



## BOARD OF TRUSTEES MEETING

*The mission of this Board of Trustees is to champion the cause of students in public education by establishing the framework through which all educational resources are maximized.*

### Regular School Board Meeting

#### Meeting Minutes

Glacier High School  
Performing Arts Center  
375 Wolfpack Way  
Kalispell, MT 59901  
8/11/2015

#### 1. CALL TO ORDER

**Members Present:** Chair Joe Brenneman, Vice Chair Anna Marie Bailey, Steve Davis, Mary Ruby, Bette Albright, Tom Clark, Don Murray, Lance Isaak, Jeremy Reed, Jack Fallon.

**Members Absent:** None

**Officials Present:** Superintendent Mark Flatau, Assistant Superintendent Andrea Johnson, Finance Director Gwyn Andersen, Human Resource Director Tracy Scott, FHS Principal Peter Fusaro, GHS Principal Callie Langhor, KEA President Mike Thiel

**Others Present:** Cathy Cooney, Julie Beste, Bree Sutherland, Jane Lopp, Rick Nagle, James Atwell, Derek Skees, Ashley Godbold, Kim Leighton, Paige Rappleye, Jeff Lukas, Rev. Mary Wellemeyer, Pauline Sjordal, Mary Tepas, Patricia Hodge, Elizabeth Walter, Todd, Jonene, and Alicia Bernhardt, A. Matheson, Phyllis Linatinear (?), Steven R. Biggs, Susan Ryan, Lisa Sheppard, Robin Blakaney, Shirley McHenry, Amy Deaton, Michael Thompson, Tula Thompson, Doug Deaton, Sam Nunnally, Kathy Shull (?), Hannah Eastwood, Susan Seaman, Jill Shepherd, Brad Nelson (?), Will Randall, Cristina Buxeda, Wayne and Jan Franklin, James Rhodes, Laura Rhodes, Amy Regier, Ben Young, Sara Wilson, Ken Young, Syanne Haczewski, Matt Andersen, Amy Andersen, Helene Robinson, Laura O'neil, Camille Deitz, Lorraine Koesner (?), George Giavasis, Elma Giavasis, Mara Strobel, Mary Cornell, Minhatta Trieu (?), Stephanie Woodley, Kaitlin Cloud, Rod Tinseth, Cherilyn DeVries, Nathan Kosted, Dave Lorenc, Alan Ruby, Carolyn Robinson, Cindy Bitney, Shane B. Crone, B.J. Carlson, Megan Jones, Stephanie Daugherty, Wendy Theisen, Kendra Espinoza, J. Catlett, Nancy Rose, Mark Noland, Mark O'Dell, Claire Menzel, Michael and Pattie Baer, Scott Kinniburgh, Katie Bollweg, Paula Rich, Lynn Stanley, Jimmy Guy, Lisa Guy, Randy Brodehl, Joyce Brodehl, Keith Regier, Jolene Regier, Matt Regier, Scott Strobel. Apologies if anyone was missed, it is because their signature was not legible on the sign in sheet.

#### 2. PLEDGE OF ALLEGIANCE

Chair Brenneman called the meeting to order at 6:01 pm with the Pledge of Allegiance.

#### 3. REVIEW AND APPROVAL OF AGENDA

(Action)

Chair Brenneman asked the Board to review and make a motion regarding the Agenda as presented.

Trustee Fallon made a motion to approve the Agenda as presented.

Trustee Albright seconded the motion.

Motion carries.

#### ACCOMODATIONS FOR PERSONS WITH DISABILITIES

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#### 4. APPROVAL OF MINUTES

(Action)

Chair Brenneman asked the Board to make a motion regarding the minutes from the July 14th Board meeting. Trustee Murray suggested a change to the minutes to reflect the correct wording of a comment given by FHS student Steph Woodland. The wording should be changed from 'members' to 'mentors'. So noted.

Vice Chair Bailey made a motion to approve the Minutes from the July 14th Board meeting with corrections. Trustee Clark seconded the motion.  
Motion carries.

#### 5. RECOGNITIONS AND REPORTS

(Information)

None

##### a. RECOGNITIONS

(Presentation)

None

##### b. STUDENT REPORTS

(Information)

None

#### 6. PUBLIC COMMENT

Chair Brenneman asked if any member of the audience wished to comment on a matter not on the agenda, further stating that the Board could not take action on any matter brought up in public comment because the public had not previously been notified of the matter.

Community member Derek Skees asked about the time allowance for Public Comment on Policy 3210. Chair Brenneman stated that that would be addressed at the beginning of the next Agenda item.

Please refer to the Public Comment Section of the Agenda and Packet for August 11, 2015 for inclusion of all Publicly presented documents from the Board Meeting.

#### 7. OLD BUSINESS

Chair Brenneman introduced the next item on the Agenda, Old Business.

##### a. SECOND READING OF POLICIES

(Action)

Chair Brenneman introduced the next item on the Agenda, Second Reading of Policies.

##### i. Policy # TBD, Managing Serious Medical Conditions

Chair Brenneman introduced the Second Reading of a new Policy, Managing Serious Medical Conditions, (# TBD).

No Comment was offered.

Policy passes Second Reading as presented.

##### ii. Policy 4330, Facility Use

Chair Brenneman introduces the Second Reading of Policy 4330, Facility Use.

No comment was offered.

Policy passes Second Reading as presented.

##### b. THIRD AND FINAL READING OF POLICIES

(Action)

Chair Brenneman introduced the next item on the agenda, Third and Final Reading of Policies.

##### i. Policy 3210 Equal Education, Non Discrimination, Sex Equity

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Chair Brenneman opened the discussion of Policy 3210, Equal Education, Non Discrimination, Sex Equity, by explaining that each policy goes to three (3) readings by the Board before any updates/changes are made and that at any of those readings any Trustee can propose a change and if no one does, the policy passes onto the next reading. If no changes are made at third reading that policy stands as having been adopted by the Board.

Chair Brenneman stated that the Board will be taking comments on Policy 3210 and will try to allow everyone to comment. In general, everyone who comes should have the right to comment but the law allows the Board to limit that time and that time will be limited to 2 minutes. The Board is interested in what the Public has to say and Chair Brenneman asked that commenters stay on topic and bear in mind that the Board's job is to educate students in as fiscally responsible a way as possible. While the Board does adopt policy that has been suggested by the Montana School Board Association the Kalispell Public School Board is not a legislative body.

Chair Brenneman asked the audience to please limit comments to the topic for example: "I think this Policy is good because....or I think this policy is bad because..." and then explained that Vice Chair Bailey would time the comments and notify the commenter when they had 30 seconds left.

Chair Brenneman then stated that he has one change to suggest, the policy needs a comma after 'volunteer' on line 27.

Trustee Ruby agreed. So noted.

Chair Brenneman then stated that the Montana School Board Association has recommended the items added in yellow.

Chair Brenneman stated that one of the comments that has been made, and needs to be clarified, is that changing this policy will not allow a student to come to school one day and say "I identify as a girl and would like to go into the girls locker room". That is not going to happen. I have asked the Superintendent to address this.

Superintendent Flatau then read his welcome notice as presented.

Chair Brenneman opened the floor for public comment. The public comments are summarized as follows:

**Trustee Davis:** For myself, the people that want to speak and want to speak in favor of this, I need to hear of instances of specific denying of access to education. That is the spirit of this Policy and if there is a problem with how kids are being treated, that needs to come under the bullying policy. Change my mind.

**Patricia Hodge:** Asked for a show of hands from the Trustees on a variety of questions then added that what you have just seen is the word 'All' is not All. The Policy needs to be left in tact.

**Shay Sullivan:** I am a transgender woman, suffered personal dysphoria that goes along with being a trans person, and what that feels like. After I came out to a certain number of teachers I was graded much harder, and in sports I was denied my right to change in a locker room where I feel comfortable and I firmly believe that with policies like this you are going to see a positive mental health increase and better relationships.

**Keith Regier:** all my children graduated from FHS. I shared with you last month why this policy is bad. The legislature last month had a similar motion that failed to make it out of committee because it makes a bad law, I found it interesting that many proponents were from out of the school district. I propose that this is placed on the ballot for the district to decide. This will eliminate the thought that this comes from an outside influence.

**Matthew Anderson:** ideological thought was not brought up, is not possible, that is also in favor of the LGBT movement. This is not their community and not their fight, why are they here? They are here because they know this is another battle of the culture wide world Victory for the LGBT movement will be to eat the elephant little bits at a time. If the board wants to secede this fight, is this a political rally or is this time for parents to talk to the Board? Why should they get to speak, if they don't pay taxes and they don't get to vote here?

**Derek Skees:** how many tax payers and parents in this room are for this?

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Chair Brenneman asked Mr. Skees to please address the Board, not the audience.

**Derek Skees:** I talked to Mr. Flatau and he said every student is covered, if they are already covered why do we have to change the language. Joe, you yourself also said we don't know what the ruling will be. We don't know what will become of this. If you adopt this language and I have a hetero student who doesn't want to listen to LGBT they will be bullying. Bottom line: this is going to have a direct impact on the school district .

**Steve Biggs:** I am against it because it is a license to discriminate. All opposition must be eliminated. They see it as being on the right side of history. Now next will come the indoctrination of students and families of those students. I have quadruplets and I will guarantee I will rally everyone I possibly can to oppose everyone of you that votes in favor of this in the next election.

**Don Nelson:** I want to thank all the people for their dedication. I believe what precipitated this was two cases from California and both of these cases were from 2011 and were resolved with the existing language. My concern is with the additional language being added, is that the definition is very confusing and I couldn't walk away with a clear understanding of what each of these terms mean and when that happens in law and policy then it opens the door for lawsuits, that is my concern with changing the wording.

**Stephanie Woodland:** I am a junior at FHS, once again I am here today to speak about why you need to add this language.

The majority of opposition arguments have been proxy arguments hiding homophobia. These students are facing bullying problems but they are not protected by their own teachers. In addition, someone brought up that people are already being protected and the administration is not being able to fully acknowledge that. Please do ratify this policy.

**Amy Anderson:** I am opposed to the policy and any changes and I will not vote for any levy if this is passed and I will vote against any Board members who pass it.

**Camille Deitz:** grew up in Kalispell, worked at KMS and Russell. I am for this policy. This last year we had a panel of both schools come in from both High Schools to tell us how we could improve their time at KMS. Students didn't feel recognized or supported by the staff. There is a sense of belonging when you look at research and education, by adding this addition to the policy they will be seen and feel like they belong.

**Helene Robinson:** I am speaking today with concern for our country. The sexual revolution of the 60's looks like kindergarten compared to this. There was a similar argument in Houston, pushed thorough a transgender, the opposition for opening restrooms to men who feel like ladies was enormous. I urge you to allow a popular vote. (Quoted Norman Lear).

**Laura O'Neill:** This proposed change is totally unnecessary if you end the statement with 'all students'. What part of 'all' don't we understand? I also see it says 'equal education'.....doesn't that cover the entire policy? I feel if we go there we are opening pandora's box. I am astounded at the addition of the legal references and federal funding activities must comply with title IX. Is our public input meaningful at all or is it a foregone conclusion? I am dressed in black because i grieve...our nation is turning a corner. It is a moral cesspool.

**Paige Rappleye:** I am a sex ed teacher and a Para educator: All these hats I wear because I believe children deserve to be cared for and loved. I have a student who will be in the school system and I have been advocating on behalf of her best friend all summer. (She Read a letter that was in the Beacon).

**Bree Sutherland:** I am a graduate of Flathead High, yes, I was bullied and intimidated and people told me there was something wrong with me before I even knew who I was. That made me do the bare minimum. I stayed here and went to college for 3 years until I realized I needed to transition and realized I could not do that here because I had staff and administration turn a blind eye to gay bashing. It effected my health, my well being, etc. I ask that you support this policy and support every student and provide a protection to every student. This doesn't just protect gay and Lesbians, this protects everyone of every gender orientation.

**Pattie Baer:** Concerned when someone uses the argument that they are left out. This is not providing a safe environment for those that oppose it. Religious people have been discriminated against and to the point of taking

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their kids out of the school, there were more hands concerned about this. I believe we are being bullied and you start giving one child special treatment, this is not a right to have a bathroom, sports, what if someone says I identify as a dog and wants to walk around the hallway with a chain around my neck. Our identity is subjective and should be dealt with with the policy that is already in place.

**Michael Baer:** opposed, this is unnecessary and the Board should quit waisting the time on this, focus on the waste and the things that are going on with these issues. You can see that there are other issues that need to be taken care of. Get on with it.

**Kathy Cooney:** asked by Paige to read this letter from local business owners and parents of a local transgender child. (She read the letter.)

**Jessica Rose:** opposed. Your grandparents would recognize that this is wicked and you should recognize this yourself.

People I would like to let you know that there is a creator of Heaven and Earth and you should read your bill of rights. You need to know that homosexuality is an abomination.

**Brenneman:** you are far afield.

**Jessica Rose:** I will be having a petition for you to sign after the meeting so prayer will be let back into school. (Quoted a bible verse). Please repent or you will perish.

**Ashley Godbold:** obviously the issue here is bullying, did you not see this people laughing at her. Why would you add more policy if your previous policy is not working.

**Brenneman:** Please be respectful of the speakers.

**Ben Young:** High School science teacher and parent too. I sit in favor of protecting all students from bullying. I contend that adding a few words will do absolutely nothing. All the talk has been to protect all of our students. This is just a paper policy. Needs enforcement for protection of students. I sent you an email and I asked some questions: Read the questions.

Same questions I heard after the last board meeting. this is what i heard back .....nothing, except from Superintendent Flatau. If we care about the protection of the kids we protect all of these kids by adhering to District policy.

**Matt Regier:** FHS grad, big issue with equality and fairness seems to be, best thing to do would be to put this on the ballot and let the people you serve decide. I am opposed.

**Dave Lorenc:** I am speaking on behalf of my four grandchildren who go here. I live in Colorado and have already experienced the repercussions of this. 1st grade student with parents who did not accept a gender neutral bathroom and sued to use the girls bathroom. A 16 year old boy decided to start out the year as a girl and he was allowed to reign as homecoming queen because of the Policy that did not discriminate...he was now allowed to use the girls bathroom even though he used to be a boy that used the boys restroom. How do you explain this to your kids?

**Jonene Bernhardt:** Two kids at Kalispell Middle School and GHS. I am opposed. Kids are in school to learn, not to figure out their sexual identity. All students are covered. unfortunately many kids face suicide. as long as there are mean kids their will be bullying, I was bullied in high school because I wouldn't give into premarital sex. I don't think a policy would have protected me. We are not here to protect kids from being bullied, but because people want to give power to a small group, not about sexuality, but education.

**Paula Rich:** LGBT movement began over 40 years ago, leave us alone and we can live together. They got what they said they wanted but they didn't do what they said they were going to do. They switched from asking to demanding. they are the bullies. Continually chipping away and those who believe LGBT will live peacefully are mistaken.

**Abby O'Dell:** HS student: opposed, this is too much. I am the only person in the bathroom 90% of the time, and

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there will always be bullying, it doesn't matter if you say you are trapped in someone else's body, the day you start bleeding, have your period, have a baby, that is when you should be able to use the other bathroom. If you are uncomfortable to use the bathroom or locker room. don't take gym class.

**Aleisha Benhardt:** opposed to transgender language, I have friends who are gay, Lesbian and transgender. As a friend, I would hope that they would not want to make me uncomfortable. I ask that the Board votes against this language.

**George Giavasis:** For the change, I find it shocking that it is even an issue. KPS is not exactly paving new ground here. The changes have been with overall positive effect around the country.

**Jeffrey Lucas:** Organization for Montana Human Rights Network. We support the update of this policy. Earning a high school degree is a major step. These students are standing for the right for the LGBT to stand as who they are. This is a Montana value. I encourage you to all vote to pass.

**Elizabeth Walter:** Daughter that is registered to start at high school. Strongly opposed. You have in place policies that deal with bullying. The policy that you have is not inadequate, it just needs to be enforced. I agree teachers and staff need to be trained to recognize bullying. Is it not better to teach our students to govern themselves then to be governed?

**Mason DeVrees:** Senior class president of FHS. In support because regardless of whether or not it passes, there are LGBT students, that will not change. The reason I think this needs to pass is that it shows these people that we are interested in their education. All schools have language for a safe environment for this specific group that has been recently discriminated against in recent years. If we are going to include another group that does not necessarily exclude another group.

**Sharilynn DeVrees:** Mother of 3 boys. Thoroughly pleased that you are taking this so seriously, words do matter, as these kids are trying to work through their teenage years, these words are very important and it shows that we care. We have to provide a safe environment and even if we are uncomfortable it doesn't mean we are being discriminated against.

**James Hart Ashwell:** I pay tens of thousands of dollars in taxes on all kinds of properties. I have been living in Florida and California most of my life, and it was the America I grew up in. California is destroyed. What is happening here is unbelievable. This Board has turned its back on you and I turn my back on them. This is outrageous. I have seen it over and over and the people in this valley are so naive and I will offer financial support to elect anyone to run against them. I think these people should be shunned and their businesses boycotted.

**Susan Seaman:** Resident of Flathead Valley, read a letter from Abigail Phipps, a 2015 graduate.

**Carla Augustad:** Last month I told you about my brother that committed suicide, he is still dead. LGBT kids are 8 times more likely to try suicide because of shame. For some reason we are focused on sexuality and the foolishness of it. I want to say I am really, really trying to understand other people's fears about this and am so grateful that we are all here, the fat kids need protection, the brain damaged, etc. we will be back because it's what we do.

**Christina Buxeda:** The one person who didn't bully me in high school was my speech professor. I didn't think about my sexuality through high school, there is more at hand than people's choices. Sometimes people don't have a choice. If you want a good reason to include this policy I would have had a right to tell the Board that my professor was killing my dream. There are a lot of people who don't have that chance.

**Jill Shephard:** Graduated from Whitefish, targeted everyday, because I was and still am a Christ follower. There are and still were Christ followers and they are bullied. I became withdrawn and quiet. I would like to suggest to you that when you take God, the Bible, and the Ten Commandments out, this is what happens. I would like to suggest to you that everything I needed to know I learned from the Ten Commandments. I stand opposed.

**Scott Kinniburgh:** Graduated from FHS, have two young daughters. I was excited to hear Mr. Flatau. I still don't understand how it's going to happen. As I read the policy, who is going to determine that, where are you going to

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draw the line? Because you can't answer that and can't tell me how you are going to protect my girls I think you should put it to a vote.

**Nathan Kostad:** Registered voter and taxpayer. Love Lives Here. We value diversity and tolerance, supports adding the language to Policy 3210. I sincerely thank the Board for listening to this. Imperical evidence shows that students feel safer asking for redress. Feeling safe is a threshold. This offers explicit protections for LGBT students. I encourage all of you to vote for this.

**Shelly Sullivan:** I am a proud mother of a transgender child. Most difficult thing I will ever do. when we realized that the biggest thing was the fear of what society would do to her and how they would treat her. For people to say there isn't racism. I stood here and watched a woman make direct eye contact with my child and tell her she was an abomination. That's why we had laws that allowed interracial marriage. The bathroom is a ridiculous problematic area. The last thing she wants is for any body, especially her peers to see her body. Let go of that issue, no one is going to bother you.

**Carolyn Robinson:** From Evergreen, Why do we as parents, as taxpayer have to give way to society? Parents should be in control of their child's learning and way of life. The rules should be simple. Be kind to everyone, all should be treated equally, God Bless.

**Doug Merwin:** Mythical goal. To make it safe for one group makes it unsafe for another group. The struggle with that is with a young man who identifies as a woman is still going to be in a man's body no matter how he feels and could intentionally or unintentionally do harm to the females. Tough decision you guys face. I don't envy your position. I might suggest as our founding fathers in the Declaration said, we need to look to the laws of nature and let God guide us.

**Will Randall:** Graduated from FHS, 3 sons, wife, 2 grandkids. strongly in support. I trust you all to take the necessary actions and I will also continue to support the mill levies.

**Kim Leighton:** With PRIDE. It is my job to travel around the state and work alongside LGBT individuals and to talk about the difference in non-discrimination and anti-bullying. A strong correlation in individual being discriminated against and how that leads to harassment and bullying. Passage of this policy will go a long way in saying that everyone matters. Enumerated policy helps everyone. I strongly encourage you to pass this.

**Ken Young:** Seems that as public educators you must accept and provide for every student that comes. Perversion is simply the distortion from that which is normal and real. Our country has perverted the rights of the unborn, the God that loves all of us. My understanding is that God made us male or female and anything other than that is a distortion. Providing special situations for these students, my concern would not be simply acceptance of what I believe to be a perversion to normal sexuality. I believe that we can disagree and not say that. Let's not promote something that is a distortion.

**Mark Rydel:** Opposed. Safety: teenage transgender boys are going to have the opportunity to be in the girls locker room, and when he does and my daughter goes in too, her sense to a right to privacy and a right to safety, the Board is saying this person's right trumps you and if you have a problem with that, it is your problem. When, not if, some teenage boy assaults someone in that locker room how will you feel? Will you be able to look her in the eye and say it was worth it to prioritize their rights over yours?

**Todd Burnhardt:** My heart goes out to anyone who has been bullied. I completely agree that that needs to be addressed, but this is not a bullying policy, this is about non-discrimination. What are we discussing: I have quotes from LGBT leaders: Queerty.com. recruiting children? You bet we are. In the first meeting you said you didn't know what this means, you are allowing them to come in and recruit our children.

**Matthew Brake:** I was discriminated against under a false assumption of race ...these categories are specifically listed because of known discrimination. Disproportionate, and it is known that we need this policy changed to set expectations for students and staff.

**Will Hiatt:** Thank you for what you're doing, I work with Love Lives Here, statement of our core values. I see this as an expression of care for the kids in our school district and that is an expression of love. I support this.

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**Rudolph Koestner:** Confusion: students owed the ability to be clear. The primary purpose of the school district is to educate. This flies in the face of that. Students will be forced to accept that which is illogical, non-sensical, and flies in the face of what they know. Everyone has spoken of some level of bullying. I was teased. I was told that I was fat, I was accosted by older students, other measures. There were no expectations that the policy would be changed on my behalf. I want to address what Mr. Murray stated. He related to the civil rights movement of the 60's. MLK would not agree.

**Dennis Gomez:** Custodian at KMS. What I see there is that the teachers are not disciplining the kids. I see kids getting bullied in the school. It doesn't matter what they do. The teachers cannot discipline the kids in the school. We got paddled if you did something wrong. I don't care about Lesbians, homosexuals, or Transexuals, that is not the issue. The constitution says we have equal rights as a person. Not special rights. That's all I have to say.

**Pauline Sjoldal:** Thank goodness science has studied the brain so deeply and genes, our genetic expression. Psycho is a congenital defect of the brain, bi-polar too, part of genetic makeup. There's two areas of genes that we have to explore. The physical body and the brain are not together. This is a gene expression. The brain studies have now proven that they have to listen to the brain and they become incredible human beings and if not, suicide is the result. Charlie Rose, May episode.

**Dula Thompson:** I am in favor of this. I have a nephew who graduated and came out as a gay man. This is not a young man who is a predator or scary in the bathroom or hallway. These are not anything but normal, loving, wonderful children. It is heartbreaking for me to hear people talk about them like they are some kind of freak or predator. When those kids go to school and see that at least a policy is written that gives them something to stand on that will make a difference.

**Randy Brodehl:** Grampa, taxpayer, voter. The time has come to talk about the process. The process allows the elected officials to implement simply by reading it. You will have adopted it, not the language. This is a process that keeps the public from knowing where each trustee stands. Chair Brenneman, this Board needs to amend the process to go for a public vote. They will never know where you stand on this issue. I ask the Board to make a clear disclosure. If not now, when?

**Lynn Stanley:** I was glad to hear your statement of the mission to provide education to every child. Social change has been rabid over the last 100 years. People are catching up at all different rates. Addressing the needs of LGBT kids is entirely appropriate in my view. The job is not done. This is the beginning. Educators will be working out the practical details and I am confident they will do a good job. The arc of history is long, but it bends for justice. Our LGBT kids need justice as much as all the other kids on the list. This is the playing field they need.

**Robin Blakeley:** I don't care about politics, I care about my four kids. They have friends who are trans, homo, straight. You shouldn't have to single out one. It should be for all kids. Are you going to put in asthma kids, glasses kids? You had teachers and others in the school who spoke, teachers have their hands tied. You need to enforce what you have up there. Stop changing it when you can't enforce. I do not want my daughter in the bathroom with a boy. You need to look at what you got and fix that first. You don't know what is going to happen.

**Nancy Rose:** Read a letter from AAUW local branch in Kalispell. My personal persuasion is that we are all created by divine design. I have been a teacher for 40 years and would be remiss if I did not speak up for children whose lives this will make better. I am in favor of this.

**Max Himsel:** 2010 Graduate, mother is a teacher at Flathead. Very glad this topic has finally reached our small community. Knowing a lot of kids in school who are LGBT, it caused a lot of mental health issues. Mental health is very important. The most important thing is education. Passing this allows us to teach our kids to be open to others and accept others. It's not going to be different elsewhere.

**Doug Deaton:** Kids received excellent education at GHS. Welcoming and caring to my openly gay child. I was waiting for the day when the word 'all' will mean that. Hearing a teacher openly opposed to this language is extremely concerning to me. I do believe that the Board should support this and have a policy that will clearly enunciate to staff and students that they are not going to allow discrimination.

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**Amy Deaton:** MSU fan. Looking at the nondiscrimination policy on the MSU website: "Committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination based upon race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), veteran's status, sex, age, political ideas, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation. Such an environment is necessary to a healthy learning, working, and living atmosphere because discrimination and harassment undermine human dignity and the positive connection among all people at our University. Acts of discrimination, harassment, sexual misconduct, dating violence, domestic violence, stalking, and retaliation will be addressed consistent with this policy." I work in the real estate industry, I deal with non discrimination. Nothing progressive about this policy change, merely bringing it up to where many are. Strip away the religion and politics and we get back to the legal need for bringing a policy more in line. I am for this policy.

**Shane Crone:** In favor of this change, made a documentary four years ago. Growing up in the Flathead wasn't easy for me because ever since I knew I was different, I was gay. My experience was far from pleasant and numerous times I contemplated suicide because I felt so alone. The success of the documentary has given me a platform and I have heard from hundreds of teens and from dozens in the Flathead Valley who don't feel they can be themselves. Accept this change, it will save lives, it is a fact.

**Rick Nichol:** Aged cripple, I fall under a few of the categories here. We've heard we don't need this because 'all means all'. If you agree with those opposed you are going to have to start trying to figure out how to provide these things to LGBT anyway because those who say they oppose say it already applies. Big boulder in front of Glacier High is inscribed in granite: to provide a broad and engaging education in a respectful, safe and supportive environment. You need to provide equal access etc. **whether you adopt or not, and if you have not done it already you have to start doing it now.**

**Bradley Wilson:** 3rd generation Kalispell native. Growing up here, in Somers, I was treated quite poorly by my peers. The principal of my school took it upon himself by trying to toughen me up. He locked me in his closet. The superintendent also felt that was appropriate. It didn't work. School wasn't a safe place for me. I was treated horribly by peers and administrator. Teachers had compassion for me. Without this language they did not feel they had the right to stand up for me. So Steve, it did effect me quite heavily.

**Chair Brenneman:** This came to us 5 months or 6 months ago and was sent to a committee that had 3 public meetings. They worked through it and sent it on to the full Board. We had close to 60 people tonight. We appreciate your participation in this process and appreciate the respectful way we've treated each other tonight. Any trustee wish to comment?

**Trustee Clark:** Observations: only 4 students here, that tells me a lot, I have two recent grads. They (the students) don't care. This is not a big deal to them, point was inside that we as a Board could have just directed the superintendent to deal with this but I think it is a testament to the Board that we decided to do this. It has been transparent. The last point is; over the last 2 months, I have heard from a lot of people. Most were very polite and put their point across in a courteous manner, some weren't. Some of the words I have heard: "they are confused, mentally off, deviant, unnatural, perverts, sick, wicked, freaks, abominations. One person made threats to the Board as a whole, as a district and to individuals if this policy is put in place.

**Trustee Davis:** I will counter that, I asked for people with experience, for people who denied they got an education. I had one young lady who could not play on the team she wanted. One had an administrator that treated them poorly. I still didn't get any testimony that people are not allowed to get access to their education. There was a time when women couldn't, colored people, disabled people we put them in. I am not seeing that the LGBT community does not have access to their education. I believe you are treated horribly, and I think we all have been treated unfairly. My kids get picked on because they are redheads. We haven't added that. They weren't denied access to an education. We want to add this language to make them, or ourselves feel better, but that is no reason to change it. I would motion that we leave the policy as previously written.

**Motion denied for lack of a second.**

**Trustee Murray:** I feel an obligation to speak because I feel our constituents are owed that. I have felt all along this was something we would do. I have learned a lot and overcome a lot of my own ignorance. I read how these issues effect students, how policy effects function and after listening to every thing that we have received and learning

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what I learned, I have become more convinced that this is something we should do. These children are already in our schools, we have already and will continue to accommodate. The law requires that we make accommodations so that we don't discriminate. What we do know is that if we have specific policy, changes will occur, administrators are more likely to intervene. We have heard from the students that these things happen. Policies help. We want all our children not just to survive but to flourish. Sometimes we need to take difficult steps. This is obviously a very divisive issue. It is inevitable that we are going to have to grapple with difficult issues. I would implore those who oppose this, not to take out your anger on the kids by not voting for levys and by expressing your anger about this school district. I believe the last time I heard people tell me they would never vote for another levy was when we chose the mascot for this new high school. We are going to have differing view points when there are moral implications. I would ask those of you that are disappointed, no matter what happens tonight, to continue to support the children. We are not the first to do this and lots of people have expressed concern with how we deal with this. We have tremendous administrators and we deal with a myriad of students with special needs and we work with all of them. We know when we have policy that specifically addresses these categories it makes all the kids more tolerant, more open. In all that I have read, I have yet to see anything negative come from adopting this policy. I will go on record and if you want to vote me off, I accept that. We have to make difficult decision.

**Trustee Bailey:** Thanks Don

**Chair Brenneman:** When this first came up I was one of the people who said we don't need this. I understand what Trustee Davis says, not because I don't accept others, but not adding more words to policy when we don't have to. I did some research, it is an issue in our schools, and one of the arguments is does it rise to the level of protection of special class. 87% of Fortune 500 companies have some sort of issue. As a pragmatist, it is probably high time. If there are no other Trustee comments, that policy stands as written. Thank you all for coming we do appreciate it, you are more than welcome to stay.

**Policy passes third and final reading as presented.**

## 8. NEW BUSINESS

Chair Brenneman introduced the next item on the Agenda, New Business.

### a. 2015-16 BUDGET PRESENTATION/APPROVAL

(Action)

Finance Director Gwyn Andersen walked the Board through the 2015-2016 Budget as presented.

Ms. Andersen gave a brief summary of how you go from assessed value to taxable value.

Budgeted funds are funds that do garner tax dollars. Technically by law, what the Board is supposed to approve this evening is the taxable funds. Giving the Administration the authority to spend up to this budget. The expenditures side of the budget is basically a road map, not set in stone, but a basic way the District might spend the funds the Board is going to approve.

Property tax amounts are what will be levied against the tax payer. Slight increase in the mils. very minor increase in the general fund and transportation. Still trying to get a balance on the elementary and high school transportation, still a little bit lopsided and hopefully those will look more even.

Final collection of 5 year levy from Elementary Building Reserve.

Minor increases and a major decrease across the board.

**Trustee Reed:** Tech levy last year?

**Director Andersen:** Identical to last year. we had the option of approving the dollar amount or approving the mils. The mil amount would have increased over time but this year the mils decreased. Over time I think we will see a difference in that.

**Trustee Murray:** How nice to have almost 3 million dollars in reserve. But for every dollar we hold in reserve it's a dollar we are not using to educate the kids in our schools now.

**Director Andersen:** We really don't have the authority to spend the reserves. You can reserve them or you can reduce your levies. We need the money to operate from July to November until we get our first tax bill. we are well into our reserves by then. It would not really be good to not have them. Annual Budget right at 69 million. Revenue side is what we are asking approval for this evening. Revenue side was sent to you in your finance packets on Friday and is very detailed. Used Edgerton as an example of all of the detail. On the expense side we are a little over budget, to the tune of 85,000 at elementary and a little higher at high school. We have new staff members whose final contracts we don't have yet. so on this budget I use the highest end and then as those contracts are finalized we will make the adjustments. I believe those adjustments will balance this budget. We budget for every employee to have health ins. that is eligible. They can not need it

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now, but at one time in the year they can have a qualifying event that would make them eligible. We are also finalizing some of the Federal budgets and did get some funding in those areas and will be able to use those to balance this out as well. Took a closer look at Technology in specific.

**Trustee Bailey:** Did we ever reinstate the tech mentors in elementary?

**Director Andersen:** Yes, and their salaries come out of the tech budget.

**Superintendent Flatau:** We are hopeful with our E-rate, we are hoping to get reimbursed for our telephone project.

These are healthy, balanced budgets and the road map as to how we are going to spend these dollars can be honed over the year.

**Trustee Fallon:** If the 200,000 dollars from the telephone project gets reimbursed it should go back into the general reserve not the elementary fund.

**Director Andersen:** General Reserve Fund: the FHS parking lot will come out of this but it will be at about a million after that. These funds look quite healthy and you are correct.

**Trustee Bailey made a motion to approve the elementary budget as presented.**

**Trustee Murray seconded the motion.**

**Trustee Reed:** We are already \$341,000 in debt with this budget?

**Director Andersen:** We have some rather significant expenditures that we need to drill down on and I believe that when we get all of this figured out that will balance.

**Trustee Reed:** I can't vote when we have a huge deficit hoping everything is going to work out. I can't as a Trustee of this district.

**Chair Brenneman:** Technically elementary trustees are voting on the revenue side only.

**Director Andersen:** We can not overspend on this budget. I have to make this balance.

**Chair Brenneman calls for the question.**

**Motion carries by Elementary Trustees.**

**Trustee Bailey made a motion to approve the high school budget as presented.**

**Trustee Isaak seconded the motion.**

**Motion carries by the High School Trustees.**

**b. LONG TERM FACILITY PLANNING COMMITTEE**

**(Information)**

Superintendent Flatau updated the Board on the Long Term Facility Planning Committee.

- Had a great first planning meeting.
- Next one Wednesday September 2nd, 6pm at Edgerton.
- The plan is to rotate around to all elementary schools.

Superintendent Flatau walked the Board through the options as presented.

**c. CONTRACT APPROVALS FOR REMAINING EMPLOYEE GROUPS**

Human Resource Director Tracy Scott updated the Board on the Contract approvals for the remaining employee groups as presented. Director Scott stated that we have great employees and great unions in the District. There is only one employee group left. When a Union comes forward with 2 and 3 year contracts you know they have a lot of trust in the District.

**Trustee Ruby made a motion to approve the contracts as presented.**

**Vice Chair Bailey seconded the motion.**

**Motion carries.**

**9. CONSENT AGENDA**

**(Action)**

Chair Brenneman asked the Board to consider a motion regarding the Consent Agenda as presented.

**Vice Chair Bailey made a motion to approve the Consent Agenda as presented.**

**Trustee Albright seconded the motion.**

**Motion carries.**

**a. FINANCIAL REPORTS/ BILLS AND PAYROLL**

**(Consent Agenda)**

**b. PERSONNEL ACTION ITEMS**

**(Consent Agenda)**

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c. BUS DRIVER CERTIFICATION LIST

(Consent Agenda)

d. FUNDRAISING REQUESTS

(Consent Agenda)

e. TRAVEL REQUEST

(Consent Agenda)

## 10. INFORMATIONAL ITEMS AND REPORTS

(Information)

Chair Brenneman introduced the next item on the Agenda, Informational Items and Reports.

### a. TRUSTEE REPORTS

(Information)

Chair Brenneman asked the Trustees for their reports.

**Trustee Ruby:** We have a Curriculum Committee Meeting Thursday morning at 9 am. I have a quarterly Board Meeting in Helena and have been asked to serve on the K-12 Committee at the State. The meeting is August 28th if Andrea wants to go with me.

**Trustee Albright:** I went to Helena last month with Andrea, Sharon Applegate, and Cindy Jones for EPAs, Educator Performance Appraisal System, got to see the implementation of it and see how Kalispell compares with other people in the state. Wonderful opportunity Bob Vogl from the State Board said he was so pleased to see a Board member there.

### b. ADMINISTRATOR REPORTS

(Information)

Chair Brenneman asked for the Administrator reports.

**Assistant Superintendent Andrea Johnson:** Teacher induction on the 24th and 25th, sending out information to new mentors and cadre 3. It is a busy and exciting time.

**Superintendent Flatau:** Board retreat confirming Lone Pine location this week. We want to welcome you to join us to welcome all staff back on the 27th in in the FHS Commons then move into auditorium for program.

A Trustee hiring committee of Anna Marie Bailey, Steve Davis, Lance Isaak, and Jeremy Reed was formed to facilitate the interviews for the appointee to fill Dave Schultz empty seat on the Board. Those interviews will be conducted next week.

**Assistant Superintendent Andrea Johnson added:** Had a great Administrator Retreat yesterday.

## 11. ADJOURNMENT

(Action)

Chair Brenneman adjourned the meeting at 9:42 pm.

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