and may require second (2nd) or third (3rd) opinions (at the employer's expense) and a fitness-for-duty report or return-to-work

statement.

Intermittent/Reduced Leave

FMLA leave may be taken "intermittently or on a reduced leave schedule" under certain circumstances. Where leave is taken because of birth or placement of a child for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule only with District approval. Where FMLA leave is taken to care for a sick family member or for an employee's own serious health condition, leave may be taken intermittently or on a reduced leave schedule when medically necessary. An employee may be reassigned to accommodate intermittent or reduced leave. When an employee takes intermittent leave or leave on a reduced leave schedule, increments will be limited to the shortest period of time that the District's payroll system uses to account for absences or use of leave.

Insurance

An employee out on FMLA leave is entitled to continued participation in the appropriate group health plan, but it is incumbent upon the employee to continue paying the usual premiums throughout the leave period. An employee's eligibility to maintain health insurance coverage will lapse if the premium payment is more than thirty (30) days late. The District will mail notice of delinquency at least fifteen (15) days before coverage will cease.

Return

Upon return from FMLA leave, reasonable effort shall be made to place the employee in the original or equivalent position with equivalent pay, benefits, and other employment terms.

Recordkeeping

Employees, supervisors, and building administrators will forward requests, forms, and other material to payroll to facilitate proper recordkeeping.

Summer Vacation

The period during the summer vacation or other scheduled breaks (i.e., Christmas) an employee would not have been required to work will not count against that employee's FMLA leave entitlement.

SPECIAL RULES FOR INSTRUCTIONAL EMPLOYEES

Leave More Than Five (5) Weeks Before End of Term

If an instructional employee begins FMLA leave more than five (5) weeks before the end of

term, the District may require the employee to continue taking leave until the end of a semester term, if:

- a. The leave is at least three (3) weeks; and
- b. The employee's return would take place during the last three-(3)-week period of the semester term.

Leave Less Than Five (5) Weeks Before End of Term

If an instructional employee begins FMLA leave for a purpose other than that employee's own serious health condition less than five (5) weeks before the end of term, the District may require the employee to continue taking leave until the end of a semester term, if:

- a. The leave is longer than two (2) weeks; and
- b. The employee's return would take place during the last two-(2)-week period of the semester term.

Leave Less Than Three (3) Weeks Before End of Term

If an instructional employee begins FMLA leave for a purpose other than that employee's own serious health condition less than three (3) weeks before the end of term, the District may require the employee to continue taking leave until the end of the academic term if the leave is longer than five (5) days.

Intermittent or Reduced Leave

Under certain conditions, an instructional employee needing intermittent or reduced leave for more than twenty percent (20%) of the total working days over the leave period may be required by the District to:

- a. Take leave for a period(s) of particular duration not to exceed the duration of treatment;
or
- b. Transfer to an alternate but equivalent position.

Procedure History:

Promulgated on:

Reviewed on:

Revised on:

**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.

(SEAL)

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

1 _____ School District

2
3 **STUDENTS**

3415

4
5 Management of Sports Related Concussions

6
7 The _____ School District recognizes that concussions and head injuries are commonly
8 reported injuries in children and adolescents who participate in sports and other recreational
9 activities. The Board acknowledges the risk of catastrophic injuries or death is significant when a
10 concussion or head injury is not properly evaluated and managed. Therefore, all competitive
11 sport activities in the District will be identified by the administration.

12 Consistent with the National Federation of High School (NFHS) and the Montana High School
13 Association (MHSA), the District will utilize procedures developed by the MHSA and other
14 pertinent information to inform and educate coaches, youth athletes, and their parents and/or
15 guardians of the nature and risk of concussions or head injuries, including the dangers associated
16 with continuing to play after a concussion or head injury. Resources are available on the
17 Montana High School Association Sports Medicine page at www.mhsa.org.

18
19 Annually, the district will distribute a head injury and concussion information sheet to all parents
20 and guardians of student- athletes in competitive sport activities prior to the student-athlete's
21 initial practice or competition.

22 All coaches, including volunteers, will complete training as required in the District procedure.
23 Additionally, all coaches of competitive sport activities will comply with MHSA procedures for
24 the management of head injuries and concussions.

25
26 Reference: Montana High School Association, Rules and Regulations
27 Section 4, Return to Play

28 Policy History:

29 Adopted on:

30 Reviewed on:

31 Revised on:

1 _____ School District

2
3 **STUDENTS**

3415P

4
5 Management of Sports Related Concussions

6
7 A. Athletic Director or Administrator in Charge of Athletic Duties:

- 8 1. *Updating*: Each spring, the athletic director, or the administrator in charge of athletics if
9 there is no athletic director, shall review any changes that have been made in procedures
10 required for concussion and head injury management or other serious injury by
11 consulting with the MHSA or the MHSA Web site. If there are any updated procedures,
12 they will be adopted and used for the upcoming school year.
- 13 2. *Identified Sports*: Identified sports include all MHSA-sanctioned activities, including
14 cheer/dance squads, and any other district-sponsored sports or activities as determined by
15 the district.

16 B. *Coach Training*: All coaches shall undergo training in head injury and concussion
17 management at least once every two years by one of the following means: (1) through
18 viewing the MHSA sport-specific rules clinic; or (2) through viewing the MHSA concussion
19 clinic found on the MHSA Sports Medicine page at www.mhsa.org.

20 C. *Parent Information Sheet*: On a yearly basis, a concussion and head injury information sheet
21 shall be distributed to the student-athlete and the athlete's parent and/or guardian prior to the
22 student-athlete's initial practice or competition. This information sheet may be incorporated
23 into the parent permission sheet which allows students to participate in extracurricular
24 athletics and should include resources found on the MHSA Sports Medicine page at
25 www.mhsa.org.

26 D. *Coach's Responsibility*: A student-athlete who is suspected of sustaining a concussion or
27 head injury or other serious injury in a practice or game shall be immediately removed from
28 play.

29 E. *Return to Play After Concussion or Head Injury*: In accordance with MHSA Return to Play
30 Rules and Regulations, a student athlete who has been removed from play may not return to
31 play until the athlete is cleared by a licensed health care provider (MD, DO, PAC or NP).
32 The health care provider may be a volunteer.

33
34 Policy History:

35 Adopted on:

36 Reviewed on:

37 Revised on:

Request for Protected Health Information

This form should be used when release of a patient's protected health information is being made to the health care provider for an employee or student for a purpose other than treatment, payment or health care operations.

I, _____, hereby authorize _____
Name of Employee, Student 18 or older, or Parent/Guardian *Name of Physician/Practice*
to use and/or disclose my protected health information described below to

School District

My protected health information will be used or disclosed upon request for the following purposes (name and explain each purpose): _____

This authorization for use and/or disclosure applies to the following information (please mark those that apply):

- ☐ Any and all records in the possession of the above-named physician or physician's practice, including mental health, HIV, and/or substance abuse records. (Please cross out any item you do not authorize to be released.)
- ☐ Records regarding treatment for the following condition or injury _____ on or about _____.
- ☐ Records covering the period of time _____ to _____.
- ☐ Other (Specify and include dates.) _____.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to above-named physician/practice. I also understand that my revocation is not effective to the extent that the persons I have authorized to use and/or disclose my protected health information have acted in reliance upon this authorization.

I understand that I do not have to sign this authorization and that the above-named physician/practice may not condition treatment or payment on whether I sign this authorization.

I understand that information used or disclosed pursuant to this authorization may be subject to re-disclosure by the recipient and no longer protected by federal laws and regulations regarding the privacy of my protected health information.

This authorization expires on the following date or event: _____.

I certify that I have received a copy of this authorization.

Signature of Patient or Personal Representative

Date

Name of Patient or Personal Representative

Personal Representative's Authority

From the desk of:



February 2011

Auditors

The auditors were here. As I e-mailed earlier, we had no findings and just a couple items that need to be fixed. Last year they insisted that we capitalize the buses that we are "purchasing" for Harlows. This year they decided that, since we will never own them, we shouldn't capitalize them - just a difference in the person auditing. They also had a couple suggestions for activities accounting - division of duties stuff.

I've started an additional process with county A101's that will hopefully help balance year end items. I'm going to verify all coding and then copy each A101 and file it by fund in addition to the monthly files. What has been happening is that our revenues aren't always properly coded at the county level. This makes the auditor's job and our year end balancing more difficult.

Day-to-day

1099's are done.

Upcoming items will be the submission of W-2's and 1099's to the state and federal governments.

TR5's and TR6's are finished for the semester and submitted to OPI.

We ordered a new ice machine. The current one has been on its last legs for quite some time.

Hello JHS Board members,
Enclosed please find several articles for your reading pleasure.
My report will follow in the next few days.
Dan Sturdevant

JHS Activities Participant Survey -Fall & Winter Sports

Thank you for participating in this survey. As with nearly everything in life, how great we can make our programs depends on the honest input of everyone involved. This survey is done anonymously so you can feel confident in giving your absolute true response. Having said that, if you wish to not participate, you may just indicate this here: I chose not to participate in this survey. _____ (just an 'x', no signature)

I am responding about my participation in program (circle one):

Football Volleyball Boys Basketball Girls Basketball Wrestling Cross Country

Please circle your rating for each statement:

	1- Strongly Agree	2- Agree	3- Disagree	4- Strongly Disagree	5- Not Applicable
OVERALL					
I am happy with this program	1	2	3	4	5
Participation in this program is a positive experience	1	2	3	4	5
PARTICIPANT PERSONAL GROWTH AND DEVELOPMENT					
My participation in this activity. . .					
- Provided me growth in emotional control	1	2	3	4	5
- Helped my social-interpersonal skills	1	2	3	4	5
- Helped me in making decisions	1	2	3	4	5
- Improved my physical condition	1	2	3	4	5
- Helped me learn to manage my time better	1	2	3	4	5
My grades were better while participating	1	2	3	4	5
My sleeping or eating patterns did not suffer	1	2	3	4	5
I will be a better person after participating in this activity	1	2	3	4	5
My actions were always what I will be proud of in life	1	2	3	4	5
PROGRAM					
Adequate equipment is available	1	2	3	4	5
Athletic policies and procedures are clearly defined and effective	1	2	3	4	5
PERSONNEL					
My coaches. . .					
- encouraged me to maintain high academic performance	1	2	3	4	5
- required each person to comply with school and team rules	1	2	3	4	5
- stressed that safety was important					
- clearly explained what was expected of me as a student athlete	1	2	3	4	5
- communicated clearly regarding my skills and helped me to work toward improving them	1	2	3	4	5
stressed positives	1	2	3	4	5
COMMUNICATION					
Communication was honest	1	2	3	4	5
Communication was effective	1	2	3	4	5
Criticism or issues were addressed privately	1	2	3	4	5
Coaches teach positive values to athletes	1	2	3	4	5
Coaches demonstrate competence in teaching about their sport or activity	1	2	3	4	5
Coaches demonstrate competence in game strategies	1	2	3	4	5
Athletes can approach coaches freely to discuss personal issues	1	2	3	4	5

* Individually designed workouts:

- ☒ Yes
☐ No
☐ Planning to
☒ Unknown

Co-Loreyn worked to get

3. Leadership

Effective program leadership was demonstrated by the head coach with regard to:

* Player Development

- ☒ Strongly Agree
☐ Agree
☐ No Opinion
☒ Disagree
☐ Strongly Disagree

* Coach Development

- ☒ Strongly Agree
☐ Agree
☒ No Opinion
☒ Disagree
☐ Strongly Disagree

unknown

Community Support

e.g., Community Parade, Boost Club involvement

*

- ☒ Strongly Agree
☐ Agree
☐ No Opinion
☐ Disagree
☐ Strongly Disagree

* Feeder Program Involvement:

- ☒ Strongly Agree
☐ Agree
☐ No Opinion
☐ Disagree
☒ Strongly Disagree

4. Qualified Coaches

* JHS coaches are well qualified for the roles they hold in the program:

- ☒ Strongly Agree
☐ Agree
☐ No Opinion
☒ Disagree
☒ Strongly Disagree

Loreyn +

Please provide comments on this question:

Please see attached comments letters on blog

5. Communication

Communication with parents, participants, and the media were satisfactory with regards to the following:

* Parents were well informed of program guidelines and goals:

☒ Strongly Agree

☒ Agree

☐ No Opinion

☒ Disagree

☐ Strongly Disagree

* Coaches were open to listening to parent concerns:

☒ Strongly Agree

☐ Agree

☐ No Opinion

☐ Disagree

☐ Strongly Disagree

* Media coverage was consistent on a weekly basis:

☒ Strongly Agree

☒ Agree

☐ No Opinion

☐ Disagree

☐ Strongly Disagree

* Issues were discussed privately with affected participant:

☒ Strongly Agree

☐ Agree

☒ No Opinion

☐ Disagree

☐ Strongly Disagree

* Communication was positive and helpful:

☒ Strongly Agree

☐ Agree

☐ No Opinion

☒ Disagree

☐ Strongly Disagree

* The District web site was a valuable source of up-to-date information:

☒ Strongly Agree

☐ Agree

☐ No Opinion

☒ Disagree

☐ Strongly Disagree

6. Academics

* Academic performance was a priority in the program:

☒ Strongly Agree

☐ Agree

☒ No Opinion

☐ Disagree

☐ Strongly Disagree

My concerns are addressed here, not sure if other parents have concerns.

Not sure,

Please provide comments on this question:

~~I'm not aware of any past towards
Academic performance, or away from
Academic performance.~~

7. Overall

* Climate/atmosphere
created by the program
motivated participants to
perform to the best of their
abilities:

- ☒ Strongly Agree
☐ Agree
☐ No Opinion
☒ Disagree
☐ Strongly Disagree

Please provide comments on
this question:

This year represents a failure to
build a successful program.
Lack of JV games. Lack of coaching staff.
* (Whitehall game. a) injured player dislocated finger
no coaching staff available to guide parent.
Other child player injured on ice & staff available over

Not enough
* Rate the following program
attributes in order of
emphasis for this past season
(1 being the highest):

Option	1	2	3	4	5
Academics	☐	☐	☐	☐	☐
Character Development	☐	☐	☐	☐	☒
Citizenship at away activities	☐	☐	☐	☐	☒
Fundamental (game) Skills	☐	☐	☐	☐	☒

* Do you believe that this
program represents the
standards of our community?

- ☒ Yes
☒ No
☐ Undecided

Please provide comments on
this question:

12. Additional comments
about the program:

Cont... In the past and other programs with JV players were given an opportunity to play when the "Mercy" rule was reached. The players also in the past ^{also} were rotated in when the Panthers ~~the~~ score ~~was~~ ^{was much} greater than the other team, giving the younger players an opportunity to improve by ~~been~~ playing with seasoned players.

During the game at Three Forks the coaches wife blamed the loss on the JV players as did the coach on his weekly blog ^{stemming} from the Whitehall JV game. Please look at attached letters.

Sportsmanship should be a big part of any program, I think the letters perhaps were meant to inspire the players for greater things but came across as scolding and then showed poor sportsmanship on our part "decimated", and when we got the quote "jaw jacking", the black slang for the term should be known. what it ~~really~~ means.

The whole incident could of been avoided with proper leadership, and sufficient staff.

~~At~~ with MHSAA - web site and clinic sites are very clear on rules regarding unsportsmanlike conduct.

Our coaches disregarded these rules and taught our younger players, not to respect officials this leading to lack of respect and accountability. In the

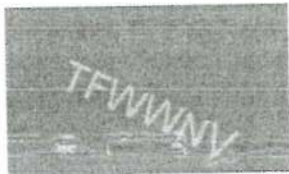
Clare - the rules are 2 fouls personal the player
~~st~~ remains out of the rest of current game and is
not allowed to play in the next game JV or Varsity.
So my understanding is incorrect.

The Coach told players he watched the film and
the player did not do the foul - The officials still
made the call and all our players need to respect
the officials

* In order for this evaluation
to be considered valid, please
provide your name:

Michelle Hefner

[Attach Files]



Please enter the text to the left

Send Now

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Micki LeTexier/SPH/HMN
10/11/2010 02:30 PM

To Micki LeTexier/SPH/HMN,
cc
bcc
Subject

From the MSBA websit

Since coaches are the most influential persons in teaching good sportsmanship, one of their fundamental responsibilities is to inspire players to conduct themselves in a manner which best represents the values of high school sports. Coaches must stress respect for opposing players and not tolerate conduct that demeans or embarrasses the opponent. School assemblies involving cheerleaders, pep groups and other student leaders can provide opportunities for informing students and adult spectators of their responsibility to uphold the standards of good sportsmanship conduct before,

In summary:

- Individuals, regardless of their roles in athletics, are expected to be aware of their influence on the behavior of others and act in a responsible manner at all times.
- Coaches, players, cheerleaders, announcers, students, officials and spectators must make an extra effort to model the type of behavior that illustrates the educational values of interscholastic athletics.
- Good sportsmanship maintains an educational perspective and can be exhibited by:
 - understanding the game and following the rules of the contest at all times;
 - managing behavior at all times by exercising self-control;
 - shaking hands with opponents prior to and/or after the contest;
 - appreciating skilled performances regardless of school affiliation;
 - exhibiting respect for officials and accepting and abiding by their decisions;
 - being a good host to opponents;
 - displaying pride in your actions at all time;
 - losing without excuses and winning without boasting.

Jefferson High School District #1

4000

COMMUNITY RELATIONS

Goals

The Board, through the leadership of the Superintendent and with the assistance of the total staff, will seek to enhance the District's community relations by striving to achieve the following goals:

1. To encourage and enhance communications, understanding, trust, and mutual support between the District and the people it serves;
2. To increase both the quality and quantity of public participation in school affairs, activities, and programs;
3. To strengthen and improve relations and interactions among staff, trustees, citizens, parents, and students;
4. To promote understanding and cooperation between the schools and community groups.

Legal Reference : 10.55.701, ARM Board of Trustees
10.55.801, ARM School Climate

Policy History:

Adopted on: February 2007

Revised on:

COMMUNITY RELATIONS

Public Relations

The District will strive to maintain effective two-way communications with the public to enable the Board and staff to interpret schools needs to the community and provide a means for citizens to express their needs and expectations to the Board and staff.

The Superintendent will establish and maintain a communication process within the school system and between it and the community. Such public information program will provide for news releases at appropriate times, arrange for media coverage of district programs and events, provide for regular direct communications between individual schools and the citizens they serve, and assist staff in improving their skills and understanding in communicating with the public.

The District may solicit community opinion through parent organizations, parent-teacher conferences, open houses, and other events or activities which may bring staff and citizens together.

Legal Reference: Art. II, Sec. 8, Montana Constitution - Right of participation
 Art. II, Sec. 9, Montana Constitution - Right to know

Policy History:

Adopted on: February 2007

Revised on:

Trustee Philosophy

The philosophy in our schools reflects the ideals of American democracy. It is therefore concerned with the maximum development of the individual and with the preservation and growth of society. It is concerned with the learning process, recognizing that learning is individual and dynamic and results in a change of attitude or behavior.

Our school is a democratic organization conceived as a controlled learning environment available to all children at public expense, responsive to community will, and based upon an understanding of proportional freedoms, contributions, and responsibilities of students, teachers, administrators, and trustees. It is the obligation of our school to establish a program for all students, adaptable to their varying abilities, meeting the common educational needs essential for responsible citizenship, and providing the opportunity to develop their differing and socially useful talents.

To enhance the attainment of this opportunity, the following educational goals are set forth:

EACH STUDENT WILL HAVE THE OPPORTUNITY TO:

- Develop basic critical thinking skills in all disciplines, including reading, writing, speaking, listening, mathematics, and science;
- Develop pride in work and a feeling of self-worth;
- Develop good character and self-respect;
- Develop a positive attitude for learning, now and in the future;
- Learn to respect the property and rights of and get along with people with whom the student works and lives;
- Learn how to examine and use information;
- Develop and apply skills which define and fulfill learning needs throughout life;
- Learn the rights and responsibilities of citizenship;
- Learn about and understand changes that take place in the world and how to be flexible enough to cope with them;
- Learn to respect and get along with people who think, dress, and act differently;

- Develop an understanding of roles of others as members of a family;
- Learn how to be a good manager of money, property, and resources and to participate intelligently in our economic system;
- Develop habits and skills necessary to maintain physical fitness and mental health;
- Acquire attitudes and the knowledge needed for participation in both mental and physical recreational activities in order to use leisure time more fully;
- Develop an appreciation for art, literature, and music and grow aesthetically;
- Gain information and develop skills necessary to make job selections;
- Recognize that daily living naturally involves daily problem solving;
- Utilize occupational information and career counseling in order to make sound occupational choices.

School Philosophy

The school should provide a suitable education for each youth of the community, regardless of socioeconomic status, race, religion, or mental or physical ability.

Insofar as the resources of our school and community permit, this education should consist of whatever experiences and opportunities can be provided to enable the student to develop to the fullest extent of his/her abilities and interests.

We at the Jefferson High and Boulder Elementary Public Schools desire to cooperate with the home, the community, and the various organizations within it to provide a curriculum and activities which will best promote an atmosphere for the transmission of our cultural heritage.

It is the responsibility of the school to provide the education which will foster an understanding of American democracy. This can be carried out best in an atmosphere of mutual respect, mutual trust, and mutual exchange of ideas between students, teachers, administrators, trustees, and the community.

We live in a changing society; therefore, we should continually examine our objectives to recognize changing needs. Such changes must be reflected in the curricular and co-curricular program offered to the youth in our school and should offer a sequential,

comprehensive, flexible program which meets the needs of all students of varying interests and capabilities.

The Board of Trustees recognizes that a dynamic and efficient staff is the essence of maintaining a constantly improving educational program. Therefore, the Board of Trustees recognizes its responsibility to promote the general welfare of the staff, maintain high morale, and, in general, provide the opportunity for each staff member to function at an optimum level in an atmosphere of security and professional regard and within the limitations of available resources.

Major consideration in the educational program must be given to the development of acceptable behavior patterns which are evidenced by attitudes, appreciation, understanding, and abilities. School experience must be planned in terms of needs, purposes, aptitudes, and abilities of those who are to participate in this. These experiences should be meaningful and purposeful for the student, both as an individual and as a member of society.

Student participation in activities can provide valuable training in leadership and social growth; it can develop occupational and recreational interests and skills. Students should be encouraged to participate in activities in which they have a definite interest. They should learn, however, to be selective in their choices.

20 State Championship**TBA****JV/FRESHMEN**

SEP	7	Manhattan	4:00 PM
	13	@ Whitehall	4:00 PM
	20	Three Forks	4:00 PM
OCT	4	@ Townsend	4:00 PM

The Panther Football Team suffered a disappointing loss to the Three Forks Wolves last Friday night. Our offense sputtered and our defense got picked apart. We seriously need to get it together when we play the Manhattan Tigers next Friday. We match up with them physically and we can score a lot of points on anyone if we execute as we've practiced. Defensively we need to step it up a whole lot, and make tackles, period.

Last Saturday the Panther JV squad hosted the Belgrade Froshmores. We showed good offensive technique, and the stumbled on nearly every drive with a turnover or penalty. We lost the game but the team showed a lot of improvement over throughout their season. You returning players, as well as the varsity returning players need to committ to our out of season programs. You will not improve your skills or strength if you hang up your cleats until 2-a-days next year. I'm stating a fact, and, there is indisputable evidence that supports that fact. Program success does not happen without hard work in the off-season.

Lets messs up the Tiger's perfect record so far this year !!

"Trash talk does not win football games, effort and execution does." Ron Smartnick

"The ones who want to achieve and win championships motivate themselves." Mike Ditka

"The will to win is important but the will to prepare is vital..." Joe Paterno

Keys to our success and success in life: Love/Trust/Accountability/Desire/Pride /Power/Passion

Football Contacts: Coach Smartnick 225-3602 or Coach Lorenzen 933-8671.

Strength training is essential to program success. If you intend to be a college athlete, strength training is essential to your personal success. Make a choice, make it a habit. Continue to work out with an in-season strength program. See us for details and suggestions.

Discipline is doing what you don't want to do when you don't want to do it.

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Counter: 5,009

20 State Championship

TBA

JV/FRESHMEN

SEP	7	Manhattan	4:00 PM
	13	@ Whitehall	4:00 PM
	20	Three Forks	4:00 PM
OCT	4	@ Townsend	4:00 PM

Our season ended on a positive note, despite the final score of the game. We gave Manhattan a surprise by showing up for 4 quarters and holding them to 28 points. Effort and execution is the key to success and each player gave 110%. Returning players next year will have another opportunity to improve our program. Start thinking now about post season play next November. It is possible, and we can get there. You need to commit to our out of season programs. You will not improve your skills or strength if you hang up your cleats until 2-a-days next year. Program success does not happen without hard work in the off-season.

Let's get our gear turned in on time so you can move on to your next activity. Good luck to all of you in your winter, spring, and summer athletic endeavors. Be positive, keep up your grades, and have some great seasons.

"The ones who want to achieve and win championships motivate themselves."
Mike Ditka

"The will to win is important but the will to prepare is vital..." Joe Paterno

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20 State Championship

TBA

JV/FRESHMEN

SEP	7	Manhattan	4:00 PM
	13	@ Whitehall	4:00 PM
	20	Three Forks	4:00 PM
OCT	4	@ Townsend	4:00 PM

It was another fine victory for the varsity as we defeated the Darby Tigers 47-6. Total team effort wins football games, and everyone on the field contributed at his own position. Now its time to focus on a tough Florence team. Lets take care of business this week and bring home another win for JHS.

The JVs played very well against the Three Forks Wolves. A touchdown was called back and three drives were stalled by penalties. Correct those mistakes and we have a two touchdown lead at the end of the game. Continue to carry on the "never give up attitude" throughout the rest of the season. Put the pressure on the varsity to help make them better. Several of you will be subbing into varsity games. Be ready, physically and mentally when your number is called.

"Trash talk does not win football games, effort and execution does." Ron Smartnick

"The ones who want to achieve and win championships motivate themselves." Mike Ditka

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20 State Championship

TBA

JV/FRESHMEN

SEP	7	Manhattan	4:00 PM
	13	@ Whitehall	4:00 PM
	20	Three Forks	4:00 PM
OCT	4	@ Townsend	4:00 PM

My apologies for the lack of updates, however anyone directly involved with our program is aware of the countless distractions that have come up in the last few weeks. We've lost a couple of games, and then beat Whitehall convincingly at Homecoming. We have put out fire after fire, and had to deal with issue after issue. In my personal opinion, though some may disagree, these "activities" are a direct result of the Whitehall JV game several weeks ago. I warned you that officials would have a short fuse, and they did. I warned you that we would be baited, and we have been. Some of you challenged authority, and we've had to respond to that issue. And to top it off, we've lost one of our starters for the rest of the season due to injury. Despite it all, we are a team, and this team is getting closer each day. Trust in each other is developing each day. Sometimes adversity does that, and sometimes it blows you apart. We as a team, and you as athletes, have chosen the proper path. I am proud of every one of you and your positive attitudes and personal sacrifice. You are developing a mental toughness that will help shape the rest of your lives. As you know, that has been one of our program goals since the beginning of the season. We are in the hunt for the playoffs, don't let up now. Lets "git er done" !!

"Trash talk does not win football games, effort and execution does." Ron Smartnick

"The ones who want to achieve and win championships motivate themselves." Mike Ditka

"The will to win is important but the will to prepare is vital..."Joe Paterno

Keys to our success and success in life: Love/Trust/Accountability/Desire/Pride/Power/Passion

Football Contacts: Coach Smartnick 225-3302 or Coach Lorenzen 933-8671.

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Cc: JHS Superintendent; All School Board Members

January 31, 2011

Dan,

Please pass these rebuttals to the school board members as per their agreement with me during the meeting January 18, 2011.

1. A parent voiced a complaint that younger players were getting "beat up on" and insinuated that I supported that by distorting the comments I made at the awards banquet. With the exception of 4-5 players, the younger guys were in no way able to compete with the varsity on the practice field. Every varsity player complained to me every night, all season, because I refused to let them go 100% against the younger kids. The player that spoke up during the board meeting absolutely distorted the realities on the practice field to support his own agenda. I also, on many occasions, did not dress the team out in full pads, to minimize further injuries to players, both varsity and jv. On another occasion I, had the players walk through every play, both offense and defense, for the entire practice. Every player on the team was ticked off about that one. There was a skewed comment made by a player that after Coach Burnett showed up, the JVs got more attention than I gave them. Well obviously that happened; we had an additional coach at practice! The player commented that the younger guys improved markedly. Players do not assess the programs performance, coaches do, and I disagree with his assessment. The younger players improved throughout the season as they always do, and there was no direct correlation to anything done differently the last half of the season, by any of us. It's a natural progression as the athletes gain more confidence in themselves and their positions. (I'd like you to be aware that the vocal player at the meeting was involved in many of my team discipline distractions.)

2. Reference giving a player shingles. The only time I had to discipline that player directly was during the Florence game. There was no scoreboard the entire game. There was no clock and no down and distance being displayed. My managers were running a game clock as well as the officials, who came to both sides of the field periodically to give us official game time. My managers had no scoreboard to help them know where we might be on the field for down and distance. They had to move up and down the field to get any information needed to see the exact ball location on any play. Three players were hanging over the managers, talking, joking, and basically distracting their efforts to do their job. I told the three players to pay attention to the game and leave the managers alone. They did not comply with my instructions. They continued doing the same thing, so I approached them again. I once again told them to get away from the managers so they could do their job. Two players complied, and one of the players gave me a sneer, and said he wasn't doing anything. I told him I wasn't asking anymore, I was telling. He yet again refused to comply, so I offered him a trip to the locker room for the rest of the game. He then moved away reluctantly, with a sneer on his face. I never had another altercation with any of those players the rest of the season. I might add that this all happened while the game was in progress, and I was trying to call offensive plays, and helping make defensive adjustments. If that player got shingles from that altercation, I predict major health problems throughout the rest of his life, but I'm not a doctor.

3. Reference running up the score on the "fluke games we won big", I just don't get it. Either our offense performed or it didn't. Those games were shortened by the mercy rule. During the Cascade

game, our offense only ran about 25 plays from scrimmage. That is less than half a normal game. Our starters needed game experience. We, as stated in point #1, were unable to run at full throttle against our younger players in practice. So, I told the players at halftime that we would take the opportunity to try out additional plays in our playbook, to either confirm their validity, or strike them from our game plans. The younger players did see action in the already shortened game, and their parents know that. We may have set a new school record for points scored that game, and I'm still researching the records on file to confirm that. So, some previous coach had also "run up the score" to establish the existing record. Was he also criticized for his decision, or not?

Also there are always conflicting thoughts about running up the score or not. Look at the other Class B or C scores state wide, and certainly in our district, and you will see we were not any more excessive than any other program. And, other schools have never hesitated to pile it on us when they the chance. Three Forks ran it up on us this season, even though they knew we had two starters out for the whole game. Their reserves only played for the last two minutes.

4. In reference to Coach Brunett's unprofessional outburst at the board meeting, I offer these comments. He, like the parents, never once came to me during the season with concerns about anything we were doing. During his interview, he stated that he knew he was hired late in the season, and would help out anyway he could, even act as "equipment manager" or "water boy". He indicated he was well aware he would not be given significant responsibilities this season. After he started, he never asked for a playbook to review, or asked me questions about our offense or defense. He never questioned the validity, or history of our offense. As I stated during the board meeting, he did not comply with my instructions to coordinate with our Jefferson County Small Fry team. For the first time in 10-15 years those players were not introduced to the fans during one of our home games. He, during the second game he was on the staff, called a blitz from the sideline. Coach Lorenzen called the defense, and Coach Brunett was never given any authority to make defensive calls. His decision to make that call directly to a player on the field, conflicted with Coach Lorenzen's call, and basically vacated the left side of the field. I asked Coach Lorenzen what blitz was called, and he said not that one. Coach Brunett then told both of us "my bad, it won't ever happen again". The call he made cost our defense big yardage if not a touchdown. I honestly don't recall since the incident was over when it was over and I did not dwell on it any further. I did not publically chastise him, and we never discussed the issue again. He supported my response to the Whitehall JV incident, stating that sportsmanship was critical to any program. He acknowledged that disciplinary actions must be taken in order to reinforce the life skills we were trying to instill in our athletes. Based on that acknowledgement, all three JHS Football Coaches, were in agreement on our team discipline principles. He worked diligently with the Varsity DBs one on one to try to bring them up to speed. With only two coaches previously we had been unable to give them the individual attention they needed. I thought he was starting to understand the program, trying to fit in, and would be addition to our staff.

5. An issue was raised by a parent reference an opposing player's comment that our offense sucked, and was "easy to defend". Also mentioned by several parents was that our players didn't improve any, and "gave up" during the last part of the season. I reference the **Post-Manhattan game article in the Belgrade News dated October 26, 2010.** I quote: "Dale McQueary expected a tough battle with Boulder. The seventh-year Manhattan coach got it as his Tigers had to fight tooth and nail to post a 28-7 District 5B win Friday night in the regular season finale. Boulder came to play football, said McQueary.

They could have rolled over and died after getting beat last weekend by Three Forks. Ron (Smartnick is doing a good job with that team.” My point is not related to the last sentence. As you know, the Manhattan game was the last game of the season, and our players received accolades from an opposing coach on their tenacity. It doesn’t track folks, nothing tracks. Also reference the first sentence in this paragraph, any decent coach could give a care less what the players on another team think, unless it is related to sportsmanship.

6. I offer **further information** regarding the **nepotism issue raised on 75% of the negative responses** on the survey. A brief summary of starting Panther Running Back Stats for 2010 are listed below in descending order:

Name	Carries	Yards Gained	Touchdowns
Tim Mundaniohl	65	459	4
Passing	34 total tries 95	640	8 Total TD: 12
Scott Mundaniohl	59	502	3
Receiving	19 total tries 78	646	6 Total TD: 9
Brian Warren	81	453	7 Total TD: 7
Rob Smartnick	75	368	7 Total TD 7

My point is that the ball was distributed quite equally to our backs, including the opportunities to score. Carries/attempts for my son were less than any other back. The accusations of “Showcasing” my son are 100% invalid based on statistics and actual facts. Also, look at any of the articles written in the Helena IR, or the Montana Standard during the season, and it is obvious that the players that performed were “showcased”, whoever they were. The second issue raised was reference extra point kicking. The parent questioning who I chose as the starting kicker was probably not aware that we regularly practiced a couple different guys kicking to see who had the best percentage. On every single occasion in the last two years, the complainant’s son hit less than the individual I chose to kick for us. The player I chose also received All-Conference honors, voted on by opposing coaches. The other kicker missed his attempts during the Three Forks game. My decision was the right one, validated by game day performance and recognized by the opposition. Also, please take note, parents don’t position players, coaches do.

I have submitted the facts to you. I have submitted documentation to you to support the facts. The negative program evaluations are “shots at me and my family” and are not factual. I have not stepped down from this position. You have received a note recently to clarify that issue. You have publically voiced that the priority of our athletic programs was to prepare student athletes for life by teaching the life skills necessary for survival after high school during the January Board meeting. Once again, the **board approved** our football program that established life skills as well as academics as the two top priorities. I worked closely with my immediate supervisors and followed those established priorities to the letter and did everything I was asked to. I recognize some of the other Football concerns raised. No one has given me an opportunity to address football specifically in a public forum. I estimate I spent 40

— 50% of my practice time on disciplinary actions, and 80% of my off field time sorting out all of the distractions. I have attempted to document as many of the major distractions as I can remember.

In addition to the team statistics Dan presented to you I'll add just a little more information. We won 1 game in 2006, 2007, and 2008; 3 (should have been 4) in 2009; and 3 (should have been 5), in 2010. We were ranked in the top 10 Class B Schools offensively, both in 2009 and 2010. That is improvement, despite the unverified arguments to the contrary. Those wins also show that we have an explosive offense, and the potential to be even better in 2011, as the majority of our varsity players will be seniors, with two years of experience in running the Double Wing Offense. More specific "football" success information is available if anyone chooses to ask. I doubt that will happen since this isn't about the program, it is all about me and my family.

Dan and I never had a problem with the board seeking other qualified applicants for the head coach of our football program since day one of accepting the job. And, had anyone bothered to ask, I would have expressed that option at any time, to anyone, since taking the position. **I do have a major problem with an organized coup, coordinated by, or with, an assistant coach to malign the program, and me and my family personally, with little, if any, basis in fact.** I am aware that two TV stations contacted JHS prior to the January Board meeting, regarding my removal. I respectfully ask you the question you should be asking. How the media get involved prior to the meeting? What has been going on here, and why? When you back a Panther in a corner the claws are going to come out, and this Panther has been cornered. **I will retract the claws, if the lynch mob, whoever they are, does the same.** I respectfully request that you somehow, before or during the next board meeting, publically chastise the process used against me during the proceedings thus far. I cannot, and will not, tolerate or allow, this negative perception of my performance to hang out there, when in actuality it was just the opposite. If you want a new coach get one, but not this way. I formally request that you be civil in the way you act and the words you use in the closing of this issue. If the incivility continues, I will publicize all of the information submitted to you, in my own defense to the community.

As was stated during the January meeting, JHS has got to come up with a process to select or evaluate coaches that is not based on sentiment and emotions, but rather on fact. I would appreciate the opportunity to serve on some sort of committee to begin the process. And, in my opinion, player evaluation, or any upward evaluation, of a coach or any supervisor, is not practical. Many of you are in business. Would you have your employees evaluate you, to determine your tenure in the position you hold? I have offered Dan my services to handle the out-of-season football business until a new coach is selected if you go that direction. Despite all of the adversity, I am here for the kids, as I always have been. Please don't lay this additional burden on Dan, as his plate is more than full at this time.

Sincerely:

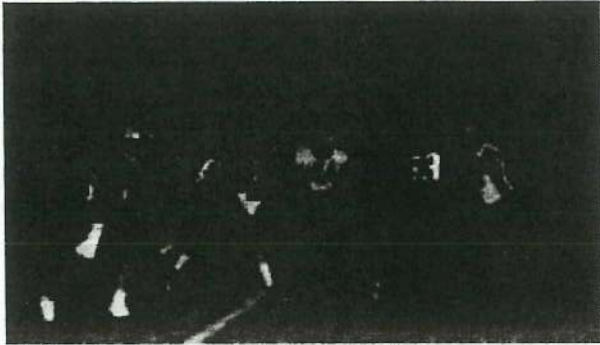


Ron Smartrick

[Search](#)BEAT BOULDER ~~FOR REGULAR SEASON~~ SENIOR-PARENT NIGHT

Tigers complete unbeaten regular season

Mike Brandt, Staff Writer | Posted: Tuesday, October 26, 2010 6:08 pm



MANHATTAN — Dale McQueary expected a tough battle with Boulder. The seventh-year Manhattan coach got it as his Tigers had to fight tooth and nail to post a 28-7 District 5B win Friday night in the regular season finale.

"Boulder came to play football," said McQueary. "They could have rolled over and died after getting beat last weekend by Three Forks. Ron (Smartnick) is doing a good job with that team."

With the win the Tigers set a school record by going unbeaten in the regular season at 8-0, and extending their winning streak to nine games dating back to last year.

Manhattan (4-0, 8-0) was able to move the ball throughout the game. But so too did Boulder, and if not for some key stops, the outcome might have been different.

"Our defense played well at times. We still had a tough time stopping Boulder's running game," said McQueary.

The Tigers took the opening kickoff on their own 22 and marched to a score on Quinn McQueary's 1-yard run with 8:45 to play in the first quarter. Lee Paulson's PAT was good for a 7-0 lead. The Tigers had five first downs on the drive which covered 78 yards.

Coach McQueary was pleased with the opening drive score.

"We moved the football very well," he said. "We chewed up a lot of that clock in that first drive. That was great."

Boulder (1-3, 3-5) also moved the ball in its first possession only to turn it over on the Tigers' 33 when Nick Evans intercepted a Tim Mundaniohl pass. But Manhattan wasn't as successful on its second possession. The Tigers moved the ball to Boulder's 22 before Austin Jacobsen fumbled at the 19.

"We had that second drive and turned the ball over," said coach McQueary. "We just can't have those kind of errors when we are rolling."

From: Jim Whealon [mailto:jim.whealon@jhs.k12.mt.us]

Sent: Friday, February 11, 2011 1:17 PM

To: Alan Erickson; Diane Lorenzen; Kathy Jackson; Lynne Bryant; Pat Lewis; Sabrina Steketee; Stan Senechal

Subject: Friday Notes:

There are no games here today. The teams will be in Deer Lodge today. Saturday they will play Townsend here. The games start at 3:00 pm and will be the last game of the regular season.

The wrestling team is at Hamilton for the State Class B meet. We have three students competing. This is a good showing for the size of our team. Dan is at Hamilton today with the team.

Yesterday we worked out some budget estimates based upon legislation before the Legislature. Today we read that the legislation was rejected by the Legislature. This means that they will start over on school funding with no known plan at this time. Some of the funds cut in the \$4 million cut will not impact the general fund budget like vocational education but will still have a great effect on our school. Some of these cuts may yet get funding when the final funding bill is passed at the very end of the session.

This week was a bad week for equipment around the school. In the home economics room the furnace motor welded together. It cannot be repaired. A new motor is on order but we did not have heat in the room all this week. One of the stoves in the classroom shorted out and burnt a hole in the back of the stove the next day. The stove is under warranty and we will be getting fixed today. The east wing of the building has a furnace for each room and all of them are the same age and at the end of their useful life. Last year we fixed many of them and got them up and running. However, at their age we can expect continual problems over time. We also had problems with some breakers this week. The ice machine, which was a gift from a restaurant that closed down years ago, has been going downhill for several years. It has gotten to the point that it has to be restarted several times a day by Lance or Dan. It has become so unreliable that we ordered a new one last week. The new one should be in today. It will be a larger capacity machine with a much faster recharge. It will cost a little over \$2,000.00 but should give us 20 to 30 years service. We use at least 80 pounds of ice a day with our sports teams. That sounds like a lot of ice but with the individual ice filled drinking bottles we go through a full 80 pound storage bin each day. The new one will have 100 pound storage. The windows in the east wing are in bad shape. The ones in the home economics room leak and one cannot be opened. Most of the windows in that wing have lost their seals and have leak stains on the inside of the glass that cannot be cleaned. Dan and Lance think that we could cut our energy costs by \$1000 a month if we replaced them. I have an energy expert from Missoula coming soon to look at places where we could save more money. I will talk to him about the windows. Next Monday at 2:00 pm Lance, Dan, and I are doing a walk-through of the building to look at maintenance issues. If any Board member wants to come along you are welcome to do so.

The construction class has the new ticket booth about one half finished. The metal siding and roofing should be going on next week. If you are at school you can see it in the back near the shop door.

--

Jim Whealon

Superintendent/Principal

Jefferson High School