



Align your governance with the 8 characteristics of effective school boards through MTSBA model policy:

1.	2.	3.	4.	5.	6.	7.	8.
Commit to a vision of high expectations for student achievement and quality instruction. Define clear goals for that vision.	Share strong beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels.	Accountability driven, spending less time on operational issues and more time focused on policies to improve student achievement.	Collaborative relationships with staff and the community. Establish a strong communications structure to inform and engage both internal and external stakeholders in setting and achieving district goals.	Data savvy. Embrace and monitor data, even when the information is negative, and use it to drive continuous improvement.	Align and sustain resources, such a professional development, to meet district goals.	Lead as a united team with the superintendent, each from their respective roles, with strong collaboration and mutual trust.	Take part in team development and training to build shared knowledge, values and commitments for their improvement efforts.

Special Meeting of the Board of Trustees

9:00 p.m.

August 31, 2017

Cascade Public Schools
321 Central Avenue West
Cascade, Montana 59421-0529

Agenda

Call to Order

9:00

Public Comments on Non-Agenda Items

Public Comment on Agenda Items is encouraged when the item is being considered on the agenda.

Old Business (A)

9:05

Informational

- A. Steam Boiler System Update

New Business (A)

9:20

- A. Custodial Pay Matrix
- B. Recommendations for Coaching: HFVB Asst, JHVB Asst,
- C. Consent Agenda
 - 1. Minutes Regular Board Meeting August 15, 2017
 - 2. Sub List

Announcements (I)

- A. Regular School Board Meeting September 19, 2017 at 6:00 pm
- B. MTSBA Events: Back to School Legal Primer–September 27, 2017 in Helena

Adjournment (A)

9:30

Old Business (A)

Informational

A. Steam Boiler System Update

New Business (A)

A. Custodial Pay Matrix

Category: Finance

Presented by: Justin Barnes, Karsen Drury

Attachments: Pay Matrix

Facts to Consider: The current pay matrix for the custodial staff is attached below. Increasing the wages for custodians will result in more competitive wages to recruit and fully staff a chronically short-staffed department. The District has not had a fully staffed janitorial crew for quite some time even though it is consistently advertised on the District website, Indeed, and GF Job Service. Increasing the starting pay to \$15/hour for 3 FTEs is an approximately \$11,000 difference to general fund.

Superintendent Recommendation: Approve and adopt the revised pay matrix of \$15/hr starting pay.

Classified Staff Pay Matrix B - July 1, 2016

	1	2	3	4	5	6	7	8	9
Dept.	Aide	Custodian	Main't Supervisor	Bus Driver	Bus Supervisor	Secretary	Admin Assistant	General Kitchen	Head Kitchen
Sub Pay	8.95	8.95	NA	12.90	NA	8.95	NA	8.95	NA
Hiring Pay	0-								
6 months	9.50	11.85	15.50	14.50	17.50	12.50	14.50	9.25	12.50
Base Pay	9.75	12.25	15.75	15.00	17.75	12.75	14.75	9.50	12.75
2	10.00	12.50	16.00	15.25	18.00	13.00	15.00	9.75	13.00
3	10.25	12.75	16.25	15.50	18.25	13.25	15.25	10.00	13.25
4	10.50	13.00	16.50	15.75	18.50	13.50	15.50	10.25	13.50
5	10.75	13.25	16.75	16.00	18.75	13.75	15.75	10.50	13.75
6	11.00	13.50	17.00	16.25	19.00	14.00	16.00	10.75	14.00
7	11.25	13.75	17.25	16.50	19.25	14.25	16.25	11.00	14.25
8	11.50	14.00	17.50	16.75	19.50	14.50	16.50	11.25	14.50
9	11.75	14.25	17.75	17.00	19.75	14.75	16.75	11.50	14.75
10	12.00	14.50	18.00	17.25	20.00	15.00	17.00	11.75	15.00
11	12.25	14.75	18.25	17.50	20.25	15.25	17.25	12.00	15.25
12	12.50	15.00	18.50	17.75	20.50	15.50	17.50	12.25	15.50
13	12.75	15.25	18.75	18.00	20.75	15.75	17.75	12.50	15.75
14	13.00	15.50	19.00	18.25	21.00	16.00	18.00	12.75	16.00
15	13.25	15.75	19.25	18.50	21.25	16.25	18.25	13.00	16.25
16	13.50	16.00	19.50	18.75	21.50	16.50	18.50	13.25	16.50
17	13.75	16.25	19.75	19.00	21.75	16.75	18.75	13.50	16.75
18	14.00	16.50	20.00	19.25	22.00	17.00	19.00	13.75	17.00
19	14.25	16.75	20.25	19.50	22.25	17.25	19.25	14.00	17.25
20	14.50	17.00	20.50	19.75	22.50	17.50	19.50	14.25	17.50

B. Recommendation for Coaching: HSVB Asst, JHVB Asst.

Category: Personnel

Presented by: Justin Barnes, Sonja Mazaira

Attachments: None

Facts to Consider: The following personnel are being recommended for coaching positions:

HSVB Asst: Siobhan Hathhorn

JHVB Asst: Mariah Stockton

Superintendent Recommendation: Approve the recommendations for coaching positions.

C. Consent Agenda

1. Minutes Regular Board Meeting August 15, 2017

Regular Meeting

Cascade School District 3B

Board of Trustees

August 15, 2017 - 6:00 pm

DRAFT

Subject to change upon approval of the board

Board Members Present –

High School Board

Rick Cummings - Chair

Chris Boland - Vice Chair

Deanna Hastings

Erin Wombold

Blake Standley

Val Fowler

Elementary Board

Rick Cummings - Chair

Chris Boland - Vice Chair

Deanna Hastings

Erin Wombold

Blake Standley

Others Present: Justin Barnes - Superintendent, Karsen Drury - District Clerk, Siobhan Hathhorn, Sonja Mazaira, Mandy Eike, Teresa Weems

Rick Cummings - Board Chair, called the Board of Trustees meeting to order at 6:04 pm. Mr. Cummings asked for public comment on **non**-agenda items.

Informational

- A. Letter of Resignation--Elementary Teacher, Crystal Andrews

Staff Report

- A. Booster Club - Mascot has been found, Booster chairs are in, painting paws on street on Sunday, August 19th.
- B. PTSA - Chicken Bingo at Rodeo
- C. Siobhan Hathhorn, K-6 Principal - Lesson plan program K-12, Walk to Read program, Walk to Math program
- D. Kevin Sukut, 7-12 Principal -
- E. Sonja Mazaira, AD -
- F. XCELL, April Pepos -
- G. Mandy Eike, Head Maintenance -

New Business

Board Recess 7:42 pm-7:53 pm

- A. Review and Adopt Final Budget SY2017-18

Chris Boland moved, seconded by Erin Wombold to approve & adopt the Elementary Final Budget for School Year 2017-18.

Deanna Hastings, Chris Boland, Erin Wombold, Rick Cummings voted in favor. Blake Standley opposed. Motion carried.

Val Fowler moved, seconded by Erin Wombold to approve & adopt the High School Final Budget for School Year 2017-18.

Passed unanimously.

B. Bank Signature Resolution

Erin Wombold moved, seconded by Chris Boland to approve the recommendation to update bank signature cards.
Passed unanimously.

C. Certified Handbook

Val Fowler moved, seconded by Erin Wombold to approve the Certified Handbook changes for the 2017-2018 school year, as amended in board discussion.
Passed unanimously.

D. Classified Handbook

Erin Wombold moved, seconded by Blake Standley to approve the Classified Handbook changes for the 2017-2018 school year, as amended in board discussion.
Passed unanimously.

E. Recommendation for Coaching: HSFb Asst, HSBB, XC, JHVB

Deanna Hastings moved, seconded by Val Fowler to approve the coaching recommendations for fall coaching positions for Andy Perry as High School Football Assistant, Mike Moore as High School Boys Basketball Assistant, Roger Hatler as High School Boys Basketball Head, Pearl Ferguson as Cross Country, Becca Cooper as Junior High Volleyball, pending background checks and TB test results.
Passed unanimously.

F. AWARE Mental Health Services Agreement

Blake Standley moved, seconded by Deanna Hastings to approve the AWARE Mental Health Services Agreement.
Passed unanimously.

G. Consent Agenda

1. Minutes Regular Board Meeting July 19 and Special Meeting July 25, 2017
2. Business Claims **(5101-5137, EXCLUDING: 5132)**
3. Student Activity Account
4. Transportation Contracts
5. Sub List

Deanna Hastings moved, seconded by Erin Wombold to approve the consent agenda.
Passed unanimously.

Superintendent Report

- A. Renovations Update
- B. PIR Days
- C. Back to School Night
- D. Checklist Items
- E. Staff & Family Back to School BBQ
- F. Board Training Hours
- G. GF Budget

Committee Report

- A. Finance and Budget
- B. Policy Review

- C. Transportation
- D. Facilities and Grounds
- E. Negotiations
- F. Technology

Announcements

- A. Regular School Board Meeting September 19, 2017 at 6:00 pm
- B. MTSBA Events: Back to School Legal Primer–September 27, 2017 in Helena

Adjournment

At 8:35 pm Erin Wombold moved, seconded by Deanna Hastings **to adjourn.**

Passed unanimously.

Rick Cummings, Board Chair

ATTEST: Karsen Drury, District Clerk

Date Signed _____

2. Sub List

Substitute Teachers		Kitchen	
Name	T.B./PRINTED	Name	T.B./PRINTED
CERTIFIED		Baker, Iris	TB/FP/PH
Dachs, Maureen	C/TB/FP	Gottlob, Erin	TB/FP/PH
Eisenzimer, Joann	C/TB/FP	Hall-Elmore, Roberta	TB/FP/PH
Gondeiro, Kailee	C/TB/FP/PH	Randel, Sue	TB/FP/PH
Halmes, Tara	C/TB/FP	Sukut, Earl	FP/TB/PH
Hastings, Angie	pending	Custodian	
LaLiberty, Frank	C/TB	Name	T.B./PRINTED
Manning, Diana	C/TB/FP	Hall-Elmore, Roberta	TB/FP/PH
McKamey, Jeanne	C/TB/FP	Johnson, Angela	TB/FP/PH
Mills, Brett	C/TB/FP	Ludvigson, Clancy	pending
Skogley, Melody	C/TB/FP	Sukut, Earl	FP/TB/PH
Speidel, Kelly	pending	Bus Drivers	
Wells, Carol	C/TB/FP	Name	T.B./PRINTED
Workman, Cathy	C/TB/FP	Faulkner, Byron	TB/FP
		Hall-Elmore, Roberta	TB/FP/PH
NON-CERTIFIED		Nelson, Mark	TB/FP
Castellanos, Toni Marie	TB/FP	Skogley, Jeff	TB/FP
Ferguson, Pearl	TB/FP	Tilleman, Eric	TB/FP
Jackson, Shane	TB/FP	Secretarial	
Ludvigson, Calies	pending/PH	Name	T.B./PRINTED
Mortag, Mary	TB/FP	Thaut, Niki	TB/FP
Randel, Sue	TB/FP	Volunteers	
Skelton, Jackie	TB/FP	Name	T.B./PRINTED
		Jones, Duston	TB/FP
		Nelsen, Jessica	
***Need Approval by the Trustees			
T.B. APPROVED			
C - Some teaching certification			
FP - FINGERPRINTED			
PH - Physical Approved			

Announcements (I)

- A. Regular School Board Meeting September 19, 2017 at 6:00 pm
- B. MTSBA Events: Back to School Legal Primer–September 27, 2017 in Helena

Board Meeting Evaluation

Adjournment (A)