

SAM Executive Board Meeting

March 12, 2018

1:00 pm – 4:00 pm

SAM Office, Helena, MT

MINUTES

Present: Jon Konen, Paul Furthmyre, Tobin Novasio, Laurie Barron (UberConference), Joel Graves, Karen Underwood, Rich Lawrence (UberConference). Kirk Miller and Pat Audet from the SAM office.

Absent: Lance Boyd, Linda Marsh

Jon Konen called the meeting to order at 1:07 pm. Jon called for introductions.

There are no deletions/additions to agenda.

Review of [SAM Executive Board Meeting 3-12-17 Minutes](#) & [SAM Board Meeting DRAFT Minutes 1-12-18](#)

- Paul moved to approve the minutes of the SAM Executive Board Meeting 3-12-17; Joel seconded the motion.
 - Motion passed unanimously
- Joel moved to approve the minutes of the SAM Board meeting 1-12-18; Tobin seconded the motion.
 - Motion passed unanimously

President's Report – *Jon Konen*

Executive Director Evaluation – Jon opened discussion of the evaluation by describing the process that the SAM board has gone through in evaluating Kirk. Executive Board Members commented on evaluation as follows:

- Joel stated these are consistent, good comments.
- Karen appreciates the responsiveness and representation of Kirk toward members.
- Jon commented on the number of board members included with each affiliate – great numbers that he oversees.
- Rich appreciates the responsiveness to any question that he has – Tobin echoed that arena and appreciates the communication.
- Laurie stated that when she inquires about something about MASS, Kirk effectively watches the big picture with all affiliates and informs of anything that might affect the other affiliates.
- Joel liked how Kirk and the SAM office handle themselves in advocating at the Capitol during legislative session.
- Karen liked how Kirk can get consensus among tough groups within the SAM umbrella.
- Jon likes how Kirk can go back to past experiences and how it relates to issues today. That experience is important.
- Tobin appreciates how Kirk and team can lobby daily at the legislative session.
- Rich commented on how Kirk organizes the Delegate Assembly and gets this to a constructive summary at the end of the day.
- Rich stated that Kirk's guidance with META issues is very much appreciated.
- Joel commented that Kirk has put together a good staff.
- Karen liked how the office as moved forward with technology and communications.
- Jon appreciates how Kirk prepares presidents before affiliate meetings.

- Laurie liked the idea that funding and budgeting has been great with getting business partners.
- Tobin stated that a sign of a good leader is the team that they get around them.
- Rich stated that we are lucky to have a leader like Kirk.
- Karen asked about what Kirk and SAM needs from them.
 - Kirk replied with:
 - Appreciate and need members and board members to keep helping to achieve SAM Strategic Planning goals.
 - The office tries not to overburden the board and members and keep the communication limited however please watch for and reply at earliest convenience.
 - Continued attention to the SAM goals.

Kirk stated that he is a life-long learner and life-long teacher building the team. Kirk also pays attention to the details. He will keep working very hard for SAM and the members.

SAM Staff Compensation – Jon introduced the compensation model for the SAM staff.

- Kirk commented that the Executive Director evaluation results and compensation plan have historically been reviewed by the SAM executive board first for discussion before being finalized. Action will take place at the SAM Board meeting in April from recommendations from the SAM Executive Board. Jon further explained that Kirk is charged with evaluating the office staff.
- Kirk explained the staff evaluation process and further described that he feels this is the team to get the envisioned future accomplished for this organization.
- He explained the market value compensation process utilized this year. He also described the difference between budgets of school districts and the SAM office as a non-profit.
- Kirk then went through growth of SAM for that past 6 years and related this to the work of the SAM office staff - membership, new database, business partners, LPLP, addition of META 2012-13, partnership with MTPEC for Governance Training
 - Paul asked about MUST and SAM operation – Kirk described the Montana School Services Foundation (MSSF) comprised of the executive directors of SAM, MTSBA, and MEA-MFT who created the trust 23 years ago that became MUST. MSSF is responsible for the supervision MUST and the policies overseeing the trust. The MUST Board of Directors is responsible for the insurance trust operation. MUST provides funding to the MSSF organizations each year commensurate with their role in founding and overseeing the trust.
 - Governance Training as an idea developed with MTPEC - Kirk described the Governance Training Process being planned stemming from ideas of Kirk/SAM
 - Karen talked about a commitment to this concept from the initial onset of training teams – maybe over 5 years. Paul stated that is going to be tough due to boards and personnel turnover over 5 years but great idea.
 - Kirk described this as being very conceptual but this is something that the MTPEC partners are willing to look at, plan and implement – 25 districts with 6 members teams to start with.
 - Kirk then described the compensation package and why the market value approach for each staff member and their positions is necessary. Tobin asked about describing the benefit package and what the benefits are, costs, etc.
 - Tobin suggested a greater increase for Kirk and Pat over what was proposed. Jon appreciates the humbleness of the team; there might be an issue for school districts looking at these increases from the perspective of funding for staffing in their schools. Paul also

described school districts and the consideration of them when looking at these increases within the SAM office. Tobin described the difference between what dictates school budgets and salaries and what dictates SAM budget and salaries. Karen furthered the discussion that SAM office should be relative to what larger school districts do. Tobin put out a percent for both Kirk and Pat. Joel described that there should be a connection of the salary increase to Kirk's good evaluation. Karen brought up the idea of PL for the staff and relative compensation. Kirk made it clear that the SAM team are comfortable with the current proposal and recommends the Executive Board move forward with the proposal.

SAM Executive Board Executive Director Report 3-12-18 – Kirk described the SB 410 update to the board. April 6 is the MT Supreme Court hearing and decision of SB 410 – this decision will have effect on the entire country and the use of public dollars for use in private schools.

Kirk quickly briefed the board on other aspects including the new look for 2018 MCEL and no exhibitors; will be held in Missoula. He also described the SAM AI 2018 as a national conference held in Montana – big speakers coming this summer. He briefly mentioned the contemporary issues.

SAM Financial Review as of 3-1-18 - Kirk went through the SAM Financial Statement as of 3-1-18 and reviewed the Proposed SAM 2018-19 budget.

Business

1. Consideration of Executive Director Contract Terms and Conditions – Action
 - Karen moved to approve the contract terms and conditions of the SAM Executive Director (1.3% increase and contract term extended one year to June 30, 2021 (a 3 year contract with terms and conditions reviewed each year)); Paul seconded the motion.
 - Motion passed unanimously
 - Approval of this motion becomes the recommendation of the SAM Executive Board to the SAM Board of Directors at their April board meeting for hiring and contract terms for 2018-19 for the executive director.
 - Approval of this motion also indicates the acceptance of the SAM team compensation recommendations for 2018-19 (which ultimately is the responsibility of the Executive Director and has been shared with the board for their acknowledgement and support)
2. **SAM Leaders Professional Learning Program 2018-19 – MREA/MCS - LPLP Partnership, AASA/SAM LPLP Aspiring Superintendent CLN**
 - Jon opened discussion about the LPLP and what needs to happen to sustain it. He added that he is also a participant for 17-18 LPLP. Kirk described the promotional/marketing piece and showed the power point presentation. He also described the 3 areas of the LPLP (Coach/Mentor, Resource Center, and Collegial Learning Networks) and how this will look for 18-19.
 - Kirk then discussed the new partnership with AASA to develop a new CLN for Aspiring Superintendents. This national curriculum would now be brought to MT in the form of a CLN within the LPLP if the deal is confirmed – very close to being agreed upon. Kirk asked for Executive Board input on this idea.
 - Kirk described a new connection with MREA-MCS being a sponsor of the LPLP. He explained the specific details of such a sponsorship and agreement. SAM would also help MREA promote the MCS online marketing system and MREA-MCS would support funding for the LPLP.
 - Kirk also mentioned other prospective funding sources – Washington Foundation, Gilhousen Foundation, BCBS, OCHE (Title II), NorthWestern Energy, etc.
 - Question to board from Kirk – Is there value in the LPLP to keep growing it or do we let it go? Joel asked about past participants and if they are still in their position, etc. Kirk described the research questions with the HELPS lab which will help to answer questions like that - Questions of

recruitment and retention, etc. There will be post surveys going out to the LPLP members to retrieve data and put it together in a statistical analysis. Tobin stated that this is getting attention nationwide. Jon described how he is excited for next year and knows what CLN he will be part of. The SAM Executive Board collectively agrees with the continuation of the LPLP into 18-19.

3. SAM Advocacy Update – Discussion

- [Delegate Assembly 2018](#)
 - Contemporary Topics – [School Safety](#), Future Funding – [Business Partners](#)
 - Jon opened the discussion with mention of delegate assembly. Kirk described that preparation is being done in getting ready for June’s meeting. Tobin will be approaching the board about a bylaw change for alternates to replace delegates that cannot make it up to immediately before convening the delegate assembly. Kirk stated that there have not been any new positions or resolutions turned in yet. Some examples of possible resolutions that have been discussed and might be coming are:
 - ability to use INTERCAP loans/bank loans and providing more flexibility for maintenance projects listed from SB 307.
 - licensing issues with temporary teachers being tenured; Billings will be coming with a CTE resolution involving middle school.
 - school counselors with 3 years of experience being counted in the prerequisite for getting a school administrative license (similar to classroom teachers).
 - Kirk went through current resolutions and positions on School Safety and what might be coming with this topic being a national focus. Current issues of gun control and guns, SAM is mute on those types of issues. Laurie stated that NW MASS will be coming with a resolution on gun and school safety and not supporting arming teachers. Tobin reminded everyone that this is already in law with local control being able to approve arming of teachers or not. Rich mentioned that this will be a MEGA issue of the META board meeting next week – how technology supports school safety. A resolution might come about from this discussion. It is a big possibility that SAM will face many bills coming about in the next session with arming staff in schools.
 - Kirk added more information about upcoming proposals for business partnerships, picking up from previous discussion. SAM board will be looking to vet more sponsorships.
4. SAM Member Benefits Update – Kirk described current benefits under each affiliate and asked of the board about what SAM should emphasize about being a member. SAM office will continue to tailor how we convey the benefits coming up with SAM Membership Drive beginning April 3.
5. [SAM Strategic Plan](#) Update – Jon discussed the strategic plan and possible revisions and changes that might be necessary. He wants to look at and review the strategic plan over the next two SAM board meetings. He then asked the execs about what they think. Joel added that this is what helps in hiring our executive director and other staff. Kirk added that at next board meeting on April 6, an hour could be set aside in scanning the horizon – creating mega issues in 5 topical areas. At the June meeting, the board would use the scan results to renew and refresh the goals and strategic objectives of the Strategic Plan.
6. [Review of SAM Board Member Conflict of Interest Statements 2017-18](#) – Jon stated that these will need to be reviewed by the executive board and confirmed that each board member did sign. With the review, the executive board has acknowledged that all board members have signed these statements.

[Preliminary SAM Budget 2018-19](#)

The board does not have any other questions from earlier discussion. Karen mentioned that she is impressed with increase in business sponsorships.

[Membership Report](#)

The board has already taken a look at this and the current numbers of memberships under SAM.

Affiliate Reports

- MACSS – *Linda Marsh* (Absent)
- MCASE – Karen Underwood described the MT CEC conference and recognition of the MCASE Distinguished Service Awards. They are looking at getting a plaque for the SAM board meeting room wall for placing SPED Directors of the Year winners. She discussed other aspects of the MT CEC conference. Karen also described the funding issues of special education especially with SPED coops. Kirk was at the last MCASE board meeting which took place at the MTCEC conference and discussed funding issues, etc. Chris Bilant made a special visit at the conference, which was great. Dave Means is helping out as Past President as Jen Cline is now at OPI.
- MASSP – Joel Graves discussed the turnover of the some MASSP directors and the process to replace them – VP and Region II director; there will also be a new Region I Director for 18-19 since Jacob Haynes was appointed MASSP Vice President. He also discussed the combined MT Principals Conference and being hopeful that there will be more registrations for this conference. Joel stated that the idea of the combined conference was supported by the MASS superintendents. It is a good location, good presenters, etc. and hopefully there will be more planning to attend. Paul asked about the area schools in proximity to the venue and pushing prospective registrants.
- MASS – Tobin Novasio reported on the National Conference on Education in Nashville – 16 MT superintendents took attended. He also described the MASS Spring Conference coming up in conjunction with METAtchED Conference. Jon mentioned that they will be presenting at this conference on the LPLP SEL (Social Emotional Learning) CLN (Collegial Learning Network). Tobin mentioned that many CLN'S will be presenting. Tobin also mentioned that there will be a MASS Board Meeting this Sunday night.
- MAEMSP – Lance Boyd (absent) – Jon Konen reported that MAEMSP delegate assembly only has one more spot to fill. He also mentioned the MT Principals Conference and how they hope more will register. Jon invited board members to come and listen to Jerry Brooks on Friday morning of the MT Principals Conference. Kirk mentioned the conference ends at noon on Friday, April 6 so the SAM board meeting will start at 1:00 pm.
- META – Rich Lawrence reported on the META Website Accessibility project and how there were good reviews on it so far. He also mentioned the upcoming METAtchED Conference in conjunction with MASS, including the roundtable discussion on Data Security. Rich mentioned Team for Tech (CoSN) project that Havre is involved in and what a great opportunity it is. Rich ended by mentioning the META board meeting coming up next Monday.

Next SAM Board Meeting: Friday, April 6, 2018 from 1:00 – 4:00 PM, Fairmont Resort, Fairmont

Adjourned at 4:08 pm

Respectfully Submitted,

Pat Audet
SAM Associate Director