



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 16, 2024 at 6:00 p.m.

Agenda

<https://zoom.us/j/95075657618?pwd=NzJPUk9iOEFuL280YXV2UmxOLzczUT09>

Meeting ID: 950 7565 7618

Passcode: 531hp6

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. Notice of Cancellation of Trustee Election
- B. Notice of School Levy Election
- C. Letter of Resignation, Mike Moore (HS Boys Basketball Head Coach)
- D. Letter of Resignation, Phil Freed (Bus Driver)

Staff Reports (I)

- A. Jennifer Ward, FFA Advisor
- B. Jason Raether, Activities Director
- C. Michael Wilson, K1-12 Principal
- D. Levi Collins, Superintendent
- E. Karsen Floerchinger, Business Manager

Board Report (I)

- A. Board Evaluation
- B. Board Training Hours
- C. Negotiations Committee Minutes

New Business (A)

- A. Consideration of Tenured Certified Staff Recommendations SY2024-2025
- B. Consideration of Non-Tenured Certified Staff Recommendations SY2024-2025
- C. Consideration of Classified Staff Recommendations SY2024-2025
- D. Consideration of Administrative Staff Recommendations SY2024-2025
- E. Consideration of Recommendation for SY2023-2024 Spring Coaches
- F. Consideration of Recommendation for SY2024-2025 Winter Coaches
- G. Consideration of Recommendation for 5th Grade Teacher SY2024-2025, Molly Parks

- H. Consideration of Recommendation for Cook SY2023-2024, Dawna Cosby
- I. Consideration of Recommendation for Paraprofessional SY2023-2024, Denise Reissing
- J. Consideration of Recommendation for Bus Aide SY2023-2024, Laura Cortez-Estrada
- K. Consideration of Recommendation for Bus Driver SY2023-2024, Laura Cortez-Estrada
- L. Consideration of Recommendation for Bus Driver SY2023-2024, Ari Cortez-Estrada
- M. Consideration of Recommendation for Part-Time Maintenance SY2023-2024, Ari Cortez-Estrada
- N. Consideration of Recommendation for SY2024-2025 Salary Lane Change, Lynn Formell
- O. Consideration of Recommendation for SY2024-2025 Salary Lane Change, Giulia Weeda
- P. Consideration of Recommendation for SY2024-2025 Salary Lane Change, Amanda Brown
- Q. Consideration of School Safety & Rural School Issues Stipend SY2024-2025, Levi Collins
- R. Consideration of Transportation Supervisor Contract SY2024-2025, Wiley Aker
- S. Consideration of Maintenance Supervisor Contract SY2024-2025, Bryan Smith
- T. Review and Update of ARP & Safe Return to School Plans
- U. Consent Agenda

Board Meeting Evaluation (I)

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

Announcements (I)

- A. Regular School Board Meeting – May 21, 2024
- B. Upcoming Events

Adjournment (A)

7:30

REGULAR MONTHLY MEETING

Informational (I)

- A. Notice of Cancellation of Trustee Election – *Appendix A, Section V (pg. 9)*
- B. Notice of School Levy Election – *Appendix A, Section V (pg. 10)*
- C. Letter of Resignation, Mike Moore (HS Boys Basketball Head Coach)
To: Cascade Public Schools

ATTN: Jason Raether, Athletic Director

Jason,

Please accept this email as my resignation as Cascade High School Boys Basketball Coach.

If you have any questions or concerns please contact me.

Thank you
Mike Moore

- D. Letter of Resignation, Phil Freed (Bus Driver)

 FROM: PHILIP D. FREED

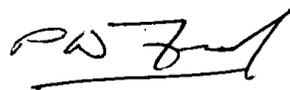
TO: CASCADE PUBLIC SCHOOL DISTRICT BOARD OF REGENTS

SUBJ: RESIGNATION LETTER (ADEL/CHESTNUT VALLEY BUS ROUTE) EFFECTIVE JUNE 30, 2024

DATE: APRIL 8, 2024

It is with a heavy heart I submit this resignation as bus driver for the Adel/Chestnut Valley route effective 30 June 2024. I want to thank the school district for allowing me the honor and privilege of transporting great kids to and from school for the last 5 years. I would also like to thank the following families; Barger, Edmundson, Ogden, Lane, Ward, Kakalecik, Snyder, Iverson, Rumney, Smith, and Davis/Loecker for raising such respectful and great kids. The respect showed by these children for themselves and one another made my job very easy. Lastly I would like to thank Wiley Aker for keeping the bus barn together through some very rough moments.

Respectfully,



Philip D. Freed

Staff Reports (I) (Appendix A)

- A. Jennifer Ward, FFA Advisor – *Appendix A, Section I (pg. 3)*
- B. Jason Raether, Activities Director – *Appendix A, Section II (pg. 5)*
- C. Michael Wilson, K1-12 Principal – *Appendix A, Section III (pg. 8)*
- D. Levi Collins, Superintendent
- E. Karsen Floerchinger, Business Manager – *Appendix A, Section V (pg. 9)*

Board Report (I) (Appendix B)

- A. Board Evaluation - *Appendix B, Section I (pg. 13)*
- B. Board Training Hours – *Appendix B, Section I (pg. 16)*
- C. Negotiations Committee Meeting – *Appendix B, Section III (pg. 17)*

New Business (A) (Appendix C)

A. Consideration of Tenured Certified Staff Recommendations for SY2024-2025

Category: Personnel

Presented by: Levi Collins

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 SY2024-2025, as listed.

Sample Motion: I move to approve the recommendation to renew the employment of the tenured certified staff for SY2024-2025, as listed.

Tenured Staff	Years	Hire Year	FTE
Allen, Elizabeth	11	2013	1.00
Allen, Karen	4	2020	1.00
Hardy, Christa	9	2015	1.00
Johnson, Alissa	21	2003	1.00
MacDonald, Coleen	8	2016	1.00
Mazaira, Sonja	7	2017	1.00
Schulte, Connor	4	2020	1.00
Skogley, Jeff	31	1993	1.00
Stevens, Sharon	31	1993	1.00
Strobbe, Peggy	26	1998	0.29
Ward, Jennifer	4	2020	1.00
Wilcox, McKenzie	4	2020	1.00

B. Consideration of Non-Tenured Certified Staff Recommendations for SY2024-2025

Category: Personnel

Presented by: Levi Collins

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 SY2024-2025, as listed.

Sample Motion: I move to approve the recommendation to renew the employment of the non-tenured certified staff for SY2024-2025, as listed.

Non-Tenured Staff	Years	Hire Year	FTE
Brown, Amanda	3	2021	1.00
Costa, Leah	2	2022	1.00
Culp, Alexis	1	2023	1.00
Formell, Lynn	2	2022	1.00
Holten, Kourtney	3	2021	1.00
Nelson, Michael	3	2021	1.00
Papke, Eliza	3	2021	1.00
Pepos, Molly	3	2021	1.00
Pettis, Steven	2	2022	1.00
Thornton, Sean	0	2024	1.00
Weeda, Giulia	3	2021	1.00

C. Consideration of Classified Staff Recommendations SY2024-2025

Category: Personnel

Presented by: Levi Collins

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

Superintendent Recommendation: Hire the Classified Staff for SY2024-2025, as listed.

Sample Motion: I move to approve the recommendation to hire the Classified Staff for SY2024-2025, as listed.

Classified Staff 2024-2025

Aker, Wiley	Transportation Supervisor	3
Romero, Armando	Food Service Supervisor	1
Smith, Bryan	Maintenance Supervisor	6

Hastings, Angie	Administrative Assistant	2
Mann, Tina	Main Office Secretary	5
Taft, Tracy	Student Office Secretary	10

Antonich, Mert	Custodian	1
Day, Rocky	Custodian	1
Roso, Victor	Custodian	3

Cosby, Dawna	General Kitchen Assistant	1
Martin, Richard	General Kitchen Assistant	1

Deshayes, Heidi	Paraprofessional	1
Dickinson, Paige	Paraprofessional	2
Foley, Anna	Paraprofessional	1
Ghekeire, Teresa	Paraprofessional	3
Ludvigson, Kandra	Paraprofessional	10
Miller, Fred	Paraprofessional	1
Hall-Elmore, Robbie	Bus Aide	3

Cummings, Nada	Bus Driver	1
Hastings, Angie	Bus Driver	1
Hughes, Doralyn	Bus Driver	1
Miller, Fred	Bus Driver	1
Mondragon, Eric	Bus Driver	12

D. Consideration of Administrative Staff Recommendations SY2024-2025

Category: Personnel

Presented by: Levi Collins

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

Superintendent Recommendation: Hire the Administrative Staff for SY2024-2025, as listed.

Sample Motion: I move to approve the recommendation to hire the Administrative Staff for SY2024-2025, as listed.

Admin/Salaried:	Title
Collins, Levi	Superintendent
Floerchinger, Karsen	Business Manager/Clerk
Raether, Jason	Activities Director
Raether, Lawni	Assistant Activities Director
Schulte, Connor	Dean of Students
Wilson, Michael	K1-12 Principal

E. Consideration of Recommendation for SY2023-2024 Spring Coaches

Category: Personnel

Presented by: Levi Collins

Facts to Consider:

Levi Nelson – HS Track Assistant Volunteer

Superintendent Recommendation: Hire the spring coaches, as listed, for SY2023-2024.

Sample Motion: I move to approve the recommendation to hire the spring coaches, as listed, for SY2023-2024.

F. Consideration of Recommendation for SY2024-2025 Winter Coaches

Category: Personnel

Presented by: Levi Collins

Facts to Consider:

JD Yarger – High School Wrestling Head Coach

Superintendent Recommendation: Hire the winter coaches, as listed, for SY2024-2025.

Sample Motion: I move to approve the recommendation to hire the winter coaches, as listed, for SY2024-2025.

G. Consideration of Recommendation for 5th Grade Teacher SY2024-2025, Molly Parks

Category: Personnel

Presented by: Levi Collins

Superintendent Recommendation: Hire Molly Parks as 5th Grade Teacher for SY2024-2025.

Sample Motion: I move to approve the recommendation to hire Molly Parks as 5th Grade Teacher for SY2024-2025.

H. Consideration of Recommendation for Cook SY2023-2024, Dawna Cosby

Category: Personnel

Presented by: Levi Collins

Superintendent Recommendation: Hire Dawna Cosby as cook for SY2023-2024.

Sample Motion: I move to approve the recommendation to hire Dawna Cosby as cook for SY2023-2024.

I. Consideration of Recommendation for Paraprofessional SY2023-2024, Denise Reissing

Category: Personnel

Presented by: Levi Collins

Superintendent Recommendation: Hire Denise Reissing as paraprofessional for SY2023-2024.

Sample Motion: I move to approve the recommendation to hire Denise Reissing as paraprofessional for SY2023-2024.

J. Consideration of Recommendation for Bus Aide SY2023-2024, Laura Cortez-Estrada

Category: Personnel

Presented by: Levi Collins

Facts to Consider: With the large number of students riding several buses, there is a need for additional supervision and support.

Superintendent Recommendation: Hire Laura Cortez-Estrada as bus aide for SY2023-2024.

Sample Motion: I move to approve the recommendation to hire Laura Cortez-Estrada as bus aide for SY2023-2024.

K. Consideration of Recommendation for Bus Driver SY2023-2024, Laura Cortez-Estrada

Category: Personnel

Presented by: Levi Collins

Superintendent Recommendation: Hire Laura Cortez-Estrada as bus driver for SY2023-2024, pending fulfillment of CDL and all driving requirements.

Sample Motion: I move to approve the recommendation to hire Laura Cortez-Estrada as bus driver for SY2023-2024, pending fulfillment of CDL and all driving requirements.

L. Consideration of Recommendation for Bus Driver SY2023-2024, Ari Cortez-Estrada

Category: Personnel

Presented by: Levi Collins

Facts to Consider: Mr. Cortez-Estrada is being recommended for bus driver.

Superintendent Recommendation: Hire Ari Cortez-Estrada as bus driver for SY2023-2024, pending fulfillment of CDL and all driving requirements.

Sample Motion: I move to approve the recommendation to hire Ari Cortez-Estrada as bus driver for SY2023-2024, pending fulfillment of CDL and all driving requirements.

M. Consideration of Recommendation for Part-Time Maintenance SY2023-2024, Ari Cortez-Estrada

Category: Personnel

Presented by: Levi Collins

Facts to Consider: Mr. Cortez-Estrada is being recommended for part-time maintenance to fill his hours between driving bus. He will be helping in the bus barn and the school as needed.

Superintendent Recommendation: Hire Ari Cortez-Estrada as part-time maintenance for SY2023-2024.

Sample Motion: I move to approve the recommendation to hire Ari Cortez-Estrada as part-time maintenance for SY2023-2024.

N. Consideration of Recommendation for SY2024-2025 Salary Lane Change, Lynn Formell

Category: Personnel

Presented by: Levi Collins

Attachments: Teacher Request for Approval of Credits for Salary Advancement: Lynn Formell – *Appendix C, Section I (pg. 20)*

Facts to Consider: Lynn Formell (JH Teacher) has submitted a request for approval of credits for salary advancement. Mrs. Formell has completed her Masters of Education, which makes her eligible for a lane change from BA+30 to BA+40, MA.

Superintendent Recommendation: Approve the request for salary lane change for Lynn Formell for SY2024-2025.

Sample Motion: I move to approve the request for salary lane change for Lynn Formell for SY2024-2025.

O. Consideration of Recommendation for SY2024-2025 Salary Lane Change, Giulia Weeda

Category: Personnel

Presented by: Levi Collins

Attachments: Teacher Request for Approval of Credits for Salary Advancement: Giulia Weeda – *Appendix C, Section I (pg. 21)*

Facts to Consider: Giulia Weeda (HS English & Spanish Teacher) has submitted a request for approval of credits for salary advancement. She has completed from MSU Bozeman, which will move her from lane BA to lane BA+10.

Superintendent Recommendation: Approve the request for salary lane change for Giulia Weeda for SY2024-2025.

Sample Motion: I move to approve the request for salary lane change for Giulia Weeda for SY2024-2025.

P. Consideration of Recommendation for SY2024-2025 Salary Lane Change, Amanda Brown

Category: Personnel

Presented by: Levi Collins

Attachments: Teacher Request for Approval of Credits for Salary Advancement: Amanda Brown – *Appendix C, Section I (pg. 25)*

Facts to Consider: Amanda Brown (HS Social Studies Teacher) has submitted a request for approval of credits for salary advancement. She has completed from WGU, which will move her from lane BA+20 to lane MA+10.

Superintendent Recommendation: Approve the request for salary lane change for Amanda Brown for SY2024-2025.

Sample Motion: I move to approve the request for salary lane change for Amanda Brown for SY2024-2025.

Q. Consideration of School Safety & Rural School Issues Stipend SY2024-2025, Levi Collins

Category: Personnel

Presented by: Negotiations Committee

Attachments: School Safety & Rural School Issues Contract – *Appendix C, Section II (pg. 27)*

Facts to Consider: Proposed stipend of \$8,100 for the purpose of School Safety & Rural School Issues for SY2024-2025.

Negotiations Committee Recommendation: Approve the School Safety & Rural Schools Issue Stipend for Levi Collins for SY2024-2025.

Sample Motion: I move to approve the School Safety & Rural Schools Issue Stipend for Levi Collins for SY2024-2025.

R. Consideration of Transportation Supervisor Contract SY2024-2025, Wiley Aker

Category: Personnel

Presented by: Negotiations Committee

Attachments: Transportation Supervisor Contract – *Appendix C, Section II (pg. 28)*

Facts to Consider: Proposed contract of Transportation Supervisor, Wiley Aker, for SY2024-2025 with all existing terms and an annual salary of \$48,493.

Negotiations Committee Recommendation: Approve the contract of the Transportation Supervisor, Wiley Aker, for SY2024-2025.

Sample Motion: I move to approve the contract of the Transportation Supervisor, Wiley Aker, for SY2024-2025.

S. Consideration of Maintenance Supervisor Contract SY2024-2025, Bryan Smith

Category: Personnel

Presented by: Negotiations Committee

Attachments: Maintenance Supervisor Contract – *Appendix C, Section II (pg. 29)*

Facts to Consider: Proposed contract of Maintenance Supervisor, Bryan Smith, for SY2024-2025 with all existing terms and an hourly wage of \$26.36 per hour.

Negotiations Committee Recommendation: Approve the contract of the Maintenance Supervisor, Bryan Smith, for SY2024-2025.

Sample Motion: I move to approve the contract of the Maintenance Supervisor, Bryan Smith, for SY2024-2025.

T. Review and Update of ARP & Safe Return to School Plans

Category: Policy

Presented by: Karsen Floerchinger

Attachments: ARP Plan, Safe Return to School Plan – *Appendix C, Section III (pg. 31)*

Facts to Consider: As an ESSER grant condition, the board of trustees is required to review and update the ARP Plan and Safe Return to School Plan every six months.

Superintendent Recommendation: Approve the review and update of the ARP and Safe Return to School Plans.

Sample Motion: I move to approve and review and update of the ARP and Safe Return to School Plans.

U. Consent Agenda (A) (Appendix D)

A. Minutes of Regular Board Meeting, March 19, 2024 – *Appendix D, Section I (pg. 58)*

- B. Minutes of Workshop Board Meeting, March 19, 2024 – *Appendix D, Section I (pg. 62)*
- C. Business Claims – *Appendix D, Section II (pg. 63)*
- D. Student Activity Account – *Appendix D, Section III (pg. 75)*

Board Meeting Evaluation (I)

- A. Complete evaluation and turn into Mr. Collins

Announcements (I)

- A. Regular School Board Meeting, May 21, 2024
- B. Upcoming Trainings