

**GARDINER PUBLIC SCHOOL**  
**Park County School Districts 7 & 4**  
**510 Stone Street Gardiner, Montana 59030**  
**Phone 406-848-7563 or Fax 406-848-0606**

**Notice is hereby given that a Regular Board Meeting of the Gardiner School District, Board of Trustees, will be held on Wednesday, April 9th, 2025, which begins at 7:00pm in the High School Library.**

The public will have access to the board meeting via zoom but will not be able to participate when on zoom. If members of the public would like to comment on any non-agenda items during public comment or on Action Items when presented, they need to be **present in-person** at the meeting.

Join Zoom Meeting Info.:

<https://us06web.zoom.us/j/9258345942?pwd=nMFlexilpanbjl4i8HMxaxzgUjOCxD.i>

Meeting ID: 925 834 5942

Passcode: 570692

**Agenda**

**I. Call to Order / Roll Call / Pledge of Allegiance**

**II. Special Recognition**

**III. Public Comments on Non-Agenda Item**

*Individuals wishing to be heard by the Chair shall first be recognized by the Chair. Individuals, after identifying themselves, will proceed to make comments as briefly as the subject permits. The Chair may interrupt or terminate an individual's statement when appropriate, including when statements are out of order, too lengthy, personally directed, abusive, obscene, or irrelevant. The Board shall make the final decision in determining the appropriateness of all such rulings. It is important for all participants to remember that Board meetings are held in public but are not public meetings. Members of the public shall be recognized and allowed input during the meeting, at the discretion of the Chair. Members who wish to speak will need to sign a request to address the board at the meeting and the comments will be limited to 3 minutes.*

**IV. Mission Statement Reading**

Our mission is to be a community learning center where students will: Acquire basic life skills built on an academic foundation, become contributing citizens, cultivate a life- long desire to learn, and develop individual talents and abilities.

**V. Student Information** Student Council Update - Ciella White/Badger Hoppe

**VI. Consent Agenda**-All items listed below within the consent agenda are to be considered routine by board members and will be enacted with one motion. There will be no separate discussion of items unless a board member requests, in which event the item will be removed from the general order of business and considered in its normal sequence.

1. Minutes - January 15, 2025 & March 25, 2025
2. Warrants - February 2025 & March 2025
3. Financials - February 2025
4. Personnel (see list in board packet)
5. Out-of-District Students - None

**VII. Action Items** - *(Members of the public who wish to comment on action items will be limited to 3 minutes of comment once before the motion, and 1 minute of comment once after the motion, when prompted by the Chair).*

1. Superintendent Contract
2. Health Insurance FY 25-26
3. Water for Tiny Houses
4. Strategic Plan update regarding class sizes

**VIII. Discussion / Information Items** - No public comment during discussion items.

1. Process for selecting new superintendent/principal
2. Board Committees
  - a. Financial - Patrick Klein and Joel Byrd
  - b. Facilities - Dana Riley and Tom James
  - c. Negotiations - Pat Baltzley and Heidi Saunders
  - d. NYEF Rep -
3. Strategic Plan Updates
4. Accreditation Advisory Committee Update
5. NYEF Housing on School Property

**IX. Business Manager/Clerk Report**

**X. Superintendent's Report**

**XI. Adjournment**

**REMINDER: Any tobacco product is prohibited on all Gardiner Public School property.**

	Balitzley	Riley	Klein	Saunders	Byrd	James
Present Motion						
Motion Second						
Ayes						
Nays						
Abstain						

TITLE: Consent Agenda

CATEGORY: Action Item

ORIGINATED BY: Jeannette Bray,  
Superintendent

OTHERS

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## IMPLEMENTATION

ACTION: Elementary and High School District Action Effective April 10,2025

### SUPERINTENDENT RECOMMENDATION:

It is the recommendation of the Superintendent that the board move to approve the consent agenda.

- Item Presentation
- Board Discussion
- Public Comment
- Motion made
- Board Discussion
- Public Comment
- Motion Vote

**Gardiner Public Schools**  
**Special Board Meeting Minutes for January 15, 2025**

**I. Call to Order / Roll Call / Pledge of Allegiance**

Chair Klein called meeting to order at 6:00 p.m.

**Presenter:** Chair Klein

**Note taker:** Clerk Dill

**Present Board Members:**  
Chair Patrick Klein  
Vice Chair Pat Baltzley  
Heidi Saunders  
Joel Byrd  
Tom James  
Dana Riley

**Staff Attendees:**  
Clerk Judy Dill  
Superintendent Jeannette Bray

**Public Attendees:**  
Nancy Ward  
Carmen Harbach  
Erin Dentinger  
Jon Dentinger  
Eric Reinertson  
Ellie Reinertson  
Josie Reinertson  
Bianca Klein  
Avery Klein  
Allison Dentinger  
Lyndin Dentinger  
Fiona Roberts  
Mitilda Roberts  
Maggie Darr

**II. Action Items**

**1. Board Policy for 8th Grade Participation in High School Athletics**

Superintendent Bray read the motion wording passed by the Board at the June 12, 2024 Board meeting (see June 2024 Board Minutes). Interpretation of the wording did not take in account for current situations faced today. Carmen Harbach, Athletic Director and Superintendent Bray suggested other wording options.

OPTION 1: Gardiner schools may allow 8th graders to play up to a high school sport, and extra curricular, level only under board approval for each specific sport and program. Eighth graders will be allowed to participate in a high school sport season when the number of high school players for the program (Including JV and Varsity) does not meet the MAXIMUM number of players allowed to dress in uniform and participate in the program. The number needed to complete the program team will be determined prior to board approval and only that number of 8th grade students will be approved to "play up". If the number of 8th grade students interested in "playing up" exceeds the number approved, try-outs will be held and the coach will determine which of the 8th graders interested are capable of participating in the high school program. Coaches will determine the placement of the 8th grade players on the team (JV vs Varsity) with the comprehensive goals of the program in mind, this includes character, academics, sportsmanship and teamwork. 8th grade participants will need to meet all high school program and MHSA requirements, including eligibility, to participate.

OPTION 2: Gardiner schools may allow 8th graders to play up to a high school sport and extra curricular level only under board approval for each specific sport and program. 8th Graders will be allowed to participate in a high school sport season when the number of high school players for the program (Including JV and Varsity) does not meet the MINIMUM number of players +1, required to dress in uniform and participate in the program. The number needed to complete the program team will be determined prior to board approval and only that number of 8th grade students will be approved to "play up". If the number of 8th grade students interested in "playing up" exceeds the number approved, try-outs will be held and the coach will determine which of the 8th graders interested are capable of participating in the high school program. Coaches will determine the placement of the 8th grade players on the team with the comprehensive goals of the program in mind, this includes character, academics, sportsmanship and teamwork. 8th grade participants will need to meet all high school program and MHSA requirements, including eligibility, to participate.

OPTION 3: Gardiner schools may allow 8th graders to play up to a high school sport and extra curricular level only under board approval for each specific sport and program. 8th Graders will be allowed to participate in a high school sport season when the number of high school players for the program (Including JV and Varsity) does not meet the (Maximum OR Minimum are options see above) number of players allowed to dress in uniform and participate in the program. The number needed to complete the program team will be determined prior to board approval and only that number of 8th grade students will be approved to "play up". If the number of 8th grade students interested in "playing up" exceeds the number approved, try-outs will be held and the coach will determine which of the 8th graders interested are capable of participating in the high school program. The board will use information from the coach and/or athletic director, and which team (JV vs Varsity) needs participants to determine where the Eighth graders will best support the high school athletes with the comprehensive goals of the program in mind, these include character, academics, sportsmanship and teamwork. The team with the need (JV or Varsity) will be approved by the board to fill a designated number of spots with interested 8th graders. This placement will be determined by the board for each sport and activity. 8th grade participants will need to meet all high school program and MHSA requirements, including eligibility, to participate.

OPTION 4: Gardiner schools may allow 8th graders to play up to a high school sport and extra curricular level only under board approval for each specific sport and program. 8th Graders will be allowed to participate in a high school sport season when the number of high school players for the program (Including JV and Varsity) does not meet the number of players allowed to dress in uniform and participate in the program. All eighth graders interested will be allowed to "play up" and Coaches will determine the placement of the 8th grade players on the team (JV vs Varsity) with the comprehensive goals of the program in mind, this includes character, academics, sportsmanship and teamwork. 8th grade participants will need to meet all high school program and MHSA requirements, including eligibility, to participate.

Carmen Harbach's Suggested Policy Wording: Gardiner schools may allow 8th graders to play up to a high school level in sport or extra-curricular activity only under board approval for each specific sport and program. Eighth grade participation in high school activities where allowed by MHSA will be decided based on overall numbers of participating students and the impact to both the high school team and junior high teams. Coaches will determine the placement of the 8th grade players on the team (JV and Varsity) with the comprehensive goals of the program in mind, this includes character, academics, sportsmanship, and teamwork. 8th grade participants will need to meet all high school program and MHSA requirements, including eligibility to participate.

- For volleyball and basketball, 8th grade participation will only be allowed if there are fewer than 15 high school athletes on the team. If fewer than 15 high school students join the high school team, 8th graders will be permitted to participate.
- For Track and Field the coaches and AD will set qualifier marks that an 8th grader must be able to meet. Marks will be consistent with the ability to compete at the post season level of high school.
- 8th grade Golf athletes will be permitted to participate on the high school team if there are fewer than 10 high school athletes on each team (boys and girls). It will be the respective high school coach and AD who have the final say to bring athletes up to be approved by the school board. The determining factors will be what is best for both the junior high and high school teams, and the individual athlete. Eighth graders not on the high school team will not be permitted to practice with the high school team.

Changes included that the Board wants the Superintendent and Athletic Director to have the final approval, coaches to bring to the Athletic Director.

Motion: Dana Riley moved to approve the policy that Athletic Director has presented with changes as discussed.
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2nd: Pat Baltzley	Vote: Passed Unanimously
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## 2. Participation of 8th Grade on High School Basketball for the 24-25 School Year

Superintendent Bray recommended at the December 11th 2024 Board meeting that 8th grade junior high girls basketball players are eligible to move up to play on the high school junior varsity girls basketball team. Current situations have warranted clear guidance.

Motion: Joel Byrd moved to approve the participation of eighth grade girls on high school basketball team effective January 15, 2025 based on the first motion passed at this January 15, 2025 meeting.
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2nd: Dana Riley	Vote: Passed Unanimously
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### III. Adjournment

Meeting adjourned at 7:10 p.m.

Clerk Approval/Date:

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Board Chair Approval/Date:

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**Gardiner Public Schools**  
**Special Board Meeting Minutes for March 24, 2025**

**I. Call to Order / Roll Call / Pledge of Allegiance**

Chair Klein called the meeting to order at 7:01 p.m. via Zoom

**Presenter:** Chair Klein

**Clerk:** Judy Dill

**Present Board Members:**  
 Chair Patrick Klein  
 Vice Chair Patricia Baltzley

Heidi Saunders  
 Tom James  
 Joel Byrd

**Staff Attendees:**  
 Clerk Judy Dill  
 Superintendent Jeannette Bray

**Public Attendees:**  
 Barbara Bush  
 Tammy Dill

**I. Action Items**

**1. Bereavement Policy**

Clerk Judy stated that we may have a new policy updated in the past but policy 5321 on our website indicates "bereavement needs board approval". An employee has requested 32 hours bereavement for an immediate family death for the week of March 10th which falls within the payroll period I am working on this week. Suggest updating language if not already done to allow Superintendent to approve bereavement as this is past practice.  
 It was determined by the Board of Trustees that the prior approved policy covered the Board approval of Superintendent to approve staffing bereavement leave. Agenda item removed.  
 No motion needed.

**2. Approval of Posted Levy Amounts**

I am estimating and proposing that the school run the elementary technology levy in the amount of \$50,000 which did not pass last year, and our funds run out at the end of this school year. I confirmed with Ryan, IT Consultant, that this is still the amount needed to provide- our students and staff with the necessary equipment and software updates, as well as help to build the infrastructure that is so needed for the entire district. Secondly, after working on the budget spreadsheet, it shows a GF levy of 10k is needed to get us to the highest budget with a vote for 25-26 for the HS district. I am asking for a 55k GF levy to go to the taxpayers. I cannot stress enough that these are all estimates. We still have four months left of spending. We need to spend our budget down, or it changes the Wyoming estimated invoice. Wyoming tuition invoice is showing just over 1ml to bill for the Mammoth students. We build in a 10% wiggle room for attendance/student changes on June 30th. end of year attendance may change up or down by year end. The safest option is running a higher levy since it is so highly dependent on the Wyoming invoice. Additionally, OPI said this is a preliminary worksheet and final will be out during budget prep time. So there are calculations within the spreadsheet that have not been updated as many of the legislative laws have not been passed that will affect the outcome. (Discussion amongst the board). Since we are having discussions on not wanting to run two levies then I would suggest that the general fund levy is voted on to pass before the technology levy. We can always run a special election for a technology levy, and we do not want to lose any of the general fund budget authority that we already have.

Motion: Vice-Chair Pat Baltzley moved to amend motion to a \$0.00 elementary technology fund levy and \$50,000 high school general fund levy for 2025-2026 as voted levies.
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2nd: Dana Riley	Vote: Passed by four board members, Joel Byrd voted nay
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**3. SB307 Advertisement Approval**

Clerk Dill presented the non-voted levies for transportation, bus depreciation, tuition and building reserves for of the Elementary and High Schools for fiscal year 2025-26. Clerk Dil requested that the Board adopt the following changes in estimated revenues and mills. The table below represents the impact on homes valued at \$100,000, \$300,000, and \$600,000 in the district in terms of actual dollars in additional property taxes that would be imposed on residences with those values and may increase rental costs. This is an essential part of our budgeting process as we are required by Montana State law to impose levies to support its budget.

ELEMENTARY	CURRENT YEAR (FY25)			2025-26 Projector	
	EL Fund	Levies	Mills	Est. Change in Tax Revenues	
Transportation	\$108,039	10.16		\$19,156	
Bus Depreciation	\$73,619	6.92		\$0	
Tuition	\$0	0		\$29,034	
Building Reserve	\$20,570	1.93		\$49	
<b>EL Totals:</b>	<b>\$202,228</b>	<b>19.01</b>		<b>\$48,239</b>	

HIGH SCHOOL	CURRENT YEAR (FY25)			2025-26 Projector	
	HS Fund	Levies	Mills	Est. Change in Tax Revenues	
Transportation	\$85,249	6.05		\$19,499	
Bus Depreciation	\$60,378	4.28		\$0.00	
Tuition	\$5,854	0.42		\$38,895	
Adult Education	\$0	0		\$0	
Building Reserve	\$12,588	0.89		\$57	
<b>HS Total</b>	<b>\$164,069</b>	<b>11.64</b>		<b>\$58,451</b>	

Motion: Vice-Chair Pat Baltzley moved to approve the non-voted levies, Senate Bill 307 for fiscal year 2025-2026 as presented
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2nd: Dana Riley	Vote: Passed Unanimously
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**II. Adjournment**

Meeting adjourned at 8:21 p.m.

**Clerk Approval/Date:**

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**Board Chair Approval/Date:**

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# Gardiner Public School

## Budget vs Actual Spend

July 1, 2024 - June 30, 2025

**As of February 28, 2025**

ELEMENTARY DISTRICT FUNDS	Adopted Budget	Expenditures	Remaining
General 101	\$1,054,145	\$644,453	\$409,692
Transportation 110	\$167,140	\$72,159	\$94,981
Bus Depreciation 111	\$383,650	\$0	\$383,650
Food Service 112	\$128,785	\$54,753	\$74,032
Tuition 113	\$20,716	\$97	\$20,619
Retirement 114	\$170,000	\$89,147	\$80,853
Miscellaneous 115 (Grants)	\$327,704	\$119,114	\$208,589
Adult Education 117	\$0	\$0	\$0
Non-operating 119	\$0	\$0	\$0
Compensated Absence Fund 121	\$0	\$0	\$0
Impact Aid Fund 126	\$0	\$0	\$0
Technology 128	\$50,534	\$4,742	\$45,793
Flexibility 129	\$0	\$0	\$0
Building 160	\$0	\$6,773	(\$6,773)
Buiding Reserves 161	\$76,306	\$24,207	\$52,099
<b>Total Elementary Spend</b>	<b>\$2,378,979</b>	<b>\$1,015,445</b>	<b>\$1,363,534</b>
HIGH SCHOOL DISTRICT FUNDS	Adopted Budget	Expenditures	Remaining
General 201	\$1,021,234	\$558,745	\$462,489
Transportation 210	\$119,851	\$56,695	\$63,156
Bus Depreciation 211	\$280,829	\$0	\$280,829
Food Service 212	\$0	\$0	\$0
Tuition 213	\$40,000	\$17,242	\$22,758
Retirement 214	\$150,000	\$76,199	\$73,801
Miscellaneous 215 (Grants)	\$204,304	\$71,858	\$132,447
Adult Education 217	\$22,457	\$0	\$22,457
Non-operating 219	\$0	\$0	\$0
Drivers Education 218	\$7,727	\$6,757	\$970
Impact Aid 226	\$0	\$0	\$0
Technology 228	\$51,324	\$3,254	\$48,071
Flexibility 229	\$0	\$0	\$0
Building 260	\$0	\$6,124	(\$6,124)
Buiding Reserves 261	\$76,813	\$10,310	\$66,503
DISTRICT FUNDS			
Multi Distrit Fund	\$397,849	\$266,634	\$131,215
<b>Total High School Spend</b>	<b>\$2,372,389</b>	<b>\$1,073,817</b>	<b>\$1,298,571</b>
<b>Combined Districts</b>	<b>\$4,751,368</b>	<b>\$2,089,262</b>	<b>\$2,662,106</b>
<b>Variance to Accounting Software</b>			<b>\$0</b>
OPI Budget Summary Total-EL	\$1,922,491		
OPI Budget Summary Total-HS	\$1,762,508		
OPI Budget Summary Total	\$3,684,999		
Additional Budget Funds in BMS	\$1,066,369		
<b>School's Total Budget</b>	<b>\$4,751,368</b>		
<b>Revenue Received YTD</b>		<b>\$2,740,090</b>	
<b>(Profit)Loss</b>		<b>28-Feb-25</b>	<b>(\$650,828)</b>

(Profit)Loss by Month	
Jan-25	(\$856,708)
Dec-24	(\$693,721)
Nov-24	(\$360,877)
Oct-24	(\$545,202)
Sep-24	\$380,111
Aug-24	\$257,585
Jul-24	\$149,401

**Gardiner Public School**  
**Cash Report**  
*July 1, 2024 - June 30, 2025*

<b>Bank Statements:</b>			<b>Totals</b>	<b>Increase(Decrease)</b>
Montana Board of Investments	Short Term Investment Pool	\$ 2,244,932		
First Interstate Bank	Payroll Clearing 8967	\$ 1	Balance swept to Acct. 0034	
First Interstate Bank	Claims Clearing 8959	\$ 1	Balance swept to Acct. 0034	
First Interstate Bank	Federal Deposits 0120	\$ 1	Balance swept to Acct. 0034	
First Interstate Bank	Student Activities 0985	\$ 54,980		
First Interstate Bank	Sweep Account 0034	\$ 3,733,444		
<b>Cash Total as of March 31, 2025</b>		<b>\$ 6,033,360</b>	<b>\$ (234,324)</b>	

**Cash by Month**

February 28, 2025	\$ 6,333,914	\$ (94,620)
January 31, 2025	\$ 6,428,534	\$ 160,850
December 31, 2024	\$ 6,267,684	\$ 385,736
November 30, 2024	\$ 5,881,948	\$ (165,566)
October 31, 2024	\$ 6,047,514	\$ 910,138
September 30, 2024	\$ 5,137,376	\$ (149,185)
August 31, 2024	\$ 5,286,561	\$ (36,099)
July 31, 2024	\$ 5,322,659	\$ -
<b>Net Increase(Decrease)</b>	<b>\$ 776,931</b>	

03/18/25  
13:19:37

GARDINER PUBLIC SCHOOLS  
Claim Approval List  
For the Accounting Period: 2/25

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Report ID: AP100

\* ... Over spent expenditure

Claim Line #	Warrant Invoice #/Inv	Vendor #/Name Date/Description	Amount Line Amount	Acct/Source/ Prog-Func			
				PO #	Fund Org	Obj	Proj
961390	102385	APG YELLOWSTONE NEWS GROUP	1,077.54				
3	022571099	02/28/25 New Clerk Advertisements	646.52*		101	100-2300	540
5	022571099	02/28/25 New Clerk Advertisements	431.02		201	100-2300	540
961364	E 101547	Billings Clinic Training Center	14.00				
2	24654	02/24/25 1st Aid and CPR Course x1	8.40		101	100-1000	610
3	24654	02/24/25 1st Aid and CPR Course x1	5.60		201	100-1000	610
961365	102324	Canyon Financial Services, Inc	559.94				
1	38399987	02/09/25 Copier Leases Feb 2025	335.96		101	100-2500	550
2	38399987	02/09/25 Copier Leases Feb 2025	223.98		201	100-2500	550
961366	101188	Century Link	89.44				
80% 282 & 20% 201	333471019	02/28/25 Phone Bill Feb 2025	71.54*		282	100-2600	531
1	333471019	02/28/25 Phone Bill Feb 2025	17.90*		201	100-2600	531
961316	E 102336	Clearfly	100.27				
3	INV682749	02/01/25 Phone Lines Feb 2025	40.11*		201	100-2600	531
4	INV682749	02/01/25 Phone Lines Feb 2025	60.16*		101	100-2600	531
961367	100995	Comfort Inn - Butte	2,158.40				
1	76204314	02/28/25 BB & Band Rooms 2/26-2/27	1,079.20		201	310 720-3500	582
2	76204314	02/28/25 BB & Band Rooms 2/26-2/27	1,079.20*		201	460 720-3500	582
961341	102169	Dearborn Life Insurance Company	22.75				
	Life Insurance-EE/ER Contributions	- Premium: Feb 25 premiums billed, Jan 25 payroll contributions					
1	F024400	01/31/25 Employee Life Insuran-FoodSer	0.91		112	910-3100	261
2	F024400	01/31/25 Employee Life Insurance	13.10*		101	100-1000	261
4	F024400	01/31/25 Employee Life Insurance	8.74*		201	100-1000	261
961343	102169	Dearborn Life Insurance Company	22.75				
	Life Insurance-EE/ER Contributions	- Premium: Mar 25 premiums billed, Feb 25 payroll contributions					
1	F024400	02/23/25 Employee Life Insuran-FoodSer	0.91		112	910-3100	261
2	F024400	02/23/25 Employee Life Insurance	13.10*		101	100-1000	261
4	F024400	02/23/25 Employee Life Insurance	8.74*		201	100-1000	261

03/18/25  
13:19:37

GARDINER PUBLIC SCHOOLS  
Claim Approval List  
For the Accounting Period: 2/25

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Report ID: AP100

\* ... Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount	Acct/Source/ Prog-Func				
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund	Org	Obj	Proj
961353		15629 Eckroth Music Co	931.42					
2		5129862 12/28/23 Curriculum-music sheets	64.98*	101	51	100-1470	610	119
3		5145772 01/11/24 Curriculum-music sheets	-64.98*	101	51	100-1470	610	119
4		5545211 12/26/24 Curriculum-music sheets	266.30*	101	51	100-1470	610	119
5		5557622 01/07/25 Curriculum-music sheets	27.37*	101	51	100-1470	610	119
6		5541097 01/24/25 Curriculum-music sheets	99.00*	101	51	100-1470	610	119
7		5541099 01/24/25 Curriculum-music sheets	24.25*	101	51	100-1470	610	119
8		5541118 01/24/25 Curriculum-music sheets	314.50*	101	51	100-1470	610	119
9		5541109 01/24/25 Curriculum-music sheets	200.00*	101	51	100-1470	610	119
961389		23716 Gardiner Chamber of Commerce	1,000.00					
3		022825 02/28/25 Refill Prepaid Advertisements	180.00*	101		100-2300	540	
4		022825 02/28/25 Refill Prepaid Advertisements	180.00	110		100-2700	540	
5		022825 02/28/25 Refill Prepaid Advertisements	120.00	201		100-2300	540	
6		022825 02/28/25 Refill Prepaid Advertisements	120.00	210		100-2700	540	
7		022825 02/28/25 Refill Prepaid Advertisements	100.00*	101		720-3500	540	
8		022825 02/28/25 Refill Prepaid Advertisements	100.00*	201		720-3500	540	
9		022825 02/28/25 Refill Prepaid Advertisements	100.00*	101		710-3400	540	
10		022825 02/28/25 Refill Prepaid Advertisements	100.00*	201		710-3400	540	
961368		23730 Gardiner Garbage Service	249.38					
1		02112025 02/11/25 Garbage Service Jan 2025	99.75	201		100-2600	431	
2		02112025 02/11/25 Garbage Service Jan 2025	149.63	282		100-2600	431	
961369		23733 Gardiner Park County Water	818.60					
9		273-00 02/20/25 Water/Sewer-School	302.39*	101		100-2600	421	
10		273-00 02/20/25 Water/Sewer-School	453.57	201		100-2600	421	
12		749-00 02/20/25 Water/Sewer-Sup Housing	37.58*	101		100-2600	421	
13		749-00 02/20/25 Water/Sewer-Sup Housing	25.06	201		100-2600	421	
961370		102401 GIA Publications, Inc.	17.75					
Peter Maech Music Grant Expense, Rcd 11/23 \$1000 grant								
1		1332343 02/07/25 Sheet Music JH	17.75*	115		100-1000	640	119
961371		27596 HARBACH, CARMEN	228.20					
1		022725 02/27/25 Mileage Reimburs-BB Div Mtg	228.20	201	300	720-3500	582	

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GARDINER PUBLIC SCHOOLS  
Claim Approval List  
For the Accounting Period: 2/25

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\* ... Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount	Acct/Source/ Prog-Func				Obj	Proj
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Prog-Func			
961395		102468 Headstrong Welding	57,500.00						
		GRAD \$57,500 out of \$88,000							
1		EST0032 02/10/25 Deposit Field Project	57,500.00*		115	100-1000		610	118
961317		E 102346 Help Desk Montana	3,000.00						
5		4966 02/01/25 Technology Svc Feb 2025	1,800.00*		115	437-2580		340	152
7		4966 02/01/25 Technology Svc Feb 2025	1,200.00*		215	437-2580		340	623
961373		28982 HILLYARD / MONTANA	626.04						
1		605754339 02/28/25 Janitorial Supplies	375.62		282	100-2600		610	
2		605754339 02/28/25 Janitorial Supplies	250.42		201	100-2600		610	
961346		101380 JW PEPPER & SON, INC	129.97						
2		367183562 01/21/25 Curriculum-music sheets	129.97		201	52 100-1470		610	
961347		101380 JW PEPPER & SON, INC	8.95						
2		367277967 02/11/25 Curriculum-music sheets	8.95		201	52 100-1470		610	
961348		101380 JW PEPPER & SON, INC	16.99						
2		367185578 01/22/25 Curriculum-music sheets	16.99		201	52 100-1470		610	
961349		101380 JW PEPPER & SON, INC	68.99						
2		367159013 01/16/25 Curriculum-music sheets	68.99		101	51 100-1470		610	
961350		101380 JW PEPPER & SON, INC	110.00						
2		367160007 01/16/25 Curriculum-music sheets	110.00		101	51 100-1470		610	
961351		101380 JW PEPPER & SON, INC	110.74						
2		367160007 01/16/25 Curriculum-music sheets	110.74*		101	51 100-1470		610	119
961376		101444 Ken's Equipment Repair, Inc.	3,114.90						
1		64052 01/24/25 1699 E Maintenance	480.00		110	100-2700		440	
2		64052 01/24/25 1699 E Maintenance	320.00		210	100-2700		440	
3		64083 01/31/25 5750 Maintenance	738.90		110	100-2700		440	
4		64083 01/31/25 5750 Maintenance	492.60		210	100-2700		440	
5		64138 02/12/25 1699 E Maintenance	539.94		110	100-2700		440	
6		64138 02/12/25 1699 E Maintenance	359.96		210	100-2700		440	
7		64159 02/17/25 Cub	110.10		110	100-2700		440	
8		64159 02/17/25 Cub	73.40		210	100-2700		440	

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GARDINER PUBLIC SCHOOLS  
Claim Approval List  
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\* ... Over spent expenditure

Claim	Warrant	Vendor #/Name	Amount	Acct/Source/ Prog-Func				
Line #		Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Obj	Proj	
961345	2	102465 Larsen, Lance 01072025 01/07/25 Curriculum Music	400.00	400.00	201	52	100-1470	610
961378	1	102125 Lumley, Nicole 2/25-2/26 pick up donated meat 022525 02/25/25 Mileage Reimburse 2/25-2/26	181.72	181.72	112	910-3100	582	
961355	1	47476 McLaughlin, Alisa 02272025 02/27/25 Reimbursement-FS Purchase 2/	41.97	41.97	201	40	394-1000	610
961379	1	102176 Midland Mechanical, Inc 5162 02/20/25 Boiler Repair	1,305.05	783.03	161	100-4600	911	613
	2	5162 02/20/25 Boiler Repair		522.02	261	100-4600	911	613
961383	1	45919 MR LOCKS 405941 02/26/25 Lock Cores	200.00	60.00*	101	100-2600	440	
	2	405941 02/26/25 Lock Cores		40.00	201	100-2600	440	
	3	405943 02/27/25 Lock Cores		60.00*	101	100-2600	440	
	4	405943 02/27/25 Lock Cores		40.00	201	100-2600	440	
961380	1	101591 Ricks Refrigeration, Inc. 27440 02/26/25 Repair Hood Vent	1,432.68	165.00	161	100-4600	911	613
	2	27440 02/26/25 Repair Hood Vent		110.00	261	100-4600	911	613
	3	27482 02/27/25 Repair Valve/Heatcraft		694.61	161	100-4600	911	613
	4	27482 02/27/25 Repair Valve/Heatcraft		463.07	261	100-4600	911	613
961372	2	102439 Ridley's Family Market, Inc. 4068487563 01/31/25 FCS Food	1,106.24	919.97	201	40	394-1000	610
	3	4068487563 01/31/25 Kitchen Food		186.27	112	910-3100	630	
	4	4068487563 01/31/25 AgEd		0.00	201	36	391-1000	610
961357	1	102462 Sacklin, John Olive Gard 02/01/25 S&D Meal Reimbursement	325.84	325.84*	201	450	710-3400	584
961358	1	102362 Shelby Detro Consulting Services, GPS0228202 02/28/25 Consult Service Feb 2025	1,214.87	1,214.87	282	100-2500	331	

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Claim Line #	Warrant Vendor #/Name	Amount	Acct/Source/ Prog-Func				
			Invoice #/Inv Date/Description	Line Amount	PO #	Fund Org	Obj Proj
961382	102309 Summit-Mountain Fire Protection,	537.50					
8	3027773 02/14/25 Card Panel Replacement	322.50		161	100-4600	911	613
9	3027773 02/14/25 Card Panel Replacement	215.00		261	100-4600	911	613
961386	81851 Verizon Wireless	112.85					
5	6106565833 02/20/25 Cell Service Summary 1/21-	28.22		101	100-2300	531	
6	6106565833 02/20/25 Cell Service Summary 1/21-	28.21		110	100-2700	531	
7	6106565833 02/20/25 Cell Service Summary 1/21-	28.21		201	100-2300	531	
8	6106565833 02/20/25 Cell Service Summary 1/21-	28.21		210	100-2700	531	
961391	E 101729 WEX Fleet Universal	826.80					
1	102577493 01/31/25 Mammoth Fuel	125.44		110	100-2700	624	
2	102577493 01/31/25 Mammoth Fuel	83.76		210	100-2700	624	
4	102577493 01/31/25 Valley Route Fuel	146.58		110	100-2700	624	
5	102577493 01/31/25 Valley Route Fuel	97.72		210	100-2700	624	
8	102577493 01/31/25 Athletics	59.64		201 300	720-3500	624	
13	102577493 01/31/25 Activities	182.28		201 300	710-3400	624	
15	102577493 01/31/25 Transportation	78.71		110	100-2700	624	
16	102577493 01/31/25 Transportation	52.67		210	100-2700	624	
961344	101521 Yellowstone Dino Lube & Repair,	39.95					
15	58096 02/18/25 Transportation	23.97		110	100-2700	624	
16	58096 02/18/25 Transportation	15.98		210	100-2700	624	
961387	101521 Yellowstone Dino Lube & Repair,	159.60					
1	58182 02/27/25 Def 2.5gl	95.76		110	100-2700	440	
2	58182 02/27/25 Def 2.5gl	63.84		210	100-2700	440	
961388	101521 Yellowstone Dino Lube & Repair,	132.29					
1	57556 02/06/25 Ford Maintenance	79.37		110	100-2700	440	
2	57556 02/06/25 Ford Maintenance	52.92		210	100-2700	440	
961356	E 102407 ZOOM Video Communications, Inc	159.90					
	For Board Meetings						
1	293168714 02/15/25 2/15-2/14/26 Video Conferen	95.94		101	100-2300	610	
2	293168714 02/15/24 2/15-2/14/26 Video Conferen	63.96		201	100-2300	610	
# of Claims		40	Total:	80,154.28	# of Vendors	27	
Total Electronic Claims				4,100.97			
Total Non-Electronic Claims				76,053.31			

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\* ... Over spent expenditure

Claim Line #	Warrant Invoice #/Inv	Vendor #/Name Date/Description	Amount Line Amount	Acct/Source/ Prog-Func			
				PO #	Fund Org	Obj	Proj
961377		102259 CenturyLink (LUMEN: Internet)	1,486.14				
5		728246324 03/01/25 IP & Data Service - Mar 202	297.23*	201	100-2600	531	
6		728246324 03/01/25 IP & Data Service - Mar 202	1,188.91*	282	100-2600	531	
961361	E	102336 Clearfly	100.27				
3		INV691271 03/01/25 Phone Lines Mar 2025	40.11*	201	100-2600	531	
4		INV691271 03/01/25 Phone Lines Mar 2025	60.16*	101	100-2600	531	
961359		102352 Dill, Judith	150.00				
		Cellular Phone Reimbursement for BM/Clerk 1/1/25-03/31/25					
1		030125 03/01/25 Cell Reimbursement x 3 months	90.00	101	100-2500	531	
2		030125 03/01/25 Cell Reimbursement x 3 months	60.00	201	100-2500	531	
961360		102467 Fairfield by Marriott	2,394.40				
3/2-3/3/25							
1		43AS000020 03/05/25 Hotel Rooms for Academic W	500.00*	201	509 710-3400	582	220
2		43AS000020 03/05/25 Hotel Rooms for Academic W	1,894.40*	201	509 710-3400	582	
961363		102127 Fisher's Technology	606.00				
1		1466488 03/07/25 Copier Lease 3/07-4/06/25	363.60	101	100-2500	550	
2		1466488 03/07/25 Copier Lease 3/07-4/06/25	242.40	201	100-2500	550	
961362	E	102346 Help Desk Montana	3,000.00				
5		5001 03/01/25 Technology Svc Mar 2025	1,800.00*	115	437-2580	340	152
7		5001 03/01/25 Technology Svc Mar 2025	1,200.00*	215	437-2580	340	623
961374		102069 Kaleva Law Office	450.00				
3		8409 03/06/25 Legal Services-eviction lease	270.00	101	100-2300	330	
4		8409 03/06/25 Legal Services-eviction lease	180.00	201	100-2300	330	
961375		101990 Lane and Associates	76.23				
1		10689 03/03/25 Random Drug Testing	45.74	110	100-2300	810	
2		10689 03/03/25 Random Drug Testing	30.49	210	100-2300	810	
961384		102318 Proficient Technologies	901.42				
1		47596 03/03/25 PBX Services for 1 month	540.85*	282	100-2600	531	
2		47596 03/03/25 PBX Services for 1 month	360.57*	201	100-2600	531	

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GARDINER PUBLIC SCHOOLS  
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\* ... Over spent expenditure

Claim Line #	Warrant Invoice #/Inv Date/Description	Amount Line Amount	Acct/Source/ Prog-Func			
			PO #	Fund Org	Obj	Proj
961394 1	101362 Remedia Publications I9861 03/07/25 EL Ed Resources	69.96	69.96	101	100-1000	610
961381 8	102309 Summit-Mountain Fire Protection, 3068093 03/02/25 Alarm Monitoring 3/1-2/28/26	500.00	300.00*	101	100-2600	440
9	3068093 03/02/25 Alarm Monitoring 3/1-2/28/26	200.00	200.00	201	100-2600	440
961385 1	E 73088 Sysco Montana, Inc. 543406246 02/18/25 Kitchen Food	517.41	517.41	112	910-3100	630
961392 1 2 4 5 8 13 15 16	E 101729 WEX Fleet Universal 103203155 02/28/25 Mammoth Fuel 103203155 02/28/25 Mammoth Fuel 103203155 02/28/25 Valley Route Fuel 103203155 02/28/25 Valley Route Fuel 103203155 02/28/25 Athletics 103203155 02/28/25 Activities 103203155 02/28/25 Transportation 103203155 02/28/25 Transportation	1,052.52 304.13 202.76 296.19 197.46 0.00 131.47 -47.69 -31.80		110 210 110 210 201 300 201 300 110 210	100-2700 100-2700 100-2700 100-2700 720-3500 710-3400 100-2700 100-2700	624 624 624 624 624 624 624 624
# of Claims		13	Total:	11,304.35	# of Vendors	9
Total Electronic Claims				4,670.20		
Total Non-Electronic Claims				6,634.15		

	Balitzley	Riley	Klein	Saunders	Byrd	James
Present Motion						
Motion Second						
Ayes						
Nays						
Abstain						

TITLE: Superintendent Contract

CATEGORY: Action Item

ORIGINATED BY: Jeannette Bray,  
Superintendent

OTHERS

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## IMPLEMENTATION

ACTION: Elementary and High School District Action Effective April 10,2025

### SUPERINTENDENT RECOMMENDATION:

It is the recommendation of the Superintendent that the board move to release Dr. Bray from her contract effective June 30th, 2025.

- Item Presentation
- Board Discussion
- Public Comment
- Motion made
- Board Discussion
- Public Comment
- Motion Vote

## Estimated Payouts-JBray

	Balance	ACCRAULS:												Daily Rate	Est. Payout	or	Est. Payout
		4/1/2025	15-Apr	30-Apr	15-May	30-May	13-Jun	30-Jun	Hours	Days	3.75	437.50	\$ 1,640.63				
Vacation		0	5	5	5	5	5	5									
Sick/Sick @ .25		40	4	4	4	4	4	4									
1 Week Discretionary (non-accrued)	Days		Daiile Rate		Est. Payout												
		8	437.5	\$	3,500.00												

240 Contract Days  
 \$ 105,000.00 Annual Salary  
 6/11/2025 Last Day  
 6/30/2025 Last Contract Day

Option #2 \$ 8,640.63  
 Option #1 \$ 4,375.00

Date Board Approved:

	Balitzley	Riley	Klein	Saunders	Byrd	James
Present Motion						
Motion Second						
Ayes						
Nays						
Abstain						

TITLE: Health Insurance

CATEGORY: Action Item

ORIGINATED BY: Jeannette Bray,  
Superintendent

OTHERS

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## IMPLEMENTATION

ACTION: Elementary and High School District Action Effective April 10,2025

### SUPERINTENDENT RECOMMENDATION:

It is the recommendation of the Superintendent that the board move to accept the contract for health insurance with Joint Power Trust.

- Item Presentation
- Board Discussion
- Public Comment
- Motion made
- Board Discussion
- Public Comment
- Motion Vote



JOINT POWERS TRUST



LOCAL  
AUTHENTIC  
PROVEN

## GARDINER SCHOOL DISTRICT

**EFFECTIVE DATE:** September 01, 2025

*Proposed by EBMS on behalf of the JPT*



# HEALTH BENEFITS THAT WORK FOR YOU

## Why Joint Powers Trust?

### *Our Commitment*

At Joint Powers Trust (JPT), we believe in fair pricing, transparent renewals and personal service. As a non-profit health benefits trust, our mission is to help Montana and Wyoming public service agencies manage costs while providing quality, stable benefits year after year.



**LOCAL. AUTHENTIC. PROVEN.**

## THE JPT ADVANTAGE

### TRUSTED SINCE 1988

- Governed by Board of Trustees consisting of enrolled School Districts and Counties.
- Over 8,500 members rely on JPT's stability and service.
- No distant call centers — just real, local people ready to help.

### FLEXIBLE BENEFIT OPTIONS

- No "canned" plans — benefit plans customized to meet your members needs.
- Partner with numerous Wellness Vendors that can customize a plan that fits your culture. JPT will assist with the expenses of these programs.
- Offer Life, Dental and Vision options.

### COST SAVINGS — REDUCING FINANCIAL RISK

- Fair, accurate pricing when offering a proposal.
- Shared risk — large claims are pooled amongst all groups. Ultimately, taking the "peaks and valleys" out of the renewals.
- Low overhead/administrative costs allow for more of the contributions to be spent on claims.
- Aggressive hospital and provider contracts.

We don't operate like traditional for-profit carriers. **We focus on people and their health, not profits.** As a result of the items listed above, the JPT has had an average renewal increase **below 7%** for the last 10 years.





## Medical Plan

PLAN TYPE	\$500 DED • 80/20 • \$1500 OOP	\$1500 DED • 80/20 • \$3000 OOP
Single	\$1,006.91	\$884.04
Employee/Spouse	\$2,008.28	\$1,762.52
Employee/Child(ren)	\$1,657.98	\$1,455.33
Family	\$2,708.87	\$2,377.83
Medicare Retiree Single	\$704.84	\$618.83
Medicare Retiree 2 Party	\$1,405.79	\$1,233.77
Retiree 2 Party 1<1>65	\$1,711.75	\$1,502.86

## Medical Plan

PLAN TYPE	\$2000 DED • 80/20 • \$4000 OOP	\$3,500 • HDHP 100/0
Single	\$842.77	\$777.66
Employee/Spouse	\$1,679.99	\$1,549.78
Employee/Child(ren)	\$1,386.55	\$1,279.26
Family	\$2,265.96	\$2,089.89
Medicare Retiree Single	\$589.94	\$544.36
Medicare Retiree 2 Party	\$1,175.99	\$1,084.84
Retiree 2 Party 1<1>65	\$1,432.71	\$1,322.03

## Dental

DENTAL PLAN		
	Mandatory	Voluntary
Employee Spouse	\$29.93	\$37.60
Employee Spouse	\$59.86	\$75.19
Employee Children	\$62.86	\$78.95
Employee Family	\$89.79	\$112.78





## ACA Management Services Available Directly with EBMS

- **1094 and 1095 Forms Only:** The Joint Powers Trust has adjusted our rate to account for this service, valued at \$1500.
- To opt in to the service above or explore more comprehensive ACA Management options, **please contact EBMS.**

### This Proposal Includes:

- \$15,000 in Life/AD&D coverage through Mutual of Omaha
- Enhanced vision coverage through VSP, which includes an exam and hardware.
- A second-year maximum increase guarantee of no more than 8.5%

Please note that the quoted rates may include any ancillary services that are on your monthly bill, such as Life Insurance premiums and broker/agent fees.

\*An additional \$1 in premium is assessed to Dental/Vision only members for COBRA tracking purposes.

\*\*New plan document/SBC offerings outside of what is offered today are invoiced by EBMS to client directly \$1,000/\$250 per design.

### What's Next?

- **Review your details:** If you have any questions, we're available to discuss.
- **Explore plan options:** If you're looking to adjust coverage or rates, we offer customized solutions.
- **Confirm your rates:** Sign and return by **5/1/2025** to ensure seamless coverage.

### Sign Below to Accept

By: \_\_\_\_\_

Date: \_\_\_\_\_

### Thank You

We sincerely appreciate the opportunity to work with you. Your trust means everything to us, and we value the chance to support your organization. We look forward to providing you with exceptional service and reliable benefits in the coming year.



	Balitzley	Riley	Klein	Saunders	Byrd	James
Present Motion						
Motion Second						
Ayes						
Nays						
Abstain						

TITLE: Health Insurance

CATEGORY: Action Item

ORIGINATED BY: Jeannette Bray,  
Superintendent

OTHERS

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## IMPLEMENTATION

ACTION: Elementary and High School District Action Effective April 10,2025

### SUPERINTENDENT RECOMMENDATION:

It is the recommendation of the Superintendent that the board move to amend the MOU with NYEF for the teacher housing to say “Water and Sewer utilities and fees will be set up directly with the school and paid for by the tenants via a flat fee schedule to the school directly on a monthly basis, or taken out of each paycheck”

- Item Presentation
- Board Discussion
- Public Comment
- Motion made
- Board Discussion
- Public Comment
- Motion Vote



Jeannette Bray &lt;jbray@gardiner.org&gt;

## Mobile home water explanation

Jordan Darr <jordan.darr.jd@gmail.com>  
To: jbray@gardiner.org

Mon, Apr 7, 2025 at 12:12 PM

Hey Jeanette,

The water district explained to me that 3 services put into place for those mobile units would be possible but would require tying in to the water system in 3 places and end up being a high cost. I don't have any documentation of pricing or anything like that. I do have a sketch of how it would go together and it would be 3 separate services, waste and water lines (6 total tie-ins), dug all the way to water street and tearing in to the road(very expensive). With the existing water and waste lines on the property the the price will be at least half as much for price and with the contract being 10 years, if in 10 years the trailers need to be removed then the water district will not have to re dig all of the lines to cap them. Making a less permanent but still permanent solution.

I can meet and explain it as well. It's kind of hard to explain through email but this was what Josh at the water district recommended. Tie-in to the existing unit and save the headache and money with having a permanent and reliable system.

Hope this helps,

Jordan Darr

	Balitzley	Riley	Klein	Saunders	Byrd	James
Present Motion						
Motion Second						
Ayes						
Nays						
Abstain						

TITLE: Strategic Plan Update

CATEGORY: Action Item

ORIGINATED BY: Jeannette Bray,  
Superintendent

OTHERS

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## IMPLEMENTATION

ACTION: Elementary and High School District Action Effective April 10,2025

## SUPERINTENDENT RECOMMENDATION:

It is the recommendation of the Superintendent that the board move to revise the Strategic plan to include a statement that limits class size to meet accreditation standards and limits out of district enrollment to no more than 3 below capacity to preserve space for families moving in district mid year.

- Item Presentation
- Board Discussion
- Public Comment
- Motion made
- Board Discussion
- Public Comment
- Motion Vote

# **Gardiner Public School**

## **Strategic Plan**

### **2025 Revised 4/9/2025**

#### **Overview**

**In 2014, the Gardiner Public School** created a new direction for the school district to strategically focus its resources on identified wants, preferences, and needs of its community. As part of this process, the Gardiner Public School began a strategic planning and thinking process that led to a stronger and more vital school district. This process is ongoing as the Gardiner Public School moves into the future. This Strategic Plan is intended to help the Gardiner Public School in focusing its resources in a manner that will best benefit the students enrolled in the Gardiner Public School.

As part of its preparation for planning strategically in 2014, the Gardiner Public School brought in staff from the Montana School Boards Association (Debra Silk and Joe Brott) with expertise in strategic planning for public schools to help facilitate the group through the initial strategic planning process.

On December 10, 2014, the Gardiner Board of Trustees formally adopted its new strategic plan. This plan was reviewed by the Board of Trustees in 2017, 2023 and now 2025 as part of the accreditation process through the Montana Office of Public Instruction.

**2025 Board of Trustees:** Patrick Klein (chair), Pat Baltzley (vice-chair), Heidi Saunders, Joel Byrd, Dana Riley, and Tom James.

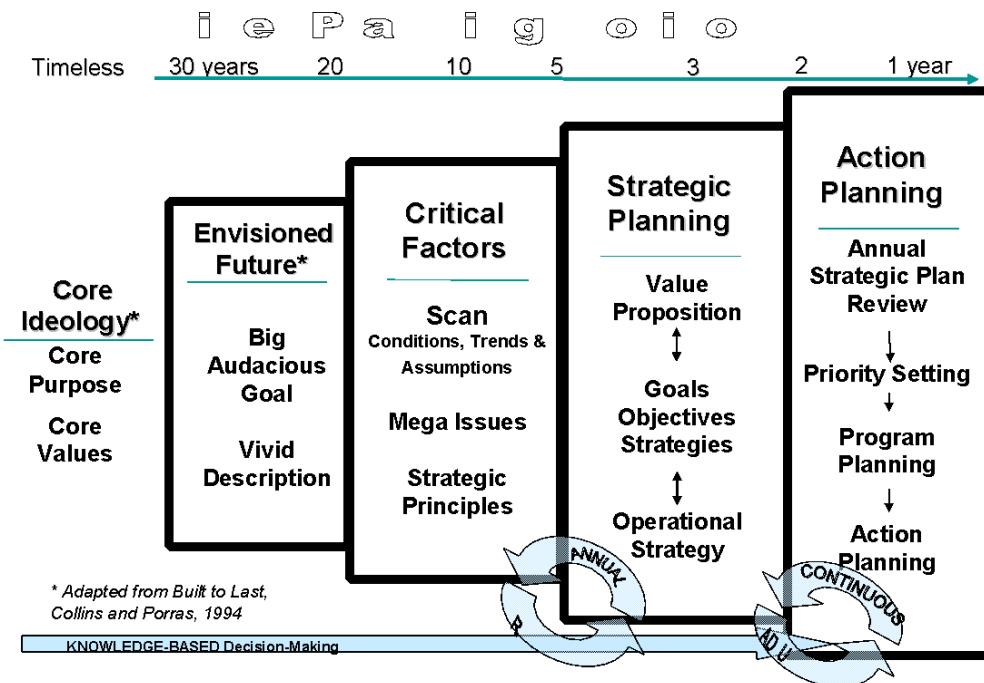
The Gardiner Board of Trustees views strategic planning as an ongoing process within the school system. This is not a “strategic planning project” that is completed. Nor is it intended as the end of a conversation, but rather as the beginning of one – a conversation regarding how the Gardiner Public School can best serve the community and maximize the focus and impact of its resources on its Core Purpose. The Gardiner Public School intends that this plan will become the means by which the Gardiner community’s values, needs, and priorities can be regularly discussed, clarified, documented, prioritized, and pursued by our school system over time.

Adoption of a plan is an affirmation of the initial general intent and direction articulated by the Core Ideology, Envisioned Future, and Goals and Strategic Objectives. It is understood that the strategies identified in this document will change over time as we implement the plan and gain a deeper understanding of what does and does not work and incorporate the feedback of our constituents to ensure that the plan remains relevant and contemporary over time.

Progress toward achieving identified strategic objectives will be assessed at least annually, and the plan will be updated based on achievement and changes in the needs of the students served by the Gardiner Public School.

# Strategic Planning Framework

The framework used by the Gardiner Public School for its strategic planning process was adapted from a model developed by Jim Collins, author of “Built to Last” and “Good to Great.” The Board and Staff Leadership Team focused on five different planning horizons, starting with the long term issues first to provide focus on shorter term efforts.



## Core Ideology of the Gardiner Public School:

**Core ideology** describes a school district's consistent identity that transcends all changes related to its relevant environment. It consists of two elements - **core purpose** - the school district's reason for being - and **core values** - essential and enduring principles that guide a school district. **Envisioned future** conveys a concrete yet unrealized vision for the school district. It consists of a **big audacious goal** - a clear and compelling catalyst that serves as a focal point for effort - and a **vivid description** - vibrant and engaging descriptions of what it will be like to achieve the big audacious goal.

## Core Purpose:

*The Core Purpose of the Gardiner Public School is to provide world-class education experiences and opportunities for our students while maintaining the uniqueness and values of our small community.*

## **Core Values:**

The Core Values of the Gardiner Public School are:

- ***The strong relationship between the School and the Community***
  - *We value our small, rural community and what it has to offer.*
  - *Our school is the hub of the community.*
  - *We believe students are our most valuable commodity.*
  - *Community interest and ownership are vital to our success.*
  - *We value open, positive relationships between parents and teachers.*
  - *We value community involvement, input and support.*
  - *We are all stewards of all of our resources.*
- ***High expectations for ALL***
  - *We are committed to excellence.*
  - *We expect quality.*
  - *We value high academic standards*
    - *Creative thinking*
    - *Experiential learning environment*
  - *We value high quality and diverse extra-curricular activities/opportunities.*
  - *We value high quality staff.*
- ***Respect, integrity, and work ethic***
  - *We value respect.*
  - *We work hard.*
  - *We respect ourselves and others.*
  - *We value sportsmanship.*

## **15-20 Year Planning Horizon**

### **Envisioned Future of the Gardiner Public School:**

#### **Big Audacious Goal:**

*The Gardiner Public School is recognized at the state and national level as a leader in education involving a united partnership of school staff, school board, students, parents, and community, where learning happens constantly on all levels regardless of time or place.*

**The Following is a Vivid Description of Our Desired Future:**

- **Setting the Standard**
  - We set the gold standard that other schools and staff wish to model.
  - 100% of our students graduate and will be college or career ready.

- We have parent and community buy-in who are actively involved with the school.
- Our school atmosphere is safe and provides an encouraging learning environment.
- **Well-educated and well-prepared Staff**
  - We recruit and retain the best staff.
  - We challenge and stimulate our staff through our committed, high quality professional development program.
  - We reward our teachers for high performance.

- **Graduate Profile**

- **A Critical Thinker**



- Turns Knowledge into Wisdom
    - Utilizes Background Knowledge to Apply to New Learning
    - Problem Solver
    - Media and Digital Literate
    - Ability to qualify information

- **Qualities of Leadership and Adaptability**

- Responsible
    - Leads with Character
    - Self regulated
    - Has Necessary Soft Skills



- **Shows Integrity**

- Tenacious
    - Has Emotional Intelligence
    - Hardworking
    - Authentic



- **Resourceful**

- A Life Long Adaptable Learner
    - Has financial literacy
    - Resilient
    - Believes in their Own Potential
    - Curious



- **Responsible Community Member**

- Appreciate the Natural World
    - Successful Community Member
    - Open Minded
    - Understand Civic Responsibility



- o **Strong and Dependable**

- Reliable
- Has Grit
- Works as a Team



- **Quality Education and Programming for the Benefit of our Students**

- We provide state of the art educational materials for our students.
- We provide small class sizes that meet accreditation standards and limit out-of-district enrollment to maintain available space for incoming residents
- We provide the best available technology to each student.
- We provide an opportunity for students to learn world languages for credit through alternative sources.
- We have established programs that allow students to graduate with a high school diploma while obtaining college credits through virtual sources.
- We provide a personalized learning plan for each student.
- We have created a rich variety of experiences beyond the classroom.
- We have the most current mobile devices available to allow students access to various resources they need to learn the best.
- We have expanded our classrooms outside of the building and into the surrounding Greater Yellowstone Ecosystem and communities.
- We have developed a curriculum which allows students and teachers to teach within and outside of the bricks and mortars and by way of virtual classroom settings.
- We have developed on-going relationships with our regional colleges and Yellowstone National Park.

- **Involvement of our Parents and Community**

- We have created an environment where students, staff, and our community want to come and where everyone takes great pride.
- Our parents and community have buy-in and involvement in our school and school activities.
- Every person in the community takes responsibility for the success or failure of every student.

- **Facilities**

- We have improved our facilities to allow for more individualized and/or group instruction.
- We have state-of-the-art facilities that meet the future needs of our students.



# **5-10 Year Planning Horizon**

## **Assumptions Regarding the Relevant Future for the Gardiner Public School**

In order to make progress towards the long term Envisioned Future of the District, the Gardiner Public School must constantly anticipate the strategic factors likely to affect its ability to succeed, and to assess the implications of those factors. This process of building foresight about the future will help Gardiner Public School constantly recalibrate its view of the relevant future, a basis upon which to update the strategic plan on an annual basis. As the outcome-oriented goals that will form the basis of the long-range strategic plan will be based on this foresight, annual review of these statements will be an appropriate method of determining and ensuring the ongoing relevance of the strategic plan.

Creating the Assumptions - during the Strategic Planning Process, the Gardiner Board of Trustees, staff, and community members made many assumptions about the future. While many different assumptions were made, what follows are those assumptions that are likely to have the greatest influence on the development of the Gardiner Public School Strategic Plan.

### **Assumptions about the future**

#### **Demographics**

- We anticipate that real estate prices will continue to rise making it difficult for new staff to secure housing thereby making it difficult for the district to recruit high-quality school staff. Along those same lines, we anticipate that housing will continue to be scarce due to the conversion to vacation rentals.
- We anticipate more community members working in Gardiner and the Park that are forced to live out of town and consequently out of district. This may impact the number of parents with a vested interest in passing future school levies for funding purposes.
- Local demographics will continue to fluctuate due to Federal government budgets and hiring, the nature of tourism, and seasonal labor.
- We will continue to collaborate with the State of Wyoming and Yellowstone Park families.

#### **Business/Economic Climate**

- Housing and our location limits business opportunities. However, our location is what drives our tourism and recreational opportunities. We anticipate that this paradox will continue to be a challenge for our community.
- We anticipate that geographic and housing limitations will continue to drive housing costs up thereby limiting new staff's ability to secure housing and our ability to attract quality staff.
- We anticipate the lack of affordable housing, and may need to bring about the creative exploration of housing options.

- We anticipate that our school budget will decline with the decline of enrollment.
- We anticipate that the economy will likely remain stable, if not improve.
- The Gardiner Resort Tax will create opportunities for the school.

### **Legislation/Regulation**

- We anticipate fewer federal funds in the future which could be a permanent trend.
- We anticipate a continuous influence on local control and increased state control.
- We anticipate changes to the Elementary and Secondary Education Act (ESEA), we just do not know what to expect.
- We anticipate continuous interest in public school curriculum and other national initiatives.
- We anticipate alternatives to public schools in the future (i.e. charter, homeschool, distance learning).

### **Technology /Science**

- We anticipate increased development and cost of needed technology in rural areas that will benefit our community.
- We anticipate that our budget will need to be aligned to ensure that technology is a high priority and that our budget meets our technology needs.
- We anticipate that we will need to devote resources to high quality, continuous professional development for teaching best technology and science practices.
- We anticipate that an Annual Technology Plan will be necessary in order to stay ahead of the curve.
- We anticipate that in order to provide the best opportunities for our students, we will need to enhance our cooperation, communication and collaboration with the National Park Service, regional professionals, businesses, and colleges.
- We anticipate that in order to meet the needs of our students and staff, we will need to have access to well-verses IT personnel.
- We anticipate increased opportunities in career fields for Science, Technology, Engineering, and Mathematics (STEM).

### **Politics and Social Values**

- We anticipate that polarization in this area will ebb and flow.
- We are not sure how our local demographics will have an effect on the political future.
- We anticipate that any change in our local government will change the local political climate.

- We anticipate that national politics will continue to change, thereby having the same impact on our local politics.
- We anticipate continued family involvement and responsibility.
- We anticipate an increased emphasis on outdoor activities.
- We anticipate an increased awareness, demand, and emphasis on mental health.
- We anticipate an increased interest in school safety and security.

## **5-10 Year Planning Horizon**

### **Mega Issues facing the Gardiner Public School**

**Mega issues** are issues of strategic importance, which represent choices the school district will need to make in defining the ultimate direction of its long-range plan. These issues represent potential impediments to achievement of the Envisioned Future, and form a basis for dialogue about the choices facing the school district. These questions can serve as an ongoing “menu” of strategic issues that, using a knowledge-based approach in gathering insights relative to the Gardiner Public School strategic position and directional choices for each of the issues, can be used by the Board to create regular opportunities for strategic dialogue about the future issues facing the school district.

Note: The mega-issue questions are not necessarily arranged in priority order.

### **Mega-Issue Questions for consideration by the District:**

- What can we do to attract and retain high quality staff in order to ensure that our students get a world-class education?
- How can we address the issue of geographic isolation to ensure that our students are not negatively impacted by our location but benefit from it?
- How do we maximize the resources that we have right here in Gardiner to enhance opportunities for students and staff and to strengthen our partnerships with the community and collaboration with others?

### **Knowledge-Based Decision Making Questions**

The Board should prioritize the above-referenced mega issues and decide which of these issues require immediate attention on the part of the Board. Once the identified mega-issues are prioritized, the Board will set aside time at scheduled meetings to analyze a particular mega issue. At such meetings, the Board's primary focus will be on the mega-issue at hand. All other business (routine or otherwise) will be conducted at the end of the meeting once the dialogue and

deliberation on the mega-issue has been concluded for that meeting. When analyzing mega issues, the Board will utilize a knowledge-based decision making process. This will keep the focus of the Board on relevant factors to consider as it develops strategies to overcome particular impediments/barriers that may impact the Board's strategic direction. The Board will analyze mega-issues by answering the following questions:

1. What do we know about the wants, needs and preferences of our constituents that are relevant to this decision?
2. What do we know about the current realities and evolving dynamics facing our constituents/community that is relevant to this decision?
3. What do we know about the capacity/strategic position of our school district that is relevant to this decision?
4. What are the ethical implications of our choices?

## **Five Year Planning Horizon**

### **Outcome-Oriented Goals and Strategic Objectives**

The following thinking represents goals for the next five years. They are areas in which the Gardiner Public School will explicitly state the conditions or attributes it wants to achieve. These outcome statements will define, "what will constitute future success." The achievement of each goal will move the school district toward realization of its Envisioned Future.

Strategic Objectives provide direction and actions on how the school district will accomplish its articulated goals. All strategies included in the strategic plan should be considered accomplishable at some point in the future. Strategic Objectives will be reviewed annually by the Gardiner Board of Trustees, staff and interested community members.

## **Goals of the Gardiner Public School:**

### **Goal Area 1: Enhanced Instructional Programs**

**Statement of Intended Outcome, Five years:** We have provided every opportunity available to our students to have access to a world-class education right here in Gardiner.

#### **Strategic Objectives – Two Year Plan:**

- We will have a proficiency-based program of curriculum and assessment based on appropriate standards.
- We will improve curriculum through an alignment with a grade-to-grade transition structure to ensure the maximum impact on students.
- We will continue to incorporate Junior High and High School language experiences for students through opportunities within and outside of the academic schedule and the school day.

- We will provide opportunities for a variety of academic options not available at school, including but not limited to online courses and college/dual credit courses.
- We will increase cultural enrichment opportunities for students, including Native American education K-12, living history, and field trips.
- We will involve students in setting their educational goals and aspirations.
- We will identify and support efforts of early intervention for students that are struggling academically, socially, emotionally, or behaviorally.
- We will reimagine the school day to provide the opportunity for students to meet their educational goals and aspirations.
- We will utilize the resources within our extended community partners to provide enhanced educational opportunities for students.
- We will incorporate experiential learning in the curriculum with an emphasis on place-based learning, particularly in the areas of School to Work (in person or online) and outdoor activities.
- We will develop an effective, innovative K-12 technology instructional plan that incorporates:
  - Staff/Teacher training/professional development;
  - Opportunities for students to learn 21st century skills and critical literacy in order to be proficient in the digital age and to create content using visual media.
- We will maintain a continuing staff professional development plan to ensure all staff have the necessary training to provide a quality educational experience for students.

## **Goal Area 2: Legal, Business, and Fiscal Responsibility**

**Statement of Intended Outcome, Five Years:** Gardiner Public School has recognized that the community is changing. The tourism industry remains strong and has resulted in housing that was traditionally occupied by families are now rental units supporting short-term, transient occupants that do not utilize or support the school. There is a trending decline in enrollment and thus a decline in funding. Knowledge-based decisions are critical in navigating our legal, business, and fiscal responsibilities to all stakeholders.

### **Strategic Objectives – Two Year Plan:**

- We will create a Finance Committee that will be responsible for review, evaluation, and exploration of innovative ways to help support operations and manage risks appropriately; and for making fiscal recommendations to the full Board.
- We will make decisions that are responsible and reduce the risk to the school districts to as low as reasonably practicable.
- We will be transparent about our financial forecasts and impacts to our school districts and programming.
- We will work with our supporters and partners to leverage funding opportunities.

## **Goal Area 3: Technology**

**Statement of Intended Outcome, Five Years:** Gardiner Public School has made technology a priority for our students, staff, and community and have aligned our budget to ensure that we have the financial and human resources to meet our technology needs.

### **Strategic Objectives – Two Year Plan:**

- We will create a Technology Committee that will be responsible for continuous-research and exploration of innovative ways to enhance the programs and services we provide, review an annual Technology Plan that prioritizes our technology needs, reviews our strategic objectives on an ongoing basis, and makes knowledge-based recommendations to the Board that addresses the following areas:
  - Identify and use possible experts/consultants in our community that can assist us with our technology needs;
  - Ensure that our technology program meets the needs of all;
  - Seek input on technology from all users;
  - Identify possible grants and other funding;
  - Ensure effective, high quality, high capacity connectivity/internet access in coordination with our Facilities Committee;
  - Coordinate periodic technology audits/evaluations that examine all aspects of our technology from infrastructure, hardware, software, electrical, etc.;
  - Develop a proposed budgeting and purchasing/replacement plan for the Board's consideration;
  - Ensure technology systems/platforms are functional and effective for communication.

## **Goal Area 4: Recruitment and Retention of High Quality Staff**

**Statement of Intended Outcome, Five Years:** Gardiner Public School has a progressive recruitment program and retention incentives that attracts and retains high quality staff members that enhance our educational programming for our students and promote a positive, professional atmosphere.

### **Strategic Objectives – Two Year Plan:**

- To ensure that our staff remain motivated and enthusiastic about their positions within the District and committed to contributing to a positive environment, we will highlight the efforts and successes of our staff and students through staff and student recognition and school-wide incentives.
- We will maintain communication and support for staff from the administration and from parents.

- We will monitor our evaluation process and tools to ensure it continues to provide constructive input to our staff with a focus on improving instruction, support and programs that benefit our students.
- We will support and maintain a high quality professional development program that supports a culture of having well-educated and well-prepared staff.
- We will explore ways to incorporate and fund competitive wages and benefit programs for our staff.
- We will monitor and provide assistance with teacher licensure.
- We will provide a mentorship and induction program for all new staff.
- We will continuously enhance our psychologically safe school environment to create a culture where staff and administration work collaboratively and where we continuously promote teamwork, respect, professionalism and gratitude.
- We will work with the North Yellowstone Education Foundation and other local organizations to provide housing opportunities for teachers and other staff.

## **Goal Area 5: School/Community Relations**

**Statement of Intended Outcome, Five Years:** Gardiner Public School has developed a true partnership with the community where the community fully understands our needs and supports our programs and services and where the school likewise fully supports community efforts and initiatives.

### **Strategic Objectives – Two Year Plan:**

- We will develop a Communications Plan that will identify strategies to carry out our initiatives identified throughout this Strategic Plan.
- We will develop a systematic approach to educating our staff and community members about the District's budget and business practices.
- We will identify community resources (arts, science, cultural, etc.) that may be willing and able to enhance our programs and services for our staff and students.
- We will use multiple forms of media to ensure that our communications, internally and externally, are effective, transparent, and user-friendly.
- We will administer Comprehensive Needs Assessment (CNA) surveys to all stakeholders.
- We will administer climate surveys to all stakeholders.

## **Goal Area 6: Facilities**

**Statement of Intended Outcome, Five Years:** Gardiner Public School has developed and implemented a facilities plan with the necessary human and financial resources that meets the needs of our students, staff and community on an ongoing basis.

**Strategic Objectives – Two-Year Plan:**

- We will maintain a Facilities Committee that will be responsible for considering the needs, wants and preferences of our school and our community, developing a plan that prioritizes our facility needs, reviewing the following strategic objectives on an ongoing basis and making knowledge-based recommendations to the Board:
  - Leverage staff/volunteers to accommodate increased community use of facilities
  - Environmentally friendly enhancements to our existing facility and any future improvements to our school facilities;
  - Maintain flexibility in facility management to adapt to changing student populations, budget challenges, or other unforeseen circumstances in a manner that allows efficient operation while maintaining student learning opportunities;
  - Conduct routine security/safety audits to enhance the safety and security of our facilities and infrastructure;
  - Conduct facilities and maintenance analysis to set priorities for building and maintenance needs establishing short and long range priorities on immediate 5-, 10-, 20-, and 30-year increments.
  - Stay engaged in discussions regarding housing trends and needs in the greater community;
  - Continue to seek grant opportunities and leverage local partnerships for continued success and excellence.



ADMINISTRATIVE  
RULES OF  
MONTANA



**10.55.713 TEACHER LOAD AND CLASS SIZE: HIGH SCHOOL, JUNIOR HIGH, MIDDLE SCHOOL, AND GRADES 7 AND 8 FUNDED AT HIGH SCHOOL RATES**

- (1) Each program offered shall be staffed by appropriately licensed and endorsed FTE educators.
- (2) Individual class size shall not exceed 30 students.
  - (a) Class size limits do not apply to instrumental music or choral groups.
  - (b) Laboratory/studio, e.g., science, art, PE, career and technical education, class size shall be limited for safety purposes. The number of students shall be determined through consultation with the teacher, considering the number, size, and use of laboratory stations.
- (3) The number of students assigned a teacher per day shall not exceed 150.
  - (a) Study hall, regardless of size, shall be counted at 15 students.
  - (b) Student limits do not apply to instrumental music or choral groups.
  - (c) Library, guidance, and study hall duties are assigned student responsibilities. However, in cases where a teacher is assigned full time in these areas, the assignment may be for the entire day.
- (4) Teachers with a significant writing program, as determined by the local board of trustees, shall have a maximum load of 100 students.

**Authorizing statute(s):** 20-2-114, MCA

**Implementing statute(s):** 20-2-121, MCA

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**History:** NEW, 1989 MAR p. 342, Eff. 7/1/89; AMD, 2000 MAR p. 3340, Eff. 12/8/00; AMD, 2012 MAR p. 2042, Eff. 7/1/13.



ADMINISTRATIVE  
RULES OF  
MONTANA



## 10.55.712 CLASS SIZE: ELEMENTARY

- (1) In single grade rooms, the maximum class size shall be:
    - (a) no more than 20 students in kindergarten and grades 1 and 2;
    - (b) no more than 28 students in grades 3 and 4;
    - (c) no more than 30 students in grades 5 through 8.
  - (2) In multigrade classrooms, the maximum class size shall be:
    - (a) no more than 20 students in grades K, 1, 2, and 3;
    - (b) no more than 24 students in grades 4, 5, and 6;
    - (c) no more than 26 students in grades 7 and 8.
  - (3) Multigrade classrooms that cross grade level boundaries (e.g., 3-4, 6-7) shall use the maximum of the lower grade.
  - (4) In one-teacher schools, the maximum class size shall be 18 students.
- (5) The school district must assign qualified human resources that comply with all fingerprint and background check requirements when exceeding maximum class sizes at a rate of 1 1/2 hours per day, per student overload.
- (6) An overload of five students per classroom is considered excessive.

**Authorizing statute(s):** Mont. Const. Art. X, sec. 9, 20-2-114, 20-2-121, 20-7-101, MCA

**Implementing statute(s):** Mont. Const. Art. X, sec. 9, 20-2-121, 20-3-106, 20-7-101, MCA

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**History:** NEW, 1989 MAR p. 342, Eff. 7/1/89; AMD, 1995 MAR p. 625, Eff. 4/28/95; AMD, 2000 MAR p. 3340, Eff. 12/8/00; AMD, 2023 MAR p. 255, Eff. 7/1/23.

## Superintendent/ Principal Hiring Process 2025

### Option 1:

District uses a posting process for \_\_\_\_\_ (*amount of time*). Collects a hiring committee of staff members and provides a way for parents and students to submit questions to be asked during the interview process. Interviews are conducted and position hired.

### Option2:

District pays search firm to do the above process which may take up to 2 months to organize and execute.

### Search Criteria.

#### Option 1: Certified Superintendent only

Option 2: Certified Administrator willing to enroll to get their superintendent certification. (School should be willing to pay tuition fees and have the contract read that it has to be reimbursed if the candidate does not complete \_\_\_\_\_ number of years in the role.)

In both scenarios. Dr. Bray is available to work as a mentor up to 1 hour a day and two weeks during the school year, and one week during the summer in person on site.

*\*Of Note: Gardiner Schools does not qualify for a scenario where an absent or remote administrator can work, and the school employs “Head Teachers” to handle day to day operations. This is only available to schools with less than 14 teachers.*

## 2025 School Superintendent/Principal Search

Complete application packets

- Letter of application/interest.
- Completed district application form
- Resume.
- Three letters of reference.
- Transcripts
- Copy of Class III MT Administrative Certificate (or relevant state).

Gardiner Schools is looking for a school principal/superintendent starting July 1 of the 2025/2026 school year.

Gardiner is a small community at the North Entrance to Yellowstone National Park. The K-12 school serves 150 students with a staff of about 30. The school is supported by a great community, a strong parent support group, as well as the North Yellowstone Education Foundation.

Applicants with a Principal certificate willing to enroll in a superintendent certificate program and work under a provisional license will be considered.

Salary depends on experience and superintendent housing is available.