

# SAM Executive Board of Directors Meeting

March 12, 2017

SAM Office - Helena, Montana

1:00 p.m. to 4:00 p.m.

## Minutes

Present: Paul Furthmyre, Rick Duncan, Jon Konen, Laurie Barron, \*Jenifer Cline (Informational only; Abstained from Voting), Steve Engebretson, Lance Boyd, Kirk Miller, Pat Audet

UberConference: Rich Lawrence, Dan Kimzey

Absent: None

Call to Order Meeting was called to order at 1:10 pm by President Paul Furthmyre.

Introductions Members introduced themselves.

Deletions/Additions To Agenda None

Minutes **Minutes from March 13, 2016**  
**Minutes from January 13, 2017**  
**Motion made by Jon Konen to approve both sets of minutes; seconded by Rick Duncan.**  
**Vote: Passed Unanimously\***

President's Report President Paul Furthmyre reported on Kirk's evaluation. Paul briefly gave an overview of the evaluation and motion. Paul explained that remarks were spot on and the ratings were very positive – he thanked Kirk for his leadership and bringing SAM a long way. Jon explained that the two pursuits of managing people and budgets are great. Laurie echoed that plus his great care for each affiliate. Steve appreciated his talk with the MACSS and people wanted to hear more. Rich says that he is very knowledgeable and helpful always. Rick pointed out that Kirk epitomizes educational leadership. Kirk thanks his team for driving a positive report and the also the presidents and their work with their affiliate.

**Motion by Rick Duncan to approve the Executive Director evaluation; Jon Konen seconded the motion.**  
**Vote: Motion passed unanimously\***

Paul mentioned that a 2% increase for cost of living is relative to what is going on in education across the state. Kirk explained the contract and looked at a

salary and benefit history and described the percent in lieu of benefits. Kirk also explained the future intent will be to make sure the SAM team is compensated at market value when the creation of non-dues revenue meets the needs for SAM's strategic plan goals and member needs with appropriate staffing. Laurie discussed the future look of percent increase over a period of time that will result in hefty income and need to look big picture – not represent the look that if we raise membership dues, it is not going to SAM office salaries. Jon asked where the Executive Director salary for MT sits as compared to other Execs in other states – Kirk explained that the tasks vary greatly from one Exec to another, state to state. Dues structure and amounts are different state to state and the maximums and minimums were described.

**Motion by Jon Konen to reemploy the Executive Director extending the contract through 3 years (2019-20) and approve the 2017-18 contract with 2% compensation increase for Kirk Miller; Rick Duncan seconded the motion.  
Vote: Motion passed unanimously\***

Paul briefly covered the 2017-18 Proposed SAM Budget and provided an analysis of data to the board members in making an informed decision on SAM Office contracts and compensation packages. Paul then went through a brief synopsis of the office employees' compensation packages indicating a recommendation for 2% increase in compensation for the SAM office team. He then asked for discussion of the board. Laurie asked about a possibility of adding more staff. Kirk explained the changes in the team and possible changes in programs for the future; however, the staff for 2017-18 is as recommended.

**Motion by Rick Duncan to approve the 2017-18 contracts, agreements, and compensation packages and reemployment of the SAM staff – Pat Audet, Gary Wagner, Kim Scofield; seconded by Jon Konen.  
Vote: Passed Unanimously\***

#### Executive Director's Report

Kirk Miller referenced the Executive Director Report provided prior to the meeting (a copy of which is online for the meeting). Kirk then went on to discuss the review of the financial and investment plans. The updates of progress made on the goals and objectives for the investment/finance committee with the DA Davidson's Managed Fund Portfolio. He mentioned that the financial review from AZ is completed, but the report was not completed in time for this meeting. He emphasized and reassured the Executive Board that the financials are in good shape. The financial review is not an extensive audit. SAM has a new accountant - YH Advisors. Laurie asked if there ever is going to be an audit, and it was discussed that it is up to board, but right now not necessary. A financial review is pertinent.

Kirk then went through an update of MUST – change of board member from Tim Tharp to Ken Taylor (Froid). Kirk described the MUST operation and its progress.

Kirk described the MQEC and its current progress in protecting MT Constitutional intent. A meeting will be held this next Tuesday – focus on SB 410 – tax credit bill. This is now a court case. He described the situation with the status of the court cases.

Next, Kirk described the current state of the MT ESSA Comprehensive State Plan, and where it is at with the new Superintendent. Kirk also described the Congressional Review Act (CRA) and decisions made affecting ESSA. MT plan was already submitted. A new template is being released tomorrow (3/13/17) by the USED and will be reviewed by new state superintendent Arntzen, with possible revisions to be made, and resubmitted to the Governor. Will the stakeholders reconvene to look at the new revisions and be a part of the new template? Timeline is short - March 13 to April 3 to maybe September 18.

Kirk mentioned the SAM business partnerships and showed the current partners and how it is growing.

Kirk described the MCEL and how it will be revamped with new meeting site in Billings. He mentioned some key changes with this new venue. There will be more exciting, more inspirational and motivational opening and closing speakers. A Digital Day will be provided where you can connect electronically. The rotation will then be between Missoula and Billings after this year.

Kirk then describe the SAM Administrators Institute 2017 and that the new venue will be the Helena Radisson Colonial Hotel for this next July/August. He also described some of the activities and speakers that will be provided each day during this 3 day conference, July 31 through August 2.

On April 3, SAM office will be launching the SAM MemberClicks with new website and membership renewal. Kim has provided extensive work in getting us up in running in preparation of the migration to MemberClicks. Kirk described and demoed the new processes. We need to make sure that the initial email is very clear in pointing out the key contact between all members.

## 1. Business

1. Consideration of Executive Director Contract Terms and Conditions – DONE in previous motion.
2. Consideration of SAM Leaders Professional Learning Program 2017-18 – Kirk described the current status of the LPLP program. He also mentioned a data piece that would be a goal to answer → Is the LPLP program responsible for creating the retention of an administrator from one year to the next? That information really can't be gathered to the extent that we would like right now. Kirk went onto describe the two big items and how this can be dealt with not only through SAM AI but through the LPLP - -Transformational Change and Mental Health Issues.

Rick mentioned that there are less administrative positions open right now as compared to this time last year. Can this be contributed to the LPLP? Kirk showed that there have been over 100 openings each year for the last 2 years, but only about 35 at this point for next year. Can a case

be built for the LPLP on this scenario? Possibly. When there is less new admin coming into the picture, is the LPLP relevant? It is relevant in the new proposal for LPLP. This executive board will need to make that assessment if the LPLP proposal is worth the continued effort of offering for this next year. Before going over the LPLP 3.0 proposal, Kirk covered the financial state of the LPLP (link below for profit/loss). The LPLP Profit/Loss covers the 4 years that the program has been in existence.

Kirk described the LPLP 3.0 – he played Tom Unwin’s 3 minute promo to open. There will be an initial registration and fee of \$500. It will provide an administrator two things: The rich Resource Center and an LPLP Provider. There will be no more 21 CLI and no more mentor/mentee program. The SAM LPLP Resource Center is established based on the 2015 Professional Standards for Education Leaders (PSEL). Providers will be well trained on this program and the Resource Center. This is a simple but powerful program for any and all administrators. Providers still do their work as a “mentor/coach” when needed. Can we allow participants in the program to determine if they want provider, or want only the resource center, or both? We would want the initial setup for \$500 and then they choose what they want, but still for \$500. Can we call it two different things for the fee – Resource Center – Provider use? The research from past years indicates in hearing from those that are experienced and may not want the provider help, etc. Laurie’s concern is that we would not have to pay a provider and assign someone that only wants the Resource Center – save money that way. Rick pointed out that using Title II and paying \$500 out of it is very cheap for good Professional Learning. Rick asked if there is a Marketing strategy where this as a cohort or institutional fee for an entire district’s admin? This is an idea. Laurie’s take is that she will want to pay the \$500 for herself but she is going to share this with her other administrators (termed poaching). Kirk responded that if it improves the PL of admin and improves performance, that is great – and a good reason for donators and funding. **There is merit for \$500 and let the user decide what they want to use.**

The participant will receive renewal units for being in the program. Kirk mentioned that he working on college credit also. Providers would keep collecting data. Both directors will come under the same umbrella now – Godfrey and Tom will work together in training the Providers. Can this be a part of the membership renewal invoice for checking off on the LPLP 3.0? Yes. Kirk described the efforts of contacting and working with the University System and grant processes for Title II – Angela McLean has written the RFP for this and the SAM LPLP fits, so we will apply for the Title II, Part A grant. We will need to connect with the Leadership Departments of the Universities for this grant. Other possible contributors: Washington Foundation, BNSF, etc. Jon described how his school is going to take part in this next year. Jon thinks there is a need to market this and sell this better. Jen described the passion of Kirk and how to make this work year after year. Paul thinks that the \$500 price point is good and affordable in comparing to what he paid when he was in the 21 CLI. The LPLP is a professional delivery system to help where YOU are at and meet YOUR needs in professional learning.

- [SAM LPLP Profit/Loss FY 13-14 through FY 16-17](#)
- [SAM LPLP 2017-18 Resource Center Video](#)
- [SAM LPLP 2017-18 Resource Center Unit 1 Demo](#)

**Motion by Laurie Barron to approve SAM LPLP 2017-18 and continue the program; seconded by Steve Engebretson.**

**Vote: Motion is approved unanimously\***

3. Review of SAM Board Member Conflict of Interest Statements 2016-17  
Paul described that there are no conflicts:  
**Motion by Laurie Barron to approve the conflict of interest statements and outcome; seconded by Rick Duncan.**  
**Vote: Motion approved unanimously**
  
4. [2017 Legislative Session Update](#) – Kirk started the discussion by looking at the Day of Advocacy. He described the agenda and speaker plus hearings that will be held. Lots of questions on SB 307 – this bill is going to happen and pass. Kirk explained that HB 390 might be the vehicle for the entire funding issues for not only broadband but SPED, MTDA, Facilities, etc. Rick added that the SAM Delegate Assembly has been spot on for flexibility issues and funding.  
  
Rick also mentioned the Delegate Assembly process and proposed a change – Change the DA facilitator from the SAM President to a SAM Delegate Assembly Steering Committee member. Laurie asked about the terms (staggered) of Delegate Assembly Steering Committee members. Members are appointed by the affiliate president. Jon agrees. Paul thinks that the Steering Committee Chair does the facilitation. **Kirk added that this should be put on the April 7 SAM Board Meeting Agenda as an action item, and will see if there is any document revision.**

#### [Preliminary SAM Budget 2017-18](#)

Kirk went over the preliminary SAM budget for 17-18 and showed the proposed budget for a first look.

[Membership Report](#) – Pat reported on the current 1018 members of the 6 affiliates and Institutional memberships. That is up from 987 last year (15-16).

#### Affiliate Reports

##### MACSS

Steve Engebretson reported on the Spring conference in February – celebrated the Rural Teacher of the Year. He also described one non-members county with that county supt. Not wanting to be the hearing officer – a bill was created at the legislative level. The MACSS created a committee where there would be call for a hearing officer for any county supt that has been disqualified or cannot hear the issue. The bill no longer exists at due to the MACSS efforts.

##### MCASE

Jen Cline reported on joint conference with CEC – she described the awards ceremony. She also described the health issue situation at the MCASE leadership level.

##### MASSP

Dan Kimzey (absent off UberConference) – Paul Furthmyre reported on the upcoming MASSP Conference in April. Paul has lined up meetings with the

Federal Leadership for the NASSP Advocacy Conference coming up. Paul also commented on his support of the combined conference.

MASS

Laurie Barron reported on the Fall Conference planning and the players helping this with Tobin and Jen (Dave). MASS board meeting is tonight. MCASE has reached out about the network Security. There is a concern about the involvement of the stakeholders with OPI (ESSA). She mentioned the tie with Day of Advocacy and Spring Conference.

MAEMSP

Jon Konen described the Winter Conference success (Lance Boyd) and what the speakers presented. Teacher teams were added. He also described the combined conference efforts for MASSP and MAEMSP next year – one conference instead of two. He gave a brief description of the Elsie Arntzen portion the conference. Jon also briefly described the situation and change of leadership that was necessary at the MAEMSP exec. Level.

META

Rich Lawrence (absent from the UberConference)

Next [SAM Board Meeting](#): Friday, April 7, 2017 from 2:30 – 5:00 PM, Great Northern Hotel, Helena or SAM Office, Helena

**Motion by Jon Konen to adjourn; Rick Duncan seconded.**

**The meeting adjourned at 4:37 p.m.**

Respectfully submitted,  
Pat Audet  
Associate Director