May Special Meeting Agenda

A special committee meeting has been scheduled for Tuesday, May 30, 2017, at 6:00pm in the Gallatin Gateway Board Room. (All policies mentioned in the agenda can be found at www.gallatingatewayschool.com)

Call to Order

Public Comment- Non-Agenda Items (GGS Policy #1070)

NEW BUSINESS

Approve Warrants (GGS Policy #7000)

Hire- Certified/Classified Substitutes (GGS Policy #5025)

Ratify 2017-2018 Certified Master Agreement: Gallatin Gateway Board of Trustees, School District No. 35 and the Gallatin Gateway Education Association, MEA-MFT (GGS Policy #1130)

Approve 2017-2018 Classified Staff Wage Increases & Contract Amendments

Approve 2017-2018 Superintendent Salary Increase & Contact Amendment

2017-2018 Sub Rate of Pay

Approve 17-18 Kindergarten Calendar

Adopt Retirement Fund Budget Amendment Proclamation- FY17 (20-1-161(6), MCA)

Adjournment

MINUTES SPECIAL MEETING

BOARD OF TRUSTEES, GALLATIN GATEWAY SCHOOL DISTRICT #35

CALL TO ORDER

The Board of Trustees of the Gallatin Gateway School District #35 met at 6:00pm on Tuesday, May 30, 2017 in the Gallatin Gateway School Board Room. Board Chair Donna Shockley presided and called the meeting to order at 6:08pm.

TRUSTEES PRESENT

Donna Shockley, Board Chair; Aaron Schwieterman, Board Vice Chair; Julie Fleury, Christie Francis, and Lessa Racow

TRUSTEES ABSENT

None

STAFF PRESENT

Travis Anderson, Superintendent and Carrie Fisher, District Clerk

OTHERS PRESENT

Levi Clark

PLEDGE OF ALLEGIANCE

The meeting attendees recited the Pledge of Allegiance.

PRESIDING TRUSTEE'S EXPLANATION OF PROCEDURES

Board Chair Donna Shockley explained the public comment process to be followed for addressing the Board in accordance with Gallatin Gateway School policy. She noted: 1) that prior to a vote the public may comment on agenda items; 2) there will be time for public comment on non-agenda items; and 3) public comment periods are not intended to be a question and answer session.

PUBLIC COMMENT ON NON-AGENDA ITEMS

None

NEW BUSINESS

<u>Warrants</u>

Motion: Trustee Lessa Racow to approve claim warrants- #35272-35283; electronic payments- none; payroll warrants- none and direct deposits -none (VOID: none)

Second: Vice Chair Aaron Schwieterman

Public Comment: None

For: Fleury, Francis, Racow, Schwieterman, Shockley

Opposed: None

Motion passed unanimously

Hire-Certified/Classified Substitutes

Motion: Vice Chair Aaron Schwiterman to hire the following certified/classified substitutes: Bus Driver: Maxine Daniel and Gary Jones; Kitchen/Food Service: Stacy Webb and Connie Evenson; Office/Clerical: Connie Evenson and Kyra Fisher; Teachers/Aides/Other: Shelly Berezay, April Bettilyon, Cynthia Corliss, Meghan Costle, Kate Cottingham, Sonja Davis, Connie Evenson, Kyra Fisher, Jonathan Gans, Lauren Hausauer, Wendy Hourigan, Michael Jakubic, Kris Keller, Adam Knoff, Patrick Lupton, Sasha Matsko, Heather Maxcy, Libby Michaud, Brad Parsch, Teresa Ann Quatraro, heather Quick, Keaton Ramm, Ashley

Senenfelder, Barry Sulam, and Alicia Watts pending adequate fingerprint/background check and TB test results

Second: Trustee Christie Francis

Public Comment: None

For: Fleury, Francis, Racow, Schwieterman, Shockley

Opposed: None

Motion passed unanimously

Ratify 2017-2018 Certified Master Agreement: Gallatin Gateway Board of Trustees, School District No. 35 and the Gallatin Gateway Education Association, MEA-MFT

The Board reviewed the agreement and Trustee Julie Fleury clarified some wording within the contract. In addition, Trustee Fleury found some minor typos and made some suggestions for wording changes during future negotiations.

Motion: Trustee Christie Francis to ratify the 2017-2018 Certified Master Agreement: Gallatin Gateway Board of Trustees, School District No. 35 and the Gallatin Gateway Education Association, MEA-MFT.

Seconded: Trustee Lessa Racow

Public Comment: None

For: Fleury, Francis, Racow, Schwieterman, Shockley,

Opposed: None

Motion passed unanimously

Approve 2017-2018 Classified Staff Wage Increases and Contract Amendments

Motion: Vice Chair Aaron Schwieterman to approve a 3% increase to hourly wages for 2017-2018 and amend classified staff contracts issued May 17, 2017 to reflect the increase to wages.

Seconded: Trustee Lessa Racow

Public Comment: None

For: Fleury, Francis, Racow, Schwieterman, Shockley

Opposed: None

Motion passed unanimously

Approve 2017-2018 Superintendent Salary Increase & Contract Amendment

Motion: Vice Chair Aaron Schwieterman to approve a 3% salary increase for 2017-2018 and amend the Superintendent's contract to reflect the salary increase.

Seconded: Trustee Lessa Racow

Public Comment: None

For: Fleury, Francis, Racow, Schwieterman, Shockley

Opposed: None

Motion passed unanimously

2017-2018 Sub Rate of Pay

Motion: Vice Chair Aaron Schwieterman to approve the 2017-2018 substitute rate of pay of \$85/day effective July 1, 2017.

Seconded: Trustee Christie Francis

Public Comment: None

For: Fleury, Francis, Racow, Schwieterman, Shockley

Opposed: None

Motion passed unanimously

Approve 17-18 Kindergarten Calendar

Motion: Vice Chair Aaron Schwieterman to approve the 2017-2018 Step Up to Kindergarten calendar as presented.

Seconded: Trustee Lessa Racow Public Comment: Levi Clark

For: Fleury, Francis, Racow, Schwieterman, Shockley

Opposed: None

Motion passed unanimously

Adopt Retirement Fund Budget Amendment Proclamation- FY17

Motion: Trustee Christie Francis to adopt the Budget Amendment Proclamation to amend the retirement

fund budget for 2016-2017.

Seconded: Vice Chair Aaron Schwieterman

Public Comment: None

For: Fleury, Francis, Racow, Schwieterman, Shockley

Opposed: None

Motion passed unanimously

ADJOURNMENT

Board Chair Donna Shockley adjourned the meeting at 7:22pm.

Carrie Fisher, District Clerk

Gallatin Gateway School District #35

Special Meeting

May 30, 2017

Sign-in Sheet

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Name- please print	Signature ///
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9GALLATIN GATEWAY SCHOOL PO BOX 265, GALLATIN GATEWAY, MT 59730

Gallatin Gateway School Policy #1070- The agenda must also include a "public comment" item in order to allow members of the general public to comment on any public matter under the jurisdiction of the district that is not specifically listed on the agenda, except that no member of the public will be allowed to comment on contested cases, other adjudicative proceedings, or personnel matters. The Board Chairman may place reasonable time limits on any "public comment" item in order to maintain and ensure effective and efficient operations of the Board. The District shall not take any action on any matter discussed, unless the matter is specifically noticed on the agenda, and the public has been allowed the opportunity to comment.

* Public comment will be asked on each agenda item. Do not sign below for agenda items.

Public Comment Sign-in Date: May 30, 2017

*Please sign below for non-agenda items to be heard under New business: Public comment.

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Gallatin Gateway School

"Educating the Future"

100 Mill Street, PO Box 265, Gallatin Gateway, MT 59730

Phone: (406) 763-4415 Fax: (406) 763-4886

www.gallatingatewayschool.com

MEMO

TO:

Gallatin Gateway Board of Trustees

FROM:

Carrie Fisher, Business Manager

SUBJECT:

Warrant Register Summary

DATE:

May 26, 2017

Warrant Numbers (including Direct Deposit/ACH):

Claim (A/P) Warrants #'s: 35272-35283

Electronic Payment:

None

Voided Claim (A/P) Warrant #'s:

None

Payroll Warrant #'s:

None

Direct Deposits/ACH #'s:

None

Voided Payroll Warrant #'s:

None

Thank you.

05/26/17 15:18:56

GALLATIN GATEWAY ELEMENTARY Check/Claim Details

For the Accounting Period: 5/17

Page: 1 of 2

Report ID: AP100W

Over spent expenditure

Warrant Claim Vendor #/Name Amount. Acct/Source/ Invoice #/Inv Date/Description Line Amount PO # Fund Org Prog-Func Obj Proj 352738 1356 HARTLEY'S SCHOOL BUSES 630 34707 05/18/17 CONVENTIONAL BLUE BIRD BU 67,300.00 17-022 111 100-2700 740 Total Check: 67,300.00 35274S 29 AIR CONTROLS BOZEMAN, INC 180.00 83492 05/19/17 GREEN HOUSE HEATER Total Check: 101 100-2600 440 180.00 35275S 35 ALLEGIANCE BENEFIT PLAN 182.00 09/28/16 ANNUAL ENROLLMENT FEE 182.00* 115 100-2300 810 162 Total Check: 182.00 35276S 43 ALSCO-AMERICAN LINEN DIVISION 633 LBIL130790 05/22/17 TOWELS, LINENS, APRONS, MOP 1 59.96 101 100-2600 610 2 LBIL130790 05/22/17 TOWELS, LINENS, APRONS, MOP 7.99* 110 100-2700 610 3 LBIL130790 05/22/17 TOWELS, LINENS, APRONS, MOP 31,97* 112 910-3100 LBIL130610 05/15/17 TOWELS, LINENS, APRONS, MO 38102 4 101 100-2600 5 LBIL130610 05/15/17 TOWELS, LINENS, APRONS, MO 5:07* 110 100-2700 610 6 LBIL130610 05/15/17 TOWELS, LINENS, APRONS, MO 20,28* 112 910-3100 610 Total Check: 163,29 1299 CAMPBELLS PLUMBING & HEATING 35277S 123.25 13167 05/08/17 URINAL REPAIR 123.25 101 100-2600 Total Check: 123.25 352785 228 CENTURYLINK 637 05/26/17 TELEPHONE SERVICES 05/26/17 TELEPHONE SERVICES 1 184.38 101 100-2300 531 2: 61.46* 110 100-2300 531 Total Check: 245.84 35279S 349 DRAKE IRRIGATION 220.00 05/17/17 IRRIGATION STARTUP 2017 220.00 101 100-2600 Total Check: 220.00

05/26/17 15:18:56

GALLATIN GATEWAY ELEMENTARY

Check/Claim Details

For the Accounting Period: 5/17

Page: 2 of 2 Report ID: AP100W

Over spent expenditure

Warrant Claim	Vendor #/Name Amount						
Line #	Invoice #/Inv Date/Description	Line Amount	PO #	Fund Or	Acct/Source/ g Prog-Func	Obj :	Pro
35280S	404 FELT, MARTIN, FRAZIER & WELDON, PC						
634	51.4 04/30/17 REVISE AUDIT REPSONSE LETTER	-					
1	Total Check:	51.00 51.00		101	100-2300	332	
35281S	420 FOOD SERVICES OF AMERICA						
632	3,223.	29					
1	5321677 05/16/17 FOOD	856 77*		112	910-3100	630	
2	5321677 05/16/17 FOOD- BREAKFAST EXPANSION	87.01*		115	910-3100	630	10
3	5319878 05/12/17 FOOD	458 89*		112	910-3100	630	
4	5319878 05/12/17 FOOD- BREAKFAST EXPANSION	99.52*		115	910-3100	630	10
5	5319878 05/12/17 SUPPLIES- BREAKFAST EXPANSION	32,18*		115	910-3100	610	10
6	5324063 05/19/17 FOOD	786 35*		112	910-3100	630	
7	5324063 05/19/17 FOOD- BREAKFAST EXPANSION	195,44*		115	910-3100	630	10
8	5325768 05/23/17 FOOD	490164*		112	910-3100	630	
9	5325768 05/23/17 FOOD- BREAKFAST EXPANSION	216,49*		115	910-3100	630	10
	Total Check:	3,223,29					
35282S	431 GALLATIN CO. SUPERINTENDENT OF						
629	178.	55					
1	2017-59 05/18/17 ELECTION AD	71.59		101	100-2314	540	
2	2017-59 05/18/17 EMPLOYMENT AD- SUB TEACHERS	30.90*		101	100-1000	540	
3	2017-59 05/18/17 GGS PORTION OF JOB FAIR FEES	76.06		101	100-2300	810	
RECRUTIING	SUBSTITUTE TEACHERS						
	Total Check:	178.55					
35283S	542 HOUGHTON MIFFLIN HARCOURT						
635	2,281.	85					
12	953076534 05/11/17 ITBS RESULTS MANAGER	552.50*		101	100-2123	610	
2	953076533 05/11/17 ITBS SCORING SERVICES	1,729.35*		101	100-2123	610	
	Total Check:	2,281.85					

of Claims 11 Total: 74,149.07

05/26/17 15:20:20

GALLATIN GATEWAY ELEMENTARY Statement of Expenditure - Budget vs. Actual Report Report ID: Bl00F For the Accounting Period: 5 / 17

Page: 1 of 1

Fund	Committed Current Month	Committed YTD	Original Appropriation	Current Appropriation	Available Appropriation	% Committed
101 GENERAL	99,680.54	845,730.31	1,210,129.00	1,201,754.00	356,023.69	70 %
110 TRANSPORTATION	10,264.81	80,941.24	99,576.00	99,576.00	18,634.76	81 %
111 BUS DEPRECIATION	67,300.00	67,300.00	122,212.00	122,212.00	54,912.00) 55 %
114 RETIREMENT	11,803.53	114,538.11	186,165.00	186,165.00	71,626.89	62 %
117 ADULT EDUCATION FUND	365.48	3,028.83	21,000.00	21,000.00	17,971.17	7 14 %
128 TECHNOLOGY FUNDS	1,300.30	14,196,11	20,340.00	20,340.00	6,143.89	70 %
129 FLEXIBILITY FUND	0.00	0.00	9,313.00	9,313.00	9,313.00	0 %
150 DEBT SERVICE	0.00	8,432.50	116,515.00	116,515.00	108,082.50) 7 %
161 BUILDING RESERVE	0.00	27,310.85	88,208.00	88,208.00	60,897.15	31 %
Grand Total:	190,714.66	1,161,477.95	1,873,458.00	1,865,083.00	703,605.05	i 62 %

May/June - as of May 26, 2017 Certified/Classified Substitute Recommendations:

Bus Driver

Maxine Daniel Gary Jones

Kitchen/Food Service

Stacy Webb (Roscoe) Connie Evenson

Teachers/Aides/Other

Shelly Berezay

April Bettilyon

Cynthia Corliss

Meghan Costle

Kate Cottingham

Sonja Davis

Julie Dobbins

Connie Evenson

Kyra Fisher (aide/other)

Jonathan Gans

Lauren Hausauer

Wendy Hourigan

Michael Jakubic

Kris Keller

Adam Knoff

Patrick Lupton

Sasha Matsko

Heather Maxcy

Libby Michaud

Brad Parsch

Teresa Ann Quatraro

Heather Quick

Keaton Ramm

Ashley Senenfelder

Barry Sulam

Alicia Watts

Office/Clerical

Connie Evenson

Kyra Fisher

^{*}All substitute hires are pending an adequate finger print background check and TB test results.

Background:

- Though the final contact has not yet been ratified and approved between the School Board Negotiations Team and the Gallatin Gateway School Teacher's Association, the two parties have tentatively agreed to a 3% salary increase on the base. (contract is on the current agenda and is likely to be approved prior to this agenda item being considered)
- The following contracts for 17-18 were renewed and issued at the May 17, 2017 regular meeting. However, since negotiations with certified staff have concluded, it is recommended that the Board increase wages for classified staff and the Superintendent to match the 3% increase negotiated by the certified staff.

Recommendation:

Classified Employees

		17-18 Hourly Wage	
Employee	Position	(approved May 17, 2017)	Proposed Wage for 17-18
Cheryl Brenner	Bus Driver	\$14.00	\$14.42
Erica Clark	Administrative Secretary	\$16.48	\$16.97
Carrie Fisher	Business Manager/District Clerk	\$22.40	\$23.07
RoseAnn Gerl	Paraprofessional	\$14.00	\$14.42
Bobbie Jo Gunderson	Kitchen Manager	\$15.45	\$15.91
Fraulein Jaffe	Paraprofessional	\$14.36	\$14.79
Jerry Lee	Bus Driver	\$15.43	\$15.89
Brooke Savage	Kitchen Assistant	\$12.50	\$12.88
Janet Westlake	Paraprofessional	\$14.00	\$14.42

Rationale:

Maintain a cohesive environment amongst all classifications of District employees. Salary increases have not always been equitable across the board and it has created hard feelings and resentment between the different classifications of employees. The past practice of the board (the last several years) has been to provide the same salary increases to all employees in an effort to maintain that cohesive environment and positive climate.

Recommended Motion:

to approve a 3% increase to hourly wages for 2017-2018 and amend classified staff contracts issued May 17, 2017 to reflect the increase to wages.

Agenda Item: Superintendent Contract Amendment (salary increase for 17-18)

Background:

- Though the final contact has not yet been ratified and approved between the School Board Negotiations Team and the Gallatin Gateway School Teacher's Association, the two parties have tentatively agreed to a 3% salary increase on the base. (contract is on the current agenda and is likely to be approved prior to this agenda item being considered)
- The Superintendent is currently in a 2-year contract and if approved this 3% increase will require an amendment to his contract

Recommendation:

Superintendent

Travis Anderson		After 3% Increase	
Current Annual Salary	\$82,400	\$84,872	_

Rationale:

Maintain a cohesive environment amongst all classifications of District employees. Salary increases have not always been equitable across the board and it has created hard feelings and resentment between the different classifications of employees. The past practice of the board (the last several years) has been to provide the same salary increases to all employees in an effort to maintain that cohesive environment and positive climate.

Recommended Motion:

to approve a 3% salary increase for 2017-2018 and amend the Superintendent's contract to reflect the salary increase.

Agenda Item: 2017-2018 Substitute Pay

Gallatin Gateway School History of Substitute Pay

	Full Day	1/2 Day	2
2017-2018	\$85.00	\$42.50	recommendation for 2017-2018
2016-2017	\$75.00	\$37.50	
2015-2016	\$75.00	\$37.50	
2014-2015	\$75.00	\$37.50	
2013-2014	\$75.00	\$37.50	
2012-2013	\$75.00	\$37.50	
2011-2012	\$75.00	\$37.50	
2010-2011	\$75.00	\$37.50	
2009-2010	\$75.00	\$37.50	
2008-2009	\$75.00	\$37.50	
2007-2008	\$65.00	\$32.50	
2006-2007	\$65.00	\$32.50	
2005-2006	\$65.00	\$32.50	
2004-2005	\$60.00	\$30.00	

Current Substitute Pay for Other Area Schools

	Full Day	1/2 Day	
Amsterdam	\$80.00	\$40.00	(\$10.00/hour)
Anderson	\$100.00	\$50.00	
Belgrade	\$90.00	\$60.00	
Big Sky	\$90.00	\$12.00/hour	
Bozeman	\$103.50	\$13.80/hour	
Cottonwood	\$90.00	\$45.00	
LaMotte	\$90.00	\$45.00	(increasing to \$100/day 17-18)
Malmborg	\$85.00		
Monforton	\$90.00	\$45.00	
Three Forks	\$80.00	\$ 40.00	

Recommended Motion: to approve the 2017-2018 substitute rate of pay of \$85/day effective July 1, 2017.

Gallatin Gateway School 2017-2018

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Dates to Remember.	Dates	to	Remember:
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Aug. 25, 28	PIR Days
Aug. 29	First Day of School Grades 1-8
Aug. 30	First Day of School Kindergarten
Sept. 4	Labor Day
Oct. 19-20	PIR Days
Nov. 8-10	Parent/Teacher Conferences (PIR)
Nov. 22-24	Thanksgiving Break
Dec. 19	Winter Program at 6:30pm
Dec. 21-1	Winter Break
Feb. 19	President's Day
Mar. 12-16	Spring Break
April 2	PIR Day
May 28	Memorial Day
June 6	8th Grade Graduation at 6:30pm
June 7	Last Day of School
June 8	PIR Day

Midterm	End of Quarter	Early Release
Sept. 29	Nov. 3 (46 Days)	12:15pm Dismissal
Dec. 8	Jan. 19 (43 Days)	Nov. 3
Feb. 23	March 30 (44 Days)	Nov. 8
May 4	June 7 (47 Days)	Nov. 9
		Dec. 20
Commemorat	ive Dates (GGS Policy #2005)	Jan. 19
Sept. 17	Citizenship Day	March 30
Sept. 28	American Indian Heritage Day	June 7
Oct. 12	Columbus Day	

Nov. 1	Pioneer Day
Jan. 19	Martin Luther King's Birth
Feb. 12	Lincoln's Birthday
Feb. 22	Washington's Birthday
Apr. 27	Arbor Day

	First/	Last	Day	of	School	for	stud	ent
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--- Vacation- No School End of Quarter

Pupil	Instructin	Related	(PIR)-	No School

Agenda Item: Retirement Fund Budget Amendment Proclamation- FY17

Background Information

- On May 17, 2017 the District received the enclosed letter from Teachers' Retirement System (TRS) stating that the District owed retirement contributions in the amount of \$4,637.24 for an employee for the following years: 2013-2014, 2014-2015, and 2015-2016.
- The employee is no longer employed with the district, but the District is still responsible for paying the contributions (both employee and employer), plus interest for the years stated in the letter.
- At this time, it is unknown if the District will have enough budget authority for FY17 in the retirement fund to cover this unexpected expense. Therefore, after consulting OPI and the County Superintendent's Office the Business Manager would like to recommend the Board of Trustees amend the FY17 Retirement Budget to ensure the District does not over spend their budget authority at the conclusion of the fiscal year.
- The District will be using reserve funds to increase budget authority—this will not have an effect on local mill levy amounts or taxation
- If the District does not utilize the additional budget authority at the conclusion of the fiscal year; the funds will remain in reserves.

Documents included in the packet:

- 1. Letter from TRS
- 2. Budget Amendment Procedures (flow chart)
- 3. Budget Amendment Proclamation
- 4. Draft Budget Amendment Resolution

Summary of Process:

- 1. May 30, 2017- Special Meeting-Board adopts the Budget Amendment Proclamation
- 2. Week of June 12, 2017- Business Manager/District Clerk provides public notice of the budget amendment (including OPI and County Superintendent)
- 3. June 26, 2017- Regular Meeting—Board adopts the Budget Amendment Resolution
- 4. **June 27, 2017**—Business Manager/District Clerk provides OPI and County Superintendent with a copy of the Budget Amendment

Recommendation:

Adopt the Budget Amendment Proclamation and proceed with the budget Amendment process

Recommended Motion:

Adopt the Budget Amendment Proclamation to amend the retirement fund budget for FY17.

TEACHERS' RETIREMENT SYSTEM



CARRIE FISHER
GALLATIN GATEWAY ELEMENTARY
PO BOX 265
GALLATIN GATEWAY MT 59730

May 15, 2017

RE: Employee Name

Dear Carrie Fisher:

This is to acknowledge receipt of verification of 0.38 years of Service Not Reported for the above named individual from July 1, 2013 through June 30, 2014 of \$780.87 plus interest of \$197.35, for a total amount due as of June 1, 2017 of \$978.22 and 0.74 years of Service Not Reported from July 1, 2014 through June 30, 2015 of \$1,590.49 plus interest of \$253.81, for a total amount due as of June 1, 2017 of \$1,844.30. Employer contributions are due and payable upon receipt of this notification.

In addition, we are in receipt of verification of 0.55 years of Service Not Reported for the above named individual from July 1, 2015 through June 30, 2016 while employed with Gallatin Gateway Elementary. Employee and employer contributions of \$717.65 and \$973.01 plus employee and employer interest of \$52.66 and \$71.40, for a total amount due as of June 1, 2017 of \$1,814.72 is due and payable upon receipt of this notification. Interest accrues monthly on the unpaid balance at the current rate of 7.75% per year. Please visit our website at trs.mt.gov/TrsInfo/RatesCharts for current rates.

Year Service		Salary Not Reported	Contribution Due	Interest	Total
	Credit			P	
2013-2014	.38	\$7,197.00	\$780.87	\$197.35	\$978.22
2014-2015	.74	\$14,525.00	\$1,590.49	\$253.81	\$1,844.30
2015-2016	455	\$8,805.52	\$1,690.66	\$124.06	\$1,814.72 ✓
	-10		70	Grand To	tal: \$4,637.24

The above amount is to be included and indicated in your next monthly report as Buyback (Employer Contribution). Please attach a copy of this letter, or a note, with your payment.

Carrie Fisher May 15, 2017 Page 2 of 2

If you have any questions or we can be of further assistance, please feel free to contact our office.

Sincerely,

Brynn Dennehy Benefit Officer

406-444-3324

BUDGET AMENDMENT PROCEDURES REASONS FOR BUDGET AMENDMENT

