

THREE FORKS PUBLIC SCHOOLS

School District No. J-24 . 212 East Neal . Three Forks, MT 59752

Robert DoBell, Ed.D. Superintendent 285-6830
Steve Fanning, Elementary Principal 285-6830
Randi Strickland, District Clerk 285-6830
Laurie Mack, Elementary Secretary 285-6830
Elementary Fax 285-3216



Justin Helvik, High School Principal 285-3224
Gayla Sieler, High School Secretary 285-3224
Paula McDonald, Middle School Secretary 285-3224
Dale Kober, Board Chairperson 285-3153
High School Fax 285-3503

Three Forks Schools
School Board Meeting
Tuesday, February 10, 2015 5:00pm
Three Forks School Conference Room

Pledge:

- I. Adjustments to the Order of the Agenda
- II. Approval of Agenda
- III. Approval of the Minutes: Regular Meeting January 13, 2015, and the Negotiations Committee Meeting February 2, 2015
- IV. Visitors and Patrons
 - a. Elementary School Presentation - Mrs. Magnus and the Positive Posse
- V. Communications and Petitions
- VI. Public Comment Period (Non-Agenda Items and Non Personnel Related Items)
- VII. Student Council Report
 - a. Essie Hostler, President
- VIII. Principals Report
 - a. Steve Fanning – Elementary K-5 Principal
 - b. Justin Helvik- Middle/High School 6-12 Principal
- IX. Financial Report
 - a. Randi Strickland, Business Manager and Clerk
- X. Superintendents Report
 - a. Robert DoBell
- XI. Old Business
 - a. Second Reading – Recommendation to approve the Three Forks School Districts Long Range Strategic Plan
- XII. New Business
 - a. Recommendation to approve Kari Hansen's letter of resignation as a bus driver
 - b. Recommendation to hire Serra Bauman as full time elementary para-professional at \$9.40/hour for the remainder of the 2014-2015 school year.
 - c. Recommendation to approve Transportation Claims TR1,4, and 5
 - d. Recommendation to approve a trustee resolution, and general fund mill levy, calling for an election by mail ballot
 - e. Recommendation to approve the list of spring coaches
 - i. Boys and Girls Golf
 1. Head Coach Jeff Strickland \$2,860
 2. Assistant Coach Greg Heys \$1,859
 3. Assistant Coach Aaron Harkins \$1,859
 - ii. Boys and Girls Track and Field
 1. Head Coach Tracy Welter \$3,146
 2. Assistant Coach Wes Parker \$2,002
 3. Assistant Coach Richard Nichols \$2,002

- f. First Reading- Recommendation to approve the following school board policies:
 - i. 1310 - District Policy and Procedures
 - ii. 2410P –High School Graduation Requirements
 - iii. 3231- Student; Search and Seizure
 - iv. 5125 - Whistle Blowing and Retaliation
 - v. 5336 – Compensatory Time and Overtime for Classified Employees
- g. Negotiations Committee Report:
 - i. Recommendation to Hire:
 - 1. Randi Strickland as Business Manager/Clerk for the 2015-2016 School Year at a salary of \$56,650 for a 260-day contract. Salary is contingent upon the successful passage of the operational general fund mill levy in May 2015.
 - 2. Steve Fanning as K-5 Principal for the 2015-2016 School Year at a salary of \$67,854 for a 207-day contract. Salary is contingent upon the successful passage of the operational general fund mill levy in May 2015.
 - 3. Justin Helvik as 6-12 Principal for the 2015-2016 School Year at a salary of \$72,100 for a 212-day contract. Salary is contingent upon the successful passage of the operational general fund mill levy in May 2015.

XIII. Claims Approval

XIV. Adjourn: _____

Regular Board Meeting --- January 13, 2015

Present: Chairperson - Dale Kober, Vice-Chairperson – Lori Van Vleet, Trustees Joe Petersen, and Lori Sayers, Superintendent – Robert DoBell, District, MS/HS Principal - Justin Helvik, Elementary Principal - Steven Fanning, District Business Manager/Clerk - Randi Strickland, Student Council President - Essie Hostler. Trustee Kathy Lien and District auditor Philip Emmons was present via Google Hangout.

Guests: Cathe Felz, Fawn Venzor, Morgan Sorenson, Abby Venzor, Kathy Rutherford and Lucy Frank.

The board meeting was called to order at 5:00 pm by Chairperson Dale Kober. Chairperson Kober welcomed the guests and led all attendees in the pledge of allegiance.

ADDITIONS OR DELETIONS TO THE AGENDA:

A. None.

APPROVAL OF THE AGENDA:

A. Trustee Van Vleet made a motion, seconded by Trustee Sayers to approve of the agenda. All members voted in favor.

APPROVAL OF THE MINUTES:

A. Trustee Petersen made a motion, seconded by Trustee Sayers to approve the minutes of the 12/09/14 regular board meeting. All members voted in favor.

VISITORS AND PATRONS:

A. FCCLA President Abby Venzor provided a presentation regarding upcoming Valentine's Day and Stockton Irvine fundraisers. Crush Pops for Valentine's Day and Hearts for Stockton will be sold as supporting fundraisers. All money earned for Stockton Irvine will be donated to the Irvine family to cover costs. Morgan Sorenson presented the Sub for Santa project on behalf of FCCLA. Monies for the project come from fundraising and community service projects. FCCLA member Emily Ryan drafted letters to organizations asking for monies to be donated for the cause. Town Pump, Imerys, Costco and Three Forks Market all contributed. Eight kids benefited from the fundraiser this year and all donations and involved families remain confidential. Mrs. Felz presented a project designed by Tori Ann Rae as an additional benefit for Stockton Irvine. FCCLA designed and will donate a custom made t-shirt quilt to the Stepping up for Stockton fundraiser. Additional recycled fabric will be used to redesign dog beds for the Hearts of the Valley shelter and will also be sold as an additional fundraiser for the FCCLA as a whole.

COMMUNICATIONS AND PETITIONS:

A. None.

PUBLIC COMMENT:

- A. None.

STUDENT COUNCIL REPORT:

Student Body President Essie Hostler provided the Student Council Report. Semester tests are this Thursday and Friday. Senior students and Principal Helvik traveled to Helena today to watch a press conference release at the capitol building regarding graduation matters and the change in state dropout rates. The students had the opportunity to meet the Lieutenant Governor, the Governor and the Superintendent of Schools.

PRINCIPALS REPORT:

- A. Elementary Principal Steve Fanning reported on current Elementary affairs.
 - a. Principal Fanning reported that the K-5 team is continuing to work on videos focused on teach-to's to reinforce school-wide expectations.
 - b. The 5th grade "Positive Posse" has been selected by staff and peers. Students will be trained over the next 2 weeks before beginning their duties.
 - c. The MBI team is working towards a new incentive program to recognize playground behavior.
 - d. Professional Development is continuing and going well.
 - e. Current enrollment is at 287.
 - f. Bus inspections were conducted last week with all buses meeting inspection requirements.
 - g. The Milligan Canyon and Old Town Routes have proposed changes due to bridge issues, resident locations and in an effort to reduce speed through some of the residential areas. Should the changes be approved, one individual transportation contract will be needed for approval by the Board of Trustees.
- B. Middle School and High School Principal Justin Helvik reported on the current MS/HS activities.
 - a. Principal Helvik expanded upon the trip to the Helena capitol building this afternoon and the presentation provided by the Three Forks High School seniors.
 - b. 6-12 Enrollment is still holding steady at 291.
 - c. An Academic Appreciation Assembly will take place on January 23rd to recognize hard working and high achieving students.
 - d. The Sidekick mentoring program is still on schedule to begin second semester.
 - e. Semester tests will begin this Thursday and Friday.
 - f. Scheduling is underway with students and staff and input is being welcomed and encouraged.
 - g. The MS/HS iPad card is up and running and has been a big hit so far.
 - h. The Speech & Drama/Debate team continues its excellence and is still undefeated. The team will be hosting the Divisional meet on Saturday, January 24th.
 - i. The Junior High Girls' Basketball season has officially begun.

FINANCIAL REPORT:

- A. District Business Manager/Clerk Randi Strickland reported that she is in the process of preparing for year-end tax reports and employee tax forms (W-2's, 1099's, etc), which will be distributed next week.
- B. The administrative staff worked hard as a team last week to assist our District auditor Philip Emmons with needed information during his on-site visit for the 2013-2014 audit. Ms. Strickland and Superintendent DoBell are continuing to work with Mr. Emmons to ensure a timely finalization of the 2013-2014 audit.
- C. The Procurement Card transition is running smoothly with Ms. Strickland, Paula McDonald and Superintendent DoBell providing presentations at the MS/HS and Elementary staff meetings to notify staff members of policies and procedures and gather all necessary user agreements before cards are checked out.
- D. The 2015 elections notice for one open trustee seat was released today. County residents interested in applying for candidacy will need to pick up an application packet in Ms. Strickland's office.
- E. Ms. Strickland will be attending the following meetings/seminars in the month to come:
 - a. Thurs, Jan 15 meeting with the Gallatin County Treasurer.
 - b. Jan. 27th Monthly Clerk Meeting - Sheridan
 - c. Jan. 28th MTSBA HR Symposium - Helena
 - d. Jan. 29th Gallatin County Investment Committee Meeting - Bozeman Treasurer's Office
- F. The quarterly Gallatin County clerk's meeting was cancelled for the month of January due to a busy schedule. The meeting will be rescheduled at some point in February.

SUPERINTENDENTS REPORT:

- A. General Fund Budget Update:
 - a. Elementary Expended
 - i. Committed = \$843,506.85
 - ii. % Remaining = 63.70%
 - b. High School Expended:
 - i. Committed = \$513,336.71
 - ii. % Remaining = 63.74%
- B. The staff and administrative team continue to work on Professional Development through the use of Twitter, which is going really well.
- C. Adult Education classes began this week with the help of Mr. & Mrs. Noble and instructors. There are 150 registrants, which is a great turnout for the first year of the program being offered.
- D. The new carpet cleaning process with recently purchased cleaning machines from BRUCO continues to take place and is going really well. The carpets will be cleaned twice a month to ensure cleaner facilities.
- E. The water rights survey was completed this month. The cost of the surveyor was substantially lower than previous quotes received by the District. The survey results show that 2 of the three wells are outside of District property. Superintendent DoBell's recommendation to the Board of Trustees is to contest the

- rights to the 1 well located on District property. Trustees agreed to move forward with contesting the 1 water right located on District land with the assistance of District attorney Elizabeth Kaleva.
- F. Pamphlets providing information on the District mill levy are being provided at all extra-curricular activities. District funds can't be used to finance this project, so staff members who are willing to contribute to the cost are able to do so at Main Street Office where all pamphlets and information is being produced.
 - G. Superintendent DoBell provided information on the District mill levy at last night's Chamber of Commerce meeting and will conduct a meeting on Wed, January 21st with Imerys to present mill levy information. A meeting with Holcim to introduce the mill levy will also be conducted in the month of February based on tentative available dates. Trustees were invited to these meetings and encouraged to attend if available.
 - H. The administrative team will meet this week to discuss changes and updates to the District Collective Bargaining Agreement. Suggestions from this meeting will be brought to the Board Negotiations Committee and then to the Teacher's Association to ensure transparency.
 - I. A webinar is scheduled for next week to look at collaboration between different teacher evaluation tools and the District long term Strategic Plan for overall school improvement.
 - J. A negotiations committee meeting will need to be scheduled in the upcoming month to ensure that negotiations are completed well before the end of the school year.

OLD BUSINESS:

- A. District auditor Philip Emmons provided the 2012-2013 final audit report findings.
 - a. Mr. Emmons began by running through each line item included in the "Schedule of Findings and Questioned Costs" summary for the fiscal year ended June 30, 2013.
 - i. The District received a "Qualified" audit based upon finding 13-2.
 - ii. There were several material weaknesses included within Mr. Emmons audit findings.
 - iii. Significant Deficiency identified that are not considered material weaknesses were also found.
 - iv. Mr. Emmons also found that there were noncompliance issues as related to the District financial statements.
 - v. Upon the reading of each finding, Superintendent DoBell and District Clerk Strickland presented management responses in order to eliminate each finding in future audits.
- B. Superintendent DoBell made the recommendation to approve of the second reading of the following curriculum developed in cooperation with the Montana Educational Consortium (MEC):
 - a. K-12 English Language Arts Curriculum
 - b. K-12 Mathematics Curriculum
 - c. K-12 Social Studies Curriculum
 - i. Trustee Van Vleet made a motion, seconded by Trustee Petersen to

approve of the second reading of the K-12 English Language Arts, K-12 Mathematics and K-12 Social Studies curriculums. All members voted in favor.

APPROVAL OF CLAIMS:

- A. Trustee Van Vleet made a motion, seconded by Trustee Sayers to approve of the claims. All members voted in favor.

NEW BUSINESS:

- A. Superintendent DoBell provided the first reading of the recommendation to approve the Three Forks School District Long Range Strategic Plan. One parental recommendation/comment was received and provided to Trustees within their information packet.
 - a. Trustee Lien made a motion, seconded by Trustee Van Vleet to approve of the first reading of the Three Forks School District Long Range Strategic Plan with recommended changes. All members voted in favor.
- B. Superintendent DoBell made a recommendation to hire Bill Frank as a regular District bus route driver at a rate of \$13.15 per hour for the remainder of the 2014-2015 school year. Trustee Sayers made a motion, seconded by Trustee Petersen to hire Bill Frank as a regular District bus route driver at \$13.15 per hour. All members voted in favor.
- C. Superintendent DoBell made a recommendation to hire Marge Wade as a music accompanist at a stipend of \$1,859 for the 2014-2015 school year. Trustee Petersen made a motion, seconded by Trustee Sayers to hire Marge Wade as the music accompanist at a stipend of \$1,859 for the 2014-2015 school year. All members voted in favor.
- D. Student A - Policy 1700 level 4 (parent complaint):
 - a. The regular board meeting was closed to executive session at 6:49 pm in protection of the individual rights to privacy of Student A.
- E. The board meeting remained in executive session in order to complete the formal annual evaluation of Superintendent DoBell.
- F. The regular board meeting was opened to the public at 7:26 pm to discuss contract negotiations for Superintendent DoBell.
 - a. Superintendent DoBell thanked the Board, staff and community for welcoming him as a leader and team member.
 - b. Superintendent DoBell presented a request for a 3 year contractual agreement through June of 2018.
 - c. Superintendent DoBell presented a revision in language to the health insurance provision included within his contract to omit the word "family" and provide to read that the District will provide health insurance for he and his dependents so as to protect the financial liability of the District and to improve upon transparency.
 - d. Superintendent DoBell presented a request for revision of his compensation level based upon his current base salary of \$84,000 as increased by 3% each contractual year. This 3% increase is based upon the non-changing base of \$84,000. This recommendation provides that administrators would not realize an unrealistic or unfair increase in wage as compared to other staff

members of the District and would also provide an equitable pay scale for all District employees.

- e. Trustee Van Vleet expressed concern based upon recommendations made from the MTSBA to not include an agreed upon, fixed salary within a 3-year contractual agreement.
- f. Trustee Petersen expressed concern that making a contractual salary agreement based upon a 3-year term may also sell the deserved compensation level of the position of Superintendent short.
- g. Trustee Lien expressed admiration for the set percentage increase in salary pay as well as the set base pay amount to allow for a more equitable and fair situation.
- h. Superintendent DoBell wanted to make sure that it was on record that should the District operational mill levy not pass, the discussed contractual terms would certainly change to allow for a reasonable and affordable situation based upon the adopted budget.
- i. Trustee Petersen asked Trustee Van Vleet to expand upon why the MTSBA urged not to include compensation agreements within a 3-year contract. Discussion followed.
- j. Trustee Van Vleet does not feel supportive of the idea based upon feedback from the MTSBA meeting she attended. Trustee Lien asked for some additional thought on the matter and to revisit the issue at another special board meeting before February 1st. Trustee Sayers also attended the MTSBA meeting attended by Trustee Van Vleet and in light of recommendations from the MTSBA does not have reservations toward including the compensation item within Superintendent DoBell's contract proposal. Chairperson Kober does not have reservations against any items included in Superintendent DoBell's contract proposal. Trustee Petersen still feels that the compensation item included in Superintendent DoBell's contract proposal still is selling his financial opportunities short.
- k. Kathy Rutherford asked to make the recommendation to put a contingency based upon the passing of the May 2015 mill levy within the compensation item included in Superintendent DoBell's contract proposal to provide additional protection to the District.
- l. Principal Helvik asked to share that he values and trusts Superintendent DoBell and feels that the approval of the contract as proposed echoes the Board's trust as well.
- m. Trustee Sayers made a motion, seconded by Trustee Kober to approve of all all provisions included within Superintendent DoBell's proposed contract with an added contingency placed upon the compensation item pending the outcome of the May 2015 mill levy. All members voted in favor.

ADJOURNMENT:

- A. Trustee Petersen made a motion, seconded by Trustee Kober to adjourn the regular board meeting. All members voted in favor. Chairperson Kober adjourned the regular board meeting at 8:05 pm.

District Clerk

Chairperson, Board of Trustees

Dated

Negotiations Committee Meeting - 2/2/15

Present: Board Chairman - Dale Kober, Trustee - Lori Van Vleet, Superintendent - Robert DoBell, Elementary Principal - Steve Fanning, High School/Middle School Principal - Justin Helvik, District Business Manager/Clerk - Randi Strickland

Meeting began at 2:32 pm.

Discussion began with Superintendent DoBell presenting an overview of the 2015-2016 administrative and business manager salary and insurance summary.

Ms. Strickland opened discussion regarding adding New Year's Eve and Christmas Eve as paid Holidays within the District Business Manager/Clerk's and Superintendent's 2015-2016 contract. Chairman Kober and Trustee Van Vleet were both in favor of adding the additional two paid Holidays within the contract language.

An agreement amongst all meeting attendees that the information included on the 2015-2016 salary/insurance summary would need to be revisited in the event that the District Mill Levy does not pass in the upcoming election.

District Business Manager/Clerk Strickland proposed to add language to her 2015-2016 contract to provide the option to elect that the District cover insurance premiums for the employee (Ms. Strickland) and her dependents if applicable/desired. This language is consistent with insurance coverage language to be added to Superintendent DoBell's 2015-2016 contract. Chairman Kober and Trustee Van Vleet were both in agreement with the language changes regarding insurance benefits to be included in Ms. Strickland's 2015-2016 contract.

Superintendent DoBell asked for the recommendation to include language in the 2015-2016 administrative (Superintendent, Principals) and District Business Manager/Clerk contract stating that the District will match the out-of-pocket expense of monthly health insurance premiums by making a monthly contribution on behalf of each employee to an individual IRA or 403(b) plan of the employee's choice. Chairman Kober and Trustee Van Vleet agreed to the recommendation.

Superintendent DoBell made a recommendation to include the language changes as previously discussed to Ms. Strickland's 2015-2016 contract at the February board meeting. Chairman Kober and Trustee Van Vleet agreed to the recommendation.

Meeting adjourned at 2:55 pm.

Chairperson, Board of Trustees

District Clerk

Dated

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February 5, 2015

February 2015 School Board Meeting Superintendents Report

Educational Leadership:

- General Fund Budget Update
 - Elementary Expended
 - Committed \$1,091,528.51
 - Percentage Remaining 46.96%
 - High School Expended
 - Committed \$639,763.42
 - Percentage Remaining 45.18%
- Twitter (Professional Development)
 - #MTEDCHAT Tuesday's from 8-9pm MDT
- Mill Levy Update - See attached document for projections on back
 - Pamphlets have been made available at all home basketball games
 - Community meetings:
 - Chamber of Commerce
 - Ministerial Association
 - Imery's
 - Holcim
 - K-12 Faculty Meeting
- Negotiations Team will begin to look at revisions to the CBA, and begin negotiations with our union
- 2015-2016 School Calendar update
- Blue Cross Blue Shield Insurance Update
- Teacher Budgets for 2015-2016 school year

Upcoming events:

1. February 13, 2015 K-12 Faculty Meeting to discuss operational mill levy
2. February 16, 2015 No School Presidents Day
3. February 19-21, 2015 District Basketball Tournament (Belgrade)
4. March 4, 2015 MASS Monthly Meeting in Belgrade 11:00-2:30pm
5. March 5-6, 2015 No School Basketball Divisional Tournament
6. March 9, 2015 Chamber of Commerce Meeting 7pm
7. March 16-17, 2015 MASS Superintendents Conference Helena, Montana

02/05/15
09:11:56

THREE FORKS PUBLIC SCHOOLS
Summary Budget
For the Accounting Period: 1 / 15

Page: 1 of 3
Report ID: B100M

Funds 101- 101

Fund	Org	Prog	Func	Obj	Proj	Function	Object	Project	Curr. Approp.	Committed	Remaining
101	100	1000	112			INSTRUCTION	TEACHERS SALARY		1,123,558.00	422,011.53	701,546.47
101	100	1000	117			INSTRUCTION	TEACHER AIDS SALARY		42,000.00	33,112.70	8,887.30
101	100	1000	120			INSTRUCTION	TEMPORARY SAL (SUB)		27,500.00	11,651.63	15,848.37
101	100	1000	160			INSTRUCTION	SICK LEAVE		13,000.00	0.00	13,000.00
101	100	1000	170			INSTRUCTION	VACATION LEAVE		16,000.00	0.00	16,000.00
101	100	1000	250			INSTRUCTION	WORKERS' COMP		17,000.00	1,789.66	15,210.34
101	100	1000	260			INSTRUCTION	HEALTH INSURANCE		217,000.00	178,280.18	38,719.82
101	100	1000	320			INSTRUCTION	PROF-EDUCATIONAL SER		2,000.00	121.25	1,878.75
101	100	1000	440			INSTRUCTION	REPAIR AND MAINT SER		1,000.00	0.00	1,000.00
101	100	1000	582			INSTRUCTION	TRAVEL OUT/DIST		10,000.00	3,452.94	6,547.06
101	100	1000	610			INSTRUCTION	SUPPLIES		30,000.00	19,996.37	10,003.63
101	100	1000	640			INSTRUCTION	BOOKS		10,000.00	6,268.49	3,731.51
101	100	1000	660			INSTRUCTION	MINOR EQUIP NEW		13,000.00	2,328.79	10,671.21
101	100	1000	730			INSTRUCTION	EQUIPMENT-NEW		4,500.00	0.00	4,500.00
101	100	1000	800			INSTRUCTION	OTHER OBJECTS		0.00	555.00	-555.00
101	100	1000	***	****					1,526,558.00	679,568.54	846,989.46
101	100	2130	113			HEALTH SERVICES	PROF-OTHER SALARY		1,000.00	0.00	1,000.00
101	100	2130	***	****					1,000.00	0.00	1,000.00
101	100	2200	112			SUP SEV INST-STAFF	TEACHERS SALARY		52,838.00	25,609.57	27,228.43
101	100	2200	250			SUP SEV INST-STAFF	WORKERS' COMP		0.00	94.20	-94.20
101	100	2200	260			SUP SEV INST-STAFF	HEALTH INSURANCE		0.00	1,005.00	-1,005.00
101	100	2200	***	****					52,838.00	26,708.77	26,129.23
101	100	2213	582			STAFF DEVELOPMENT	TRAVEL OUT/DIST		2,200.00	0.00	2,200.00
101	100	2213	***	****					2,200.00	0.00	2,200.00
101	100	2220	610			EDUCATION MEDIA SER	SUPPLIES		1,500.00	1,047.48	452.52
101	100	2220	640			EDUCATION MEDIA SER	BOOKS		3,000.00	574.14	2,425.86
101	100	2220	800			EDUCATION MEDIA SER	OTHER OBJECTS		1,000.00	33.00	967.00
101	100	2220	***	****					5,500.00	1,654.62	3,845.38
101	100	2300	111			SUPPORT SEV GEN ADM	ADMIN SALARY		55,918.00	19,222.00	36,696.00
101	100	2300	115			SUPPORT SEV GEN ADM	OFFICE/CLERICAL SAL		23,665.00	12,093.99	11,571.01
101	100	2300	250			SUPPORT SEV GEN ADM	WORKERS' COMP		0.00	105.75	-105.75
101	100	2300	582			SUPPORT SEV GEN ADM	TRAVEL OUT/DIST		1,600.00	1,100.99	499.01
101	100	2300	610			SUPPORT SEV GEN ADM	SUPPLIES		8,000.00	11,632.29	-3,632.29
101	100	2300	800			SUPPORT SEV GEN ADM	OTHER OBJECTS		900.00	831.17	68.83
101	100	2300	810			SUPPORT SEV GEN ADM	DUES & FEES		405.00	0.00	405.00
101	100	2300	***	****					90,488.00	44,986.19	45,501.81
101	100	2400	111			SUPPORT SER ADMINIST	ADMIN SALARY		55,440.00	32,340.00	23,100.00
101	100	2400	115			SUPPORT SER ADMINIST	OFFICE/CLERICAL SAL		47,750.00	44,728.06	3,021.94
101	100	2400	120			SUPPORT SER ADMINIST	TEMPORARY SAL (SUB)		300.00	0.00	300.00
101	100	2400	250			SUPPORT SER ADMINIST	WORKERS' COMP		0.00	184.51	-184.51
101	100	2400	260			SUPPORT SER ADMINIST	HEALTH INSURANCE		0.00	731.65	-731.65
101	100	2400	330			SUPPORT SER ADMINIST	OTHER PROF SER		6,500.00	3,761.48	2,738.52
101	100	2400	440			SUPPORT SER ADMINIST	REPAIR AND MAINT SER		11,000.00	5,249.84	5,750.16
101	100	2400	582			SUPPORT SER ADMINIST	TRAVEL OUT/DIST		2,500.00	3,425.25	-925.25
101	100	2400	610			SUPPORT SER ADMINIST	SUPPLIES		8,000.00	10,781.85	-2,781.85
101	100	2400	800			SUPPORT SER ADMINIST	OTHER OBJECTS		825.00	953.65	-128.65

THREE FORKS PUBLIC SCHOOLS
Summary Budget
For the Accounting Period: 1 / 15

Funds 101- 101

Fund	Org	Prog	Func	Obj	Proj	Function	Object	Project	Curr. Approp.	Committed	Remaining
101		100	2400	810		SUPPORT SER ADMINIST	DUES & FEES		900.00	543.48	356.52
101		100	2400	***	****				133,215.00	102,699.77	30,515.23
101		100	2500	340		SUPPORT SER BUSINESS	TECHNICAL SER		5,000.00	4,967.38	32.62
101		100	2500	***	****				5,000.00	4,967.38	32.62
101		100	2600	114		OP & MAINT PLANT SER	TECHNICAL SALARY		20,000.00	7,674.42	12,325.58
101		100	2600	120		OP & MAINT PLANT SER	TEMPORARY SAL (SUB)		10,000.00	4,858.76	5,141.24
101		100	2600	130		OP & MAINT PLANT SER	OVERTIME SALARIES		700.00	0.00	700.00
101		100	2600	250		OP & MAINT PLANT SER	WORKERS' COMP		1,000.00	457.69	542.31
101		100	2600	260		OP & MAINT PLANT SER	HEALTH INSURANCE		0.00	234.99	-234.99
101		100	2600	411		OP & MAINT PLANT SER	GAS		35,000.00	12,343.18	22,656.82
101		100	2600	412		OP & MAINT PLANT SER	ELECTRICITY		35,000.00	20,889.25	14,110.75
101		100	2600	420		OP & MAINT PLANT SER	OTHER UTILITY		0.00	405.48	-405.48
101		100	2600	421		OP & MAINT PLANT SER	WATER/SEWER		11,000.00	4,159.46	6,840.54
101		100	2600	431		OP & MAINT PLANT SER	DISPOSAL SVC-GARBAGE		5,500.00	3,911.45	1,588.55
101		100	2600	440		OP & MAINT PLANT SER	REPAIR AND MAINT SER		81,760.00	59,658.96	22,101.04
101		100	2600	520		OP & MAINT PLANT SER	INSURANCE, NON-EMPLOY		16,516.00	16,516.00	0.00
101		100	2600	610		OP & MAINT PLANT SER	SUPPLIES		21,000.00	14,116.76	6,883.24
101		100	2600	730		OP & MAINT PLANT SER	EQUIPMENT-NEW		7,000.00	109.05	6,890.95
101		100	2600	800		OP & MAINT PLANT SER	OTHER OBJECTS		1,000.00	0.00	1,000.00
101		100	2600	***	****				245,476.00	145,335.45	100,140.55
101		100	****	***	****				2,062,275.00	1,005,920.72	1,056,354.28
101		280	1000	112		INSTRUCTION	TEACHERS SALARY		53,165.00	22,152.10	31,012.90
101		280	1000	113		INSTRUCTION	PROF-OTHER SALARY		46,865.00	21,470.25	25,394.75
101		280	1000	117		INSTRUCTION	TEACHER AIDS SALARY		57,054.00	19,508.11	37,545.89
101		280	1000	250		INSTRUCTION	WORKERS' COMP		0.00	265.17	-265.17
101		280	1000	260		INSTRUCTION	HEALTH INSURANCE		14,000.00	478.57	13,521.43
101		280	1000	320		INSTRUCTION	PROF-EDUCATIONAL SER		6,000.00	0.00	6,000.00
101		280	1000	440		INSTRUCTION	REPAIR AND MAINT SER		500.00	0.00	500.00
101		280	1000	582		INSTRUCTION	TRAVEL OUT/DIST		300.00	0.00	300.00
101		280	1000	610		INSTRUCTION	SUPPLIES		3,500.00	3,063.21	436.79
101		280	1000	640		INSTRUCTION	BOOKS		600.00	210.00	390.00
101		280	1000	660		INSTRUCTION	MINOR EQUIP NEW		3,500.00	1,197.00	2,303.00
101		280	1000	***	****				185,484.00	68,344.41	117,139.59
101		280	****	***	****				185,484.00	68,344.41	117,139.59
101		365	1000	582		INSTRUCTION	TRAVEL OUT/DIST		2,500.00	50.00	2,450.00
101		365	1000	610		INSTRUCTION	SUPPLIES		2,100.00	0.00	2,100.00
101		365	1000	640		INSTRUCTION	BOOKS		500.00	0.00	500.00
101		365	1000	810		INSTRUCTION	DUES & FEES		3,000.00	0.00	3,000.00
101		365	1000	***	****				8,100.00	50.00	8,050.00
101		365	****	***	****				8,100.00	50.00	8,050.00
101		720	3500	120		ATHLETICS/SCHOOL SP.	TEMPORARY SAL (SUB)		17,000.00	13,241.84	3,758.16
101		720	3500	250		ATHLETICS/SCHOOL SP.	WORKERS' COMP		0.00	47.26	-47.26
101		720	3500	582		ATHLETICS/SCHOOL SP.	TRAVEL OUT/DIST		8,000.00	0.00	8,000.00
101		720	3500	610		ATHLETICS/SCHOOL SP.	SUPPLIES		6,500.00	0.00	6,500.00

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THREE FORKS PUBLIC SCHOOLS
Summary Budget
For the Accounting Period: 1 / 15

Page: 3 of 3
Report ID: B100M

Funds 101- 101

Fund	Org	Prog	Func	Obj	Proj	Function	Object	Project	Curr. Approp.	Committed	Remaining
101		720	3500	660		ATHLETICS/SCHOOL SP.	MINOR EQUIP NEW		5,000.00	0.00	5,000.00
101		720	3500	***	****				36,500.00	13,289.10	23,210.90
101		720	****	***	****				36,500.00	13,289.10	23,210.90
101		910	3100	116		FOOD SERVICES	SERVICE WORK SALARY		28,637.00	1,821.48	26,815.52
101		910	3100	120		FOOD SERVICES	TEMPORARY SAL (SUB)		1,500.00	411.85	1,088.15
101		910	3100	250		FOOD SERVICES	WORKERS' COMP		0.00	546.82	-546.82
101		910	3100	260		FOOD SERVICES	HEALTH INSURANCE		1,300.00	1,144.13	155.87
101		910	3100	582		FOOD SERVICES	TRAVEL OUT/DIST		200.00	0.00	200.00
101		910	3100	***	****				31,637.00	3,924.28	27,712.72
101		910	****	***	****				31,637.00	3,924.28	27,712.72
101		***	****	***	****						
101	***	***	****	***	****				2,323,996.00	1,091,528.51	1,232,467.49
Grand Total									2,323,996.00	1,091,528.51	1,232,467.49

THREE FORKS PUBLIC SCHOOLS
Summary Budget
For the Accounting Period: 1 / 15

Funds 201- 201

Fund	Org	Prog	Func	Obj	Proj	Function	Object	Project	Curr. Approp.	Committed	Remaining
201	100	1000	112			INSTRUCTION	TEACHERS SALARY		591,531.00	247,799.18	343,731.82
201	100	1000	117			INSTRUCTION	TEACHER AIDS SALARY		5,800.00	0.00	5,800.00
201	100	1000	120			INSTRUCTION	TEMPORARY SAL (SUB)		21,000.00	8,564.19	12,435.81
201	100	1000	160			INSTRUCTION	SICK LEAVE		2,000.00	0.00	2,000.00
201	100	1000	170			INSTRUCTION	VACATION LEAVE		2,000.00	0.00	2,000.00
201	100	1000	250			INSTRUCTION	WORKERS' COMP		4,500.00	987.34	3,512.66
201	100	1000	260			INSTRUCTION	HEALTH INSURANCE		121,000.00	74,136.50	46,863.50
201	100	1000	320			INSTRUCTION	PROF-EDUCATIONAL SER		600.00	600.00	0.00
201	100	1000	440			INSTRUCTION	REPAIR AND MAINT SER		1,000.00	0.00	1,000.00
201	100	1000	516			INSTRUCTION	Field Trips		8,800.00	0.00	8,800.00
201	100	1000	582			INSTRUCTION	TRAVEL OUT/DIST		6,000.00	4,203.98	1,796.02
201	100	1000	610			INSTRUCTION	SUPPLIES		33,500.00	22,162.95	11,337.05
201	100	1000	640			INSTRUCTION	BOOKS		10,000.00	1,206.39	8,793.61
201	100	1000	650			INSTRUCTION	PERIODICALS		3,600.00	662.95	2,937.05
201	100	1000	660			INSTRUCTION	MINOR EQUIP NEW		11,000.00	1,118.95	9,881.05
201	100	1000	800			INSTRUCTION	OTHER OBJECTS		5,000.00	0.00	5,000.00
201	100	1000	***	****					827,331.00	361,442.43	465,888.57
201	100	2200	112			SUP SEV INST-STAFF	TEACHERS SALARY		29,803.00	11,071.68	18,731.32
201	100	2200	117			SUP SEV INST-STAFF	TEACHER AIDS SALARY		3,000.00	0.00	3,000.00
201	100	2200	250			SUP SEV INST-STAFF	WORKERS' COMP		0.00	43.07	-43.07
201	100	2200	***	****					32,803.00	11,114.75	21,688.25
201	100	2213	582			STAFF DEVELOPMENT	TRAVEL OUT/DIST		1,500.00	0.00	1,500.00
201	100	2213	***	****					1,500.00	0.00	1,500.00
201	100	2220	610			EDUCATION MEDIA SER	SUPPLIES		1,000.00	635.39	364.61
201	100	2220	640			EDUCATION MEDIA SER	BOOKS		1,000.00	2,665.42	-1,665.42
201	100	2220	***	****					2,000.00	3,300.81	-1,300.81
201	100	2300	111			SUPPORT SEV GEN ADM	ADMIN SALARY		48,000.00	29,166.65	18,833.35
201	100	2300	115			SUPPORT SEV GEN ADM	OFFICE/CLERICAL SAL		31,822.00	16,625.68	15,196.32
201	100	2300	250			SUPPORT SEV GEN ADM	WORKERS' COMP		0.00	168.36	-168.36
201	100	2300	440			SUPPORT SEV GEN ADM	REPAIR AND MAINT SER		8,000.00	3,897.94	4,102.06
201	100	2300	582			SUPPORT SEV GEN ADM	TRAVEL OUT/DIST		2,000.00	1,103.86	896.14
201	100	2300	610			SUPPORT SEV GEN ADM	SUPPLIES		7,000.00	5,433.77	1,566.23
201	100	2300	800			SUPPORT SEV GEN ADM	OTHER OBJECTS		1,000.00	738.27	261.73
201	100	2300	810			SUPPORT SEV GEN ADM	DUES & FEES		600.00	0.00	600.00
201	100	2300	***	****					98,422.00	57,134.53	41,287.47
201	100	2400	111			SUPPORT SER ADMINIST	ADMIN SALARY		11,259.00	6,370.00	4,889.00
201	100	2400	115			SUPPORT SER ADMINIST	OFFICE/CLERICAL SAL		26,929.00	15,206.84	11,722.16
201	100	2400	120			SUPPORT SER ADMINIST	TEMPORARY SAL (SUB)		400.00	0.00	400.00
201	100	2400	250			SUPPORT SER ADMINIST	WORKERS' COMP		0.00	66.26	-66.26
201	100	2400	260			SUPPORT SER ADMINIST	HEALTH INSURANCE		0.00	534.66	-534.66
201	100	2400	330			SUPPORT SER ADMINIST	OTHER PROF SER		5,000.00	2,146.48	2,853.52
201	100	2400	582			SUPPORT SER ADMINIST	TRAVEL OUT/DIST		1,500.00	1,183.37	316.63
201	100	2400	610			SUPPORT SER ADMINIST	SUPPLIES		4,500.00	4,394.48	105.52
201	100	2400	800			SUPPORT SER ADMINIST	OTHER OBJECTS		0.00	383.16	-383.16
201	100	2400	***	****					49,588.00	30,285.25	19,302.75
201	100	2500	340			SUPPORT SER BUSINESS	TECHNICAL SER		4,500.00	2,446.62	2,053.38

THREE FORKS PUBLIC SCHOOLS
Summary Budget
For the Accounting Period: 1 / 15

Funds 201- 201

Fund	Org	Prog	Func	Obj	Proj	Function	Object	Project	Curr. Approp.	Committed	Remaining
201	100	2500	***	****					4,500.00	2,446.62	2,053.38
201	100	2600	114			OP & MAINT PLANT SER	TECHNICAL SALARY		31,500.00	21,987.05	9,512.95
201	100	2600	120			OP & MAINT PLANT SER	TEMPORARY SAL (SUB)		2,000.00	3,398.99	-1,398.99
201	100	2600	130			OP & MAINT PLANT SER	OVERTIME SALARIES		500.00	0.00	500.00
201	100	2600	250			OP & MAINT PLANT SER	WORKERS' COMP		0.00	907.52	-907.52
201	100	2600	260			OP & MAINT PLANT SER	HEALTH INSURANCE		0.00	1,219.87	-1,219.87
201	100	2600	411			OP & MAINT PLANT SER	GAS		20,000.00	6,186.01	13,813.99
201	100	2600	412			OP & MAINT PLANT SER	ELECTRICITY		32,000.00	10,254.58	21,745.42
201	100	2600	420			OP & MAINT PLANT SER	OTHER UTILITY		0.00	238.14	-238.14
201	100	2600	421			OP & MAINT PLANT SER	WATER/SEWER		8,000.00	2,190.54	5,809.46
201	100	2600	431			OP & MAINT PLANT SER	DISPOSAL SVC-GARBAGE		5,500.00	1,926.54	3,573.46
201	100	2600	440			OP & MAINT PLANT SER	REPAIR AND MAINT SER		43,939.00	29,225.65	14,713.35
201	100	2600	520			OP & MAINT PLANT SER	INSURANCE, NON-EMPLOY		7,500.00	7,500.00	0.00
201	100	2600	610			OP & MAINT PLANT SER	SUPPLIES		12,000.00	6,492.48	5,507.52
201	100	2600	660			OP & MAINT PLANT SER	MINOR EQUIP NEW		2,000.00	0.00	2,000.00
201	100	2600	***	****					164,939.00	91,527.37	73,411.63
201	100	****	***	****					1,181,083.00	557,251.76	623,831.24
201	280	1000	112			INSTRUCTION	TEACHERS SALARY		48,000.00	30,413.75	17,586.25
201	280	1000	117			INSTRUCTION	TEACHER AIDS SALARY		13,500.00	0.00	13,500.00
201	280	1000	250			INSTRUCTION	WORKERS' COMP		0.00	121.73	-121.73
201	280	1000	260			INSTRUCTION	HEALTH INSURANCE		8,000.00	0.00	8,000.00
201	280	1000	320			INSTRUCTION	PROF-EDUCATIONAL SER		1,500.00	0.00	1,500.00
201	280	1000	581			INSTRUCTION	TRAVEL IN/DIST		500.00	0.00	500.00
201	280	1000	610			INSTRUCTION	SUPPLIES		2,000.00	519.37	1,480.63
201	280	1000	640			INSTRUCTION	BOOKS		1,000.00	0.00	1,000.00
201	280	1000	680			INSTRUCTION	SOFTWARE		500.00	0.00	500.00
201	280	1000	730			INSTRUCTION	EQUIPMENT-NEW		600.00	0.00	600.00
201	280	1000	***	****					75,600.00	31,054.85	44,545.15
201	280	****	***	****					75,600.00	31,054.85	44,545.15
201	365	1000	582			INSTRUCTION	TRAVEL OUT/DIST		1,000.00	0.00	1,000.00
201	365	1000	610			INSTRUCTION	SUPPLIES		1,000.00	0.00	1,000.00
201	365	1000	***	****					2,000.00	0.00	2,000.00
201	365	****	***	****					2,000.00	0.00	2,000.00
201	710	3400	120			EXTRA-CUR ACTIVITIES	TEMPORARY SAL (SUB)		27,000.00	10,804.43	16,195.57
201	710	3400	250			EXTRA-CUR ACTIVITIES	WORKERS' COMP		0.00	83.41	-83.41
201	710	3400	260			EXTRA-CUR ACTIVITIES	HEALTH INSURANCE		0.00	38.10	-38.10
201	710	3400	582			EXTRA-CUR ACTIVITIES	TRAVEL OUT/DIST		11,000.00	107.25	10,892.75
201	710	3400	610			EXTRA-CUR ACTIVITIES	SUPPLIES		8,500.00	0.00	8,500.00
201	710	3400	660			EXTRA-CUR ACTIVITIES	MINOR EQUIP NEW		900.00	0.00	900.00
201	710	3400	***	****					47,400.00	11,033.19	36,366.81
201	710	****	***	****					47,400.00	11,033.19	36,366.81
201	720	3500	119			ATHLETICS/SCHOOL SP.	ACT DIRECTOR SALARY		4,862.00	2,430.99	2,431.01
201	720	3500	120			ATHLETICS/SCHOOL SP.	TEMPORARY SAL (SUB)		55,000.00	35,081.02	19,918.98

THREE FORKS PUBLIC SCHOOLS
Summary Budget
For the Accounting Period: 1 / 15

Funds 201- 201

Fund	Org	Prog	Func	Obj	Proj	Function	Object	Project	Curr. Approp.	Committed	Remaining
201		720	3500	250		ATHLETICS/SCHOOL SP.	WORKERS' COMP		300.00	231.96	68.04
201		720	3500	582		ATHLETICS/SCHOOL SP.	TRAVEL OUT/DIST		20,000.00	0.00	20,000.00
201		720	3500	610		ATHLETICS/SCHOOL SP.	SUPPLIES		10,000.00	2,250.00	7,750.00
201		720	3500	660		ATHLETICS/SCHOOL SP.	MINOR EQUIP NEW		10,000.00	0.00	10,000.00
201		720	3500	810		ATHLETICS/SCHOOL SP.	DUES & FEES		4,000.00	0.00	4,000.00
201		720	3500	***	****				104,162.00	39,993.97	64,168.03
201		720	****	***	****				104,162.00	39,993.97	64,168.03
201		910	3100	120		FOOD SERVICES	TEMPORARY SAL (SUB)		2,500.00	411.65	2,088.35
201		910	3100	250		FOOD SERVICES	WORKERS' COMP		0.00	18.00	-18.00
201		910	3100	582		FOOD SERVICES	TRAVEL OUT/DIST		650.00	0.00	650.00
201		910	3100	660		FOOD SERVICES	MINOR EQUIP NEW		2,400.00	0.00	2,400.00
201		910	3100	***	****				5,550.00	429.65	5,120.35
201		910	****	***	****				5,550.00	429.65	5,120.35
201		***	****	***	****						
201		***	****	***	****				1,415,795.00	639,763.42	776,031.58
Grand Total									1,415,795.00	639,763.42	776,031.58

Strategic Planning Process

2014

Overview

The Three Forks Public Schools (“the District”) has 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 District has begun a strategic planning and thinking process that will lead to a stronger and more vital school district. This process will be ongoing as the District moves into the future. This strategic plan is intended to help the District in focusing its resources in a manner that will best benefit the children enrolled in the District.

The Three Forks Board of Trustees and Staff Leadership Team began the strategic planning and thinking process necessary to fit with its commitment to children, to community engagement and to knowledge-based decision making processes.

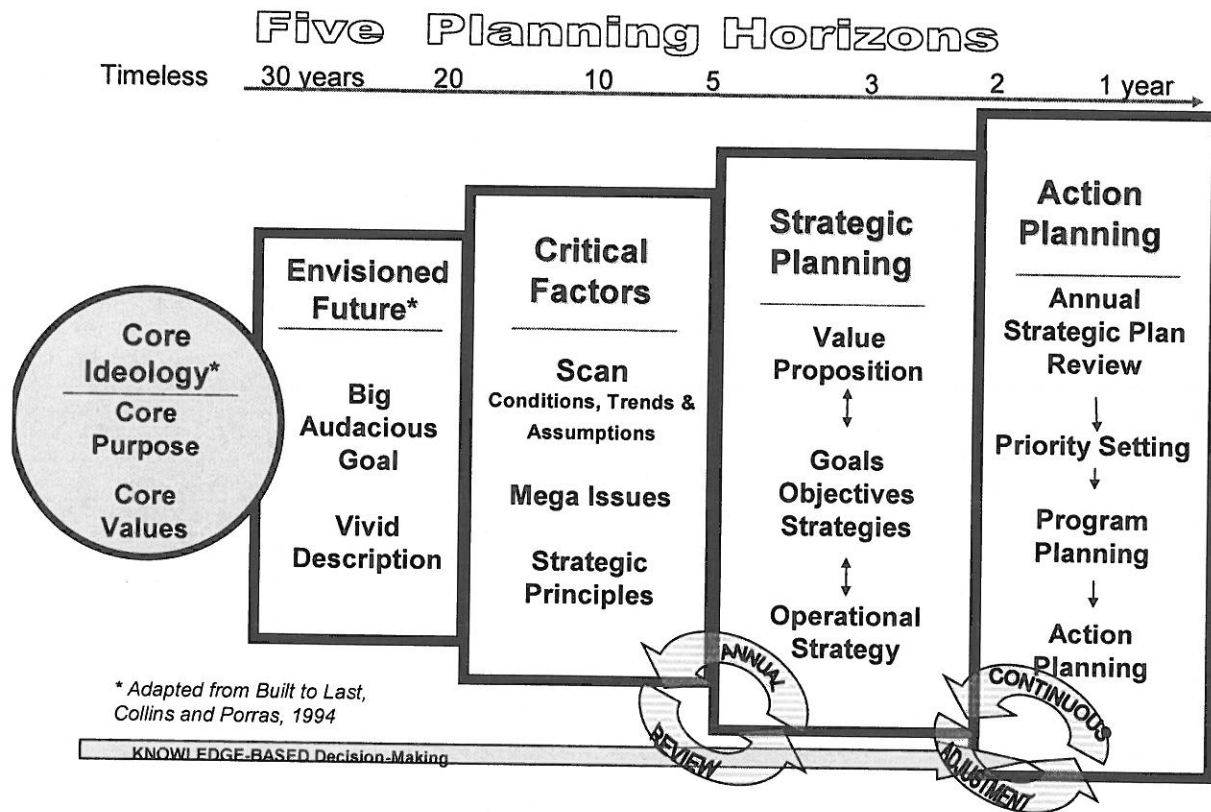
As part of its preparation for strategic planning, Three Forks Public Schools brought in Debra Silk of the Montana School Boards Association to help facilitate the strategic planning process.

On February 10, 2015, the Three Forks Public Schools Board of Trustees formally adopted its new strategic plan.

The District views the process of strategic planning as an ongoing process within the school system. This is not a "strategic planning project" that is completed. Adoption of a plan is an affirmation of the general intent and direction articulated by the Core Ideology, Envisioned Future and Goals and Strategic Objectives. It is understood that progress toward achieving plan strategic objectives will be assessed at least annually, and the plan will be updated based on achievement and changes in the needs of the children served by the District.

Strategic Planning Framework

The framework used by the District 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 focused on five different planning horizons, starting with the long term issues first to provide focus to shorter term efforts.



Core Ideology of the Three Forks Public School District

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.

In collaboration with our community, the Core Purpose of the Three Forks Public School District is to be the model of excellence in education by using best practices, meeting the needs of every student, and instilling a love of lifelong learning.

Core Values of the Three Forks Public School District:

Student Centered – Our students come first. We are dedicated to setting high standards for our students and our staff. We believe in equality and opportunities for every student to succeed. We know that every student can reach his/her maximum potential if given the tools, environment and opportunities to succeed.

Safety and Support – We believe that our students have the greatest chance of success when they are in an environment that is safe, supporting and nurturing, when our staff work as a team, and when we benefit from the strong positive relationship we have with parents and community members.

Trust and Transparency – We value and are committed to a culture of trust and transparency in our interactions and relationships with others. We believe that honesty is truly the best policy and keeping open lines of communication both internally and externally will enhance the programs and services available to our students

Responsible, Respectful & Resilient – We hold ourselves accountable for our actions. We are all role models for the youth in our community. Although we may not always agree with one another, we are committed to a culture of respect. We believe that if we operate in a responsible and respectful manner we will be able to withstand and prosper through even the toughest of challenging times.

Innovating and Inviting – We value a culture of learning that promotes innovation and creativity and an environment that is inviting to our students, staff, parents and community members.

20 Year Planning Horizon

Envisioned Future of the Three Forks Public Schools

Big Audacious Goal:

We have successfully fostered an environment that promotes creativity, innovation, problem-solving, resiliency and trust that will ultimately prepare our students to be life ready in a world that is constantly changing and globally expanding.

A Vivid Description of the Desired Future:

- Students:
 - Our students have enhanced opportunities for both co-curricular and extra-curricular activities.
 - Our students have the social skills to be successful in life.
 - Our students are college and/or career ready when they exit our system.
 - We have partnered with others to provide needed health and human services to our youth.
 - Our students understand the value of education and hard-work.
 - We have a successful outreach program that allows non-traditional public school students to benefit from our programs and services.
 - We have successfully implemented teaching and learning techniques that enhance student achievement through project-based learning, outdoor programs, global awareness projects, critical thinking and other experiential opportunities for students.
 - Through technology, we have bridged the gap between home and school. Students have access to the school 24/7.
 - We provide a safe and secure environment where students can grow academically, physically and emotionally into productive citizens.
 - Due to the culture that we have created, our students fully understand the importance of community service and giving back to the community. We have implemented a community service component into our graduation requirements.
- Staff:
 - Our staff are facilitators of knowledge and easily adapt to changing best practices.
 - Because our staff are so enthused with our programming, the attitude and engagement of our students emanates from their enthusiasm.
 - Our staff are progressive and innovative in their approach to educating and supporting every student.
 - Our curriculum is driven by data using both quantitative and qualitative measures.
- District
 - Our educational programming evolves as standards and best practices change.
 - We have full buy-in from the Board and staff in our vision, our goals and in holding ourselves accountable for our failures and our successes. Our Strategic Planning Process drives everything we do as a school system.

- We have undergone a facilities study and implemented the necessary changes, modifications to provide an ongoing school environment that fosters enhanced student achievement.
- Our school calendar and scheduling is established around the needs of students and what is best for our students.
- Our curriculum is adaptive, innovative and inspiring to students. We have systems in place to ensure that we are continually evolving our curriculum to implement the latest standards and best practices.
- Our staff leadership team works effectively and in concert with the Board, staff, parents and our community to support and provide enriching programs and services for our students.
- We adopt and implement policies that are progressive and that enhance student achievement.
- We recruit and retain the best and the brightest employees. All of our employees have the best interests of students at the forefront of everything they do.
- We have structures (including small class sizes) that give instructors the ability to work one-on-one with our students.
- Community
 - The community fully supports the vision and goals of the District. We have collaborated and partnered with the community in a manner that has positively impacted our community at-large and our school system.
 - Because of our welcoming environment and inclusive nature of our facilities, our school is the hub of the community. The community and the school are viewed as one in the same.
 - We have an adult education program unlike any in the state.
 - Because of our culture of trust, transparency and accountability across the board, the community is informed about our budget and our needs and fully supports our short-term and long-term initiatives.
 - We have implemented a program whereby parents are regularly and routinely invited to the school for educational and engagement opportunities and can also access these opportunities through technological means.
 - Because of our strong partnership with the community and local businesses, our students are provided with work-based/internship opportunities to get hands-on experience to help them in their college and/or career paths.

5-10 Year Planning Horizon

Assumptions Regarding the Relevant Future for the Three Forks Public School District

In order to make progress against the 20 year Envisioned Future, Three Forks Public Schools 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 Three Forks Public Schools to 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 meetings, the Three Forks School Board, Staff Leadership Team, faculty and community 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 Three Forks Public Schools' Strategic Plan.

Assumptions about the future

Demographics

- We anticipate that the floodplain will continue to cap the growth of our community in those areas impacted. However, we also anticipate growth in areas that are not impacted by the floodplain.
- We anticipate that as Bozeman continues to expand, that growth will have an impact on our community.
- We anticipate that we will continue to have a segment of our population that is transient.
- Although the oil boom in eastern Montana has not directly impacted our community, it has impacted the families of our students with some parents leaving our community to work in the oil fields.
- We anticipate that, given technological advancements, students and parents will continue to have access to educational opportunities outside of our school system.
- We anticipate that for those students with mental health issues, we will continue to see parents opting for home schooling.
- We anticipate that as our demographics change, our curriculum and offerings will also need to change.
- We anticipate that we will continue to have a steady population of retired individuals on set incomes.
- Our community values have been impacted due to the fact that housing is less expensive in Three Forks than in some of our surrounding areas. We anticipate this trend to continue.

Legislation and Regulation

- We anticipate that the movement for privatization of education, e.g., private schools, charter schools, vouchers, etc., will increase. We do not yet know how this will impact our District.
- We anticipate that the Governor's Early Edge Initiative, if signed into law, will have an impact on our local private daycare facilities. We will need to collaborate with these businesses should this initiative pass.

Politics and Social Values

- Our local community is fairly conservative. However, we anticipate that as our demographics and economic conditions change, so too will the political climate and social values.
- We anticipate that Common Core will continue to be met with opposition by a certain faction of our society with the focus of this faction, in large part, being on the uncertainty in values. We need to do a better job of educating parents and others about what Common Core is and what it is not.
- We anticipate that in order to be successful as a school system, we need to take greater measures to ensure that we are transparent in our operations, that we are communicating effectively, and engaging with parents and the community.

Business and Economic Climate

- We anticipate a continued lack of affordable housing. Many of our staff commute from areas outside our community.
- We anticipate that our 2 largest industries will continue to be viable and continue strong support for our school. However, we should have a contingency plan in place should either of these industries be impacted by economic hardships.
- The viability of local businesses in our downtown area can be volatile and uncertain. We anticipate this trend to continue.
- We anticipate that getting fiber-optic capabilities in our community would greatly benefit the school and the viability of our community and local businesses.
- We have a lot of land that is available for industrial-type businesses. However, it is uncertain whether we will have any new industrial-type businesses.
- In many instances, the success and reputation of our school has an impact on the viability of our community. We anticipate that we will need to better promote the positive attributes of our school which may, in turn, positively impact and drive local business development.

Technology and Science

- We anticipate that having fiber-optic capabilities will significantly change how we teach students and how students will learn.
- With technological advancements, we anticipate that in order for our students to be successful, we will need to stay ahead of the curve.
- We have had ongoing challenges in our science programs. In order to ensure that our students have access to the best science programs we can offer, we will need to devote focus on our recruitment and retention of high quality science instructors and keep up with trends in science curriculum.

5-10 Year Planning Horizon

Mega Issues facing the Three Forks Public School District

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 Three Forks Public Schools' 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 questions are not necessarily arranged in priority order.

Mega Issues for Consideration

- How do we ensure that non-traditional public school students and parents are aware of the great attributes of our school, know what we have to offer and understand that we are open to serving these individuals?
- How do we embark on a course of ensuring that we are adequately and effectively promoting Three Forks Public Schools and all that we have to offer?
- How do we engage the community, local businesses and others to form a long-standing partnership for the mutual benefit of the community, the school, the parents, our staff and our students?
- How do we ensure that our infrastructure and initiatives are in place to utilize technology in a manner that supports our district-wide systems and enhances programs, services and opportunities?

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 Three Forks Public Schools 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 are reviewed annually by the Three Forks School Board, Staff Leadership Team, and faculty.

Goals of the Three Forks Public School District

Goal Area 1: Student Centered

Statement of Intended Outcome, Five years: Everything we do is centered around our students, what is best for our students and enhancing the opportunities, program and services we offer to students. Because of our efforts, our students are excited about school, have the necessary supports in place to enhance their educational experience and achievements.

Strategic Objectives:

1. In coordination with Gallatin Valley Mental Health Department, we will make available both family-based and student-based counseling for those families and/or student in need of such services in order to address health, safety and well-being issues.
2. We will take measures to begin the implementation of a process of both formative and summative evaluations to assess our academic performance progress.
3. We will make enhancements to our healthy nutrition program.
4. We will enhance the opportunities for students in extra-curricular and co-curricular activities.
5. We will make advancements in providing flexibility in our scheduling and in offerings to ensure that we are meeting the needs of our students.
6. We will develop a schedule/plan of updating our curriculum to ensure that it meets the ongoing needs of our students.
7. We will enhance our technological use/capabilities to ensure that we are using technology in a manner that positively impacts students.
8. We will continue to migrate to an individualized approach to educating our students.
9. We will place an emphasis on the importance of student involvement in community service and government and will provide enhanced opportunities for students to voice their opinions about their education and how we can improve their experiences while in our schools.
10. We will continue to place emphasis on teaching students social skills so that they are equipped to engage in conversation when they find themselves in situations that require them to use such skills to actively diffuse situations that may otherwise escalate.
11. We will continue to highlight the importance of maintaining a focus on anti-bullying with all students; while teaching replacement behaviors to discourage bullying. The replacement behaviors will be an overall part of the RtI, and MBI process within the school.

Goal Area 2: Community Engagement/Relations

Statement of Intended Outcome, Five years: We have successfully enhanced the relationship and collaboration with our community. The community is informed about our budgeting process, our priorities, what we are doing and where we are going. As a result the community fully supports the school and through enhanced partnerships, we have expanded the opportunities for our students.

Strategic Objectives:

1. We will take proactive steps to inform the Board, parents and the community of our budgeting process, our operations, our curriculum, our vision for the future, our short-term and our long-term strategic initiatives.
2. We will make enhancements to our Adult Education Program and communicate the programs and services that are available to community members.
3. In collaboration with our local businesses and using the Graduation Matters initiative, we will establish a mentorship program that will provide enhanced opportunities for our students.
4. We will provide increased opportunities for parents to engage with their own children and with teachers and other school employees.
5. We will develop a program whereby businesses, professionals, skilled individuals and our own students provide enhanced learning opportunities for students, staff, parents and the community.
6. We will enhance our relationship with the local media by engaging in regular and periodic communications, including the preparation of media releases, informing parents, community members and others of the great attributes of our school and the initiatives/programs that we have in place that provide enhanced opportunities for our students and staff.

Goal Area 3: Operations and Capacity Building

Statement of Intended Outcome, Five Years: We know how important our operations and our capacity building are to our success and the success of our students. We have adequate initiatives and processes in place to ensure that we are operating at all times with the interests of students at the forefront.

Strategic Objectives:

1. We will embark on an initiative to recruit and retain quality staff through both monetary incentives and other non-monetary enticements.
2. We will systematically adopt and implement proactive and progressive board policies and procedures that embrace best governance, operations and educational practices.
3. We will make professional development a priority for the Board to enhance its governance and impact on student achievement and for the staff that will improve our delivery of curriculum, programs and services to students.
4. We will improve our evaluation instruments, starting at the administrative level, to ensure that evaluation formatting and systems are aligned with the District's Strategic Plan.
5. We will seek the opinions, input and ideas of students, parents, staff and the community through periodic climate surveys.
6. We will study the student/teacher ratio and make appropriate adjustments as necessary and as we are able, given our resources, so that our structures meet the individual needs of students.

7. We will enhance the efficiency and collaboration between grades and buildings to so that the needs of students are met and the transition of students from grade to grade and building to building is supportive of our students and not disruptive to their education.
8. We will collaborate with other schools, organizations, etc., in order to maximize the opportunities for students and staff and to implement best, proven practices.

Goal Area 4: Technology Integration

Statement of Intended Outcome, Five Years: We know that technology is and will continue to have an impact on the lives of our students, staff and community as well as on the delivery of education and how students learn. We have successfully used technological advancements to our advantage to ensure the greatest impact on our students while at the same time continuing to embrace the value of face-to-face human interaction.

Strategic Objectives:

1. We will investigate options for partnering with business and others to make fiber-optic capabilities a reality for our school and our community.
2. In our professional development opportunities for our staff, we will ensure that we are provided the necessary technology training to enhance the knowledge-base of our staff on technology and to ensure that our use of technology is positively impacting our students.
3. We will provide enhanced educational opportunities for our students and parents to understand the impact that technology has and will continue to have on education as well as the appropriate and effective use of technology.
4. We will develop a life-cycle technology plan for the replacement and upgrading of our hardware and software.
5. We will take measures to protect our network and systems from security breaches.
6. Although technology is essential to advancing student achievement, we will need to ensure that we are balancing our integration of technology with the necessity of face-to-face interaction.
7. We will examine our framework for providing information to students and parents and move toward a management system that is universally used within our school system and that is user-friendly.
8. We will explore technological options available for enhancing the efficiency and safety of our students and staff while using district-provided transportation.

Goal Area 5: Facility Maintenance and Enhancement

Statement of Intended Outcome, Five Years: Through our systematic and methodical approach to enhancing our facilities, our students are reaping the benefits from a school climate that is welcoming, safe, secure, healthy and one which promotes educational advancements and other programs and services that support students.

Strategic Objectives:

1. We will explore and implement a Facilities Program Plan that supports our programs and services and supports our technological advancements, including the following:
 - a. Performing electrical upgrades at the high school;
 - b. Addressing the aging heating system at the middle/high school;
 - c. Addressing storage issues;
 - d. Addressing issues of growth at the elementary level;
 - e. Performing maintenance on the sprinkler system.

DRAFT

Dear Mr. Fanning,

I just wanted to let you know that I don't think I will be able to continue with the Clarkston bus route at this time. I have been giving it a lot of thought and I just don't feel comfortable continuing at this time. I can work through January 16th to try to make the transition easier. I have enjoyed working with you and the children on this route.

Thank you,
Kari Hansen



**Montana
Office of Public Instruction**
Denise Juneau, State Superintendent

opi.mt.gov

**Combined School District Application
for Registration of School Bus &
State Reimbursement**
School Year 2014-2015

1 copy County Superintendent
1 copy School District

This form is required in accordance with Title 20, Chapter 10, Part 1, MCA. School district official must complete one form for each bus route that receives state reimbursement even though transportees of another legal entity may utilize the services.

Due Dates: All Routes
Paper Copy To County Supt November 1
Electronic Submit To OPI November 1
Rate Per Mile \$1.57

County Name Gallatin	County Number 16	School System Name Three Forks Public Schls	School System Code 0509
Route # 1	Length Of Route (miles per day) 82.00	Type Of Service Regular	Rated Capacity 72
VIN 4DRBUAAN5CB678910	License # 634159A	Ownership District Owned	

Reimbursement Distribution - The legal entity number and percentage of state/county reimbursement to be paid to each district.

	LE: 0360	LE: 0361
Route #: 1	73.00	27.00

PASSENGER INFORMATION

Number of Preschool/Kindergarten pupils riding this route <input type="text" value="7"/>	ELEMENTARY RIDERS (Grades PK-8)	HIGH SCHOOL RIDERS (Grades 9-12)	TOTAL ELIGIBLE RIDERS
	a NUMBER	b NUMBER	c a + b
Regular (include eligible Preschool/Kindergarten riders)	41	18	
1st Wheelchair (WC)			
2nd Wheelchair (WC)			
Additional Wheelchairs (WC)			
Non-WC IEP Lists Trans as Related Service			
TOTAL ELIGIBLE RIDERS	41	18	59
Ineligible Public School Riders (i.e., under 3 miles OR nonresident and no attendance agreement that would otherwise allow nonresident riders to be eligible) (Include ineligible Preschool/Kindergarten riders)	25	5	
Nonpublic School Riders (ineligible)			
TOTAL RIDERS	66	23	

We hereby certify that this bus will operate entirely on the route established by the Board of Trustees and within the transportation area assigned and approved by the County Transportation Committee. We further certify that this bus transports pupils eligible for school transportation as defined by 20-10-101, MCA.

We agree to supervision of this bus and bus route by the State Superintendent; to make such reports to the State Superintendent and County Superintendent as are required; to provide a vehicle which meets the minimum standards as established by the Board of Public Education, the Montana Highway Patrol and the State Superintendent; and to provide a licensed, qualified and approved driver to operate such vehicle as required by 20-10-103, MCA.

We also agree to refrain from soliciting or causing others to solicit students from other transportation areas.

We understand that violations of the laws, rules or regulations governing school transportation will be sufficient cause for withholding of state and county reimbursement for this bus route.

We agree that if this route crosses district lines and transports students from outside the district, a copy of the agreement between Boards, 20-10-126(2) MCA, signed by the school boards of both districts shall be attached to the county superintendent's copy of this document.

We understand route changes occurring during the school year require the filing of an amended TR-1 form and approval of the County Transportation Committee in accordance with 20-10-132, MCA.

I certify that this application for registration of school bus and state reimbursement is true and complete to the best of my knowledge and belief, and the bus operates on the route as approved by and within the transportation service area assigned by the County Transportation Committee.

Signature - Chair, Board of Trustees _____ Date _____

County Transportation Committee Approval as required in accordance with Section 20-10-132, MCA.

This Application for Registration of School Bus and State Reimbursement has been reviewed and I certify that this bus operates within the transportation area assigned to it by the County Transportation Committee.

Signature - Chair, County Transportation Committee _____ Date _____



**Montana
Office of Public Instruction**
Denise Juneau, State Superintendent

opi.mt.gov

**Combined School District Application
for Registration of School Bus &
State Reimbursement**
School Year 2014-2015

1 copy County Superintendent
1 copy School District

This form is required in accordance with Title 20, Chapter 10, Part 1, MCA. School district official must complete one form for each bus route that receives state reimbursement even though transportees of another legal entity may utilize the services.

Due Dates: All Routes
Paper Copy To County Supt November 1
Electronic Submit To OPI November 1
Rate Per Mile \$1.57

County Name Gallatin	County Number 16	School System Name Three Forks Public Schls	School System Code 0509
Route # 1 "A"	Length Of Route (miles per day) 82.00	Type Of Service Regular	Rated Capacity 72
VIN 4DRBUAANXEB774499	License # 6-63555A	Ownership District Owned	

Reimbursement Distribution - The legal entity number and percentage of state/county reimbursement to be paid to each district.

	LE: 0360	LE: 0361
Route #: 1 "A"	73.00	27.00

PASSENGER INFORMATION

Number of Preschool/Kindergarten pupils riding this route <input type="text" value="7"/>	ELEMENTARY RIDERS (Grades PK-8)	HIGH SCHOOL RIDERS (Grades 9-12)	TOTAL ELIGIBLE RIDERS
	a NUMBER	b NUMBER	c a + b
Regular (include eligible Preschool/Kindergarten riders)	41	18	
1st Wheelchair (WC)			
2nd Wheelchair (WC)			
Additional Wheelchairs (WC)			
Non-WC IEP Lists Trans as Related Service			
TOTAL ELIGIBLE RIDERS	41	18	59
Ineligible Public School Riders (i.e., under 3 miles OR nonresident and no attendance agreement that would otherwise allow nonresident riders to be eligible) (Include ineligible Preschool/Kindergarten riders)	25	5	
Nonpublic School Riders (ineligible)			
TOTAL RIDERS	66	23	

We hereby certify that this bus will operate entirely on the route established by the Board of Trustees and within the transportation area assigned and approved by the County Transportation Committee. We further certify that this bus transports pupils eligible for school transportation as defined by 20-10-101, MCA.

We agree to supervision of this bus and bus route by the State Superintendent; to make such reports to the State Superintendent and County Superintendent as are required; to provide a vehicle which meets the minimum standards as established by the Board of Public Education, the Montana Highway Patrol and the State Superintendent; and to provide a licensed, qualified and approved driver to operate such vehicle as required by 20-10-103, MCA.

We also agree to refrain from soliciting or causing others to solicit students from other transportation areas.

We understand that violations of the laws, rules or regulations governing school transportation will be sufficient cause for withholding of state and county reimbursement for this bus route.

We agree that if this route crosses district lines and transports students from outside the district, a copy of the agreement between Boards, 20-10-126(2) MCA, signed by the school boards of both districts shall be attached to the county superintendent's copy of this document.

We understand route changes occurring during the school year require the filing of an amended TR-1 form and approval of the County Transportation Committee in accordance with 20-10-132, MCA.

I certify that this application for registration of school bus and state reimbursement is true and complete to the best of my knowledge and belief, and the bus operates on the route as approved by and within the transportation service area assigned by the County Transportation Committee.

Signature - Chair, Board of Trustees

Date

County Transportation Committee Approval as required in accordance with Section 20-10-132, MCA.

This Application for Registration of School Bus and State Reimbursement has been reviewed and I certify that this bus operates within the transportation area assigned to it by the County Transportation Committee.

Signature - Chair, County Transportation Committee

Date



**Montana
Office of Public Instruction**
Denise Juneau, State Superintendent

opi.mt.gov

**Combined School District Application
for Registration of School Bus &
State Reimbursement**
School Year 2014-2015

1 copy County Superintendent
1 copy School District

This form is required in accordance with Title 20, Chapter 10, Part 1, MCA. School district official must complete one form for each bus route that receives state reimbursement even though transportees of another legal entity may utilize the services.

Due Dates: All Routes
Paper Copy To County Supt: November 1
Electronic Submit To OPI: November 1
Rate Per Mile: \$1.57

County Name Gallatin	County Number 16	School System Name Three Forks Public Schls	School System Code 0509
Route # 2	Length Of Route (miles per day) 80.00	Type Of Service Regular	Rated Capacity 72
VIN 4DRBUAAN4DB201905	License # 652934A	Ownership District Owned	

Reimbursement Distribution - The legal entity number and percentage of state/county reimbursement to be paid to each district.

	LE: 0360	LE: 0361
Route #: 2	72.00	28.00

PASSENGER INFORMATION

Number of Preschool/Kindergarten pupils riding this route <input type="text" value="5"/>	ELEMENTARY RIDERS (Grades PK-8)	HIGH SCHOOL RIDERS (Grades 9-12)	TOTAL ELIGIBLE RIDERS
	a NUMBER	b NUMBER	c a + b
Regular (include eligible Preschool/Kindergarten riders)	64	19	
1st Wheelchair (WC)			
2nd Wheelchair (WC)			
Additional Wheelchairs (WC)			
Non-WC IEP Lists Trans as Related Service			
TOTAL ELIGIBLE RIDERS	64	19	83
Ineligible Public School Riders (i.e., under 3 miles OR nonresident and no attendance agreement that would otherwise allow nonresident riders to be eligible) (Include ineligible Preschool/Kindergarten riders)			
Nonpublic School Riders (ineligible)			
TOTAL RIDERS	64	19	

We hereby certify that this bus will operate entirely on the route established by the Board of Trustees and within the transportation area assigned and approved by the County Transportation Committee. We further certify that this bus transports pupils eligible for school transportation as defined by 20-10-101, MCA.

We agree to supervision of this bus and bus route by the State Superintendent; to make such reports to the State Superintendent and County Superintendent as are required; to provide a vehicle which meets the minimum standards as established by the Board of Public Education, the Montana Highway Patrol and the State Superintendent; and to provide a licensed, qualified and approved driver to operate such vehicle as required by 20-10-103, MCA.

We also agree to refrain from soliciting or causing others to solicit students from other transportation areas. We understand that violations of the laws, rules or regulations governing school transportation will be sufficient cause for withholding of state and county reimbursement for this bus route.

We agree that if this route crosses district lines and transports students from outside the district, a copy of the agreement between Boards, 20-10-126(2) MCA, signed by the school boards of both districts shall be attached to the county superintendent's copy of this document.

We understand route changes occurring during the school year require the filing of an amended TR-1 form and approval of the County Transportation Committee in accordance with 20-10-132, MCA.

I certify that this application for registration of school bus and state reimbursement is true and complete to the best of my knowledge and belief, and the bus operates on the route as approved by and within the transportation service area assigned by the County Transportation Committee.

Signature - Chair, Board of Trustees Date

County Transportation Committee Approval as required in accordance with Section 20-10-132, MCA.

This Application for Registration of School Bus and State Reimbursement has been reviewed and I certify that this bus operates within the transportation area assigned to it by the County Transportation Committee.

Signature - Chair, County Transportation Committee Date



Pupil Transportation
Montana Office of Public Instruction

TR-5 Individual Contract Reimbursement Claim 1st Semester 2014-2015

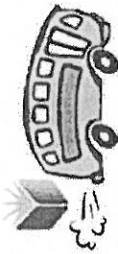
16 Gallatin
0360 Three Forks Elem

08/27/2014-01/16/2015

Contract #	Shared	Family Name	Daily		Days		Total Reimbursement
			Rate	Isolation	Transported	Reimbursed	
25691K	False	Barnwell, Jocelyn	12.95	No	72.0	72.0	932.40
27805	False	Johnston, Mary	2.59	No	42.0	42.0	108.78
Total Individual Contract Reimbursement							1,041.18

Board Chair

Signature



Pupil Transportation
Montana Office of Public Instruction

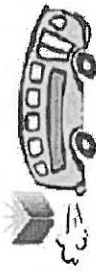
TR-5 Individual Contract Reimbursement Claim 1st Semester 2014-2015

16 Gallatin
0361 Three Forks H S
08/27/2014-01/16/2015

Contract #	Shared	Family Name	Daily Rate	Isolation	Days		Total Reimbursement
					Transported	Reimbursed	
22588	False	Guthrie, Rikayla	1.40	No	81.5	81.5	114.10
27806	False	Johnston, Mary	2.59	No	40.0	40.0	103.60
Total Individual Contract Reimbursement							217.70

Board Chair

Signature



Pupil Transportation
Montana Office of Public Instruction

TR-6 Bus Route Reimbursement Claim 1st Semester 2014-2015 08/27/2014-01/16/2015

16 Gallatin
0360 Three Forks Elem

Route #	Miles		Rate	Driver	VIN	Days		Total Reimbursement
	%	Per Day				Claimed	Reimbursed	
1	73.00	82.0	1.57	William M. Frank	4DRBUAAN5CB678910	85.0	85.0	7,988.32
2	72.00	80.0	1.57	Scott D. Murphy	4DRBUAAN4DB201905	85.0	85.0	7,686.72
3	80.00	85.0	1.80	Melvin A. Hamilton	5N4DRBUAANXEB7744	77.0	77.0	9,424.80
6	95.00	96.0	1.57	Deanna D. Thurston	4DRBUAAN3BB261638	85.0	85.0	12,170.64
1 "A"	73.00	82.0	1.57	Melvin A. Hamilton	4DRBUAANXEB774499	8.0	8.0	751.84
Total Bus Route Reimbursement								38,022.32

Board Chair

Signature

* Indicates that the County Superintendent must approve the TR-6 Bus Route Claim
2/3/2015 7:45:26 AM https://reportsprd.opi.mt.gov:1443/ReportServer rptBusRouteReimbursement.TR6



Montana Office of Public Instruction

TR-6 Bus Route Reimbursement Claim

1st Semester 2014-2015
08/27/2014-01/16/2015

16 Gallatin

0361 Three Forks H S

Route #	Miles		Rate	Driver	VIN	Days		Total Reimbursement
	%	Per Day				Claimed	Reimbursed	
1	27.00	82.0	1.57	William M. Frank	4DRBUAAN5CB678910	85.0	85.0	2,954.58
2	28.00	80.0	1.57	Scott D. Murphy	4DRBUAAN4DB201905	85.0	85.0	2,989.28
3	20.00	85.0	1.80	Melvin A. Hamilton	5N4DRBUAANXEB7744	77.0	77.0	2,356.20
6	5.00	96.0	1.57	Deanna D. Thurston	4DRBUAAN3BB261638	85.0	85.0	640.56
1 "A"	27.00	82.0	1.57	Melvin A. Hamilton	4DRBUAANXEB774499	8.0	8.0	278.08
Total Bus Route Reimbursement								9,218.70

Board Chair

Signature

* Indicates that the County Superintendent must approve the TR-6 Bus Route Claim
2/3/2015 7:45:26 AM <https://reportsprd.opi.mt.gov:1443/ReportServer/pttBusRouteReimbursementTR6>

TRUSTEE RESOLUTION CALLING FOR AN ELECTION BY MAIL BALLOT

BE IT RESOLVED, the Board of Trustees for the Three Forks Public School District No. J-24, of Gallatin County, State of Montana, will hold the Annual Regular School Election by mail ballot on Tuesday, the 5th day of May, 2015, which date is not less than seventy (70) days after the passage of this resolution.

Voting will end at 8:00 p.m. on Election Day. The designated place of deposit will be located at the Three Forks Elementary main office in addition to mailing the ballot to the Gallatin County Elections Office.

The purpose of the election is to:

- Elect _____ (1) trustees for a three-year term, or as otherwise designated.
- Seek approval of additional levies to operate and maintain the Three Forks Public school district(s) for the 2015 - 2016 school year.

If it is later determined that any portion of the election is not required, the Board of Trustees authorizes the Gallatin County Elections Office, election administrator, to cancel that portion of the election in accordance with 13-1-304 and 20-3-313, MCA.

Three electors of this district who are qualified to vote at such election are hereby appointed to act as judges at the election as follows:

Name

Address

_____	_____
_____	_____
_____	_____

BE IT FURTHER RESOLVED, that the clerk of this school district is hereby directed to notify the above named election judges of their appointment and to notify the county election administrator of the date of holding said election, and request him/her to close registration and to prepare and furnish election materials as required by law. If any of these judges should not be able to serve, the election administrator will choose a replacement from certified judges.

No further proceedings were conducted relating to the election.

Print Name of Board Chair

Signature of Board Chair

Print Name of District Clerk

Signature of District Clerk

DATED this _____ day of _____, 20_____.

1 **Three Forks School District**

R

2
3 **THE BOARD OF TRUSTEES**

1310

4
5 District Policy and Procedures

6
7 Adoption and Amendment of Policies

8
9 Proposed new policies and proposed changes to existing policies shall be presented in writing for reading
10 and discussion at a regular or special Board meeting. Interested parties may submit views, present data or
11 arguments, orally or in writing, in support of or in opposition to proposed policy. Any written statement
12 by a person, relative to a proposed policy or amendment, should be directed to the District Clerk prior to
13 the ~~second (2nd)~~ reading **[final reading]**. The final vote for adoption shall take place not earlier than at the
14 second (2nd) reading of the particular policy. **[New or revised policies that are required, or have**
15 **required language changes based on State or Federal law, or are required changes by**
16 **administrative rule, may be adopted after the first (1st) reading if sufficient notice has been given**
17 **through the board agenda.]**

18
19 All new or amended policies shall become effective on adoption, unless a specific effective date is stated
20 in the motion for adoption.

21
22 Policies, as adopted or amended, shall be made a part of the minutes of the meeting at which action was
23 taken and also shall be included in the District’s policy manual. Policies of the District shall be reviewed
24 on a regular basis.

25
26 Policy Manuals

27
28 The Superintendent shall develop and maintain a current policy manual which includes all policies of the
29 District. Every administrator, as well as staff, students, and other residents, shall have ready access to
30 District policies.

31
32 Suspension of Policies

33
34 Under circumstances that require waiver of a policy, the policy may be suspended by a majority vote of
35 the trustees present. To suspend a policy, however, all trustees must have received written notice of the
36 meeting, which includes the proposal to suspend a policy and an explanation of the purpose of such
37 proposed suspension.

38
39 Administrative Procedures

40
41 The Superintendent shall develop such administrative procedures as are necessary to ensure consistent
42 implementation of policies adopted by the Board.

43
44 When a written procedure is developed, the Superintendent shall submit it to the Board as an information
45 item.

46
47 Legal References: § 20-3-323, MCA District policy and record of acts
48 10.55.701, ARM Board of Trustees

49
50 Policy History:

- 1 Adopted on: 4/13/2004
- 2 Reviewed on:
- 3 Revised on: 9/8/2009, 5/13/2014

1 **Three Forks School District**

2
3 **INSTRUCTION**

2410P
page 1 of 2

4
5 High School Graduation Requirements

6
7 Publication of Graduation Requirements

8
9 Prior to registering in high school, each student will be provided with a copy of the current
10 graduation requirements. Graduation requirements shall also be included in the student
11 handbook.

12
13 Credits

14
15 Credit requirements shall be stated in the student handbook. Special education students who
16 have successfully completed their IEP leading to completion of high school will be awarded a
17 diploma.

18
19 Waiver of Requirement

20
21 Graduation requirements generally will not be waived under any circumstances. However, in rare
22 and unique hardship circumstances, the principal may recommend and the Superintendent
23 approve minor deviation from the graduation requirements.

24
25 Alternative Programs

26
27 Credit toward graduation requirements may be granted for planned learning experiences from
28 accredited programs, such as summer school, university courses, and correspondence courses.
29 Credit for work experience may be offered when the work program is a part of and supervised by
30 the school.

31
32 All classes attempted at Three Forks High School and all acceptable transfer credits shall be
33 recorded on the transcript. All grades earned, including failures and retakes, shall be recorded as
34 such and utilized in the calculation of Grade Point Average and class rank. Credit shall be
35 awarded only once regardless of repetition of the course.

36
37 Dual Credit

38
39 Dual credit allows high schools students to simultaneously earn credit toward both a high
40 school diploma and college coursework that can lead to a postsecondary degree or
41 certificate, or toward transfer to another college. The primary purpose of offering dual
42 credit courses is to deliver high quality, introductory, college level courses to high-
43 performing high school students. The
44 Three Forks School District has dual credit partnerships with [name of post-secondary
45 institutions]. Students interested in dual credit opportunities must meet with their building
46 administration to determine available options.

Students should be aware of Montana High School Association on-campus attendance eligibility requirements for activity participation.

Honor Roll

A student must have a minimum grade-point average of 3.00 to be placed on the honor roll. A GPA of 3.50 to 4.00 must be maintained to make the "A" honor roll. Students are listed on the "B" honor roll, if their GPA is between 3.00 and 3.49. Specific information regarding honors at graduation are included in the student handbook.

Class Rank (Grade Point Average)

Class Rank is compiled from semester grades. Courses not eligible for GPA are designated with an asterisk on the report card.

Early Graduation

In accordance with provisions of § 20-9-313, MCA, ~~the Board hereby authorizes the high school principal to grant permission to students who have completed the minimum requirements for graduation after completion of the seventh (7th) semester~~ **the ANB of a school may be increased when a high school district provides early graduation for a student who completes graduation requirements in less than eight semesters or the equivalent amount of secondary school enrollment. The increase must be established by the trustees as though the student had attended to the end of the school fiscal year and must be approved, disapproved, or adjusted by the superintendent of public instruction.**

The Board hereby authorizes the high school principal to ~~grant permission to~~ **recommend to the Board for early graduation** students who have completed the minimum requirements for graduation in less than eight semesters.

THREE-(3)-YEAR GRADUATION

Juniors desiring to graduate at the end of their junior year may do so in special situations by adhering to the following:

1. A conference between the principal and parent/guardian will be arranged in the spring of their sophomore year. In this conference, the following will be agreed upon in writing and signed by all parties concerned:
 - a. Formal request by parent/guardian for three-(3)-year graduation.
 - b. Senior pictures, announcements, going through graduation ceremony, name on graduation program, caps and gowns, senior trip, valedictorian or salutatorian

1 status, and whether student will be considered junior or senior for record
2 purposes.
3

4 Legal Reference: § 20-9-313, MCA Circumstances under which regular average number
5 belonging may be increased
6

7 Procedure History:

8 Promulgated on: 4/13/2004

9 Reviewed on:

10 Revised on: 1/13/2009

1 **Three Forks School District**

2
3 **STUDENTS**

3231
page 1 of 2

4
5 Searches and Seizure

6
7 The goal of search and seizure with respect to students is meeting the educational needs of
8 children and ensuring their security. The objective of any search and/or seizure is not the
9 eradication of crime in the community. Searches may be carried out to recover stolen property,
10 to detect illegal substances or weapons, or to uncover any matter reasonably believed to be a
11 threat to the maintenance of an orderly educational environment. The Board authorizes school
12 authorities to conduct reasonable searches of school property and equipment, as well as of
13 students and their personal effects, to maintain order and security in the schools.

14
15 The search of a student, by authorized school authorities, is reasonable if it is both: (1) justified
16 at its inception, and (2) reasonably related in scope to the circumstances which justified the
17 interference in the first place.

18
19 School authorities are authorized to utilize any reasonable means of conducting searches,
20 including but not limited to the following:

- 21
22 1. A “pat down” of the exterior of the student’s clothing;
23 2. A search of the student’s clothing, including pockets;
24 3. A search of any container or object used by, belonging to, or otherwise in the possession
25 or control of a student; and/or
26 4. Devices or tools such as breath-test instruments, etc.

27
28 **The “pat down” or “search’ of a student, if conducted, will be conducted by a school**
29 **official or employee of the same gender as the student being searched.**

30
31 School Property and Equipment and Personal Effects of Students

32
33 School authorities may inspect and search school property and equipment owned or controlled
34 by the District (such as lockers, desks, and parking lots).

35
36 The Superintendent may request the assistance of law enforcement officials, including their use
37 of specially trained dogs, to conduct inspections and searches of lockers, desks, parking lots, and
38 other school property and equipment for illegal drugs, weapons, or other illegal or dangerous
39 substances or material.

40
41 Students

42
43 School authorities may search a student or a student’s personal effects, when reasonable grounds
44 suggest a search will produce evidence that the particular student has violated or is violating a
45 law or District student conduct rules. The search must be conducted in a manner that is
46 reasonably related to its objectives and not excessively intrusive in light of age and sex of a

1 student and the nature of the suspected infraction.

2
3 Students may not use, transport, carry, or possess illegal drugs or any weapons in their vehicles

4 3231

5 page 2 of 2

6
7 on school property. While on school property, vehicles may be inspected at any time by staff, or
8 by contractors employed by the District utilizing trained dogs, for the presence of illegal drugs,
9 drug paraphernalia, or weapons. In the event the school has reason to believe that drugs, drug
10 paraphernalia, or weapons are present, including by alert-trained dogs, the student's vehicle will
11 be searched, and the student expressly consents to such a search.

12
13 Also, by parking in the school parking lots, the student consents to having his/her vehicle
14 searched if the school authorities have any other reasonable suspicion to believe that a violation
15 of school rules or policy has occurred.

16
17 Seizure of Property

18
19 When a search produces evidence that a student has violated or is violating either a law or
20 District policies or rules, such evidence may be seized and impounded by school authorities and
21 disciplinary action may be taken. As appropriate, such evidence may be transferred to law
22 enforcement authorities.

23
24
25
26 Legal Reference: *Safford Unified School Dist. No. 1 v. Redding*, _____ U.S. _____, 129
27 S.Ct. 2633 (2009)
28 *Terry v. Ohio*, 392 U.S. 1, 20 (1968)
29

30 Policy History:

31 Adopted on: 4/13/2004

32 Reviewed on:

33 Revised on: 2/10/2009

[Three Forks School District]

Adopted on:
Reviewed on:
Revised on:

5125

PERSONNEL

Page 1 of 2

Whistle Blowing and Retaliation

When district employees know or have reasonable cause to believe that serious instances of wrongful conduct (e.g., mismanagement of district resources, violations of law and/or abuse of authority) have occurred, they should report such wrongful conduct to the Superintendent or Board Chairperson.

For purposes of this policy, the term “wrongful conduct” shall be defined to include:

- theft of district money, property, or resources;
- misuse of authority for personal gain or other non-district purpose;
- fraud;
- violations of applicable federal and state laws and regulations; and/or
- serious violations of district policy, regulation, and/or procedure.

The Board of Trustees will not tolerate any form of reprisal, retaliation or discrimination against:

- Any employee, or applicant for employment, because he/she opposed any practice that he/she reasonably believed to be made unlawful by federal or state laws prohibiting employment discrimination on the basis of sex, sexual orientation, race, color, national origin, age, religion, height, weight, marital status, handicap or disability.
- Any employee, or applicant for employment, because he/she filed a charge, testified, assisted or participated, in any manner, in an investigation, proceeding or hearing under federal or state laws prohibiting employment discrimination on the basis of sex, sexual orientation, race, color, national origin, age, religion, height, weight, marital status, handicap or disability or because he/she reported a suspected violation of such laws according to this policy; or,
- Any employee or applicant because he/she reported, or was about to report, a suspected violation of any federal, state or local law or regulation to a public body (unless the employee knew that the report was false) or because he/she was requested by a public body to participate in an investigation, hearing or inquiry held by that public body or a court.

An employee or applicant for employment who believes that he/she has suffered reprisal, retaliation or discrimination in violation of this policy shall report the incident(s) to the Superintendent or his/her designee. The Board of Trustees guarantees that no employee or applicant for employment who makes such a report will suffer any form of reprisal, retaliation or discrimination for making the report. Individuals are forbidden from preventing or interfering with whistle blowers who make good faith disclosures of misconduct.

The Board or its agents will not discharge, discipline or otherwise penalize any employee because the employee or someone acting on the employee’s behalf, reports, verbally or in writing, a violation or suspected violation of any state or federal law or regulation or any town/city ordinance or regulation to a

public body, or because an employee is requested by a public body to participate in an investigation, hearing or inquiry held by that public body, or a court action. Further, the Board or its agents will not discharge, discipline or otherwise penalize any employee because the employee, or a person acting on his/her behalf, reports, verbally or in writing, to a public body, as defined in the statutes, concerning unethical practices, mismanagement or abuse of authority by the employer. This section does not apply when an employee knowingly makes a false report.

The District will exercise reasonable efforts to:

- investigate any complaints of retaliation or interference made by whistle blowers;
- take immediate steps to stop any alleged retaliation; and
- discipline any person associated with the District found to have retaliated against or interfered with a whistle blower.

The Board of Trustees considers violations of this policy to be a major offense that will result in disciplinary action, up to and including termination, against the offender, regardless of the offender's position within the District.

The Board shall make this policy available to its staff by posting it on its website with its other District policies.

Legal References: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e-3(a)
Age Discrimination in Employment Act, 29 U.S.C. §623 (d)
Americans with Disabilities Act, 42 U.S.C. §12203(a) and (b)
Fair Labor Standards Act, 29 U.S.C. §215(a)(3)
Occupational Safety and Health Act, 29 U.S.C. §6660(c)
Family and Medical Leave Act, 29 U.S.C. §2615
National Labor Relations Act, 29 U.S.C. §158(a)

2
3 **PERSONNEL**

4
5 Compensatory Time and Overtime for Classified Employees

6
7 Non-exempt classified employees who work more than forty (40) hours in a given workweek
8 may receive overtime pay of one and one-half (1½) times the normal hourly rate, unless the
9 District and the employee agree to the provision of compensation time at a rate of one and one-
10 half (1½) times all hours worked in excess of forty (40) hours in any workweek. The
11 Superintendent must approve any overtime work of a classified employee.

12
13 Under Montana law and the Federal Fair Labor Standards Act, a classified employee may not
14 volunteer to work without pay in an assignment similar to the employee’s regular work.

15
16 A non-exempt employee who works overtime without authorization may be subject to
17 disciplinary action.

18
19 **Blended Time**

20
21 Classified Employees working two or more jobs for the District at different rates of pay shall be paid
22 overtime at a weighted average of the differing wages. This shall be determined by dividing the total
23 regular remuneration for all hours worked by the number of hours worked in that week to arrive at the
24 weighted average. One half that rate is then multiplied times the number of hours worked over 40 to
25 arrive at the overtime compensation due.

26
27 Example: Employee works one job at 30 hrs./week at 10.00/hr. The same employee works a different
28 job at 20 hrs./week at \$12.00/hr. (Same district). The employee would get \$300.00 per week for the 30
29 hr/week job (\$10.00X30) and \$240.00 per week for the 20 hr./week job (\$12.00X20). A total of \$540.00
30 (regular remuneration). Divide \$540.00 by 50(total hours worked) = \$10.8/hr (weighted average).
31 One-half that rate (\$10.80/2 = \$5.40) is multiplied by 10 (number of hours over 40). \$54.00 is the
32 amount of overtime compensation due the employee based on the “blended time”.

33
34
35
36 Legal Reference: 29 USC 201, et seq. Fair Labor Standards Act

37
38 Policy History:

- 39 Adopted on: 4/13/2004
40 Reviewed on: 3/10/2009
41 Revised on: 10/09/12

02/05/15
09:10:47

THREE FORKS PUBLIC SCHOOLS
Claims by Vendor Report
For the Accounting Period: 1/15

Page: 1 of 3
Report ID: AP220

Vendor	Claim #	# of Lines	Date Accepted	Check	Amount
87 AMSAN CUSTODIAL	CL 7029	1	01/13/15	37525	42.00
	CL 7089	2	01/28/15	37580	412.27
993 ANGELIC REALMS	CL 7069	2	01/13/15	37563	9,166.67
536 BARNES & NOBLE INC.	CL 7030	1	01/13/15	37526	335.60
	CL 7031	2	01/13/15	37526	791.70
	CL 7090	1	01/28/15	37581	77.95
2313 BEQUETTE, CATHY	CL 7086	2	01/13/15	37564	10.00
253 BLICK ART MATERIALS	CL 7091	1	01/28/15	37582	78.66
	CL 7092	2	01/28/15	37582	106.48
172 BRUCO, INC	CL 7080	2	01/13/15	37565	18,849.70
321 BURDICK'S LOCKSMITH	CL 7093	2	01/28/15	37583	120.00
1052 CAROLINA BIOLOGICAL SUPPLY COMPANY	CL 7094	1	01/28/15	37584	163.11
1992 CENTURY LINK	CL 7033	2	01/13/15	37527	10.42
	CL 7095	2	01/28/15	37585	161.76
1998 CENTURY LINK BUSINESS SERVICES	CL 7032	1	01/13/15	37528	22.85
	CL 7096	1	01/28/15	37586	5.21
1877 CHEMSEARCH	CL 7034	4	01/13/15	37529	988.20
8 CITY OF THREE FORKS	CL 7035	2	01/13/15	37530	976.55
1609 CONSOLIDATED ELECTRICAL DIST., INC.	CL 7097	2	01/28/15	37587	608.36
1922 DARLINTON, NORM	CL 7098	2	01/28/15	37588	185.26
1924 DAVIS BUSINESS MACHINES	CL 7036	4	01/13/15	37531	714.78
	CL 7099	1	01/28/15	37589	126.20
1750 DEAN'S ELECTRIC LLC	CL 7037	2	01/13/15	37532	445.34
	CL 7038	1	01/13/15	37532	93.99
173 DELAITTRE, DENNIS	CL 7039	2	01/13/15	37533	225.00
1021 DISCOUNT SCHOOL SUPPLY	CL 7100	1	01/28/15	37590	115.51
2312 EASTTY, JEANINE	CL 7085	2	01/13/15	37566	20.00
90 FCCLA	CL 7101	1	01/28/15	37591	309.85
2308 FELZ, CASEY	CL 7040	1	01/13/15	37534	150.00
2189 FIRST BANKCARD VISA	CL 7011	2	01/09/15	37508	120.74
	CL 7025	2	01/12/15	37520	370.47
2190 FIRST BANKCARD VISA	CL 7012	3	01/09/15	37509	393.70
	CL 7026	1	01/12/15	37521	44.81
2191 FIRST BANKCARD VISA	CL 7013	1	01/09/15	37510	12.75
2192 FIRST BANKCARD VISA	CL 7014	2	01/09/15	37511	87.74
	CL 7024	1	01/12/15	37522	99.95
2193 FIRST BANKCARD VISA	CL 7015	1	01/09/15	37512	149.85
2194 FIRST BANKCARD VISA	CL 7016	2	01/09/15	37513	358.36
2195 FIRST BANKCARD VISA	CL 7017	2	01/09/15	37514	96.92
	CL 7028	1	01/12/15	37523	213.73
2196 FIRST BANKCARD VISA	CL 7018	1	01/09/15	37515	7.99
2199 FIRST BANKCARD VISA	CL 7019	1	01/09/15	37516	144.33
	CL 7027	2	01/12/15	37524	46.85
2201 FIRST BANKCARD VISA	CL 7020	1	01/09/15	37517	99.50
2202 FIRST BANKCARD VISA	CL 7021	1	01/09/15	37518	71.90
128 FOOD SERV. OF AMER.	CL 7041	1	01/13/15	37535	1,429.27
	CL 7102	1	01/28/15	37592	1,437.81
776 FRANK, LUCY	CL 7103	1	01/28/15	37593	22.97
2216 FRANZ FAMILY BAKERIES	CL 7104	2	01/28/15	37594	71.12
2 GENERAL DISTRIBUTING	CL 7042	1	01/13/15	37536	131.75
628 GIBSON, TOM	CL 7043	1	01/13/15	37537	39.00
2079 GRAYBEAL'S ALL SERVICE	CL 7105	2	01/28/15	37595	374.50
2311 HAMILTON, JILL	CL 7084	2	01/13/15	37567	10.00
1871 HAMILTON, STEVEN	CL 7044	1	01/13/15	37538	49.44

THREE FORKS PUBLIC SCHOOLS
Claims by Vendor Report
For the Accounting Period: 1/15

Vendor	Claim #	# of Lines	Date Accepted	Check	Amount
2297 HARLOW'S BUS SALES, INC.	CL 7045	2	01/13/15	37539	343.58
	CL 7106	3	01/28/15	37596	283.77
2272 HEALTHCARE SERVICE CORPORATION	CL 7022	2	01/12/15	37519	27,359.22
	CL 7023	2	01/12/15	37519	25,008.22
	CL 7087	2	01/20/15	37561	27,636.22
59 HOUSE OF CLEAN	CL 7046	3	01/13/15	37540	648.08
	CL 7107	2	01/28/15	37597	268.45
	CL 7108	1	01/28/15	37597	100.59
	CL 7109	2	01/28/15	37597	165.13
185 JOSTENS INC.	CL 7110	2	01/28/15	37598	334.20
2036 KALEVA P.C., ELIZABETH A.	CL 7070	2	01/13/15	37568	375.00
1156 LIVINGOOD ENTERPRISES INC.	CL 7111	2	01/28/15	37599	450.00
1490 MAC PROPANE INC.	CL 7112	2	01/28/15	37600	435.00
1712 MACK, SHELBY	CL 7047	1	01/13/15	37541	34.48
	CL 7048	1	01/13/15	37541	57.97
745 MALMQUIST, LISA	CL 7113	1	01/28/15	37601	19.99
553 MARC CHEMICAL	CL 7114	2	01/28/15	37602	280.21
2315 MCGRAW-HILL SCHOOL EDUCATION HOLDINGS, L	CL 7076	1	01/13/15	37569	210.00
873 MCLEAN PLUMBING-HGT	CL 7049	2	01/13/15	37542	227.00
131 MEADOW GOLD BILLINGS	CL 7050	1	01/13/15	37543	1,938.42
1835 MIOTKE, BOB	CL 7115	1	01/28/15	37603	92.63
1554 MONTANA CORRECTIONAL ENTERPRISES	CL 7072	2	01/13/15	37570	2,200.00
1535 MONTANA-WYOMING SYSTEMS	CL 7051	4	01/13/15	37544	550.00
	CL 7052	2	01/13/15	37544	300.00
288 MTSBA	CL 7071	4	01/13/15	37571	493.00
1454 NATIONAL SPANISH EXAMINATIONS	CL 7116	1	01/28/15	37604	408.00
2316 NORTHERN SKY COUNSELING, LLC	CL 7079	1	01/13/15	37572	42.81
106 NORTHWESTERN ENERGY	CL 7053	2	01/13/15	37545	5,738.84
2314 OFFICE OF PUBLIC INSTRUCTION	CL 7075	1	01/13/15	37573	50.00
2318 PC & MAC EXCHANGE	CL 7117	2	01/28/15	37605	2,034.00
1354 PITNEY BOWES INC.	CL 7054	1	01/13/15	37546	122.42
2309 POLAR ELECTRO INC.	CL 7068	1	01/13/15	37547	350.00
809 PURCHASE POWER	CL 7118	1	01/28/15	37606	129.82
2161 REDSTONE LEASING	CL 7055	2	01/13/15	37548	413.50
2292 REIJNDERS, JOLIE	CL 7119	1	01/28/15	37607	82.83
2162 REPUBLIC SERVICES #886	CL 7056	2	01/13/15	37549	1,409.97
358 RICHARDSON, LONNIE M.	CL 7120	1	01/28/15	37608	289.49
1920 RON'S DIESEL	CL 7121	1	01/28/15	37609	75.00
2295 RUMELHART, LYDIA	CL 7082	1	01/13/15	37574	104.00
2317 SCHAUBEZ SURVEYING, INC.	CL 7081	2	01/13/15	37575	940.00
1149 SCHOOL SPECIALTY INC.	CL 7057	1	01/13/15	37550	43.50
	CL 7122	1	01/28/15	37610	64.51
1997 SHELL ENERGY NO. AMERICA L.P.	CL 7058	2	01/13/15	37551	5,149.15
797 SIMKINS-HALLIN LBR	CL 7059	1	01/13/15	37552	149.05
1187 SIMPLY OFFICE SUPPLIES INC.	CL 7123	1	01/28/15	37611	189.85
	CL 7124	1	01/28/15	37611	174.17
2310 SITTON, CHRIS	CL 7083	2	01/13/15	37576	90.00
1234 SMITH, TRISHA	CL 7078	1	01/13/15	37577	129.44
2177 SOUTHWEST MONTANA SCHOOL SERVICES	CL 7073	1	01/13/15	37578	66.50
	CL 7074	1	01/13/15	37578	130.37
1389 STAPLES CREDIT PLAN	CL 7125	1	01/28/15	37612	165.56
	CL 7126	1	01/28/15	37612	11.98
	CL 7127	2	01/28/15	37612	253.35
1882 SUTEY OIL	CL 7129	3	01/28/15	37613	313.87

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THREE FORKS PUBLIC SCHOOLS
Check Register For Payrolls from 01/01/15 to 01/31/15

Page: 1 of 6
Report ID: W100A

Check #	Payee #/Name	Check Amount	Date Issued	Period Redeemed
-85617	236 LINDSEY M AASHEIM	2001.31	01/09/15	1/15
-85616	201 SERRA A. BAUMAN	474.83	01/09/15	1/15
-85615	177 AUDRIA K. BLOCH	295.24	01/09/15	1/15
-85614	13 PAMELA K. CAREY	1666.74	01/09/15	1/15
-85613	17 SANDRA J. CUTLER	2537.44	01/09/15	1/15
-85612	231 BRADLEY C DAHL	2224.38	01/09/15	1/15
-85611	18 EILEEN A. DARLINTON	892.04	01/09/15	1/15
-85610	188 ROBERT DOBELL	4161.53	01/09/15	1/15
-85609	189 STEVEN FANNING	3832.16	01/09/15	1/15
-85608	24 CATHERINE L. FELZ	2811.93	01/09/15	1/15
-85607	25 KRISTEN FORD	2812.04	01/09/15	1/15
-85606	27 LUCY A. FRANK	2469.38	01/09/15	1/15
-85605	208 JENNA FROMME	1664.87	01/09/15	1/15
-85604	36 STEVEN B. HAMILTON	2296.45	01/09/15	1/15
-85603	39 ERIN K. HANSEN	2703.61	01/09/15	1/15
-85602	40 AARON M. HARKINS	2083.29	01/09/15	1/15
-85601	41 JUDY R. HARRIS	918.30	01/09/15	1/15
-85600	43 ERIN L. HAYDER	866.91	01/09/15	1/15
-85599	233 JUSTIN P HELVIK	3842.61	01/09/15	1/15
-85598	45 LINDA H. HESSEN	812.44	01/09/15	1/15
-85597	46 GREGORY W. HEYS	2688.93	01/09/15	1/15
-85596	238 ELEANORA M HILTON-TAYLOR	840.69	01/09/15	1/15
-85595	170 CASSIDEE JARVIE	1899.89	01/09/15	1/15
-85594	52 JULIE A. JENSEN	2778.14	01/09/15	1/15
-85593	56 LESLIE KENNEDY	1642.41	01/09/15	1/15
-85592	158 ROBERT LAUVER	1539.25	01/09/15	1/15

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THREE FORKS PUBLIC SCHOOLS
Check Register For Payrolls from 01/01/15 to 01/31/15

Page: 2 of 6
Report ID: W100A

Check #	Payee #/Name	Check Amount	Date Issued	Period Redeemed
-85591	237 DAVID L LAWSON	1991.85	01/09/15	1/15
-85590	240 JAMI J LAWSON	2044.68	01/09/15	1/15
-85589	60 AMY E. LOCKE	2693.14	01/09/15	1/15
-85588	62 LAURIE MACK	1676.11	01/09/15	1/15
-85587	63 SHANN W. MACK	1768.49	01/09/15	1/15
-85586	167 SHELBY J. MACK	1786.25	01/09/15	1/15
-85585	64 KATIE L. MAGNUS	1978.56	01/09/15	1/15
-85584	65 LISA A. MALMQUIST	2925.10	01/09/15	1/15
-85583	66 BRENDA L. MASSEY	969.92	01/09/15	1/15
-85582	68 JAY T. MCCURRY	2569.22	01/09/15	1/15
-85581	69 JODY L. MCCURRY	2135.98	01/09/15	1/15
-85580	71 PAULA MCDONALD	1660.45	01/09/15	1/15
-85579	75 CAROLYN MILLER	589.69	01/09/15	1/15
-85578	73 DEENA M. MOEYKENS	821.40	01/09/15	1/15
-85577	74 KERRI L. MOORE	2993.16	01/09/15	1/15
-85576	77 SCOTT D. MURPHY	1278.70	01/09/15	1/15
-85575	80 LACY L. NOBLE	1851.58	01/09/15	1/15
-85574	232 GARRET M OKSNESS	1783.42	01/09/15	1/15
-85573	171 GREGORY OVERMAN	1948.31	01/09/15	1/15
-85572	85 TYLER R. PALMER	2024.29	01/09/15	1/15
-85571	89 CORIE M. PERRIN	2649.70	01/09/15	1/15
-85570	92 SUSAN E. PITCHER	2747.86	01/09/15	1/15
-85569	211 STANLEY PROVENZA	2430.98	01/09/15	1/15
-85568	95 MARILYN K. RANDOLPH	451.91	01/09/15	1/15
-85567	239 JOLIE M REIJNDERS	2267.98	01/09/15	1/15
-85566	212 LYNDSEY RICHARDS	2356.64	01/09/15	1/15

02/05/15
08:58:59

THREE FORKS PUBLIC SCHOOLS
Check Register For Payrolls from 01/01/15 to 01/31/15

Page: 3 of 6
Report ID: W100A

Check #	Payee #/Name	Check Amount	Date Issued	Period Redeemed
-85565	96 LONNIE M. RICHARDSON	3102.02	01/09/15	1/15
-85564	97 TRINA M. ROBINSON	1014.80	01/09/15	1/15
-85563	98 KAREN M. ROSE	401.34	01/09/15	1/15
-85562	99 KATHY A. RUTHERFORD	2711.13	01/09/15	1/15
-85561	103 MICHAEL SAUVAGEAU	3012.92	01/09/15	1/15
-85560	106 LINDA G. SEMONES	3104.80	01/09/15	1/15
-85559	108 GAYLA SIELER	1482.02	01/09/15	1/15
-85558	111 STEVEN R. STEINBACHER	1817.29	01/09/15	1/15
-85557	112 JEFFERY L. STRICKLAND	2790.61	01/09/15	1/15
-85556	113 LACI A. STRICKLAND	2171.56	01/09/15	1/15
-85555	221 RANDI L. STRICKLAND	3226.67	01/09/15	1/15
-85554	116 DEANNA M. THURSTON	618.17	01/09/15	1/15
-85553	183 LANA K TORRENCE	182.74	01/09/15	1/15
-85552	120 FAWN VENZOR	1299.42	01/09/15	1/15
-85551	121 CRAIG B. VIETZ	3255.84	01/09/15	1/15
-85550	125 TRACY L. WELTER	2550.38	01/09/15	1/15
-85549	235 LENA L WILSON	1683.58	01/09/15	1/15
-85548	128 JOAN M. WYCOFF	2741.71	01/09/15	1/15
-85547	136 CHRISTINE L. ZEIGER	1291.29	01/09/15	1/15
-85546	248 DRU A. ZEIGER	461.29	01/09/15	1/15
-85545	181 MARGARET M. ZEIGER	1312.42	01/09/15	1/15
-85544	193 deanna m. thurston	934.85	01/09/15	1/15
-85543	120 FAWN VENZOR	78.51	01/09/15	1/15
-85542	TSA-ING ING RELIASTAR LIFE INS.	50.00	01/13/15	1/15
-85541	TSA-PUTNAM PUTNAM INVESTMENTS	200.00	01/13/15	1/15
-85540	TSA-SECURITY SECURITY BENEFIT	700.00	01/13/15	1/15

02/05/15
08:58:59

THREE FORKS PUBLIC SCHOOLS
Check Register For Payrolls from 01/01/15 to 01/31/15

Page: 4 of 6
Report ID: W100A

Check #	Payee #/Name	Check Amount	Date Issued	Period Redeemed
-85539	TSA-WADDELL & WADDELL & REED, INC.	125.00	01/13/15	1/15
-85538	FIT EFTPS	55420.04	01/13/15	1/15
-85537	Unempl. Insur. MSUIP	1912.26	01/13/15	1/15
-85536	FIT EFTPS	291.40	01/16/15	1/15
-85535	P.E.R.S. PERS	3544.80	01/20/15	1/15
-85534	PERS RETIREE PUBLIC EMPLOYEE RETIREME	93.50	01/20/15	1/15
-85533	13 PAMELA K. CAREY	1821.04	01/27/15	1/15
-85532	39 ERIN K. HANSEN	3034.20	01/27/15	1/15
-85531	41 JUDY R. HARRIS	1821.04	01/27/15	1/15
-85530	64 KATIE L. MAGNUS	1838.20	01/27/15	1/15
-85529	80 LACY L. NOBLE	3432.00	01/27/15	1/15
-85528	232 GARRET M OKSNESS	2161.38	01/27/15	1/15
-85527	212 LYNDSAY RICHARDS	2877.03	01/27/15	1/15
-85526	97 TRINA M. ROBINSON	3034.20	01/27/15	1/15
-85525	103 MICHAEL SAUVAGEAU	2516.15	01/27/15	1/15
-85524	108 GAYLA SIELER	2160.08	01/27/15	1/15
-85523	116 DEANNA M. THURSTON	1821.04	01/27/15	1/15
-85522	125 TRACY L. WELTER	3272.62	01/27/15	1/15
-85521	128 JOAN M. WYCOFF	1963.00	01/27/15	1/15
33835	195 JOHANNA DUNDAS	62.33	01/09/15	_____
33836	251 CASEY L FELZ	322.03	01/09/15	_____
33837	224 Leah I. Golding	221.64	01/09/15	_____
33838	35 MELVIN HAMILTON	769.20	01/09/15	_____
33839	249 MARGOT R. HARTER	147.76	01/09/15	_____
33840	203 LORIE A. LANE	570.72	01/09/15	_____
33841	174 PAMELA LEBLANC	517.77	01/09/15	_____

Check #	Payee #/Name	Check Amount	Date Issued	Period Redeemed
33842	234 ROXI L MCDERMOTT	964.59	01/09/15	_____
33843	153 ROBERT A. MIOTKE	73.42	01/09/15	_____
33844	246 RAYMOND J. NOBLE	263.96	01/09/15	_____
33845	198 TAMIKA J. PAGE	812.05	01/09/15	_____
33846	110 KAREN SPEEGLE	1080.93	01/09/15	_____
33847	217 MELISSA STONE	72.88	01/09/15	_____
33848	225 SARA J. THARP	435.90	01/09/15	_____
33849	163 STEPHANIE WHITCOME	954.79	01/09/15	_____
33850	214 PATRICIA ZUELKE	462.67	01/09/15	_____
33851	203 LORIE A. LANE	785.36	01/09/15	_____
33852	94 MARY P. RAFFETY	12106.58	01/09/15	_____
33853	SIT DEPARTMENT OF REVENUE	9342.00	01/13/15	_____
33854	HSA BSWB EMPE BIG SKY WESTERN BANK	360.00	01/13/15	_____
33855	HSA BSWB EMPE2 BIG SKY WESTERN BANK #2	271.00	01/13/15	_____
33856	HSA FSB EMPE FIRST SECURITY BANK	4487.00	01/13/15	_____
33857	HSA MAN EMPE MANHATTAN BANK	475.00	01/13/15	_____
33858	HSA OPP EMPLR OPPORTUNITY BANK OF MONT	201.00	01/13/15	_____
33859	HSA RMB EMPLR ROCKY MOUNTAIN CREDIT UN	201.00	01/13/15	_____
33860	HSA STOCK EMPE STOCKMAN BANK OF MONTANA	75.00	01/13/15	_____
33861	MEA/MFT DUES MEA/MFT	972.98	01/13/15	_____
33862	Workers' Comp WCRRP	7210.92	01/13/15	_____
33863	28 WILLIAM M. FRANK	945.64	01/09/15	_____
33864	SIT DEPARTMENT OF REVENUE	37.00	01/16/15	_____
33865	FLEX-DEP.CARE ALLEGIANCE	2018.31	01/16/15	_____
33866	BC/BS MEDICAL I HEALTHCARE SERVICE CORPO	3726.80	01/20/15	_____
33867	CELLULAR PHONES VERIZON WIRELESS	513.51	01/20/15	_____

02/05/15
08:58:59

THREE FORKS PUBLIC SCHOOLS
Check Register For Payrolls from 01/01/15 to 01/31/15

Page: 6 of 6
Report ID: W100A

Check #	Payee #/Name	Check Amount	Date Issued	Period Redeemed
33868	110 KAREN SPEEGLE	1264.12	01/27/15	_____
# of Checks:	131	Total:	291212.38	Electronic Checks: 238,486.52 Non-electronic Checks: 52,725.86