

## VARIANCES TO STANDARDS APPLICATION

### Initial Application (two years)

**Purpose:** ARM 10.55.604(1) "A local board of trustees may apply to the Board of Public Education through the Superintendent of Public Instruction to implement variance to an assurance standard or a section of assurance standards, excluding standards stating statutory criteria, standards pertaining to educator licensure or endorsement, and content standards as defined by the Board of Public Education and provided in guidance from the Superintendent of Public Instruction."

#### DUE DATE

First semester implementation; second Monday in October

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#### COUNTY:

Lincoln

#### DISTRICT:

Eureka Public Schools

#### LIST EACH SCHOOL THAT IS REQUESTING THE VARIANCE:

Eureka Elementary, Eureka Middle School

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1. Standard(s) for which a variance is requested, e.g., 10.55.709. If there is a program delivery standard, be sure to list it as well, e.g., 10.55.1801.

10.55.709, Library Media Specialist.

10.55.710, Assignment of school counseling staff.

**2. Describe the variance requested.**

We are requesting a variance of Standard 10.55.709 which says we must have 1.FTE for student enrollments of 250-500. Eureka Elementary only has a .5 FTE plus a half time para professional in the library when not being served by the librarian. We currently have 284 students enrolled in our elementary and 226 enrolled in our middle school. These two buildings sit adjacent to each other. We share one librarian between the two schools.

We are also seeking a variance of Standard 10.55.710, Assignment of School Counselor. The fulltime (1 FTE) counselor in the elementary school recently decided she only wants to work half time. We didn't get any applications for our counseling position opening. We agreed to have her work .5 time rather than have her leave the profession entirely and hired a fulltime para professional to work with her and cover the .5 she is gone. This also gives us an additional .5 person to help with counseling needs.

Eureka Middle School is also short a counselor. 10.55.710 Again, we had no applicants for a counseling position opening. We are serving our middle school students with a .5 School Psychologist, who serves the other .5 as our district psychologist. We also have an additional paraprofessional working with her and covering any time the school psychologist is not available. Again, this gives us 1.5 highly skilled people that just don't have the proper counseling endorsement.

**3. Describe how and why the proposed variance would be:**

**a. Workable.**

By allowing us to use the highly skilled para professionals that we have hired as assistants, we are covering our students counseling needs. We actually seem to be getting more help by having 1.5 people doing 1 persons job. We would love to be able to staff our schools entirely with properly certified people, but sometimes we have to do the best we can. In this situation, we are very lucky to have great people with the necessary skills to help our students succeed.

**b. Educationally sound.**

The para professionals we have hired to work as counseling assistants and library assistants are very skilled. Former teachers and very high quality individuals with a lot of kid experience. These people have either worked as an educational para professional or as a teacher prior to taking these positions. Our quality of service has actually increased, rather than decreased.

**c. Designed to meet or exceed results under established standards.**

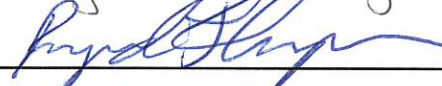
We believe we are actually exceeding the standards by increasing the number of high quality adults in our students lives. We understand they don't all have the proper endorsements to be qualified as school counselors and librarians, but they are doing an exceptional job in the absence of qualified applicants. The relationship skills they do bring to the table have been very beneficial to our students and staff.

- d. Where applicable, aligned with program standards under ARM 10.55.1101 through 10.55.2101.

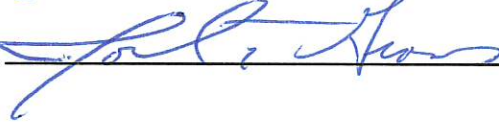
4. Attach Board of Trustee meeting minutes that show the Board of Trustees adopted the application for a variance at an official, properly noticed meeting that provides evidence that local school community stakeholders were involved in the consideration and development of the proposed variance to an assurance standard or a section of assurance standards.  
*(Stakeholder groups include trustees, administrators, teachers, classified school staff, families, community members, and students as applicable.)*

**Required school district signatures:**

**Board Chair Name:** Raymond Flanagan

**Board Chair Signature:**  **Date:** 10-09-23

**Superintendent Name:** JOEL T. GRAVES

**Superintendent Signature:**  **Date:** 10/9/23

**Email the signed form to:**

[OPIAccred@mt.gov](mailto:OPIAccred@mt.gov)

## Variances to Standards Rubric - Initial Application

Application _____
Standard(s) for which variance is requested: _____
Reviewer's Name _____

Criteria	Considerations for Application of the Criteria	Unacceptable No Evidence	Incomplete Limited Evidence	Acceptable Sufficient Evidence
<b>Question #2</b> The application contains a full description of what is being requested.	Must have a description that is: <ul style="list-style-type: none"> <li>• Clearly stated with as much detail as possible</li> <li>• Provides all necessary information that reviewers need in order to act upon the application.</li> </ul> Addresses both the current standard and the way in which the variance would alter it			
<b>Question #3a</b> Sufficient resources are available to ensure that the proposed variance is workable.	Consider resources for the success of the variance showing that it is workable.  Examples: <ul style="list-style-type: none"> <li>• Funding</li> <li>• Scheduling</li> <li>• Staff</li> <li>• School configuration</li> <li>• Enrollment</li> <li>• Facilities</li> </ul>			
<b>Question #3 b</b> Application shows a reliance on sound research as a rational for the variance.	Is there a connection to research/theory?  If so, the application clearly shows the connection.			
<b>Question #3 c &amp; d</b> Variance is aligned with program and/or content standards. (Only applies to those standards which have a related program and/or content delivery standard.)	Consider: <ul style="list-style-type: none"> <li>• Does the application provide a complete crosswalk to the program and/or content delivery standards?</li> <li>• Is the alignment easily recognized and does it make sense?</li> </ul> Do the personnel for the variance have the skills and knowledge to meet the program and/or delivery standards?			
<b>Question #4</b> Application contains evidence that the application for the proposed variance was adopted at an official meeting of the board of trustees and that local school community stakeholders were involved in the consideration and development of the proposed variance to an assurance standard or a section of assurance standards.	Must have minutes of the Board of Trustees meeting where the application was approved that provides evidence that local school community stakeholders were involved in the consideration and development of the proposed variance to an assurance standard or a section of assurance standards.			

## MINUTES - EUREKA PUBLIC SCHOOL DISTRICT #13

### 7:00 Regular meeting

October 9<sup>th</sup>, 2023, LCHS Media Center

**Board Members Present:** Raymond Flanagan, Jessica Hickman, Rodney Schmidt, Marcy Butts, Bri Van Orden (arrived at 7:30 p.m.) and Tom Kincheloe

**Board Members Absent:** Amy Casazza

**Others Present:** Superintendent Graves, Clerk Onna Escobar, Principal Lucey, Principal Utter (arrived at 7:28 p.m.), Principal Dunn, Rebecca from Tobacco Valley News, Deaven Conard, Vola Conard, Aurora Conard, Derek Deshazer, Officer Neil Duram, Officer Sean Tribble, Jaylen Sartori, Sarah Yargus, Rose Casazza, Sally Rohletter (arrived late)

**Call to Order:** With a quorum present Chair Flanagan called the meeting to order at 7:00 p.m.

**Pledge of Allegiance:** Chair Flanagan asked Jessica Hickman to lead the pledge.

#### **General Public Comment:**

Deavon Conard – passed out a handout to the board which was later picked back up. He wanted to talk about some school incidents that happened last year and starting again this year. He said his daughter is being bullied by both students and teachers. He said talked to Mrs. Lucey and tried multiple times to talk to Superintendent Graves. Nothing is being done about this and it needs to be resolved. Chair Flanagan said to talk to him after the meeting.

Jaylen Sartori – She said she is really concerned about the recent threats being made to the school by a student. She believes that as a parent they were not notified in a timely manner. She quoted policy 1511 Code of Ethics for School Board Members paragraph four. She inquired about the transfer for safety money. Chair Flanagan told her to reach out to principals or Superintendent Graves to get answers to her questions.

#### **General Board Comment:**

Tom Kincheloe said Rose Casazza came up to him a few months ago regarding policy. He told her to get in touch with Chair Flanagan. He said he is uncertain how the committees work and is looking for guidance. Chair Flanagan told him that he is on the Safety Committee. He explained about the committees. Principal Lucey said the school safety committee meets once a month. Superintendent Graves said he will make sure that the three board members that are on the board safety committee are invited to the next school safety committee meeting.

Mr. Kincheloe said that he visited with Clerk Escobar a few weeks ago regarding board minutes. He asked the board that if they want something on record to make sure and state it that way so Clerk Escobar can write it down. He said she does a great job but it is hard for her to make sure and get everything.

Chair Flanagan said it is every board member's responsibility to get info or questions asked when they get their board packets the week before the board meeting. He also told them that there are three ways to get something on the agenda. You go to the Superintendent, the Board Chair or have at least two board members ask to put an item on the agenda.

Mr. Kincheloe said he is not sure he likes end wording on the cell phone policy. Chair Flanagan asked if he would like to put that on next month's board agenda and he said yes.

**Communications - NONE**

## Board Reports-

**Facility Committee** -- Superintendent Graves said he went out to the West Kootenai last Saturday to discuss the school bond. He said he thought it was a positive meeting. There were around 15 to 20 people there. They also had good conversations after the meeting. He will meet with Chrysalis tomorrow and the Forest Service next Tuesday. The Town Council Forum is on October 17<sup>th</sup> at 6:00 p.m. in the auditorium. They will also have school bond election info there as well.

**Policy Review Committee -- NONE**

### Review Agenda:

Chair Flanagan asked if there were any changes or additions to the agenda.

Chair Flanagan then stated that the consent agenda can be approved by unanimous consent, passed unanimously.

### Consent Agenda (E)

- a. Approval of minutes: September 11th, 2023 Board Meeting (23/24E)
- b. Approval of Claims for Elementary September (23/24E) \$109,465.18
- c. Approval of Payroll for Elementary September (23/24E) \$367,421.19
- d. Budget Reports
- e. Student Account Bank Statements
- f. Approval of Elementary Transportation and Out of District Agreements (23/24)

### Consent Agenda (HS)

- a. Approval of minutes: September 11th, 2023 Board Meeting (23/24HS)
- b. Approval of Claims for High School September (23/24HS) \$42,248.17
- c. Approval of Payroll for High School September (23/24HS) \$189,514.42
- d. Budget Reports
- e. Student Account Bank Statement

### District Personnel Report

- a. Hire Winter coaches, assistants and volunteers for High School and Middle School for 2023-2024

Chair Flanagan said we should separate the wrestling coaches out so Trustee Schmidt can abstain.

**Motion:** Jessica Hickman moved to hire the winter coaches, assistants and volunteers for high school and middle school as presented excluding wrestling for 2023-2024, Marcy Butts seconded, passed unanimously.

**Motion:** Jessica Hickman moved to hire the wrestling coaches, assistants and volunteers for high school as presented for 2023-2024, Marcy Butts seconded, passed unanimously with Trustee Schmidt abstaining.

- b. Approve list of After School Program workers for 2023-2024

**Motion:** Jessica Hickman moved to approve the list of after school program workers as presented for 2023-2024, Marcy Butts seconded, passed unanimously with Trustee Kincheloe abstaining.

- c. Approve Larry Auble and Tina Szymoniak as K-12 Subs for 2023-2024

**Motion:** Jessica Hickman moved to approve Larry Auble and Tina Szymoniak as K-12 subs for 2023-2024, Marcy Butts seconded, passed unanimously.

- d. Approve Derek Deshazer as 7<sup>th</sup> Grade Middle School Volleyball coach for 2023-2024

**Motion:** Tom Kincheloe moved to approve Derek Deshazer as 7<sup>th</sup> grade middle school volleyball coach for 2023-2024, Rod Schmidt seconded, passed unanimously.



- e. Approve Randy Schermerhorn as a High School Football volunteer for 2023-2024

**Motion:** Marcy Butts moved to approve Randy Schermerhorn as a high school football volunteer for 2023-2024, Jessica Hickman seconded, passed unanimously.

- f. Hire BriAnna Bennett as a paraprofessional for 2023-2024

**Motion:** Marcy Butts moved hire BriAnna Bennett as a paraprofessional for 2023-2024, Chair Flanagan seconded, passed unanimously.

- g. Hire Toni Mickow as a part time Kitchen Aide for 2023-2024

**Motion:** Marcy Butts moved to hire Toni Mickow as a part time kitchen aide for 2023-2024, Bri Van Orden seconded, passed unanimously.

### **New Business**

- a. Lion Logo Contract and Transfer Agreement

Superintendent Graves said we discussed this last month. He met with Matt Rumble and they drew up a contract. He is also working with Sarah Rhoades on starting the Trademark/Copyright process. She is an attorney out of Missoula.

**Motion:** Tom Kincheloe moved to approve the 5-year contract and rights of ownership of the logo with Matt Rumble of Beyond Graphics, Bri Van Orden seconded, passed unanimously.

- b. Open Bus Bids for Two New Buses

**Motion:** Marcy Butts moved to approve going out to bid for two new buses, Tom Kincheloe seconded, passed unanimously.

- c. Discussion of Variance of Standards for Counseling and Library

Superintendent Graves told the board they have discussed this before. For under 500 students we can have one librarian and one guidance counselor serve both the elementary and the middle schools. We are currently over that and will need to have 1.5 librarians and guidance counselors to be accredited. He has applied for a variance of standards for the counselling and librarian positions. He will send the application in to OPI with the board approval and the board minutes.

Public Comment: Sally Rohletter asked what the variances included. Superintendent Graves said they have aides filling the extra positions.

**Motion:** Tom Kincheloe moved to approve the variance of standards application to OPI, Marcy Butts seconded, passed unanimously.

- d. School Resource Officer (SRO) agreement with Eureka PD

Superintendent Graves said they filled out a grant to help pay for a School Resource Officer. This is a two-year grant. He is hoping for a regular presence of an officer on campus which they have already been doing this year.

Officer Duram said he hopes the officers being here will be a calming force instead of an intimidating presence. His expectations are to have certain behaviors stop like fighting and reckless driving. He will present this agreement at the Town Council meeting tomorrow night for their approval.

Public Comment:

Derek Deshazer said he is all for having a police officer on campus. He would also like to see the school resource officer build relationships with the students. Maybe handing out awards, etc.

Sally Rohletter said it does make a difference having an officer available.

Board Comment:

Tom Kincheloe is really pleased that we have this. He asked Officer Duram if we can expect to see the same amount of time as last year. Officer Duram said he hopes to provide whatever the school needs.

**Motion:** Tom Kincheloe moved to approve the memorandum agreement for the school resource officer with Eureka PD as presented, Rod Schmidt seconded, passed unanimously.

**Superintendent Report**

- a. Principal Utter – The middle school is off and running. Everything is going well and the staff is fantastic. The robotics program is bursting at the seams. They are starting the MAST program this year. This will also serve as the state assessment. They will have a test four times a year. The first test will be October 23<sup>rd</sup>. The tests will be on what the teachers are teaching at that time. The teachers are loving the new IXL program. It has a ton of resources and practice work for the students. This is meaningful extra work. It is designed for the learning needs of each student.
  
- b. Superintendent Graves

**Superintendent's Report  
October 9th, 2023**

**Numbers:**

08/08/2023 810

09/05/2023 821 (284 EL, 226 MS, 311 HS)

10/02/2023 821 (282 EL, 229 MS, 310 HS)

**Chrysalis MOU**

We have this ready and signed if needed.

We will start working on this. If this is the avenue we choose, I will submit the request to MHSa this winter. Their numbers are closer to 28 rather than 40 as I mentioned earlier.

**Building Bond Update:**

Have been to meetings with Senior Citizens, Sunburst and West Kootenai. Have meetings scheduled with Chrysalis on Tuesday, waiting to hear back from the Forest Service and Nursing home.

We have a community meeting scheduled in conjunction with the Town Council Forum on October 17th at 6:00

**Roof project is nearing completion.**

Should be complete. Will keep on top of the maintenance schedule.

**We had another major steam leak from biomass to Middle School.**

Unfortunately, we can't blame this on the old middle school. This is from the pipe that was put in when the biomass was built.

**Trademark/Copyright**

I have started the Trademark/Copyright process with an attorney from Missoula, [Sarah Rhoades](#).

He appreciates the Eureka Police Department and all their assistance.

**Information Only - Next School Board meeting will be November 13th at 6:00 p.m.**

Election is November 7<sup>th</sup>. Ballots will be mailed out on October 18<sup>th</sup>. There will be a drop box at the police station.

**Prep Next Agenda**

Superintendent Quarterly Evaluation

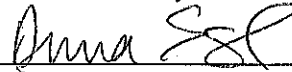
Canvas the Election

Cell Phone Policy

**Adjournment**

**Motion:** Jessica Hickman moved to adjourn, Chair Flanagan seconded, passed unanimously. The meeting adjourned at 8:24 p.m.





Board Chair

Date

Clerk of Board