



CASCADE

PUBLIC SCHOOLS MT. DIST. 3&B
HOME OF THE BADGERS



Cascade School's Mission:

Through collective efforts of our community and school, we strive to be an innovative educational system committed to excellence and focused on developing responsible citizens.

By promoting excellence for all students through:

- *Engaging curriculum with rigor and relevance*
- *High-quality instruction*
- *21st Century technology*
- *Personal and academic pride*

Cascade Schools will strive to:

- *Deliver an academic program that inspires and motivates every student to value education for his/her lifetime.*
- *Customize and individualize our educational program to meet every student's strengths and needs.*
- *Incorporate technology into all aspects of our education program in a manner that best prepares our students for the 21st Century.*
- *Strategically focus resources on student's achievement and identify wants and needs of the Cascade community.*
- *Connect our curriculum and assessment data to the common core standards.*



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 end 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.



CASCADE PUBLIC SCHOOLS

Regular Monthly Meeting of the Cascade Board of Trustees
Cascade Public Schools Conference Room #123
321 Central Avenue West, Cascade MT 59421
April 19, 2022 at 6:00 p.m.

Agenda

<https://us02web.zoom.us/j/82056304529?pwd=VHFieTY5T3loQzArY0c1d3RPTGpWZz09>

Meeting ID: 820 5630 4529

Passcode: 43f71f

Call to Order

6:00

Reading of Notice Regarding Public Comment and procedures to be followed when addressing the Board.

Pledge of Allegiance

Public Comment on Non-Agenda Items

Members of the community are given opportunity to make brief comments to the Board on any matters not included in the agenda. By law the Board cannot deliberate, debate or take any action on any matter presented during Public Comment. **Comments about any staff, student, or member of public are not allowed due to rights of privacy laws.**

Public Comment on action (A) agenda items is to be addressed when the item is being considered on the agenda. Informational and Staff Reports are reported to Board of Trustees as information only.

REGULAR MONTHLY MEETING

Informational (I)

- A. FFA State Competition Recap
- B. Notice(s) of Cancellation of Election
- C. Notice of Election
- D. Letter of Resignation, Kelly Rumney (HS Math Teacher)

Staff Reports (I)

- A. Michelle Price, Elementary Principal
- B. Nichole Pieper, JH/HS Principal
- C. Sonja Mazaira, AD
- D. Rick Miller, Superintendent
- E. Karsen Drury, Business Manager

Board Report (I)

- A. Facility Committee Report
- B. Board Training Hours
- C. Board Evaluation

New Business (A)

- A. Consideration of Request for Out of State Travel, BPA
- B. Consideration of Recommendation for SY2022-2023 Junior High English & History Teacher, Dana Bengé
- C. Consideration of Recommendation for SY2022-2023 High School Math Teacher, Steven Pettis
- D. Consideration of Recommendation for SY2022-2023 Elementary Teacher, Kendelle Sanders
- E. Consideration of Recommendation for SY2022-2023 Title I Director, Leah Costa
- F. Consideration of Recommendation for SY2021-2022 Paraprofessional, Allyssa Aamold
- G. Consideration of Recommendation for SY2021-2022 Coaches

- H. Consideration of Tenured Certified Staff Recommendations SY2022-2023
- I. Consideration of Non-Tenured Certified Staff Recommendations SY2022-2023
- J. Consideration of Administrative Staff Recommendations SY2022-2023
- K. Consideration of Recommendation for Salary Lane Change, Eliza Papke
- L. Consideration of Recommendation of Schoolhouse IT Renewal SY2022-2023
- M. Consideration of Recommendation for SY2022-2023 Curriculum
- N. Consent Agenda
 - a. Minutes of Regular Board Meeting, March 15, 2022
 - b. Business Claims
 - c. Student Activity Account
 - d. Sub List

District Clerk Annual Evaluation (possible executive session)

Board Meeting Evaluation (I)

- A. Complete the evaluation and turn into Mr. Miller

Announcements (I)

- A. Regular School Board Meeting – May 17, 2022
- B. Upcoming Events

Adjournment (A)

7:30

REGULAR MONTHLY MEETING

Informational

- A. FFA State Competition Recap
- B. Notice of Cancellation of Election(s) – *Appendix A, Section I (pg. 3)*
 - a. Cascade School District B Trustee Election (*Ulm Representative*)
 - i. Mr. Mark McKamey will be seated as the District B Trustee at the Organizational Meeting
 - b. Cascade School District 3 General Fund Levy Election
 - c. Cascade School District B General Fund Levy Election
- C. Notice of Election– *Appendix A, Section I (pg. 4)*
 - a. Cascade School District 3 & B Trustee Election
 - i. Mr. Iain McGregor & Mr. Brett Mills will be running for the District 3 & B Trustee seat in the May 3rd Election
- D. Letter of Resignation, Kelly Rumney (HS Math Teacher)

Dear Mr. Miller,

It is with a heavy heart that I inform you I will not be renewing my contract with Cascade Public Schools for the upcoming school year. I will be looking into obtaining a position teaching outside the Cascade community. I feel this is the best move for my family and me. There is a powerful group of community members that have little grace for the teachers and administrators of our school. They continually put down our staff and critique every decision made without the training or experience to back up their complaints. This in turn creates a difficult, and sometimes even hostile work environment. As I will be living in this community for the rest of my life, I feel that it is in my best interest to teach outside the community to allow more distance between my personal life and professional life. I firmly believe our school is doing amazing things and has an outstanding staff. This includes administration, teachers, support staff, and coaches. My children will continue to attend Cascade School and learn from the amazing staff. I look forward to still being a part of our school as a positive parent voice! Thank you to the principals, superintendents and other teachers who have supported me and helped me grow as a teacher these last 10 years.

Sincerely,



Kelly Rumney

Staff Reports (Appendix A)

- A. Michelle Price, Elementary Principal – *Appendix A, Section II (pg. 5)*
- B. Nichole Pieper, High School Principal – *Appendix A, Section III (pg. 6)*
- C. Sonja Mazaira, AD – *Appendix A, Section IV (pg. 7)*
- D. Rick Miller, Superintendent – *Appendix A, Section V (pg. 8)*
 - a. Administration
 - b. Collective Bargaining Agreement
 - c. Bus Routes
 - d. Cascade Courier
 - e. ESSA report
- E. Karsen Drury, Business Manager – *Appendix A, Section VI (pg. 20)*
 - a. General Funds

Board Report (Appendix B)

- A. Facility Committee Report – *Appendix B, Section I (pg. 22)*
- B. Board Training Hours – *Appendix B, Section II (pg. 24)*
- C. Board Evaluation – *Appendix B, Section III (pg. 25)*

New Business (A) (Appendix C)

A. Consideration of Request for Out of State Travel, BPA

Category: Policy

Presented by: Rick Miller/Connor Schulte

Facts to Consider: Per policy 2320, “field trips which take students out-of-state must be approved in advance by the Board.” The BPA club will be travelling to Dallas, Texas for Nationals on May 3rd – May 9th. Eight students and two chaperones will be attending.

Recommendation: Approve the request for out of state travel for BPA.

Sample Motion: I move to approve the request for out of state travel for BPA.

B. Consideration of Recommendation for SY2022-2023 Junior High English & History Teacher, Dana Bengé

Category: Personnel

Presented by: Rick Miller

Facts to Consider: Dr. Dana Bengé comes to us from Choteau Elementary. She has 17 years of experience in elementary instruction as well and experience as a Title 1 Coordinator, High School English teacher and a reading instructor.

Recommendation: Hire Dana Bengé as Junior High English & History Teacher for SY2022-2023.

Sample Motion: I move to approve the recommendation to hire Dana Bengé as Junior High English & History Teacher for SY2022-2023.

C. Consideration of Recommendation for SY2022-2023 High School Math Teacher, Steven Pettis

Category: Personnel

Presented by: Rick Miller

Facts to Consider: Mr. Pettis is returning to the area after a teaching career in Utah, New Hampshire and Idaho. Mr. Pettis has experience teaching Junior High and High Schools math. He also has an engineering degree from Montana State University.

Recommendation: Hire Steven Pettis as High School Math Teacher for SY2022-2023.

Sample Motion: I move to approve the recommendation to hire Steven Pettis as High School Math Teacher for SY2022-2023.

D. Consideration of Recommendation for SY2022-2023 Elementary Teacher, Kendelle Sanders

Category: Personnel

Presented by: Rick Miller

Facts to Consider: Mrs. Sanders is returning to Montana after teaching in Texas. Mrs. Sanders is the 2021 Kate Burgess Teacher of the Year and the 2021 West Award Teacher of Excellence Recipient.

Recommendation: Hire Kendelle Sanders as Elementary Teacher for SY2022-2023.

Sample Motion: I move to approve the recommendation to hire Kendelle Sanders as Elementary Teacher for SY2022-2023.

E. Consideration of Recommendation for SY2022-2023 Title I Teacher, Leah Costa

Category: Personnel

Presented by: Rick Miller

Facts to Consider: Mrs. Costa has worked in the Elementary school at Cascade for the last year. She come to us from Idaho. Mrs. Costa has and elementary degree.

Recommendation: Hire Leah Costa as Title I Teacher for SY2022-2023.

Sample Motion: I move to approve the recommendation to hire Leah Costa as Title I Teacher for SY2022-2023.

F. Consideration of Recommendation for SY2021-2022 Paraprofessional, Allyssa Aamold

Category: Personnel

Presented by: Rick Miller

Facts to Consider: Ms Aamold is a member of our community who has experience working with children in child care centers.

Superintendent Recommendation: Hire Allyssa Aamold as paraprofessional for SY2021-2022.

Sample Motion: I move to approve the recommendation to hire Allyssa Aamold as paraprofessional for SY2021-2022.

G. Consideration of Recommendation for SY2021-2022 Coaches

Category: Personnel

Presented by: Sonja Mazaira

Facts to Consider:

Jason Raether – Golf Assistant Volunteer

Reese Mortag – JH Track Assistant Volunteer

Superintendent Recommendation: Hire the coaches for SY2021-2022, as listed.

Sample Motion: I move to approve the recommendation to hire the coaches for SY2021-2022, as listed.

H. Consideration of Tenured Certified Staff Recommendations for SY2022-2023

Category: Personnel

Presented by: Rick Miller

Facts to Consider: According to 20-4-205, Subs. (2), MCA, "Any teacher who receives notification of reelection for the ensuing school fiscal year shall provide the trustees with written acceptance of the conditions of the reelection within 20 days after the receipt of the notice or reelection, and failure to notify the trustees within 20 days constitutes conclusive evidence of the teacher's non-acceptance of the tendered position."

**Note: Staff members with related board members will need be pulled and voted upon separately, with related board member abstaining from vote (Policy 1425 Abstentions from Voting).*

Superintendent Recommendation: Renew the employment of the tenured certified staff for SY2022-2023, as listed.

Sample Motion: I move to approve the recommendation to renew the employment of the tenured certified staff for SY2022-2023, as listed.

Tenured Staff	Years	Hire Year	FTE
Allen, Elizabeth	9	2013	1.00
Hardy, Christa	7	2015	1.00
Johnson, Alissa	19	2003	1.00
MacDonald, Coleen	6	2016	1.00
Matteson, Karen	33	1989	1.00
Mazaira, Sonja	5	2017	1.00
Skogley, Jeff	29	1993	1.00
Stevens, Sharon	29	1993	1.00

I. Consideration of Non-Tenured Certified Staff Recommendations for SY2022-2023

Category: Personnel

Presented by: Rick Miller

Facts to Consider: Under Montana State Statute 20-4-206, MCA, the Trustees of a school district have the authority to renew or non-renew a non-tenured teacher. Written notice of such action must be provided to the non-tenured teacher by June 1 of each year.

**Note: Staff members with related board members will need be pulled and voted upon separately, with related board member abstaining from vote (Policy 1425 Abstentions from Voting).*

Superintendent Recommendation: Renew the employment of the non-tenured certified staff for SY2022-2023, as listed.

Sample Motion: I move to approve the recommendation to renew the employment of the non-tenured certified staff for SY2022-2023, as listed.

Non-Tenured Staff	Years	Hire Year	FTE
Allen, Karen	2	2020	1.00
Brown, Amanda	1	2021	1.00
Holten, Kourtney	1	2021	1.00
Jones, Carrie	1	2021	1.00
Lencioni, McKenzie	2	2020	1.00
Nelson, Michael	1	2021	1.00
Papke, Eliza	1	2021	1.00
Pepos, Molly	1	2021	1.00
Schulte, Connor	2	2020	1.00
Ward, Jennifer	2	2020	1.00
Weeda, Giulia	1	2021	1.00

J. Consideration of Administrative Staff Recommendations for SY2022-2023

Category: Personnel

Presented by: Rick Miller

Superintendent Recommendation: Renew the employment of the administrative staff for SY2022-2023, as listed.

Sample Motion: I move to approve the recommendation to renew the employment of the administrative staff for SY2022-2023, as listed.

Admin/Salaried:	Title
Price, Michelle	Principal
Drury, Karsen	Business Manager/Clerk

K. Consideration of Recommendation for Salary Lane Change, Eliza Papke

Category: Personnel

Presented by: Rick Miller

Attachments: Teacher Request for Approval of Credits for Salary Advancement: Eliza Papke – *Appendix C, Section I (pg. 33)*

Facts to Consider: Eliza Papke (JH/HS SpEd Teacher) has submitted a request for approval of credits for salary advancement. She will be completing credits in Response to Intervention Best Practices, which will move her from lane BA+40/MA to lane MA+10.

Superintendent Recommendation: Approve the request for salary lane change for Eliza Papke for SY2022-2023.

Sample Motion: I move to approve the request for salary lane change for Eliza Papke for SY2022-2023.

L. Consideration of Consideration of Schoolhouse IT Renewal SY2022-2023

Category: Technology

Presented by: Rick Miller

Facts to Consider:

Attachments: SY2022-2023 Renewal Letter – *Appendix C, Section II (pg. 35)*

Superintendent Recommendation: Approve the renewal of services with Schoolhouse IT for SY2022-2023.

Sample Motion: I move to approve the renewal of services with Schoolhouse IT for SY2022-2023

M. Consideration of Recommendation for Curriculum

Category: Curriculum

Presented by: Rick Miller

Facts to Consider: Per policy 2120, “The Board is responsible for curriculum adoption and must approve all significant changes, including the adoption of new textbooks and new courses, before such changes are made. The Superintendent is responsible for making curriculum recommendations. The District shall ensure their curriculum is aligned to all content standards and the appropriate learning progression for each grade level.” “The District shall review curricula at least every five (5) years or consistent with the state’s standards revision schedule, and modify, as needed, to meet educational goals of the continuous school improvement plan pursuant to ARM 10.55.601.”

Attachments: Curriculum Proposal – *Appendix III (pg. 36)*

Superintendent Recommendation: Approve the curriculum as presented for SY2022-2023.

Sample Motion: I move to approve the curriculum as presented for SY2022-2023.

N. Consent Agenda (Appendix D)

- A. Minutes of Regular Board Meeting, March 15, 2022 – *Appendix D, Section I (pg. 57)*
- B. Business Claims – *Appendix D, Section II (pg. 61)*
- C. Student Activity Account – *Appendix D, Section III (pg. 73)*
- D. Sub List – *Appendix D, Section V (pg. 74)*

District Clerk Annual Evaluation (possible executive session)

Board Meeting Evaluation (I)

- A. Complete evaluation and turn into Mr. Miller

Announcements (I)

- A. Regular & Organizational School Board Meeting, May 17, 2022
- B. Upcoming Trainings:
 - a. MTSBA/MASBO Employment Hot Topics Seminar – April 12, 19, 26th, 1:00-3:00 ZOOM
 - b. MTSBA New Trustee Orientation – May 17, 24, 31st, 1:00-3:00 ZOOM
 - c. MTSBA Annual Meeting – June 9th, Zoom or In-Person
 - d. MTSBA School Board Leadership Training – June 10th, Zoom or In-Person

Adjournment (A)