



Potomac Elementary School

School Board Minutes

for

June 17, 2013

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*“Potomac School equips each student for his/her future
within a culture of excellence that values the small community experience.”*

Call to Order

Board Chair Robert O’Boyle called the meeting to order at 5:36 PM by leading all in the Pledge of Allegiance. Those trustees present were: Jeff Hahn, Gary Long, Cliff Vann and Jim Wrobel. Tim Johnson, principal and Jill Thornton, clerk, were also in attendance.

Public Input (for issues not on the agenda) Brenda Harrold stated she is leaving after 13 years with Potomac School.

Performance pay

Bob said he went through the performance pay submittals from the staff and felt they were big lists of very tangible things that have been accomplished at our school. He would like to see our meetings focus on the great things that have been done. He then said, if there are no objections, he would move the discussion on the MOU up, and discuss Performance Pay after that. There were no objections.

MOU/Contract with PEA

Jim presented the MOU again. Bob said his concern has to do with making the pay equitable for all bargaining units. He has thought it through and now feels the MOU can be used with each unit. We can then move forward, using it with the PEA, and using it as a template for PACE, the administrator, and the clerk. He feels Jim, Victoria and the staff have worked hard to get to this point. It’s a good start, and we can move forward from here.

Jim said there is no need for a motion. He just needs to know there are no objections to the MOU. It will not set a precedent, it has no language referencing pay at the end of year, and it doesn’t refer to any specific source of pay. The teachers did request receipt of equal amounts to all teachers.

Gary asked if any of this will be in next years contract. Jim said this MOU is for this year only, and the language in the MOU also states it does not continue.

Tim asked when it comes to the spirit of what our discussions have been to this point in our committee meetings, will the performance pay be more detailed?

Both Jim and Gary say it needs to be.

Jim said if all are agreed on the MOU, we can start phase II for what Performance Pay can be next year.

Bob asked if we should set a goal to have something set by the October meeting.

Tim said he would like our staff to be the best paid. We have exceptional staff, and can’t predict what the legislature will do to allow us to pay that staff well, so he continues to feel the best way to give more pay is to open up the availability of some of the 20% of our General Fund that is held for contingencies. If our year goes smoothly, then the staff can receive some of the money that was not needed during the year as performance incentive.

Bob said the amount to use this year will be decided at the June 24th meeting when we have final budget numbers for the year. We will take the total amount available, and divide it between the groups. The teachers will each receive the same

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amount based on a percentage of their collective pay, and the other staff members will receive a percentage based on their income and the amount available.

Performance pay

Jim said he has been researching other Performance pay systems, and they are fairly complex. The board will start discussions on this in committee.

Jim said he would like to add to Bob's comment at the beginning of this meeting. He feels the accomplishments of the staff are impressive. Jeff echoed that statement.

Adjourn

Board Chair O'Boyle adjourned the Board meeting at 6:33 pm.

Robert O'Boyle, Chair

date

Jill M Thornton, Clerk

date