



# Potomac Elementary School

## School Board Minutes

for

June 13, 2014

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

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### Call to Order

Board Chair Cliff Vann called the meeting to order at 7:00 PM by leading all in the Pledge of Allegiance. Those trustees present were: Gary Long, Craig Nelson, Jason Nordberg and Kelsy Ployhar. Jill Thornton, clerk, was also in attendance. Tim Johnson, Principal, is on the speaker phone.

**Public Input** (for issues not on the agenda) None.

### Review 2013-2014 End of Year Budget

Jill presented the preliminary 2013-2014 end of year budget. Our current budget needed to absorb some of the Food Fund costs as well as higher Tech Maintenance costs. This has put us in a position of not having additional funds for performance pay.

Cliff said though this will not be a year for performance pay then, he has put together three thoughts on pay for performance. First, is how many funds are available? Second, expectations for the administrator for how the strategic plan is put into play should be clear, and third, we need to prioritize with other needs in the school. Where is pay for performance in those priorities?

Tim said the intent is to offer another goal directed avenue for performance to the staff.

Terri Klein showed the board how teachers presented what they did to impact the outcome of the goal chosen by Tim for last year's performance pay.

Cliff asked if that presentation wouldn't be better in March, that way the process can get started before the end of year.

Jill explained how the end of year funds had been dealt with in the past. There was not a clear mechanism of set priorities and what would be purchased with any additional funds. Add to that, one of the issues during negotiations was always stated that the board has more funds to pay staff than they offer, with the end of year funds as an example. Since funds were held to use as contingency in case of emergency, and the board felt that was good fiscal management, a clearer mechanism was put into place for how they would be prioritized for use if any were left at the end of the year. Those priorities for the use of funds are now set with input from the staff. And having the possibility of disbursing some of the contingency funds to the staff at the end of year helped with negotiations and gave the staff a common goal to use the funds wisely.

Tim said the strategic plan, as well as the administrative plan, should have language to deal with this. Last year, there were no funds put towards maintenance – this year there are.

### Adjourn

Board Chair Vann adjourned the Board meeting at 7:51 pm.