









The Core Purpose of Cascade Public School District:

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.

Approved by the Cascade Board of Trustees January 2016

Mav

Accountability for the board through trustee and levy elections. Be sure to orient your newly-elected trustees to your process of strategic governance. Adjust your budget priorities and planned staffing depending on the outcome of the levy election.

April

Continue to refine and align and finalize budget and collective bargaining

negotiations with district goals clearly evident in your decisions. Be sure to incorporate sufficient resources for professional development for your staff and board.

March

Deadline for scheduling any levy that you have identified through your budget planning and alignment process that is required to better accomplish District goals for the ensuing school fiscal year.

Februarv

Incorporate the priorities from your strategic planning in your initial budget and employee collective bargaining discussions. If you don't do this now, you will not be able to align your budget and collective bargaining agreement with your plan this year. Also, take time and choose a process for self-assessment of your board. Assessment is the most effective way to ensure board members understand their duties and utilize effective governance

lanuarv **Review and**

lune

Celebrate graduation and

learning completed over the

preceding academic year.

Make sure your community

knows about the district's

progress in increasing

student achievement

and that your board

embraces a belief

that all students

can be taught

and achieve.

update your strategic plan based on what you learn in reviewing student achievement over the preceding months, or initiate strategic planning if you have no plan. The plan should belong to the Board but should be crafted in collaboration with staff and community. Also, evaluate the performance of your superintendent.

July

New fiscal year. This is a great time to think about kicking off the strategic governance model if you have not vet done so! Use MTSBA's new Strategic Governance Policy Series to guide you through the transition

AUQUSI

Budget Adoption. Is the proposed budget deliberately aligned with your district goals? Do vou have district goals? If not, to what priorities is your budget aligned? At a minimum, the board and staff leadership team should have a discussion regarding

September

School is in session. This

October

November Review NAEP scores.

December **Review graduation** rates.

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

Keep kids at the center

of all board

decisions!

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 communi- cations 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.

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 th	ne agenda.
Old Business (A)	9:05
Informational A. Steam Boiler System Update	
New Business (A) 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	9:20
 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.

	1	2	3 Main't	4	5 Bus	6	7 Admin	8 General	9 Head
Dept.	Aide	Custodian	Supervisor	Bus Driver	Supervisor	Secretary	Assistant	Kitchen	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

Classified Staff Pay Matrix B - July 1, 2016

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

DRAFT

Cascade School District 3B Board of Trustees August 15, 2017 - 6:00 pm

Subject to change upon approval of the board

Board Members Present –

<u>High School Board</u> 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	
***Need Approval by the T	rustees		Nelsen, Jessica		
T.B. APPROVED					
C - Some teaching certi	fication				
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)