

BEFORE THE COMMISSIONER OF
POLITICAL PRACTICES OF THE STATE OF MONTANA

Randy Doty v. Steve Love No. COPP 2019-CFP-003	SUFFICIENT FACTS TO SUPPORT A CAMPAIGN PRACTICES VIOLATION
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On May 20, 2019, Randy Doty of Charlo, MT, filed a campaign practices complaint against Steve Love, Superintendent of the Charlo School District. The complaint alleges that Mr. Love, in his capacity as Superintendent, drafted and distributed materials meant to support certain candidates for election to the Charlo School District’s Board of Trustees.

SUBSTANTIVE ISSUES ADDRESSED

Public employee solicitation of support/opposition while on the job or at the place of employment.

FINDINGS OF FACT

The foundational facts necessary for this Decision are as follows:

Finding of Fact No. 1: Steve Love is currently employed as the Superintendent of the Charlo School District. (Charlo School District website.)

Finding of Fact No. 1A: The Charlo School District “is governed by a Board of Trustees consisting of seven members” elected to their posts.¹ (Charlo School District website.)

¹ <http://www.charlo.k12.mt.us/> Policy 1420- School Board Meeting Procedure

Finding of Fact No. 2: The Charlo School District's School Board election was held on May 7, 2019. Candidates for election to the Charlo school trustees were exempt from filing as candidates with the COPP for campaign finance purposes.² (Commissioner's Records.)

Finding of Fact No. 2A: Four candidates ran for two open three-year terms on the Charlo School Board: Terrence Rosenbaum, Adrian Roylance, Stephanie Smith, and David Wadsworth. (Commissioner's Records.)

Finding of Fact No. 2B: Two candidates ran for one open two-year term on the Charlo School Board: Dion Carey and Tracey Olson. (Commissioner's Records.)

Finding of Fact No. 3: On April 18, 2019, at 9:36 AM, Mr. Love sent an email message³ beginning, "Dear Supporters of Charlo School," addressing a variety of District business (job postings, school calendar and events) and community information (a health clinic and thank you from a local organization to the District); Mr. Love opened the email with a note about negativity and community actions and reactions. The email was sent to "Charlo staff" (later clarified as Charlo School District employees and staff), Charlopartents@charloschools.com (later clarified as parents who have opted-in to a school email list), and eight additional individual recipients. The email was sent from Mr. Love's Charlo School District email account with the signature, "Steve Love, Superintendent, Charlo Schools Dist. 7J, 'Home of the Vikings!'" This message was later distributed in print form on Charlo School District letterhead as part of the district's weekly Viking View newsletter with a hand signature of Mr. Love, "Respectfully, Steve Love[,] Superintendent[,] Charlo 7J." (Commissioner's Records; see Exhibit 1.)

Finding of Fact No. 4: Later on the same day at 10:39 AM, Mr. Love sent an email message addressed to Charlo staff that stated (in part), "Adrian Roylance and Tracy Olsen are running for school board again. The ballots should be going out again and I feel that the two of them are doing a good job as board members. They do not have an agenda. There is a third seat open and I will leave it

² Charlo School District candidates are exempted from registering with the COPP because the District is not located in a county with a population of 15,000 or more or a county high school district having an enrollment of 2,000 or more, Mont. Code Ann. §13-37-206. However the campaigns are still subject to campaign practice regulations found in Title 13, Chapter 35, MCA.

³ Identified as the electronic version of the 'Viking View' weekly newsletter.

up to you as far as who you support.” This email was also sent from Mr. Love’s Charlo School District account, with the same signature used in the earlier email. (Commissioner’s Records; see Exhibit 2.)

Finding of Fact No. 5: On April 25, 2019 at 2:01 PM, Mr. Love sent another email message⁴ addressed, “Dear Supporters of Charlo School,” to Charlo staff, Charlopartents@charloschools.com, and eight additional individual recipients thanking recipients for “phone calls, emails, and social media posts supporting our school” and offering to provide additional information regarding the May 7 school board election. The message did not mention any particular candidates by name. Like the other two emails, this message was sent from Mr. Love’s District account and included his District signature block. (Commissioner’s Records; see Exhibit 3.)

Finding of Fact No. 6: In the Charlo School District’s May 7 school board election, Adrian Roylance and Stephanie Smith were each elected to three-year terms on the Charlo School District Board of Trustees, while Tracy Olsen was elected to a two-year term. (Commissioner’s Records.)

Finding of Fact No. 7: In a May 9, 2019 newspaper article originally published in the Missoulian about the April 18 message to Charlo staff (Ex. 2), Mr. Love was quoted as saying, “The reason for that email to my staff was to voice my support for them after all the propaganda that had gone out against us the week before[,] and we had several new staff members who had asked about ‘Well, who’s on the board?’... So I was letting the new staff members know, ‘This is who’s currently on the board.’” (Commissioner’s Records.)

Finding of Fact No. 8: Mr. Love responded to this complaint on May 30, 2019. Mr. Love states, “My job description clearly calls on me to address concerns and act as a spokesperson for the school when necessary.” This response argued that the April 18 email/Viking View piece (Ex. 1) “did not mention the election at all—it merely addressed the false information” Mr. Love felt was surrounding the election. The response also argued that the second April 18 email (Ex. 2) was “intended only for staff” and simply stated that the current trustees had not engaged in the false information he perceived they had been subjected to. The response also stated of the April 18 email message to Charlo staff (Ex. 2) that “I saw no issue with telling employees to ‘tell your friends and family and family about the people you support’” because he was

⁴ Identified as the electronic version of the ‘Viking View’ weekly newsletter.

standing up to defend the current members of the school board but that “I never stated who I was supporting, and I did state that ‘I will leave it up to you as far as who you support.’” Mr. Love said he included those lines in the message because “I had been asked several times that week who was on the school board and who was running again. I told employees the current trustees who were seeking re-election and shared my opinion they were doing good.” (Commissioner’s Records.)

DISCUSSION

The complaint alleges Mr. Love, while acting in his employment capacity as the school district’s Superintendent, delivered three communications to district employees and others that supported two current school board members who were also candidates running for re-election to the Charlo School District Board of Trustees. The complaint alleges Mr. Love’s communications violated Mont. Code Ann. § 13-35-226(4):

A public employee may not solicit support for or opposition to any political committee, the nomination or election of any person to public office, or the passage of a ballot issue while on the job or at the place of employment. However, subject to 2-2-121, this section does not restrict the right of a public employee to perform activities properly incidental to another activity required or authorized by law or to express personal political views.

As Superintendent of the Charlo School District, Mr. Love is a public employee and thus subject to this statute. Mont. Code Ann. §§ 2-2-102(4), (7)(b); (FOF No. 2). All three communications were sent from Mr. Love’s official District email account (or on District letterhead) and using his official title and signature and thus are considered “on the job” for purposes of this statute. (FOF Nos. 3-5.)

The Commissioner next examines the content of each communication attributed to Mr. Love to determine if a solicitation of support exists. Support is specifically defined as follows:

(50) "Support or oppose", including any variations of the term, means:

(a) using express words, including but not limited to "vote", "oppose", "support", "elect", "defeat", or "reject", that call for the nomination, election, or defeat of one or more clearly identified candidates, the election or defeat of one or more political parties, or the passage or defeat of one or more ballot issues submitted to voters in an election; or

(b) otherwise referring to or depicting one or more clearly identified candidates, political parties, or ballot issues in a manner that is susceptible of no reasonable interpretation other than as a call for the nomination, election, or defeat of the candidate in an election, the election or defeat of the political party, or the passage or defeat of the ballot issue or other question submitted to the voters in an election.

Mont. Code Ann. §13-1-101(50). Under subsection (b), the “no reasonable interpretation other than” definition, words such as “I support,” “vote for,” or “elect” Candidate X are not required for a communication or message to constitute support for that candidate.

Mr. Love’s first communication (Ex. 1), the initial “Dear Supporters of Charlo School” message, is general in nature, best described as defense of the District’s educational community and appreciation for the administration, teachers, and employees. (FOF No. 3.) The message itself does not meet the necessary criteria to qualify as providing support for a candidate. Nowhere in the message are any specific candidates for election to the school board mentioned, nor is the election itself referenced. Mont. Code Ann. § 13-1-

101(50). The allegation that Mr. Love's April 18, 2019, 9:36 AM email and subsequent newsletter communication violated Montana campaign practices law is hereby DISMISSED.

Unlike the first message, Mr. Love's second communication (Ex. 2) specifically identifies the school board election and at least two specific candidates. (FOF No. 4.) Mr. Love argues this message did not support or oppose candidates for election but rather defended the entire Charlo School District. (FOF No. 8.) However, Mr. Love only identifies two Charlo school district personnel or trustees by name, existing Trustees "Adrian Roylance and Tracy Olsen[,]” who he notes were seeking re-election,⁵ and he offers specific praise of these candidates in the context of the election. (FOF No. 4.) He also implies a vote should be cast at least for Roylance and Olsen when he says, only as to the final "open" seat, "I will leave it up to you as far as who you support." (*Id.*) Mr. Love's communication in Exhibit 2 is an expression of support for a political candidate/s. Mont. Code Ann. § 13-1-101(50).

If Mr. Love meant for his message to only to answer questions from staff about who comprised the current school board (FOF No. 7), the response would have named all school board members, not just Trustees Roylance and Olsen, and would have had no reason to mention the upcoming election. Similarly, the argument that this message was meant to provide information to all staff and employees about the election and its candidates falls short, as Mr. Love

⁵ Mr. Love does mention one other person, "When you get asked about stuff be honest and professional. Send them to me or Bonnie." (Ex. 2.) However, there is no indication "Bonnie" was a candidate for election.

neglected to name any of the four *other* candidates besides Roylance or Olsen. (FOF Nos. 2A, 2B.) The language used in the second communication leaves it susceptible to no reasonable interpretation other than its being meant to solicit support for two specific candidates, Trustees Roylance and Olsen, for election to the Charlo school board. *Id.*

Having found that this communication solicited support for a candidate/s, the Commissioner now examines whether the activity was properly incidental to Mr. Love's position or authorized by law. Mont. Code Ann. § 13-35-226(4). The analysis of this question is aided by the following statute:

(b) As used in this subsection (3), "properly incidental to another activity required or authorized by law" does not include any activities related to solicitation of support for or opposition to the nomination or election of a person to public office or political committees organized to support or oppose a candidate or candidates for public office.

Mont. Code Ann. § 2-2-121(3)(b) (emphasis added). Mr. Love's second communication is, therefore, an activity not considered incidental or required by law.

Finally, the communication could still be exempted if it was a lawful expression of Mr. Love's personal political views. Mont. Code Ann. §§ 13-35-226(4), 2-2-121. Under Montana law,

[a] public officer or public employee may engage in political speech so long as his or her speech does not involve the use of public time, facilities, equipment, supplies, personnel, or funds.

(Mont. Atty. Gen. Op. Vol. 51, Op. 1 (Jan. 31, 2005)). "It is not personal political speech that is prohibited ... rather it is the use of public time or

resources in the presentation or furtherance of political speech.” *Id.* In Exhibit 2, Mr. Love expressed a personal political view (his support for the re-election of Trustees Roylance and Olsen in the upcoming school board race) but did so while using public resources (his District email account). (FOF No. 4.)

Therefore, the Commissioner finds there is sufficient evidence to support a finding that Mr. Love’s second communication violated campaign practices law.

Sufficiency Finding No. 1: Mr. Love, in his capacity as Superintendent, solicited support for two candidates running for election to the Charlo School Board of Trustees with his email dated April 18, 2019, 10:39 AM addressed to Charlo school district staff and others.

The communication (Ex. 2) is a violation of Mont. Code Ann. § 13-35-226(4) as the Commissioner finds Mr. Love, a public employee, solicited support for the election of two persons to public office while on the job as Superintendent, the activity was not properly incidental to his duties as Superintendent and was not a lawful expression of a personal political view.

This leaves Mr. Love’s third communication (Ex. 3), the second “Dear Supporters of Charlo School” message. (FOF No. 5.) Like the communication directly to Charlo staff, Mr. Love does note “the upcoming school board election[,]” but unlike before, here he does not mention or name any individual candidates. (*Id.*) The questioned portion of the email is best described as a thank you to those who requested information from the school district. As no candidate/s are directly mentioned or otherwise specifically referenced, one could reasonably interpret this message as something other than support for a

specific candidate or candidates and therefore it is not “support” (Mont. Code Ann. § 13-1-101(50)) and does not fall within the prohibition of Mont. Code Ann. § 13-35-226(4) . The allegation that Mr. Love’s April 25, 2019, 2:01 PM communication violated Montana campaign practices law is hereby DISMISSED.

DECISION

The Commissioner has limited discretion when making the determination as to an unlawful campaign practice. First, the Commissioner “shall investigate” any alleged violation of campaign practices law. Mont. Code Ann. § 13-37-111(2)(a). The mandate to investigate is followed by a mandate to take action; where there is “sufficient evidence” of a violation the Commissioner must (“shall notify,” *see id.*, at § 13-37-124) initiate consideration for prosecution.

Second, having been charged to make a decision, the Commissioner must follow substantive law applicable to a particular campaign practice decision. This Commissioner, having been charged to investigate and decide, hereby determines that there is sufficient evidence to show that Steve Love violated Montana’s campaign practice laws, including, but not limited to the laws set out in the Decision. Having determined that sufficient evidence of a campaign practice violation exists, the next step is to determine whether there are circumstances or explanations that may affect prosecution of the violation and/or the amount of the fine.

Excusable neglect is not concerned with intent or motive “since ignorance of the law provides no excuse for its violation.” *Matters of Vincent*, Nos. COPP-2013-CFP-006, 009, at 6 (discussing excusable neglect principles (citing *Wiard v. Liberty N.W. Ins. Corp.*, 2003 MT 295, ¶32, 318 Mont. 132, 79 P.3d 281)). Justification “beyond mere carelessness or ignorance of the law” is required to invoke the excusable neglect principles. *Id.*, at 7 (citing *Empire Lath & Plaster, Inc. v. American Casualty Co.*, 256 Mont. 413, 417, 847 P.2d 276, 278 (1993)). Here, Mr. Love was apparently aware of the law and though he believed he was not violating it, such a belief is not sufficient justification.

Because there is a finding of violation and a determination that excusable neglect is not applicable to the above Sufficiency Finding, a civil fine is justified. Mont. Code Ann. § 13-37-124. The Commissioner hereby issues a “sufficient evidence” Finding and Decision justifying a civil fine or civil prosecution of Steve Love. Because of the nature of the violation (the solicitation of support of a candidate/s occurred in Lake County), this matter is referred to the County Attorney of Lake County for his consideration as to prosecution. *Id.*, at (1). Should the County Attorney waive the right to prosecute (*id.*, at (2)) or fail to prosecute within 30 days (*id.*, at (1)) this Matter returns to this Commissioner for possible prosecution.

Most of the Matters decided by a Commissioner and referred to the County Attorney are waived back to the Commissioner for his further consideration. Assuming that the Matter is waived back, this Finding and Decision does not necessarily lead to civil prosecution as the Commissioner

has discretion (“may then initiate” *see id.*) in regard to a legal action. Instead, most of the Matters decided by a Commissioner are resolved by payment of a negotiated fine. In setting that fine the Commissioner will consider matters affecting mitigation, including the cooperation in correcting the issue when the matter was raised in the Complaint.

While it is expected that a fine amount can be negotiated and paid, in the event that a fine is not negotiated and the Matter resolved, the Commissioner retains statutory authority to bring a complaint in district court against any person who intentionally or negligently violates any requirement of campaign practice law, including those of Mont. Code Ann. §13-35-226(4). *See id.*, at § 13-37-128. Full due process is provided to the alleged violator because the district court will consider the matter *de novo*.

DATED this 11th day of June 2019.



Jeffrey A. Mangan
Commissioner of Political Practices
Of the State of Montana
P.O. Box 202401
1209 8th Avenue
Helena, MT 59620
Phone: (406)-444-3919

From: **Steve Love** slove@charloschools.com

Subject: Viking View 4-18-19

Date: April 18, 2019 at 9:36 AM

To: Charlo Staff charloschools@charloschools.com, charloparents@charloschools.com, Adrian Roylance huotchenry25@yahoo.com, Daniel Cahoon danielcahoon25@gmail.com, Dave DeGrandpre landcoultona3@charloschools.com, LaDonna Fryberger bfryger1@charloschools.com, Duane Weible farmer-rancher1963@gmail.com, Reece Middlemist rmiddlemist@gmail.com, T J tjofcharlo.net, Jodie Buxbaum jjbuxbaum@yahoo.com

Dear Supporters of Charlo School: Lately some folks have been running down current school board members and the school system. It's easy to become entangled in such negativity but like a good friend once told me "stay away from negative people because they have a problem for every solution." So thanks for the face to face visits, positive phone calls, emails, and social media posts supporting our school system over the last week. All of the trustees and employees at Charlo School take their duties very seriously. The truth of the matter is that we have an outstanding school system with dedicated trustees and employees. We give our best every single day. Charlo administrators, teachers, and classified staff work with students that consistently produce outstanding test scores, excellent attendance rates, and rock solid graduation rates. Students from Charlo qualify for thousands in scholarship money, are prepared for employment, are prepared for college, and much more. The trustees (without any pay) work to keep budgets balanced, update policies, and hire people to get the job done. They are giving back to their community without an agenda. Rather they do it because it's their civic duty. Please do not let a few signs filled with negative propaganda overshadow the wonderful things happening in our school. Instead, stay positive for our students' sake. Ultimately they are the ones who suffer when things get so negative. If you have any questions about school issues please feel free to call 644-2206 ext 230 to visit. Set up an appointment with us if you are concerned about issues so we can have a conversation about those issues. Finally, just keep in mind that those who only find fault in others usually spend no time correcting their own.

Immunizations: On April 24, 2019, the Lake County Health Department will be offering Tetanus, Diphtheria, and acellular Pertussis (Tdap) vaccinations to the 6th graders at Charlo School. Current Montana law requires that each child receive a Tdap shot prior to entering 7th grade. This year, along with the required Tdap vaccine, we are also offering Meningococcal (MCV4) and Human Papilloma Virus vaccines (HPV/Gardasil 9) to ALL eligible students. The Advisory Council on Immunization Practices (ACIP) strongly recommends these vaccines for both boys and girls. The 6th grade parents should have received this information in a letter April 1st. **THIS CLINIC IS OPEN TO ANY STUDENT OVER THE AGE OF 11 IN CHARLO SCHOOLS.** If you would like your child to participate in the school vaccine clinic, consent forms are available at the office. Please complete both sides and return to the school no later than April 22. Please include the necessary payment/insurance information, however, no student will be turned away due to inability to pay. Any questions call Leigh Estvold RN at 883-7288.

Appreciation: A heart-felt Special Olympics thank you to Charlo Schools, Allentown Restaurant, FUP's Tournament, and the Charlo community for a great week of fundraising! Our Charlo Vikings Special Olympics program is dynamic, ongoing, and funded because of hard work and generosity. Community goodwill is a great sendoff for our athletes and unified partners as they compete in the upcoming Area and State Games. Your support is appreciated!

Job Openings: We have job positions open for Transportation Director and Head Football Coach. Please check out the listings at Lake County Job Service as well as the Charlo School Website. If you have questions please call 644-2206 ext 230.

CALENDAR OF EVENTS



Apr. 18, 19, 22 NO SCHOOL – HAPPY EASTER!
Apr. 23 Top Ten Track @ Big Sky
Apr. 23 Softball vs Manhattan 3 PM
Apr. 24 Immunization Clinic
Apr. 26 Softball @ Frenchtown Tourney
Apr. 26 HS Track @ Big Sky 3:30 PM
Apr. 27 Prom
Apr. 27 Softball @ Frenchtown Tourney

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Steve Love
Superintendent, Charlo Schools Dist. 7J
"Home of the Vikings!"

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To unsubscribe from this group, send email to charloparents+unsubscribe@charloschools.com. Reply 'YES' to the Unsubscribe Request follow-up email.



Charlo School District 7J



404 1st Avenue West
Box 10 - Charlo, MT 59824
(406) 644-2206 - FAX (406) 644-2400

Dear Supporters of Charlo School: Lately some folks have been running down current school board members and the school system. It's easy to become entangled in such negativity but like a good friend once told me "stay away from negative people because they have a problem for every solution." So thanks for the face to face visits, positive phone calls, emails, and social media posts supporting our school system over the last week. All of the trustees and employees at Charlo School take their duties very seriously. The truth of the matter is that we have an outstanding school system with dedicated trustees and employees. We give our best every single day. Charlo administrators, teachers, and classified staff work with students that consistently produce outstanding test scores, excellent attendance rates, and rock solid graduation rates. Students from Charlo qualify for thousands in scholarship money, are prepared for employment, are prepared for college, and much more. The trustees (without any pay) work to keep budgets balanced, update policies, and hire people to get the job done. They are giving back to their community without an agenda. Rather they do it because it's their civic duty. Please do not let a few signs filled with negative propaganda overshadow the wonderful things happening in our school. Instead, stay positive for our students' sake. Ultimately they are the ones who suffer when things get so negative. If you have any questions about school issues please feel free to call 644-2206 ext 230 to visit. Set up an appointment with us if you are concerned about issues so we can have a conversation about those issues. Finally, just keep in mind that those who only find fault in others usually spend no time correcting their own.

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CALENDAR OF EVENTS

Apr. 18, 19, 22	NO SCHOOL - HAPPY EASTER!
Apr. 23	Top Ten Track @ Big Sky
Apr. 23	Softball vs Manhattan 3 PM
Apr. 24	Immunization Clinic
Apr. 26	Softball @ Frenchtown Tourney
Apr. 26	HS Track @ Big Sky 3:30 PM
Apr. 27	Prom, Softball @ Frenchtown Tourney

*Respectfully,
Steve Lee
Superintendent
Charlo 7J*

It's a Sign!

1 message

Steve Love <sllove@charloschools.com>

To: Charlo Staff <charlostaff@charloschools.com>

Thu, Apr 18, 2019 at 10:39 AM

Well this week **has** been very interesting **to say the least!** Nothing **surprises me** anymore that's for **sure**. I know **that** the Negative and False Propaganda Signs **that were** erected last **weekend can** be very **discouraging**. Nobody knows better than me. The **folks** who **are** responsible for those signs have all spoke against me in public meetings multiple times. Each **has** called me just about everything in the book. They have put out completely **false rumors** about me that have affected my reputation as **well as** my family. Don't think for **a minute** it doesn't make my blood boil. I **get** it more than anyone believe me.

The thing I would try to encourage you to do **as** a Charlo School Employee is to consider the **source**. **These are** unhappy people who can't get things figured out in their own lives or in their own families. Dysfunctional would be a compliment to these citizens and they have to **blame** somebody. There's a lot to be said for who our enemies **are** and if my enemies are the folks making such outlandish allegations against me, you, and trustees **I know we** are in the right. I will take the people who have called me, emailed me, and stopped by to visit with me this week **as** an ally any day of the week and twice on Sunday. **We do** have support and we can keep that support by staying positive and doing our job to the best of our ability. Remain professional. Stay focused.

That isn't to say we can't all come together and combat this negative attitude with some networking. Stay positive on your social media. When you get asked about stuff be honest and professional. Send them to me or Bonnie. Tell your friends and family about the people you support **as** trustees. Imagine how our school board members feel. The signs are really attacking them. Adrian Roylance and Tracy Olsen are running for school board again. The ballots should be going out **again** and I feel that the two of them **are** doing a good job **as** board members. They do not have an agenda. There is a third seat open and I will leave it up to you **as** far as who you support.

Last thing: Only two things happen when you roll in the mud with pigs 1) you get dirty 2) the pigs enjoy it.

Happy Easter!

Steve Love
Superintendent, Charlo Schools Dist. 7J
"Home of the Vikings!"



From: **Steve Love** sloved@charloschools.com

Subject: **Viking View 4-25-19**

Date: **April 25, 2019 at 2:01 PM**

To: **Charlo Staff** charlostaff@charloschools.com, charloparents@charloschools.com, **Adrian Roylance** buckcherry25@yahoo.com, **Daniel Cahoon** danielcahoon06@gmail.com, **Dave DeGrandpre** Luviebluffs@charlo.net, **LaDonna Fryberger** barge11@charlo.net, **Duane Weible** farmermarcher1043@gmail.com, **Reece Middlemist** k.middlemist@icloud.com, **T J** tj@charlo.net, **Jodie Buxbaum** jlbuxbaum@yahoo.com

Dear Supporters of Charlo School:

We have been very appreciative for the phone calls, emails, and social media posts supporting our school. I also wish to thank those who have sought to gain more information regarding the upcoming school board election and the misinformation being distributed through the mail as well as signage. I have had some very good discussions the past two weeks and would welcome more if anyone has questions about our school. You can reach me at 644-2206 ext 230.

Job Opening: The school has a great opportunity for employment as its Head Bus Driver/Transportation Supervisor. The is job is open for discussion concerning wages, benefits, and hours as the school deals with a nation wide shortage of school bus drivers as well as increasing maintenance costs. If you are interested the job it is listed at Lake County Job Service. If you have questions about the job please call 644-2206 ext 230. I would love to talk about this opportunity with anybody looking for a rewarding job.

JH Track Meet: Charlo will be hosting our annual JH Track Meet on Apr. 30 weather permitting. If you can help out please call the office at 644-2206. We always gets lots of compliments on the way we run our meet and it only happens because of the folks who donate their time and effort making it happen.

CALENDAR OF EVENTS

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|----------------|---|
| Apr. 26 | Softball @ Frenchtown Tourney |
| Apr. 26 | HS Track @ Big Sky 3:30 PM |
| Apr. 27 | Prom, Softball @ Frenchtown Tourney |
| Apr. 30 | JH Track Meet in Charlo Starts at Noon |
| Apr. 30 | Top 8 Track @ Anaconda |
| May 1 | Special Olympics @ Five Valleys Spring Games |
| May 2 | HS Track @ Polson 4 PM |
| May 2 | Softball @ Florence 4 PM |
| May 3 | JH Track @ Superior 10 AM |
| May 3 | Softball @ Plains 3 PM |
| May 3 | Mid Term of 4th Quarter |
| May 4 | HS Track @ Big Sky 10 AM |
| May 4 | Softball @ Deer Lodge Noon |

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Steve Love
Superintendent, Charlo Schools Dist. 7J
"Home of the Vikings!"
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To unsubscribe from this group, send email to charloparents+unsubscribe@charloschools.com. Reply 'YES' to the Unsubscribe Request follow-up email.

You received this message because you are subscribed to the Google Groups "Charlo Parents" group.

To unsubscribe from this group and stop receiving emails from it, send an email to charloparents+unsubscribe@charloschools.com.