

**AGENDA**  
**Board of Trustees**  
**School District Six and Columbia Falls High School District**  
**Regular Board Meeting**  
**Monday, April 17, 2023**  
**6:00 p.m.**  
**School District Six Board Room**

- 1. Call to Order**
- 2. Pledge to the Flag**
- 3. Approval of Agenda**
- 4. Consent Agenda**
  - a. Approval of board meeting minutes – Pgs. 1-21
  - b. Approval of March bills
  - c. Approval of Investment Reports
- 5. Public Participation**
  - a. Student Body Representative
- 6. Reports**
  - a. K-8 Facility Bond Project – Dave Jolly – Pg. 22
  - b. Elementary Report – Pgs. 23-28
  - c. High School Principal – Pgs. 29-31
  - d. Clerk / Business Manager – Pgs. 32-34
  - e. Curriculum Director Report – In Person
  - f. Special Services Director – Pg. 35
  - g. MTSBA Board Report – Trustee Riley – Pgs. 36-40
  - h. Superintendent – Dave Wick
  - i. Board Chair
- 7. Action/Discussion Items:**
  - a. Land to Hand Wildcat Garden – outdoor kitchen facility
    - Program Update – Whitney Pratt and Gretchen Boyer – Pgs. 41-44
    - Consideration of the proposed gazebo structure – Pgs. 45-46
    - Consideration of the MOU revisions – Pgs. 47-52
  - b. Teacher professional development presentations
    - Glacier Gateway – Get Your Teach On – Trisha Hall and Callie Moore
    - Ruder – NCTE – Mary Burns and Sherri Nissen
    - JH – NCTE – Leslie DiMaio
    - HS – AWP Writers Conference – Nia Vestal
  - c. Consideration of the High School Work Based learning Affiliation Agreement between Logan Health and School District Six. – Pgs. 53-60
  - d. Consideration of the Concession Services Agreement renewal for FY 2024 with Cup O Soul.-Pgs. 61-63
  - e. Acceptance of the FY 2022 Audit Report. – Pgs. 64-66
  - f. Consideration of the following Health Insurance Committee recommendations:
    - Vision Insurance – self fund annual eye exam
    - Renew with Delta Dental
  - g. Consideration of the following increases to Food Service Program meal charges: - Pg. 67
    - Adult Lunch Meal - \$5.00
    - Student Lunch Meal - \$3.50
    - Student Breakfast Meal - \$2.00

**8. Late Agenda Items Considered on March 20, 2023 Agenda**

- a. Consideration of a Cross-Fit club at CFHS.
- b. Consideration of the Simple Lease of Technology Space at old CFJH.

**9. Personnel**

**a. The superintendent has accepted the following resignations:**

Molly Mortenson	Title 1 Para – Glacier Gateway – end of SY 22-23
Austin Kimmet	JH Football Coach – end of SY 22-23
James Lester	Bus Driver / Washer – retirement 6-30-23
Tyson Hubbard	Assistant Football Coach – end of SY 22-23

**b. Consideration of the hiring of Mr. Cory Dziowgo for District Superintendent.**

**c. Consideration of the following hiring recommendations:**

Katie Whisenand	English – L/A Teacher – Junior High School – SY 23-24
Tristan Crane	Temporary Summer Lawn Care – 6/7/23 – end of summer
Ellen Szalay	Special Education Paraeducator – High School – 3/17/23
Carly Weber	English Teacher – HS – SY 23-24

**d. Consideration of the following substitute hires: - Pg. 68**

**e. Consideration of the elementary non-tenure teacher hires for 23-24. – Pg. 69**

**f. Consideration of the high school non-tenure teacher hires for SY 23-24. – Pg. 70**

**g. Consideration of a sick leave bank request.**

**10. Miscellaneous and Future Planning:**

- April 26, 2023 Health Insurance Committee – 4:00 PM
- May 2, 2023 Annual School Election
- May 8, 2023 Regular Board Meeting – 6:00 PM
- May 8, 2023 Reorganizational Meeting – 7:30 PM

**11. Adjournment**

**The next Regular Board Meeting will be held at 6:00 p.m.,  
Monday, May 8, 2023, in the School District Six Board Room**

REGULAR MEETING  
BOARD OF TRUSTEES  
SCHOOL DISTRICT #6  
MARCH 20, 2023

# Unofficial

The Regular Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Monday, March 20, 2023, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

**PRESENT:**

Jill Rocksund..... Board Chair  
Justin Cheff..... Trustee  
Keri Hill ..... Trustee  
Casey Heupel ..... Trustee  
Barbara Riley ..... Trustee  
Wayne Jacobsmeyer ..... Trustee  
Dave Wick..... Superintendent  
Dustin Zuffelato ..... Business Manager

**ABSENT:**

Dean Chisholm..... Vice Chair  
Heather Mumby ..... Trustee

Call to order at: 6:02 P.M.

CALL TO ORDER

Motion by Cheff, second by Riley, to approve the agenda as amended: adding two late additions 7a) Consideration of a Cross Fit Club at the High School and 7b) Lease Agreement of old Columbia Falls Junior High.

APPROVE AGENDA

Public comment was requested and there was none.  
Passed 6-0

Motion by Heupel, second by Hill, to approve the consent agenda as follows:

APPROVE CONSENT AGENDA

- Approve February bills
- Approve the investment report.
- Approve the minutes of September 2022 and February 2023 meeting.
- Student Activity Account Transfers.

Public comment was requested and Trustee Riley pointed out that the minutes from September contain an incorrect date, September 1, 2023 should read 2022. Pull September minutes from the consent agenda.

Passed 6-0

Motion by Riley, second by Heupel, to change the September 2022 minutes to read September 1, 2022.

Public comment was requested and there was none.  
Passed 6-0

Public Participation:

Approximately twenty-three (23) people attended the meeting in person.

PUBLIC PARTICIPATION:

Sophomore Class Representatives presented an oral presentation and written report regarding the proceedings of the High School during the months of February and March. Highlights were the great work that the Bleed Blue Committee did putting on Bleed Blue Week. Focus to support the Bleed Blue Group in providing effective suicide prevention and mental health support, and improving the school parking situation.

# Unofficial

Public comment was requested and Community Member Joe O'Rourke commented that at the February 27th meeting there was a discussion on student testing, results and achievements. Mr. O'Rourke is asking the board to take the following suggestions: Find other means to test achievement and use those results; have a study group for improving attendance; find better ways to support teachers with students; public is not always given a lot of notice and should when tests are coming up; test up to four times a year; and to not just test on reading, math, and science, but should add history and civics. Why are there not more discussions regarding these subjects? Mr. O'Rourke wants to see improvements in those areas mentioned.

Public comment was requested and Megan Upton stated that at the Special Meeting last Thursday the word equitable was inserted in one of the traits of a superintendent. Mrs. Upton would like to hear the board's views on what equity means? She is requesting responses to emails send to Board Members today (March 20) at approximately 5:30 P.M.

Public comment was requested and Teacher Paul Koch commented that Zoom link is having issues, and individuals are not able to link on. The Zoom link was not set up ahead of the meeting.

## REPORTS:

### Reports:

K-8 Facility Bond Project – Owners Representative Dave Jolly provided an update. The noise reduction at Glacier Gateway is being looked at by Swank, not only in the commons area but between classrooms. Gravel will be added for bus traffic to eliminate some of the more muddy areas. During spring break the demo will start on the north end of the old Glacier Gateway building; they will eliminate boiler lines at that time. Gas line to the new building will be in service tomorrow (March 21, 2023). Should be receiving design documents from Jackola Engineering for the concession stand buildings. Looking at proposal on soccer fields to complete the storage building. At Ruder we have all owner's manuals and documents for the entire building. Still looking at air conditioning in principal's office and office behind. Continuing to look at what could still be done with money available such as, the Ruder drop ceiling, sheet metal, playground paving, etc.

The Elementary School Principals provided the Board with written reports. Penni Anello reported that they wrapped up "I Love to Read" month in February. Mrs. Anello's favorite science fair project was on which playground is coldest between Glacier Gateway, Ruder and West Glacier; Ruder has the coldest playground. Glacier Gateway is working on their Spring Art Walk on April 11, 2023. Ted Miller and the Junior High Staff have been talking about vaping at the junior high level. They wish to be proactive in educating the students, parents and community through assemblies with Flathead County. Mr. Miller has been looking into detection devises and asking other schools what is being used, plus adding more supervision in increased areas, the worst area being the bathrooms. The Staff has started looking at next year's scheduling, wanting to provide classes that focus on different interests other than choir and band.

High School Principal Jon Konen provided the Board with a written report. Mr. Konen is tasking students on "what can we do better". Would like to work with the Junior High regarding vaping devices and solutions. The High School is looking at how better to engage

# Unofficial

students using a tiered system. A study by Mr. Thompson showed that students involved in MHSA (Montana High School Association) activities had an average GPA of 3.4, non MHSA students' average is 0.8 lower. The high school has over 400 students involved in activities. Trustees Riley and Cheff were curious of what the GPA is for students involved in clubs and building trades group? According to Mr. Konen, that will be what they research next.

District Business Manager/Clerk provided the Board with a written report. The upcoming election has three (3) open positions and five (5) candidates have turned in application to run for School Board; March 23 is the deadline. Mr. Zuffelato is meeting with the County next week to align how we are supporting each other during the election, ballots will be certified on March 30, and compiling the envelopes for mailing will happen the week of April 10.

Curriculum Director, Mark McCord, provided the Board with a written report. The Tech Committee met and discussed the hardware setups and working on issues at the new Glacier Gateway. The Calendar Committee has a proposal for the Board to review tonight. The Website Committee has been working on an upgrade in professionalism. The PD Committee currently has sixteen (16) grants accepted and funded.

Trustee Barbara Riley updated the Board about the recent proceedings of the National School Board Association (NSBA) and the Montana School Board Association (MTSBA). They have been discussing tech meetings versus in-person meetings. The Legislature on the Hill Day was good and hopefully, the comments shared will help those elected with their decisions.

Superintendent Dave Wick reported that the overall enrollment is down 10 students at the end of February, and had a handout on attendance. The list of tenure teachers provided in the packet was not accurate and a revised list was presented. The Health Trust Bill is being considered to start a school employee health insurance trust. The intent is to show support with the AA schools. The program devised in the proposed bill needs at least 12,000 lives. The advantage to a state trust insurance is that it could lower insurance costs that in turn could be transferred to employees through the general budget for higher salaries. The Self Defense Bill will make it harder for administrators dealing with discipline. The Charter Bill would mean less funding for public schools. There is a movement to have school board elections every two years in November. This creates a challenge in how to stagger board members every two years without the majority of board being changed all at once.

Board Chair Jill Rocksund provided an update on the new superintendent search. Gary Ray Recruiting has reached out to 30 individuals and 11 completed applications. GR screened 10 of the 11 applications narrowing that number to six (6) candidates to review on Thursday (March 23). Short videos for each applicant is being sent out Wednesday morning with background information. Of the six, five (5) are from Montana with one (1) from Wyoming. The review on Thursday will be in executive session and the Board will decide the number of those to interview. The first round of interviews will take place during the first week in April; interviews will be done virtually for all candidates. Dr. Rob McGregor, from Gary Ray Recruiting, will be on site to conduct the second round of interviews, including tours and meet & greets the week of April 10.

#### Action/Discussed Items:

Leslie Pendergast discussed the organization of the new Cross Fit Club at the High School. The goal of this club is getting kids moving in a variety of settings that they would use in everyday

ACTION/DISCUSSION  
ITEMS

# Unofficial

life and athletics. The Cross Fit Class attended a cross country skiing fieldtrip at Isaac Walton Inn. Next year this class will be offered as a dual enrollment class with FVCC to earn both high school and college credits.

MOTION TO APPROVE  
FORMATION OF  
CROSS FIT CLUB

Motion by Riley, second by Hill, to approve formation of cross fit club.  
Public comment was requested and there was none.  
Passed 6-0

MOTION TO APPROVE  
LEASE AGREEMENT  
WITH RUIS GATEWAY  
LLC

Motion by Riley, second by Jacobsmeyer, to approve the lease agreement for the MDF Room at the old junior high school from Ruis Gateway LLC.  
Public comment was requested and there was none.  
Passed 6-0

MOTION TO APPROVE  
RESOLUTION 408

Motion by Riley, second by Jacobsmeyer, to approve Resolution 408 – Elementary District’s intent to impose an increase/decrease in levies.  
Public comment was requested and some background information was presented by Clerk Zuffelato as to why these figures are being presented. A 2.7 percent increase will be applied (via HB 15) to the funding components for the District’s general budget. This increase does not provide enough funding to maintain current programs within the Elementary District. The proposed resolution increases the permissive levy within the Tuition Fund to serve students with significant needs. The District will shift FTE out of the General Fund and into the Tuition Fund to mitigate the projected budget deficit. Trustee Riley says there are still moving parts in the legislature that could impact how the funds will be spread out.  
Passed 5-0

MOTION TO APPROVE  
RESOLUTION 409

Motion by Riley, second by Heupel to approve Resolution 409 – High School District’s intent to impose an increase/decrease in levies.  
Public comment was requested and there was none.  
Passed 6-0

MOTION TO CANCEL  
RESOLUTION 410

The Board considered the General Fund over-base mill levy election called in February. The Finance Committee conducted a meeting on February 28, 2023 and consensus was to increase the permissive levies within the Tuition Fund and use ESSER funds for one more year as opposed to asking the community to support a general fund levy.  
Motion by Riley, second by Jacobsmeyer, to cancel Resolution 410 – Elementary District’s Over-Base Mill Levy Election.  
Public comment was requested and there was none.  
Passed 5-0

MOTION TO CANCEL  
RESOLUTION 411

Motion by Riley, second by Cheff to cancel Resolution 411 – High School District’s Over-Base Mill Levy Election.  
Public comment was requested and there was none.  
Passed 6-0

MOTION TO APPROVE  
THE CANCELLATION  
OF OUTSTANDING  
WARRANTS

Motion by Riley, second by Hill to approve the cancellation of outstanding warrants.  
Public comment was requested and there was none.  
Passed 6-0

# Unofficial

Motion by Hill, second by Heupel to approve the E-Rate Firewall Agreement with Pine Cove for 2023-2028.

Public comment was requested and there was none.

Passed 6-0

MOTION TO APPROVE E-RATE FIREWALL AGREEMENT WITH PINE COVE

Motion by Riley, second by Cheff, to approve E-Rate Internet Services Provider Agreement with Montana Digital for 2023-2025.

Public comment was requested and Trustee Riley liked that Montana Digital was cheaper than Charter and more local for better customer service.

Passed 6-0

MOTION TO APPROVE E-RATE INTERNET-SERVICES PROVIDER AGREEMENT WITH MONTANA DIGITAL

Motion by Riley, second by Hill, to approve the Independent Contract Agreement for speech language pathologist services with Virginia Paulson.

Public comment was requested and there was none.

Passed 6-0

MOTION TO APPROVE THE INDEPENDENT CONTRACT AGREEMENT WITH VIRGINIA PAULSON

Motion by Heupel, second by Riley, to approve the district calendar for the 2023-2024 school year as presented.

Public comment was requested and there was none.

Passed 6-0

MOTION TO APPROVE THE 2023-2024 DISTRICT CALENDAR

The Board considered changing bus route One bus route needed to be increased by four (4) miles per day, which as a result will allow additional funding to accommodate more kids.

Motion by Cheff, second by Heupel, to approve the requested bus route changes.

Public comment was requested and there was none.

Passed 6-0

MOTION TO APPROVE BUS ROUTE CHANGES

Motion by Riley, second by Heupel, to approve the MOU between School District 6 and MSU-Northern providing access to the Junior High facilities to conduct motorcycle safety training.

Public comment was requested and there was none.

Passed 6-0

MOTION TO APPROVE MOU WITH MSU-NORTHERN FOR MOTORCYCLE SAFETY TRAINING AT THE JH

The Long Range Planning Committee conducted a meeting earlier (3/20/2023) at 5:00 P.M. to determine options and recommends option number three (3) to use ESSER funding to install ventilation to improve air quality in the classrooms at the High School. This option has the greatest impact to the learning environment for students. There is minimal design change to complete and the District won't need to rebid.

Motion by Cheff, second by Riley, to approve the Long Range Planning Committee recommendations regarding the High School HVAC Project by choosing Option 3 to upgrade controls, provide fresh air ventilation, and upgrade the electrical.

Public comment was requested and there was none.

Passed 6-0

MOTION TO APPROVE LRP COMMITTEE RECOMMENDATION TO CHOOSE OPTION 3 OF THE HS HVAC PROJECT

Personnel:

The Board acknowledged the following resignations previously accepted by the Superintendent:

Nancy Johnson – Ruder Paraeducator, Kameki Morris – Ruder Paraeducator, Terri Eckel –

Glacier Gateway Paraeducator, Logan Maddelena – Glacier Gateway First Grade Teacher,

Taylor Hoots – Junior High Cross Country Coach, Holly Ekstrom – Junior High Science

PERSONNEL:

# Unofficial

Teacher, Eric Morgan – Junior High Science Teacher, Dallas Sullivan – Junior High Math Teacher, Marcy Birdsell – Junior High Social Studies Teacher, Jessica Moultray – Payroll Specialist, Susan Battee – High School Special Education Teacher

MOTION TO APPROVE THE ELEM DISTRICT HIRING RECOMMENDATIONS

Motion by Riley, second by Cheff, to approve the following Elementary District hiring recommendation: Emily Houston – Ruder Special Education Paraeducator  
Public comment was requested and there was none.  
Passed 5-0

MOTION TO APPROVE HS/DISTRICT-WIDE HIRING RECOMMENDATIONS

Motion by Riley, second by Hill, to approve the following High School/District Wide hiring recommendations: Christopher Grau – IT Director, Kenneth Little – Hot Lunch Receiving & Shipping/Kitchen Helper, Andrea Rogers – Bus Driver, Kurt Rogers – Bus Driver  
Public comment was requested and there was none.  
Passed 6-0

MOTION TO APPROVE SUBSTITUTE HIRING RECOMMENDATIONS

Motion by Riley, second by Hill, to approve the substitute hiring recommendations.  
Public comment was requested and there was none.  
Passed 6-0

MOTION TO APPROVE ELEMENTARY TENURE TEACHER HIRES FOR 23-24 SY

Motion by Riley, second by Hill, to approve elementary tenure teacher hires for 2023-2024 as presented.  
Public comment was requested and there was none.  
Passed 5-0

MOTION TO APPROVE HIGH SCHOOL TENURE TEACHER HIRES FOR 23-24 SY

Motion by Heupel, second by Riley, to approve the revised list of high school tenure teacher hires for 2023-2024.  
Public comment was requested and there was none.  
Passed 6-0

MISC/FUTURE PLANNING

Miscellaneous and Future Planning:

- Long Range Planning – High School HVAC – March 20, 2023 – 5:00 P.M.
- Health Insurance Committee – March 22, 2023 – 4:00 P.M.
- Deadline for Trustee nominating petitions – March 23, 2023
- Special Meeting to review superintendent candidate applications – March 23, 2023 – 5:00 P.M.
- Superintendent Interviews – First week in April
- GR Recruiting Site Visit – April 10, 2023
- Mail ballots sent – April 17, 2023
- Need schedule for Students On Board and work session after spring break.

An option to have a tour of the High School as a Board was brought up; also, talk about another tour through the new Glacier Gateway before a Board Meeting to see changes since everything has been moved in. The discussion regarding a work session describing all areas of studies available to student at the High School should happen with the option for parents to participate through Zoom.

MEETING ADJOURNED

As there was no further business to come before the Board, Board Chair Rocksund adjourned the meeting at 8:31 P.M.



# Unofficial

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Jill Rocksund, Board Chair

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Dustin Zuffelato, Business Manager/Clerk

Name	Description	DAC	FTE	Hire Date
HOVDE, TERI K	Teacher	Ruder	1.0000	8/31/1990
NICHOLS, SABRINA K	Teacher	Junior High	1.0000	8/30/1991
KEHR, ROBYN L	Teacher	Ruder	1.0000	8/28/1992
KEHR, DAVID H	Teacher	Junior High	1.0000	8/27/1993
JENSEN, JODI L	Teacher	Glacier Gateway	1.0000	8/30/1995
NISSSEN, SHERRI D	Teacher	Ruder	1.0000	8/30/1995
GANGE, KIMBERLY K	Teacher	Junior High	1.0000	9/21/1995
BLAIR, KENT M	Teacher	Junior High	1.0000	8/25/1997
GANGE, KRISTINE L	Teacher	Junior High	1.0000	8/25/1997
CHRISTENSEN, JANAE C	Teacher	Ruder	1.0000	8/31/1998
HANSON, AMY L	Teacher	Ruder	1.0000	8/31/1999
HOERNER, JENNIFER L	Teacher	Ruder	1.0000	8/31/1999
KOCH, PAULA A	Teacher	Junior High	1.0000	8/31/1999
WETSCH, KATHY M	Teacher	Junior High	1.0000	8/31/1999
BROWN, JOSIE L	Teacher	Junior High	1.0000	8/28/2000
FEIST, HEATHER S	Teacher	Junior High	1.0000	8/28/2000
ROBBINS, JENNIFER M	Teacher	Junior High	1.0000	8/28/2000
DIMAIO, LESLIE B	Teacher	Junior High	1.0000	8/27/2001
THOMPSON, JASON L	Teacher	Glacier Gateway	1.0000	9/3/2002
FREEMAN, HEIDI J	Teacher	Ruder	1.0000	8/25/2003
OREM, KRISTY M	Teacher	Glacier Gateway	1.0000	1/5/2004
CHILDERS, SARA F	Teacher	Ruder	1.0000	8/30/2004
COLEMAN, TAMMY A	Teacher	Junior High	1.0000	8/30/2004
WELCH, JOSEPH A	Teacher	Junior High	1.0000	8/30/2004
GNAUCK, CARRIE E	Teacher	Glacier Gateway	1.0000	9/1/2004
BRANSTETTER, JACQUELINE	Teacher	Junior High	1.0000	8/29/2005
MASA, RUBIANNA M	Teacher	Junior High	1.0000	8/29/2005
SCHAEFFER, RACHEL L	Teacher	Glacier Gateway	1.0000	8/29/2005
COX, DEBRA M	Teacher	Glacier Gateway	1.0000	8/28/2006
BOWLER, CAMI J	Teacher	Junior High	1.0000	8/27/2007
EMERSON, LAURA C	Teacher	Glacier Gateway	1.0000	8/27/2007
ERLER, EMILIE E	Teacher	Glacier Gateway	1.0000	8/27/2007
GIANOS, RACHEL A	Teacher	Glacier Gateway	1.0000	8/27/2007
GILCHRIST, HEATHER M	Teacher	Junior High	1.0000	8/27/2007
TRENERRY, NICOLETTE I	Teacher	Ruder	1.0000	8/27/2007
VAN DER WEIDE, SIMON H	Teacher	Glacier Gateway	1.0000	8/27/2007
GETTS, MARY ELLEN	Teacher	Glacier Gateway	1.0000	8/25/2008
LADENBURG, CASSIE J	Teacher	Ruder	1.0000	8/25/2008
OSBORNE, DENISE K	Teacher	Glacier Gateway	1.0000	8/25/2008
PICKARD, MARNA L	Teacher	Junior High	1.0000	8/25/2008
SCHAEFFER, TRISTA L	Teacher	Glacier Gateway	1.0000	8/25/2008
HEINZ, KAMI L	Teacher	Junior High	1.0000	8/24/2009
LOBBESTAEL, HALEY D	Teacher	Ruder	1.0000	8/26/2013
SCHWADERER, JESSICA B	Teacher	Junior High	1.0000	8/26/2013
DEISTER, ZACHARIAH L	Teacher	Junior High	1.0000	8/28/2014
MARTIN, JENNIFER L	Teacher	Glacier Gateway	1.0000	8/28/2014

SHIELDS, DANA M	Teacher	Ruder	1.0000	8/28/2014
AALDERKS, SANDRA L	Teacher	Glacier Gateway	1.0000	8/31/2015
BYRD-RINCK, CECILIA	Teacher	Junior High	1.0000	8/31/2015
CAUDILL, BENJAMIN T	Teacher	Junior High	1.0000	8/31/2015
HARRIES, EMILY R	Teacher	Glacier Gateway	1.0000	8/31/2015
MILLER, TROY D	Teacher	Glacier Gateway	1.0000	8/31/2015
PREISS, JOSHUA P	Teacher	Ruder	1.0000	8/31/2015
QUIRAM, TRISHA J	Teacher	Ruder	1.0000	8/31/2015
WEAVER, ANDREA D	Teacher	Glacier Gateway	1.0000	8/28/2016
JONES, SAMANTHA J	Teacher	Junior High	1.0000	8/29/2016
QUEEN, KRISTY A	Teacher	Ruder	1.0000	8/29/2016
BURNS, MARY C	Teacher	Ruder	1.0000	8/28/2017
BUTLER, AERICKA S	Teacher	Junior High	0.8000	8/28/2017
DEWS, JANE A	Teacher	Glacier Gateway	1.0000	8/28/2017
GEORGE, ALEXANDRA L	Teacher	Glacier Gateway	1.0000	8/28/2017
HARWOOD, CAMBERIA L	Teacher	Ruder	1.0000	8/28/2017
KOLLMANN, ASHLEY M	Teacher	Glacier Gateway	1.0000	8/28/2017
LILIENTHAL, CHARLES A	Teacher	Junior High	1.0000	8/28/2017
MANSFIELD, AUTUMN R	Teacher	Ruder	1.0000	8/28/2017
NADEAU, ASHLEY M	Teacher	Ruder	1.0000	8/28/2017
MATHESON, CAROL J	Teacher	Ruder	1.0000	8/23/2018
REAMY BUTTS, ALLYSON T	Teacher	Junior High	1.0000	8/23/2018
CALABRESE, JARROD A	Teacher	Glacier Gateway	1.0000	8/22/2019
DESCHAMPS, GABRIELLE M	Teacher	Ruder	1.0000	8/22/2019
ENOS, DEIDRA A	Teacher	Glacier Gateway	1.0000	8/22/2019
FOSTER, PAULA W	Teacher	Junior High	1.0000	8/22/2019
HALL, PATRICIA A	Teacher	Glacier Gateway	1.0000	8/22/2019
THURSTON, JENNIFER L	Teacher	Glacier Gateway	1.0000	8/22/2019

Name	Description	DAC	FTE	Hire Date
BOWMAN, TROY W	Teacher	High School	1.00	8/27/1996
DEWELL, BEVERLY	Teacher	High School	1.00	8/26/1997
HEINZ, JAMES W	Teacher	High School	1.00	8/31/1998
BROWNE, PETER D	Teacher	High School	1.00	8/31/1999
LOVERING, JENNIFER J	Teacher	High School	1.00	8/31/1999
BATES, REBECCA A	TeacherVoed	High School	1.00	8/27/2001
FERNANDEZ, ZULMA	Teacher	High School	1.00	8/28/2002
SCHAEFFER, JESSIE A	Teacher	High School	1.00	8/28/2002
CRANDELL, BRIAN F	Teacher	High School	1.00	8/25/2003
COLEMAN, WILLIAM F	Teacher	High School	1.00	8/30/2004
HOULE, KELLY J SR	Teacher	High School	1.00	8/30/2004
WHITMAN, JULIA I	Teacher	High School	1.00	8/29/2005
JOLLYMORE, ASHLEY E	Teacher	High School	0.80	8/28/2006
QUINTIA, ERIN A	Teacher	High School	1.00	8/28/2006
ROE, DAWN M	Teacher	High School	1.00	8/28/2006
HANSON, ALIA A	Teacher	High School	1.00	8/25/2008
MARSH, LORI DIANE	Teacher	High School	1.00	8/25/2008
DANIELS, KATE L	Teacher	High School	1.00	8/24/2009
STAFFORD, JASNA	Teacher	High School	0.80	8/29/2011
SCHWEIKERT, JACKSON	Teacher	High School	1.00	8/27/2012
SCHAEFFER, BENJAMIN J	TeacherVoed	High School	1.00	8/28/2012
FORKE, JOSHUA R	Teacher	High School	1.00	8/31/2015
GRESS, SHELLY A.R.	Teacher	High School	1.00	8/31/2015
HALL, JAKE M	Teacher	High School	1.00	8/31/2015
PEACOCK, JAMES K	Teacher	High School	1.00	8/31/2015
PENDERGAST, LESLIE R	Teacher	High School	0.50	8/31/2015
FINBERG, CHRISTOPHER M	Teacher	High School	1.00	8/29/2016
VESTAL, NIA R	Teacher	High School	1.00	8/29/2016
CHIARITO, BRIDGET ML	Teacher	High School	1.00	8/28/2017
FORKE, SHELBY E	Teacher	High School	1.00	8/28/2017
HACKETHORN, EMILY T	Teacher	High School	1.00	8/28/2017
REMIKER, JEFFREY J	TeacherVoed	High School	1.00	8/28/2017
MORAN, WILLOW A	Teacher	High School	1.00	8/23/2018
PRICE, JEANETTE J	Teacher	High School	1.00	8/23/2018
RACIOPPI, LINDSEY A	TeacherVoed	High School	1.00	8/23/2018
DANLEY, ANNA M	Teacher	High School	1.00	8/22/2019
OSBORNE, JOSIAH S	Teacher	High School	1.00	8/22/2019
WEBB, MARY K	Teacher	High School	1.00	8/22/2019

REGULAR MEETING  
BOARD OF TRUSTEES  
SCHOOL DISTRICT #6  
OCTOBER 10, 2022

# Unofficial

The Regular Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Monday, October 10, 2022, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

**PRESENT:**

Jill Rocksund.....Board Chair  
Dean Chisholm .....Vice Chair  
Justin Cheff.....Trustee  
Keri Hill .....Trustee  
Casey Heupel .....Trustee  
Barbara Riley .....Trustee Via Zoom  
Wayne Jacobsmeyer.....Trustee  
Heather Mumby .....Trustee Via Zoom  
Dave Wick.....Superintendent  
Dustin Zuffelato .....Business Manager/Clerk

Chair Rocksund called the meeting to order at 6:01 P.M.

Motion by Heupel, second by Hill, to approve the agenda as presented.  
Motion passed 8-0

Motion by Heupel, second by Jacobsmeyer, to approve the consent agenda as follows:  
- Approval of September Bills  
- Approval of Investment Reports  
- Approval of May minutes

Passed 8-0

Public Participation:

Chair Rocksund noted a new procedure regarding public comment that is aligned with Board Policy.

Chair Rocksund requested public participation on any agenda or non-agenda items. There was no public participation.

Reports:

K-8 Facility Bond Project – Owners Representative Dave Jolly provided an update. Dave Wick presented pictures of the New Glacier Gateway Elementary.

Superintendent Dave Wick presented the new and improved District Website.

The Elementary School Principals provided the Board with written reports. The robust Summer School Program was successful based on analyzing student assessments of those students who participated in the summer program.

High School Principal Jon Konen provided the Board with a written report. They have identified focusing on improving attendance as one of the goals for the school year. District Business Manager/Clerk provided the Board with a written report. Federal Program appropriations were a bit lower, but fairly consistent to the prior year. Summary of ESSER Funding spent as of June 30. ESSER I completely expended. ESSER II approximately \$150,000

CALL TO ORDER

APPROVE AGENDA

APPROVE CONSENT  
AGENDA

PUBLIC  
PARTICIPATION:

REPORTS:

# Unofficial

remaining. ESSER III Base \$4 Million available projected to be used for HS HVAC Project. ESSER III Learning Loss \$839K available to be spent on evidence-based interventions, such as summer learning or summer enrichment, extended day, comprehensive afterschool programs, or an extended school year programs. Currently five FTE currently paid from this funding source. Trying to avoid a Funding Cliff.

Safety Concerns at the High School:

- Electrical Shut Off.
- Secure Entry Way
- Students Using Out Buildings.
- Roof/Sky Lights

Finance Committee:

- Facility Funding – HS Concessions/HS Gym Floor/HS HVAC
- Enrollment – Fall Count and FY24 General Fund Budget
- K-8 Facility Bond Project Budget Update

Transportation Committee:

- DEQ Grant Bus Replacement

Curriculum Director, Mark McCord, provided the Board with a written report outlining Title I Grant and Professional Development Budget.

Superintendent Dave Wick stated that there will be an Executive Session prior to the November Board Meeting. Mr. Wick presented results of the Security Assessment. High School enrollment is up 30 students as compared to last year at 697.

Trustee Riley presented a report on the activities of the MTSBA Board.

ACTION/DISCUSSION ITEMS:

Action/Discussed Items:

Teachers Paula Koch and Mary Ellen Getts presented the Rotary Trip for High School Student to Guatemala during the 2023 Spring Break. Teachers Jeanette Price and Zulma Fernandez presented the International Student Trip to France and Spain during Spring Break 2024.

Motion by Riley, second by Mumby, to approve the Out of State Travel for teachers and students to Guatemala in March 2023 and France/Spain in 2024.

Passed 8-0

INCLEMENT WEATHER PROCEDURE REVIEW

Superintendent Dave Wick reviewed the Inclement Weather Procedures with the Board.

INSURANCE COMMITTEE RECOMMENDATIONS

Consideration of Health Insurance Committee Recommendations.

Flex Plan Year 10/1/2022 – 6/30/2023

- Aligns to the Health Plan Year
- One Open Enrollment Period
- IRS Compliance with new High Deductible Plan Option

# Unofficial

## Health Promotion Program

- Base Fee \$125 per participant – voluntary. 200 budgeted.
- Committee Recommended adding reflexive testing option for a review fee of \$145.

Motion by Mumby, second by Riley, to approve the Health Insurance Committee recommendations to amend the Flex Plan Year and utilize the reflexive testing option for voluntary health screenings.

Passed 8-0

MOTION TO APPROVE  
INSURANCE CMTE  
RECOMMENDATIONS

## Personnel:

The Board acknowledged the following resignations previously accepted by the Superintendent: Robin Cael – Glacier Gateway Fourth Grade Teacher, Sonja Applebaker – Hot Lunch Helper/Floater, Lyle Sheets – Bus Driver

PERSONNEL:

Motion by Hill, second by Cheff, to approve the following Elementary District hiring recommendations: Elizabeth Raymond – Part-time Junior High Special Education Para, Jennifer Hylton-Lewis – Glacier Gateway Title I Para, Cassi Banning – Youth Rec Director

Passed 7-0.

MOTION TO APPROVE  
ELEM HIRING  
RECOMMENDATIONS

Motion by Heupel, second by Hill, to approve the following High School/District Wide hiring recommendations: Aven Middlesworth – High School Assistant Swim Coach

Passed 8-0.

MOTION TO APPROVE  
HS/DISTRICT-WIDE  
HIRING  
RECOMMENDATIONS

Motion by Heupel, second by Hill, to approve the substitute hiring recommendations as presented.

Passed 8-0.

MOTION TO APPROVE  
SUBSTITUTE  
RECOMMENDATIONS

Motion by Riley, second by Chisholm, to approve the Out-of-State Travel Requests for:

- Junior High Teachers – Leslie DiMaio, Jen Robbins, and Kim Gange; Elementary Teachers – Mary Burns and Sherri Nissen to attend the National Council of Teachers of English in California November 17-20, 2022.
- Paula Koch, Zulma Fernandez and Jeanette Price to attend the ACTFL Convention in Massachusetts November 18-20, 2022.
- Trisha Hall and Callie Moore to attend Get Your Teach On in Las Vegas, NV January 15-16, 2023.
- Kathy Wetsch to attend the National K-8 Literacy and Reading Recovery Conference in Ohio on January 28-31, 2023.
- Diane Marsh and Jenny Lovering to attend the NCCE: Northwest Council for Computer Education Conference 2023 in Washington on March 20-24, 2023.

Passed 8-0.

MOTION TO APPROVE  
TRAVEL REQUESTS

## Miscellaneous and Future Planning:

- Health Insurance Committee – October 13, 2022 – 4:00 P.M.
- Work Session: Tour of New Glacier Gateway Building – October 24, 2022 – 5:00 P.M.
- Policy Committee – November 1, 2022 – 5:00 P.M.
- Finance Committee – November 8, 2022 – 5:00 P.M.
- Transportation Committee – November 14, 2022 – 5:00 P.M.
- Regular Board Meeting – November 14, 2022 – 6:00 P.M.

MISC/FUTURE  
PLANNING

REGULAR MEETING

OCTOBER 10, 2022

PAGE 4

# Unofficial

MEETING  
ADJOURNED:

As there was no further business to come before the Board, Chair Rocksund adjourned the meeting at 7:29 P.M

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Board Chair

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Business Manager/Clerk



REGULAR MEETING  
BOARD OF TRUSTEES  
SCHOOL DISTRICT #6  
SEPTEMBER 12, 2022

# Unofficial

The Regular Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Monday, September 12, 2022, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

**PRESENT:**

- Jill Rocksund..... Board Chair
- Dean Chisholm..... Vice Chair
- Barbara Riley ..... Trustee
- Justin Cheff..... Trustee
- Heather Mumby ..... Trustee
- Keri Hill ..... Trustee
- Wayne Jacobsmeyer ..... Trustee
- Casey Heupel ..... Trustee
- Dave Wick..... Superintendent of Schools
- Dustin Zuffelato ..... Business Manager/Clerk

Board Chair Jill Rocksund called the meeting to order at 6:11 P.M.

Motion by Heupel, second by Riley, to approve the agenda as presented. Motion passed 8-0.

Motion by Riley, second by Jacobsmeyer, to approve the consent agenda as presented:

- Approve August bills.
  - Approve investment reports.
- Passed 8-0

Public Participation:

High School student body president Jonathan Blankenship presented the recent proceedings of the student council. Chair Rocksund recommended resuming the Student on Board program.

The respective building Principals introduced the new teachers hired for the 2022/23 school year.

Chair Rocksund requested public participation on any agenda or non-agenda items.

Joe O'Rourke informed the Board that he recently met with two of the County Commissioners regarding the County Election Department to conduct the School District elections. He noted the meetings were discouraging citing this was not something the Commissioners were fully aware of and not something that they had discussed much in the recent past.

Board Chair Rocksund requested District Clerk Dustin Zuffelato provide an update. Mr. Zuffelato informed the Board that he recently met with Kalispell School District Clerk –Denise Williams, the Elections Department Director Monica Eisenzimer and Clerk and Recorder Debbie Pierson. The County will deny the request to conduct School District elections citing a software conversion and redistricting. They are preparing to conduct these elections commencing in 2025-likely bracing for State legislative changes mandating the County to conduct these elections. In the meantime, the County has offered the use of their electronic ballot tabulating machine to mitigate hand counting ballots. The County will continue to help check-in ballots by verifying signatures and keeping record of the all the ballots cast. The District will continue to

CALL TO ORDER

APPROVE AGENDA

APPROVE CONSENT  
AGENDA

PUBLIC  
PARTICIPATION:

# Unofficial

communicate with the County Election Department to use them as a resource to maintain the integrity and accuracy of the election process and procedures.

There was no additional public participation.

REPORTS:

Reports:

Dave Jolly, Owners Representative, described the recent progress of the K-8 Facility Bond Project. The Ruder Elementary project has reached substantial completion. Glacier Gateway is scheduled to be dried-in within two weeks to ensure the interior temperature can hold the appropriate temperature to complete the interior work.

Written reports were submitted to the Board detailing the activities within the various schools of the Elementary District.

Jon Konen, High School Principal, submitted a written report to the Board. The enrollment is currently 706 as compared to 651 last year.

Dustin Zuffelato, Business Manager/Clerk, provided the Board with a written report.

Trustee Riley provided the recent proceedings of the Montana School Boards Association (MTSBA).

Curriculum Director, Mark McCord, provided the Board with a written report.

The Special Services Director Michelle Swank provided the Board with a written report. The District is serving 346 students with disabilities as compared to 311 in the prior year.

Superintendent Dave Wick provided the Board with a written report. Mr. Wick provided an enrollment update. As compared to June 2022, enrollment is consistent for the two elementary schools and the junior high but up approximately 50 students at the High School.

ACTION/DISC.  
ITEMS:

Action/Discussed Items:

MOTION TO APPROVE  
THE RENEWAL OF  
AGREEMENT TO FUR-  
NISH MEALS DAILY TO  
DEER PARK ELEM.

The Board considered renewing the agreement to provide approximately 60 lunch meals to Deer Park Elementary on a daily basis during school year 2022/23.  
Motion by Mumby, second by Riley, to renew the agreement with Deer Park Elementary to furnish meals on a daily basis during school year 2022/23. Passed 8-0

MOTION TO APPROVE  
THE MOA FOR  
TRANSPORTATION  
SERVICES WITH  
HELENA FLATS

The Board considered an agreement to provide transportation services to Helena Flats School District. A student residing within the Helena Flats School District would utilize Bus 26 to be transported to the Crossroads school.  
Motion by Mumby, second by Riley, to approve the Memorandum of Agreement for Transportation Services with Helena Flats School District for school year 2022/23. Passed 8-0.

MOTION TO APPROVE  
SHARED RESOURCES  
CONTRACT WITH  
HELENA FLATS  
SCHOOL

The Board considered sharing services of a speech language pathologist with Helena Flats School District during school year 2022/23.  
Motion by Riley, second by Mumby, to approve the shared resources contract with Helena

# Unofficial

Flats School District for speech language pathologist services during school year 2022/23.  
Passed 7-0

The Board considered the Drivers Education Program. The District did not conduct a program during school year 2021/2022 primarily because there were no instructors. New teacher Peregrine Frissell has offered to lead the program during the current school year. The number of students served will be limited to 15 per class as he will be primarily operating the program alone. He plans to conduct three classes during the current school year – October – April – and June. Previous driver's education instructor Jessie Schaeffer has offered to mentor Mr. Frissell. The District recommends increasing the class fee from \$225 to \$275 per student to cover the anticipated costs for the upcoming classes.

Motion by Chisholm, second by Jacobsmeyer, to increase the driver's education class fee to \$275 effective for the 2022/23 school year. Passed 8-0

MOTION TO APPROVE  
AN INCREASE TO  
DRIVERS EDUCATION  
CLASS FEE

The Board considered establishing a new student activity account for the staff to conduct fundraisers to support the students and community.

Motion by Mumby, second by Hill, to establish student activity account #345 – Glacier Gateway Casual for a Cause. Passed 7-0

MOTION TO  
ESTABLISH STUDENT  
ACTIVITY ACCOUNT  
#345

The Long Range Planning Committee conducted a meeting on September 1, 2022 to consider the High School HVAC Project. The alternate project delivery method would take approximately two months to procure a general contractor based on requirements within state statute. This would take the same amount of time than if the engineer devised construction bid specification documents and bids were solicited. The Board will still have many options available if the project is sent to bid as project scope alternates can be designed. The Committee discussed the benefits of a fixed contract during a period of construction material price fluctuations as a result of supply chain constraints.

Motion by Mumby, second by Riley, to approve the Long Range Planning Committee recommendation to procure the general construction contract for the High School HVAC project as a fixed bid model as defined within state procurement statutes. Passed 8-0

MOTION TO APPROVE  
THE LRP COMMITTEE  
RECOMMENDATION

#### Personnel:

The Board acknowledged the following resignations accepted by the Superintendent: Jenee Sweeney - Paraeducator, Austin Barth- Junior High Football Coach, Wendy Plummer – Hot Lunch Helper, Rachael Clemens-Paraeducator, Chad Green – Football Coach, and Chris LePiane – Paraeducator.

PERSONNEL:

Motion by Riley, second by Hill, to approve the following Elementary District hiring recommendations: Terry Chad Green- Junior High Football Coach, Ellie Green – Junior High Soccer Coach, Niels Getts – Junior High Soccer Coach, Kirawen Luscher – Junior High Volleyball Coach, Kelsey McFadden – Junior High Volleyball Coach, Camberia Harwood – Junior High Cross Country Coach, and Mackenzie Roberts - Teacher. Passed 7-0

MOTION TO APPROVE  
THE ELEM. HIRING  
RECOMMENDATIONS

Motion by Heupel, second by Riley, to approve the following High School/District-Wide hiring recommendations: Katherine Slater – Bus Driver, Heidi Wolf – Hot Lunch Helper, Derek Anello – Utility Maintenance floater, Sharon Dunigan – part-time Custodian, and Austin Barth – High School Football Coach. Passed 8-0

MOTION TO APPROVE  
THE HS/DISTRICT-  
WIDE HIRING  
RECOMMENDATIONS

# Unofficial

MOTION TO APPROVE  
THE SUBSTITUTE  
HIRING  
RECOMMENDATIONS

Motion by Riley, second by Hill, to approve the substitute hiring recommendations. Passed 8-0

MOTION TO APPROVE  
THE OUT OF STATE  
TRAVEL REQUEST  
FOR BECKY BATES

Motion by Riley, second by Mumby, to approve the out of state travel request for teacher Becky Bates to Atlanta Georgia to attend the Jumpstart financial literacy conference, November 4-6, 2022. Passed 8-0

MISC & FUTURE  
PLANNING:

Miscellaneous and Future Planning:

Health Insurance Committee Meeting    September 15, 2022    4:00 P.M.

Regular Board Meeting    October 10, 2022    6:00 P.M.

The Board discussed the need to conduct a Policy Committee meeting.

EXECUTIVE SESSION"

Executive Session:

Board Chair Rocksund called the meeting into executive session to discuss litigation strategy at 7:47 P.M.

Open Meeting resumed at 7:53 P.M.

MEETING ADJOURNED

As there was no further business to come before the Board, Chair Rocksund adjourned the meeting at 7:54 P.M.

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Board Chair

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Business Manager/Clerk

REGULAR MEETING  
BOARD OF TRUSTEES  
SCHOOL DISTRICT #6  
AUGUST 8, 2022

# Unofficial

The Regular Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Monday, August 8, 2022, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

**PRESENT:**

Jill Rocksund	Board Chair
Dean Chisholm	Vice Chair
Justin Cheff	Trustee
Keri Hill	Trustee
Casey Heupel	Trustee
Barbara Riley	Trustee
Wayne Jacobsmeyer	Trustee
Heather Mumby	Trustee
Dave Wick	Superintendent
Dustin Zuffelato	Business Manager/Clerk

Chair Rocksund called the meeting to order at 6:01 P.M.

Motion by Riley, second by Hill, to approve the agenda with the change of removing an individual from the substitute hiring recommendations.

Motion passed 8-0

Motion by Mumby, second by Heupel, to approve the consent agenda as follows:

- Approval of July Bills
- Approval of Investment Reports
- Approval of July minutes

Passed 8-0

Public Participation:

No public participation.

Reports:

K-8 Facility Bond Project – Owners Representative Dave Jolly provided an update. The Land to Hand Building has been moved to the Junior High.

Superintendent Dave Wick presented the new and improved District Website.

Action/Discussed Items:

Jackola Engineering Representative, Tyler Tonjum, presented the details of the Letter of Engagement, including the scope of work, for the new High School HVAC.

Motion by Chisholm, second by Riley, to approve the Design Agreement with Jackola Engineering.

Passed 8-0

The Board discussed substitute pay rate changes for the 2022-2023 school year. Vice

CALL TO ORDER

APPROVE AGENDA

APPROVE CONSENT  
AGENDA

PUBLIC  
PARTICIPATION:

REPORTS:

ACTION/DISCUSSION  
ITEMS:

MOTION TO APPROVE  
THE DESIGN AGREEMENT  
WITH JACKOLA  
ENGINEERING

# Unofficial

MOTION TO APPROVE  
SUBSTITUTE PAY  
RATE INCREASE

Chair Chisholm requested more compensation for certified substitutes to recognize their ability to better serve students.

Motion by Riley, second by Mumby, to approve substitute pay rates as presented.  
Passed 8-0

Dustin Zuffelato presented the details of the FY 2023 budget. The ending fund balances were presented. The Technology fund balance increased approximately \$150,000 as a result of using federal ESSER and general obligation bond proceeds to replace hardware in fiscal year 2022. The Building Reserve fund balance increased as the school major maintenance account levy was reserved to be used in FY 2023 for the administration building roof project and the High School HVAC project. The Food Service fund balance increased approximately \$300,000 as a result of higher per meal reimbursements from the federal USDA program as well as more meals served as the meals were free for every student based on new federal COVID regulations. Enrollment and ANB for budget lunched back up after taking a dive in 2022 as a result of COVID. Higher enrollment coupled with a 2.57% funding increase from the state provided a larger than normal increase to the General Fund budget authority, specifically 6.38% increase to the Elementary General Fund and 4.05% increase to the High School General Fund. Mr. Zuffelato reviewed the other budgeted funds including transportation, bus depreciation, and the tuition fund. Mr. Zuffelato detailed the staff paid with federal funds including ESSER funds. Mr. Zuffelato reviewed the tax levy as compared to prior years. Mills levied to support the proposed budget decreased 7.83.

MOTION TO ADOPT  
RESOLUTION #402

Motion by Riley, second by Mumby, to adopt Resolution #402 – Elementary District Allocation of ending Fund Balance.  
Passed 7-0

MOTION TO ADOPT  
RESOLUTION #403

Motion by Mumby, second by Heupel, to adopt Resolution #403 – High School District Allocation of ending Fund Balance.  
Passed 8-0

MOTION TO ADOPT  
FY2023 ELEM DISTRICT  
BUDGET

Motion by Riley, second by Cheff, to adopt the FY2023 Elementary District Budget.  
Passed 7-0

MOTION TO ADOPT  
FY2023 HS DISTRICT  
BUDGET

Motion by Riley, second by Jacobsmeyer, to adopt the FY2023 High School District Budget.  
Passed 8-0

PERSONNEL:

Personnel:

The Board acknowledged the following resignations previously accepted by the Superintendent: Autum Spann – Glacier Gateway Special Education Paraeducator, Seth Knox – Ruder Third Grade Teacher, Patrick Jones – Junior High School Soccer Coach, Jacki Branstetter – Junior High School Cross Country Coach, Kristian

# Unofficial

Jackola – Crossroads Bus Driver, Amanda Piilola – High School Special Education Paraeducator, Price Richardson – High School Assistant Swim Coach.

Motion by Mumby, second by Hill, to approve the following Elementary District hiring recommendations: Derek Andrews – Junior High School Family and Consumer Science Teacher, Sheridan Wilkes – Ruder .5 Speech Pathologist, Joel Landis – Glacier Gateway Teacher.

Passed 7-0.

MOTION TO APPROVE ELEM DISTRICT HIRING RECOMMENDATIONS

Motion by Riley, second by Heupel, to approve the following High School/District-wide hiring recommendations: Elton Kauffman – Crossroads Bus Driver, Paula Foster – Assistant Special Olympic Coach, Kristian Jackola – Director of Transportation and Facilities, Tracy Toavs – Bus Driver, Jaime Bell – High School English Teacher, Kraig Moore – High School Assistant Boys’ Soccer Coach.

Passed 8-0.

MOTION TO APPROVE HS/DISTRICT -WIDE HIRING RECOMMENDATIONS

Motion by Riley, second by Heupel, to approve the substitute hiring recommendations with the amendment to exclude R.S.

Passed 8-0.

MOTION TO APPROVE SUBSTITUTE HIRING RECOMMENDATIONS

Motion by Riley, second by Cheff, to approve the Out-of-State Travel Requests for Michelle Swank to attend the 2022 Northern Plains Law Conference in Bismarck, North Dakota, October 5-7, 2022.

Passed 8-0.

MOTION TO APPROVE OUT OF STATE TRAVEL REQUESTS

The Board discussed the Superintendent contract. As the individual’s right to privacy exceeds the public’s right to know, Chair Rocksund call the meeting into executive session at 7:42 P.M.

Open meeting resumed at 8:05 P.M.

EXECUTIVE SESSION:

Miscellaneous and Future Planning:

- Special Meeting to review early enrollment request – August 11, 2022 – 5:00 P.M.
- District Breakfast – August 23, 2022 – 8:00 A.M.
- Long Range Planning Committee Meeting – September 1, 2022 – 5:30 P.M.
- Regular Board Meeting – September 12, 2022 – 6:00 P.M.

MISC/FUTURE PLANNING

As there was no further business to come before the Board, Chair Rocksund adjourned the meeting at 8:09 p.m.

MEETING ADJOURNED

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Business Manager/Clerk

**Columbia Falls K-8 Construction Project  
Project Budget  
March 31, 2023**

**Revenue:**

	Budget	Revenue Month-to-Date	Revenue Project-to-Date	Budget Balance
Par Amount Bond Sale	37,072,000		37,072,000	-
Premium on bonds	5,339,746		5,339,746	(0)
Bond Premium used to Debt Service	(649,991)		(649,991)	-
Underwriters Discount	(230,040)		(230,040)	-
Sale of Surplus Property	5,000		6,098	1,098
Interest on bond proceeds	480,000		477,105	(2,895)
	42,016,715	-	42,014,917	(1,798)

**Expenses:**

	Budget	Expenses Month-to-Date	Expenses Project-to-Date	Budget Balance	YTD Spent % of Budget
Owner's Rep	449,748	9,400	361,291	88,457	80.33%
Architect & Engineering Ruder	883,622		885,903	(2,281)	100.26%
Architect & Engineering Glacier Gateway Elementary	1,767,240	3,921	1,767,235	5	100.00%
Architect & Engineering Multi Use Sports Fields	39,680	2,000	31,500	8,180	79.39%
Architect & Engineering Junior High Safety and Security	18,500		18,500	-	100.00%
Architect & Engineering-Reimburseables	10,000		8,280	1,720	82.80%
Architect & Engineering-Additional Services	257,342		229,036	28,307	89.00%
Construction - Multi-Use Sports Fields	1,002,009		985,606	16,403	98.36%
Construction - Ruder Addition and Remodel Phase One	3,777,040		3,767,822	9,218	99.76%
Construction - Ruder Addition and Remodel Phase Two	7,086,350		7,036,705	49,645	99.30%
Construction - Glacier Gateway Elementary	21,970,000	694,152	20,612,694	1,357,306	93.82%
Construction - Glacier Gateway Elementary Change Orders to D	841,053	142,183	799,418	41,635	95.05%
Construction - Jr. High Safety and Security	185,263		187,547	(2,284)	101.23%
Playground equipment-Ruder	180,000		181,832	(1,832)	101.02%
Playground equipment-Glacier Gateway	173,069	60,841	173,668	(599)	100.35%
Technology ( classroom technology)-	660,000	50,442	654,585	5,415	99.18%
Furnishings & Equipment - Multi Use Fields	120,000	12,024	119,251	749	99.38%
Furnishings & Equipment - Ruder	390,000		385,453	4,547	98.83%
Furnishings & Equipment - Glacier Gateway	1,006,871	122,677	964,127	42,744	95.75%
Soils & Geotech	40,000		37,930	2,070	94.83%
Hazardous Material Assessment - Removal	12,000	1,062	11,077	923	92.31%
Building Permits	128,000		128,000	-	100.00%
Impact Fees	1,000		586	414	58.60%
Utilities	150,000	9,506	151,251	(1,251)	100.83%
Site Surveys-LPW	19,200		20,300	(1,100)	105.73%
Materials Testing	40,000		41,026	(1,026)	102.57%
Moving Costs	50,000		50,566	(566)	101.13%
Commissioning	125,617	8,715	96,736	28,881	77.01%
Election Costs/Legal Fees	30,000		30,655	(655)	102.18%
Bond Issuance Costs	125,000		121,868	3,132	97.49%
	42,013,604	1,116,923	39,860,447	2,153,156	94.88%

Budget Balance

3,111



School Board Report for April 2023  
Glacier Gateway Elementary School

During March we finished Science testing with 5th graders and prepared to administer the SBAC. Students will begin SBAC testing in the areas of English Language Arts and Math on April and finish mid-May for grades 3-5.

NED came to our school to present WILDCAT PRIDE characteristics using YOYO Tricks and Humor. NED is a character that "Never Gives UP", "Encourages others", and is "Determined." The presentation builds on our base of Wildcat Pride.

PTO hosted our annual Art Night on April 11th. It was a fun evening and we had an amazing turn out. A nacho dinner was served by PTO and each classroom had a showcase of art completed here at school. Families could pay a dollar and have their art circle turned into a button. Each grade level or department created a themed basket and they were raffled off during the event.

We celebrated during our monthly assembly attendance awards and the character trait of "I am Determined." The monthly assemblies are exciting for students and the feedback we receive from students and parents is powerful. Kids are excited to see who receives the awards and the character trait statement lesson. Our Gifted and Talented students presented a Determined Skit for our student body.

Denise Osborne presented professional development for our staff during early release. She taught all teachers how to use SORA, our digital library, to support students, enhance lessons, and scaffold instruction.

Our 5th graders presented "Jazz" a musical that shares the history behind Jazz music.

Our second graders visited Hungry Horse Dam and are participating in the Waste Not program to learn about recycling.

Our MTSS leadership team has started our Bully Prevention Survey process. Collecting information from our students, teachers, and parents. We will survey all students about when/where bully situations may be happening and their knowledge about bully prevention. This guides us in our class meetings and instruction through the Olweus curriculum.

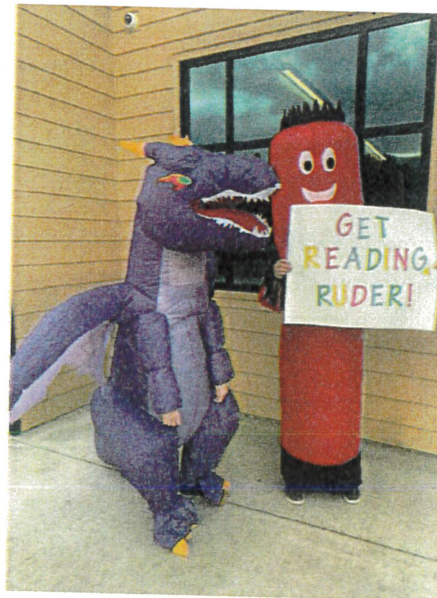
April and May are always so busy wrapping up the school year, testing, and preparing for the next school year. We look forward to spring field trips and the opportunity for more learning.

## Ruder April Board Report

Current Attendance: 92.07%

Enrollment: 565

- We started our SBAC testing the week before spring break. We are finished with the ELA portion and are currently working on the math. Looking at the reports, we have made positive gains from last year's scores in ELA. For instance, last year our 4th grade students were 45% proficient and this year in 5th grade they were 58% proficient. We hope this positive growth shows recovery from the COVID year's loss. We also feel that by starting the testing earlier in the year has helped as well. Students are still in school mode and haven't gotten busy with spring sports yet.
- Our PTO is running a Read-aThon for the month of April. They have done a wonderful job setting it up and gathering prizes for the top readers. Students merely ask friends and families to donate through a link associated with our school. PTO set a goal of \$6,000. Students received the information last Monday and by Wednesday, the goal had already been reached! The top reader will win a paddle board that was donated to the PTO. All participants will also receive a new book of their choice.
- Sarah Williams, our home-school advocate, took her 4th and 5th grade leadership/service team to help fill food bags for our backpack program. Students enjoyed offering their service.
- Dan Jimmerson, our local magician, presented to the fifth grade students on electricity how to be safe around it. Students are always amazed by all his tricks.



- First grade students created egg protection contraptions at their homes and tested its ability to keep an egg from breaking. The teachers held an egg drop off the roof with the students' eggs. This event was filled with excitement and apprehension.



## COLUMBIA FALLS JUNIOR HIGH

Ted Miller - Principal x 4009  
John Cooper - Assistant Principal x 4008  
Dave Wick - Superintendent  
(406) 892-6550 x 1422

cfjuniorhigh.org (406) 892-6530 Fax: (406) 892-6528

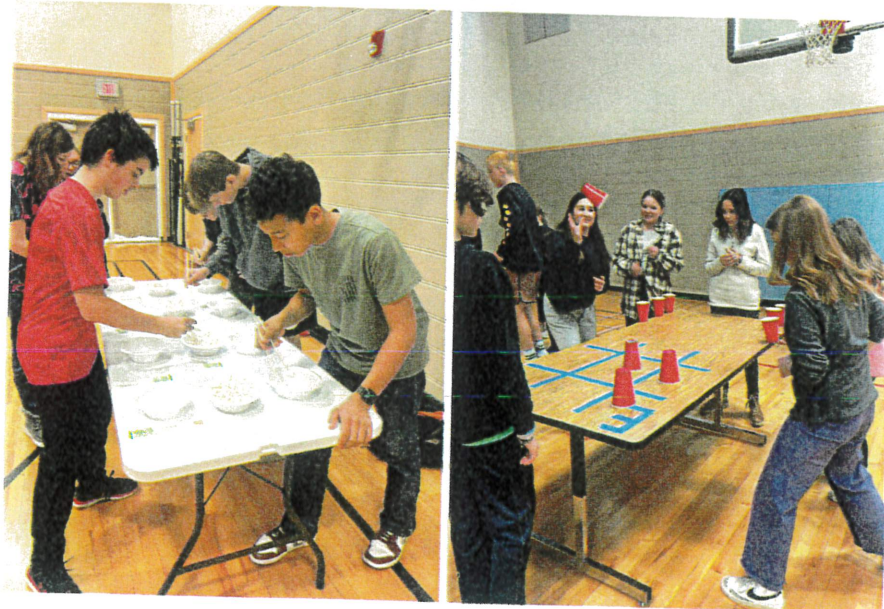
### **CFJH March Board Report Monday, April 17th, 6:00 pm**

#### **Vaping Update**

Our extra efforts of monitoring bathroom occupancy, increased supervision in specific areas, and educating students seem to be paying off. We have not had as many incidents with vaping although we still suspect it is going on. Mr. Konen has secured a trial for a vape detector and we have met with the company. Hopefully, we will have a successful trial. We are looking at submitting a grant to help pay for the detectors.

#### **Student of the Week/Minute To Win IT**

Our Student of the Week recognition program is back! We decided to bring this back along with a "word of the week." There is a word of the week announced to the students, such as respect, and we focus on that word all week. Students are nominated based on demonstrating the word of the week and the staff votes. Winners are featured on social media and in the school foyer. They also receive a certificate and get to choose a prize. In addition, any student that is nominated gets to participate in Minute To Win It games during lunch at the end of the month. We had our first one last month and it was a blast!





### **SBAC**

Our SBAC state testing started this month and is well underway. Students are working hard and putting forth their best effort. We are scheduled to be finished on May 12th and will conduct any make ups that are needed the week after.

### **State Champs!!!**

Congratulations to our CFJH Wrestling Team on their Western Montana State CHAMPIONSHIP!!! They had a fantastic season and capped it off as CHAMPS! The team also took home the 1st place trophy in the small team division at the Maverick Bench Memorial Tournament. What a season!



We had a lot of great individual performances on the way to the team title!

The following are the individual placers:

Kale Schaeffer = State Champ

Macee Schaeffer = State Champ

Tanner Fauske = State Champ

Fisher Whitaker = 2nd

Kloey Wagar = 2nd

Hayleigh Raskie = 2nd

Ella Timlick = 2nd

Hunter Ladenburg = 2nd

Wyatt Hutchison = 3rd

Chase Hoerner = 3rd

Keaton Cheff = 3rd

Trudauntay Robinson = 3rd

Karson Spillis = 3rd

Korah Yerian = 4th

Rebel Crump = 4th

Vanessa Nace = 4th

Congratulations to all our Wildcats who placed! Fantastic finish!

### **Geography Bee**

We had a great CFJH Geography Bee last month! All of our participants had an excellent showing! We have a lot of knowledgeable students. Congratulations to our champion Rebel Crump, runner up Kyler Schoonover, and 3rd place Chloe Valentino! Well done!



### **PT Conferences**

Parent-Teacher Conferences are on Thursday, April 20th from 4-7pm. We don't have parents sign up or schedule conferences. They are welcome to visit with teachers any time during the time frame. We hope to have a great turnout to make connections with families.

### **Observations**

All the formal observations are complete for level 1 employees. It was a wonderful round of observations watching our fantastic teachers! We are very blessed with our staff!

### **Planning**

It is already that time of year! We are currently working on our end of the year assemblies, field days, trips, and schedule. There are quite a few decisions to be made to provide great experiences for our students as we close out the school year!

### **Student Enrollment**

Enrollment 530: 6th- 179, 7th- 182, 8th- 169

### **March Attendance Rates**

6th - 91.32%

7th - 87.66%

8th - 89.91%

Overall - 89.61%



# CFHS Board Report: April 17, 2023

Columbia Falls High School  
610 13th St W  
Columbia Falls, MT 59912

Principal - Jon Konen  
Asst. Principal - John Thompson  
Athletic Director - Troy Bowman

(406)892-6500 Office (406)892-6583 Fax

Submitted by Jon Konen, CFHS Principal

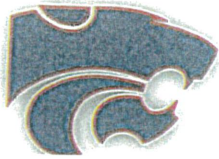
## Strategic Goal #1: Challenging, Diverse, and Supportive Learning Environment

March Madness Attendance Incentive started at the end of February. This campaign has pitted grade levels against each other, as well as staff. At the end of the Round Robin play, the records of each group are as follows: Freshman (1-3), Sophomores (1-3), Juniors (2-2), Seniors (2-2), and Teachers (2-2). All teams are now seated into a tournament. There will be a play-in game between Freshman and Sophomores. The winner will be seated as the 4th seat in the tournament. Then the winning class will receive a catered lunch and more at the end of the attendance campaign (Feb. 27-April 26). We are working to get students and staff here as much as possible. Here is our monthly attendance:

Month	% Grade 9	% Grade 10	% Grade 11	% Grade 12	% Total
September	91.08%	91.58%	93.18%	92.32%	91.94%
October	94.72%	95.63%	95.45%	95.57%	95.31%
November	89.43%	89.33%	91.89%	91.10%	90.31%
December	86.20%	88.00%	88.61%	88.12%	88.12%
January	91.28%	91.46%	92.93%	90.75%	91.56%
February	87.50%	88.49%	89.81%	89.52%	88.71%
March	87.20%	88.83%	90.72%	88.93%	88.79%
Total	89.37%	90.22%	91.68%	90.74%	90.40%

### Notable accomplishments:

- **FOREIGN LANGUAGE TRIP TO FRANCE/SPAIN** – There is an auction fundraiser for the France and Spain trip on May 5th at 6 pm at the Blue Moon.
- **2023 HOSA STATE CONFERENCE SUMMARY** – The Health Occupations Students of America (HOSA) State Leadership Conference occurred April 4-5. Twelve Columbia Falls High School students qualified to attend. Students competed in seven events, from Sports Medicine to Forensics Science and CPR First Aid. Eloise McKeon won the Home Health Aide event. Ilah McKenzie and Canyon Masters won the CERT skills event, which assesses students ability to respond to disasters, such as earthquakes. The State Leadership Conference is the biggest state wide HOSA event. Over 300 students participated this year, and all students competed against each other regardless of the class size of the school. The event was held in three different universities in Billings, so students can test in patient exam rooms, in simulators and using the Rocky Mountain College cadaver lab. Ilah McKenzie and Canyon Masters were interviewed for the local news, where Ilah described the event as “one of the coolest experiences in her life.” Mrs. Webb was impressed by students' maturity and willingness to volunteer throughout the conference. Various health care workers, the Army and universities from across the state



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created a symposium for students to learn about a variety of topics. Link if you'd like to play the video clip:

<https://www.ktvq.com/news/local-news/montana-employers-trying-to-engage-high-school-ers-into-healthcare-to-fill-shortage>

- CFHS CHOIR HAS BEEN BUSY AND CONTINUES WITH MUSIC FESTIVALS** – CFHS Choirs put on their annual "Night at the Movies" fundraiser in March this year, featuring an amazing program of solos, small groups, and large group numbers from familiar movies. There was a great community support and a great display of talent and hard work from the singers and producers. The music department has all large ensembles plus around 50 solos & small ensembles participating in the District Music Festival



(Glacier HS, April 20-22) in preparation for the State Music Festival (Missoula, May 5-6). Our graduating class is very talented and committed, so the music all the students have been creating in preparation is exceptional.

## **Strategic Goal #2: High Performing Workplace**

**Open and Unfilled Positions at the High School** - We have hired two special education para-professionals and we only have two openings as of April 1.

Staff Attendance	Sep	Oct	Nov	Dec	Jan	Sem 1	Feb	Mar	Apr	May	Sem 2	Yearly %
Percent %	93	91	89	89	92	91	89	90				90.4

**Staff Attendance** – Staff attendance increased 1% in the month of March. Overall, our absentee rate for the year is 90.4%. We are continuing to work on attendance rates for both students and staff.

## **Other Accomplishments:**

- 2022-2023 Wrestling Coach of the Year** – Mr. Jessie Schaeffer was chosen as the 2022-2023 Wrestling Coach of the Year. Congratulations to him and his fantastic coaching staff.
- Leadership Team** – Three times a year I invite the Leadership Team at the high school to work on visioning. We look at where we started the school year, where we are currently, and where we are headed. We discuss progress. We have proposed some new changes to our schedule and some new offerings for some of our students. Our next Leadership Meeting will be in June to get ready for the next school year.





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### **Strategic Goal #3: Organizational Effectiveness**

The first goal under Organizational Effectiveness on the strategic plan states, "Provide financial resources to support the personnel, facilities, and resources necessary for effective student programs." We continually monitor the funds that support both students clubs, organizations, and sports, as well as the general fund, Carl Perkins funds, and other grants that support instruction, curriculum, and assessment. As a principal, I am reviewing past year's spending and comparing it to the current year. Learning all the processes and procedures for expenditures has been a goal.

### **Strategic Goal #4: Family & Community Engagement**

We continue to plan a Health Fair for students and the community in the month of April. We are working with the CFCAT group to provide over 50 vendors, from health organizations, medical providers, and more. Tamara Sundberg and our nursing staff are working together to confirm vendors and plan a day for students and families that is meaningful and useful.

### **Strategic Goal #5: District Facilities Support & Enhance Learning**

It was decided this past month to continue the plan of using ESSER funds to upgrade the high school HVAC system. The control system will be upgraded to allow more fresh air into classrooms. From the engineering company, their recommendation for greatest impact in the classroom was upgrading the control system. We are unable to complete all the recommendations for a new HVAC system, little over 7.1 million, but the 4 million in ESSER funds will get us started. This also lays the foundation for a future bond at the high school to complete the rest of the HVAC system, which hopefully includes new windows for the entire building.

**TO:** Board of Trustees  
**FROM:** Dustin Zuffelato, Business Manager/Clerk  
**DATE:** April 12, 2023  
**RE:** Business Office Report for the April 17, 2023 Regular Meeting

## **FY 2022 Financial Statements/Audit**

Financial Highlights: The combined general fund budget authority increased a meager .51% or \$84,712. State tax revenues decreased \$1,025,818 as a result of decrease to enrollment from the coronavirus. During FY 2022, the District levied \$10,608,532 in local property taxes and collected \$10,678,904 representing more tax revenue than levied during FY 2022. The collection of substantially all the property taxes has provided ample operating reserves at fiscal year-end 2022. Federal revenues of \$4,565,656 increased \$1,182,043 or 25% as compared to FY 2021. The District spent \$1,052,810 more related to the ESSER coronavirus funding in FY 2022 as compared to FY 2021. The change in net position is important because it tells the reader if the financial position of the school district as a whole has improved or diminished. The change to net position was an increase of \$3,620,428. The District relies on state funding and federal funding for 58% and local property taxes for 42% of its governmental activities. The District had total revenues of \$33,548,422, which increased \$1,421,391 or 4.42% from the prior year. The food service program had a net operating revenue of \$231,744 as a result of the expanded USDA program allowing students to eat meals for free. The District conducted an exit conference with the auditor on March 24, 2023, which is summarized herein. The District received an unmodified opinion for the financial statements. The audit tested federal compliance with the ESSER funds audited as the major program. The District received an unmodified opinion on compliance. The auditor identified the prior year passed finding related to timely deposits as something to continue improving. The District accepts fees for hot lunch and other student fees on-line via the parent portal within Infinite Campus. The District still collects funds for the student activities at each school. These are compiled and documented at each school by the Building Secretary. Then they are subsequently sent to the Business Office. The Business Office deposits to the bank and posts to the General Ledger. Ensuring this process is completed at least weekly is the intent of the District. The auditor also identified new reporting standards for leases (2022) and subscriptions (2023) requiring the District to maintain a good inventory of these arrangements and perhaps account for them differently. Finally, the District should consider applying the capitalization policy differently whereas the policy requiring items exceeding \$5,000 to be capitalized (inventoried) should be interpreted as not just single items exceeding this threshold but for example an order of 500 Chromebook with a per item cost of \$200 and a total cost of \$100,000 should be capitalized based on the total cost, not just the single cost of the Chromebook.

## **School District Election:**

Trustee Election:

The District will be conducting a contested Trustee Election for the seventh (8<sup>th</sup>) consecutive year. We have three open positions and FIVE (5) candidates.

Jonathan R. Foust

Keri R. Hill

TJ Middlesworth

Barbara M. Riley

Megan K. Upton

Please note, the District experienced some delays as a result of the County Election Office. I hate to place blame here, but they delayed getting us the final list of registered voters to be printed on our envelopes until APRIL 3<sup>rd</sup>. The delay was a result of their new software system. The District did not receive these envelopes back from the printer until April 12<sup>th</sup>. Secondly, the County did not order the ballots until April 5<sup>th</sup> and when the District inquired into the estimated delivery, there was still delays and the District is expected to receive them on FRIDAY April 14<sup>th</sup>. The District will utilize students, election judges and work extra Friday and Saturday to ensure we still meet the deadline to get these ballots mailed on-time. Absentee Ballots will be sent via US mail on April 17<sup>th</sup>. The number of registered voters increased slightly as compared to the prior year, 10,020 as compared to 9,609 in 2022. The election will be conducted on May 2, 2023.

## **Health Insurance Committee Meeting – March 22, 2023**

Paid claims are still trending at 129% of expected. Good news is that the District is funded to this level and should be able to incur this high claim expense without the use of plan reserves. Bad news is this level of claim activity will result in higher renewal rates for plan year 2024. The preliminary stop loss renewal quote from EBMS indicates a **\$289 PEPM or 21% increase**. The highest the District has gone in terms of funding from reserves (in the past) is \$225 PEPM. If the District used \$275 of reserves to offset the majority of this increase, we would expose \$1 million in reserves and claims would be funded to 100% of expected. Reserves would be used for anything exceeding 100% of expected. It is most effective to mitigate sudden jumps in future premiums if some of this increase is passed to both the District and Employee as opposed to masking it all with reserves.

The Committee considered the vision and dental programs that are voluntary and 100% funded by the plan participants. The VSP network has declined and now only covers one local eye doctor. The Committee determined to use additional reserves to self-fund one annual eye exam per year (\$150 cap). The maximum exposure if every covered person (682) claimed this benefit is \$102,300. With the understanding that the eye exam being the primary benefit and now being funded by the District, the Committee renewed the VSP Insurance for any employees who would want to “buy up” for this additional coverage for glasses and contacts. The Committee simply renewed the Dental Insurance with Delta Dental citing a good network and no changes to premiums.

## **Food Service Program**

Revenue from the National School Lunch and Breakfast Programs cannot be used to subsidize adult meals. The purpose of federal assistance is to provide nutritious meals to school children to safeguard their health and well-being. The adult lunch price is required to be at least the total of the federal reimbursement for free students plus value of USDA Foods, plus state match. The adult breakfast price uses only the federal free reimbursement rate.

FY 2023 Required Adult Lunch Price: \$4.64. The District is proposing increasing ADULT Lunch from \$4.00 to \$5.00. The District serves approximately 1,000 adult lunch meals per year.

Additionally, the USDA requires the District to maintain specific thresholds for paid STUDENT meal prices. For SY 2022-23, SFAs which, on a weighted average, charged less than the target weighted average price of \$3.31 for paid lunches in SY 2021-22 are required to adjust their weighted average lunch price or add non-Federal funds to the non-profit school food service account. The amount per meal increase will be calculated using 2 percent rate increase plus the Consumer Price Index (4.04 percent), totaling 6.04 percent.

Current lunch price \$3.00. Required lunch price is \$3.30. The District is proposing increasing Student Lunch meal price from \$3.00 to \$3.50. The District projects serving 75,000 paid lunch meals this year. The increase would generate about \$40,000 annually for the program.

Current price for breakfast is \$1.75. Propose increasing this to \$2.00. The District projects serving 30,000 paid breakfast meals this year.

These changes would be effective for School Year 2023/24.

## **Land to Hand – Wildcat Garden**

The District executed an agreement with L2H one year ago-February 2022. A summary of the terms of our agreement: 10 Year unconditional use lease of the building they relocated and remodeled from the old GG Elem site. The District pays L2H \$7500 annually for the Farm to School Education programming they provide to our students as well as the ongoing maintenance of the garden. L2H pays for the utilities associated with these structures and garden.

The Program served 1,300 kids in 2022. It is important to note that the lessons are aligned to the District's core curriculum standards. The term of the current agreement allows the District to make amendments that are deemed mutually beneficial. In addition to making revisions to denote the newly proposed gazebo structure, L2H proposed changes to provide more flexibility over the 10 year term of our agreement to accommodate changes to the specific program costs.

L2H is proposing to construct an outdoor kitchen that would essentially be another large gazebo (16x24) with a concrete pad. Additionally, a 18' x 20' shed next to the relocatable building. A walk-in cooler would be installed within the shed. An addendum to our agreement was executed containing the terms as outlined in your packet. The District will record the cost of these structures as donated assets.

## High School Concessions

The District contracted out the concession stand operations to a third party commencing in 2022. You are aware of the possible changes to the concession facilities at the football and softball field within the next few years. As such, the District advises on continuing with a one year agreement in an effort to maintain flexibility for both parties to adapt to these changes within the next few years. Prior to using a third party, the District would operate the concession stand for approximately 40 events per year. Gross Revenue for the concession stand was approximately \$25,000 per year. The District would transfer approximately \$7,500 to the various student groups who worked the stand. The primary reason this activity was outsourced was the inability to manage these events with in-house staff and students. The terms of the proposed agreement simply extends our current arrangement by one year. The District receives 10% of gross proceeds, which has increased a bit as compared to when the District was operating the stand e.g. 40 events and \$35K of gross revenue.

## Monthly Insurance Claim Summary:

### Paid Claims MARCH, 2023

Medical Plan paid claims	\$384,579
Specific Stop Loss	\$ 41,674

Monthly medical expected claims based on an enrollment of 226 Plan participants  
(64 singles/162 families):

\$ 199,621

Plan claim liability as a percentage of expected claims:

192.65 %

### Paid Claim summary plan year-to-date (July 1, 2022 through March 31, 2023):

	<u>Actual</u>	<u>Expected</u>	<u>Percentage</u>
Medical Plan paid claims	\$2,346,896	\$1,820,821	129 %
Specific Stop Loss	\$ 41,674		

# SPECIAL EDUCATION

## SPECIAL SERVICES COLUMBIA FALLS SCHOOL DISTRICT #6

April 17, 2023 Board Report  
Submitted by Michelle Swank, Director

### *Community Connections*

April is Autism Awareness Acceptance Month. To help spread awareness and understanding, ribbons were distributed across each school building for staff to wear. In addition, Ruder Elementary is doing an Autism Acceptance Spirit Week, with each day of the week having a specific theme, for those individuals who would like to join in celebrating neurodiversity within the school community.

### *Innovative Practices:*

The PAES Lab within the CFHS setting has been facilitated by Susan Battee the past seven years. This is a foundation skill curriculum that focuses on career readiness "soft skills" for students to help transfer skills to become independent, working citizens. The PAES Lab has been vital for students to develop work related problem solving skills, proper work related behavior by developing soft skills, knowledge of job skills to gain insight into real work settings, and expand upon learning and training styles for future employment.

### *Special Olympics*

Wildcat Special Olympic Track and Field practice is currently underway at the Junior High Track. Currently there are 29 athletes participating from all our SD6 schools. The Spring Area Games are scheduled for Friday, April 28th at Legend's Field in Kalispell. A Spring Banquet is being planned for the middle of May to acknowledge our athletes and celebrate our seniors graduating this year.

**Staffing:** Next SY 23/24, we will have three Special Education Teacher positions open. We are actively trying to recruit potential applicants. In addition, we will have several para-educator positions available throughout the district.

### *Students Receiving Special Education Services as of 4/10/2023*

Grade breakdown % of students receiving special education services per grade level	GG	Ruder	CFJH	CFHS
K	18.9%	22.8%		
1	19.8%	9.5%		
2	18.6%	13.9 %		
3	16.3%	18.8%		
4	19.5%	20.2%		
5	30.0%	13.0%		
6			17.4%	
7			12.6%	
8			12.5%	
9				10.9%
10				11.5 %
11				7.6%
12				9.2%

MTSBA Director Report  
April 11, 2023

The board has not met since my last report. The next board meeting is scheduled for Wednesday, June 7, 2023.

COSSBA Conference: Nine board members and two staff members from MTSBA attended the inaugural COSSBA (Consortium of State School Boards Associations) annual conference in Tampa, FL 3/29-4/3/2023. The first day was dedicated to "Urban Boards Alliance", which may seem like it focused on large/urban schools, but actually carried content relevant to every size school system in the nation.

The opening session speaker was Dr. Donna Beegle, renowned for her work in leadership training to "Fight Poverty, Not the People". Speaking first-hand from her personal life experiences, she helped the audience see a different approach to breaking poverty barriers. One key message was "Seek to Know the Why". Poverty is not a "culture", it's the reality for a lack of money. Do not blame or judge. If you are judging, you can't connect; if you can't connect, you can't communicate; if you can't communicate, there is no learning; no learning means no connections...and the cycle continues. Language and words matter. Tone & body language matter. Poverty steals hope and confidence, but instills work ethic, morals and intellect, key survival skills. Dr. Beegle's work is based on data, not opinions, and she travels around the country assisting organizations and schools with what she calls "Leadership Challenges" training in "Poverty Competencies". In my 28 years of continuous learning as a school board member, this is the first time anyone has presented on this topic that literally shifted nearly 1000 attendees' thoughts and perspectives. I've included additional information with this report for reference.

The 2nd session I attended was entitled: Trending Up – How a School District Moved from Level 1 to Level 5 During a Pandemic. This was the story of the Memphis/Shelby County school district in Tennessee. They have approximately 110,000 students PreK-12, with ELA enrollment of about 13,000, PreK enrollment of about 5,000, and 20% of students enrolled in Advanced Courses. The district qualifies Free & Reduced, with 80-90% of their enrollment. TN state test scores placed them in the lowest ranking, nearing the status for "state turnaround requirements". They developed a comprehensive action plan, based on a new strategic plan with defined vision and goals, which focused on moving students forward academically, starting with a change in emphasis in the PreK-2 grades for reading literacy and numeracy/math skills. No student passes to 3<sup>rd</sup> grade until they are proficient in reading and math (state law). The timing of ESSER funds allowed them to implement several support programs, from mandatory tutoring to learning academies (year-round options available for all students regardless of grade/time of year). The business community, agency services, chambers, clergy, parent groups (strong cross-section of entire city) were involved in the development, implementation, and support of the plan. There were dozens of resources and strategies applied at different levels to achieve academic progress. The challenge now is identifying how to maintain progress without ESSER funds.

The 3rd session I attended was entitled: Words Matter! Meaning What We Say and Saying What We Mean to Advance Student Achievement. Key "takeaways" from this session were: 1) review census data for definitions of rural-suburban-urban; 2) how do we define parental involvement; and 3) student outcomes don't change until adult behaviors change. Regarding the census...every school community needs to understand the interpretations of the census demographics, because it plays into policy decisions (federal and state), i.e., 'rural' in NY is not the same as 'rural' in Montana. In addition, I was struck by the comment of #3...we often forget ALL adults are role models (not just teachers/school personnel). Perceptions, expectations, and behaviors impact what a student sees and reacts to.

Pg 1 of 5

The closing session speaker was Dr Steve Gallon III, Vice Chair of the Miami-Dade County Schools in FL. Following a distinguished career in education (teacher/asst principal/elementary & high school principal/district administrator/superintendent), he works daily, boots on the ground, in different neighborhoods in the Miami/Dade schools to help parents/guardians/caretakers get kids to school, helping parents, community centers, etc. find resources for kids. He is extremely passionate that "educating EVERY child is his mission". As a board member, he stated that support of the school board comes from the community when they trust and believe in what the board is doing is right for the students. Through his work with his board, for the first time in history, Miami/Dade voters successfully passed a bond election for over \$1B to improve their schools.

COSSBA held their first business meeting on 3/31. Based on state participation/membership, COSSBA is the largest national organization focused on federal advocacy for state school board associations and their members. 23 states are current members as of the meeting, with at least 1 new state joining July 1<sup>st</sup>. There are 5-6 states that have no national affiliation status currently. Resolutions presented and passed by the delegation focused on the following:

1. Child Nutrition Programs
2. Individuals With Disabilities Act
3. Teacher and Principal Training and Recruitment—Title 2
4. Increased Funding for K-12 Education
5. Broadband, Connectivity, Cybersecurity, and E-Rate
6. Prioritizing K-12 Public Education as Schools of Choice

Advocacy efforts will focus on the above for the next year. Next year's annual conference is scheduled for Dallas, TX in late February 2024.

COSSBA's main conference opened on 3/31 in the afternoon with general session speaker, Amy Blankson, CEO, Fearless Positivity and co-founder, Digital Wellness Institute. She is a psychology professional, and her presentation was titled: Fearless Positivity-Rethinking Stress in the Midst of Uncertainty. Messages I took from her presentation: live with the sense of optimism, determination and courage; positive mindset leads to positive outcomes; look at the world through rational optimism; optimism is the belief that your behaviors matter; facial features can flip the tone in the room in less than 7 seconds (smile for 7 seconds as you make/hold eye contact, and you will flip the frown to a smile). Strategies were shared on how to manage stress: 1) rethink stress, turn challenge to opportunity; 2) optimize your mindset, leveraging the science of potential; and 3) activate your social support, individuals who provide social support receive 40% more in return. An uplifting message for the day.

I attended a session entitled: Is Your District Truly Preparing Your Students For What Comes Next? This session was presented by representatives from NCEE, The National Center on Education and the Economy. Unique to this presenter, Dr. Eric Jones has been working with MT State Legislator Llew Jones from Conrad, as part of a larger national group, to transition the US education system that was developed to meet the needs of an industrial economy in the early 20<sup>th</sup> century, to a system that graduates students ready to compete successfully with workers all over the world. Through its research on top-performing education systems around the world (use PISA results as the globally accepted "gold standard"), NCEE provided insights as to how school boards members can change policies and approaches that will help school districts redesign their system to better serve the needs of their students, educators and communities. Key notes: 1) new statistics indicate a person will have 9-10 job changes in their career track; 2) US systems are not set up to meet the global demands that our students will face; 3) HS diplomas do not have the same impact to get to the job of the future (means more post-secondary training will be required); 4) forces at work are moving with increasing speed, and education systems have not made the necessary changes to keep pace; 5) how do you strike a balance between federal/state

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agency accountability and changing education systems for the world tomorrow; and 6) the difference between PISA countries is the philosophy of "application of knowledge" where by the US philosophy is "regurgitation of knowledge"!

Saturday, 4/1, general session was presented by Chuck Underwood, founder/principal of The Generational Imperative, Inc, a think-tank group whose sole work is generational studies, relationships and strategies in working with people. Mr. Underwood's work is used globally by governments, policy makers, businesses, economists, etc. and the foundational principles are accepted as "permanent facts". The 4 "Permanent Principles" are: 1) formative years mold core values; 2) six living generations in 2023; 3) core values guide our decisions; 4) classroom years are PRE-generation (no generation starts before high school graduation). Generational strategies help you to persuade by connecting with information that reflects the core values of the generation you are trying to reach. Mr. Underwood presented pertinent information on each generation over the time of two sessions, with key insights for K-12 leaders working with students, parents, employees, legislators, voters and businesses. One of the most fascinating presentations I've ever attended! Nearly 2000 people attended the first session; nearly 1500 people had to be moved back into the main session hall to listen to his 2<sup>nd</sup> session inputs.

I attended a session entitled: Headlines, Bylines and Clickbait: How to Build Your Audience and Own Your Narrative. This was focused on media management and how to control the rhetoric to protect the learning environment for students.

The final session attended was entitled: School Law Jeopardy. This session was structured like the game show, but with key federal legal topics to help school board members understand how they must conduct business, what new laws, court rulings, etc. are impacting what we do in schools, and changes that we may have not been aware of.

Overall, this is by far the best national conference I have attended. Content was relevant to any size school system and relevant to the current times.

#### Legislative Update:

The current BillTracker report as of Monday, 4/10/23, consists of 128 pages (20 less pages than the last report). It has been updated to remove bills that failed transmittal.

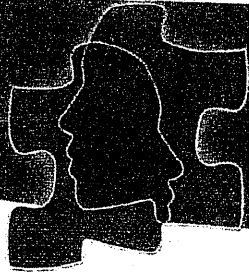
As of this report, there were 4,640 bills submitted by legislators for the 2023 session. This total includes introduced and un-introduced bills. A total of 1644 bills made it to "introduced" status. Final transmittal deadlines have passed, meaning all bills that could be considered are in play between the two chambers (no new bills). This does not mean that content of an introduced bill that failed committee won't make it's way back into some other bills. The process in the last 20 days of the session involves many negotiations, and sometimes, 'horse-trading', as one legislator put it many years ago. With so many bills still moving through the system, it is difficult to predict outcomes.

Reminder, MTSBA provides an update each evening on each day's activities at the legislature. The updates are posted on the MTSBA community discussions board for your review/monitoring. In addition, alerts will be issued when key topics that have been identified by education groups are up for hearing, allowing a forum for testimony, if desired.

DISCLAIMER: This report represents my interpretation of the process and status of activities based on my role as an individual who has worked with public schools and legislative processes for nearly 40 years, and not in my official capacity as a Director on the MTSBA board. MTSBA is a 501c(3) organization and does not and cannot engage in any partisan activities nor create the perception of such.

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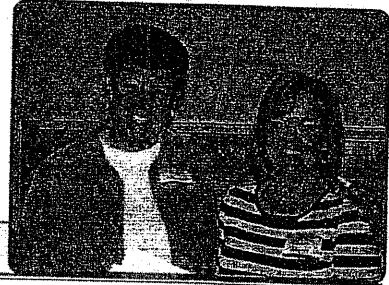


Connecting People

Communication  
Across Barriers

## Poverty Competencies for Leaders

### FOUNDATIONAL SKILLS



1. Knowing the history and structural causes of poverty to ensure you are operating from facts, not stereotypes.
2. Understanding the complexities of poverty and how many different life experiences are abeled "poverty."
3. Operating on the assumption that people in poverty are making the best decisions they can within the "shoes" they are wearing.
4. Creating relationships based on identification so that people in poverty who have never met someone who has benefited from education can see they are not so different from those who have. People in poverty can then find that education is possible.
5. Fostering a climate where everyone belongs, has knowledge and has opportunities to shine.
6. Developing and implementing curricula and programs that incorporate the life experiences of youth living in poverty.
7. Honoring Oral-Culture, relational styles of communicating and learning.
8. Educating people living in poverty about the middle-class, Print-Culture skills and norms needed to be successful in education and the work world.
9. Assisting people living in poverty to develop their "address books" or networks of support for accessing resources and opportunities.
10. Building internal and external partnerships to eradicate the impacts of poverty.

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## NOW WHAT?

### Dr. Beegle Recommends These Next Steps:

1. **Next-Level Professional Development Sessions:** Breaking poverty barriers requires ongoing learning. Dr. Beegle will work with you to identify target areas for growth and customize next-level trainings to meet those objectives.
2. **Video Training and Book Reads:** See *Poverty...Be the Difference* and *An Action Approach to Educating Students in Poverty* assist participants in taking the learning to a deeper level. *Action Approach* comes with a two-hour, five-topic training DVD and companion *Action Approach Guidebook* for applying Dr. Beegle's concepts and seeing measurable results. Both are available at [www.combarriers.com](http://www.combarriers.com).
3. **Send a Team To Attend the Beegle Poverty Institute:** The intensive two-day Poverty Institute provides a grounded understanding of poverty and concrete tools for breaking poverty barriers to success. The Poverty Institute is designed for professionals from the fields of justice, education, health and social service, as well as faith-based, business and community organization members.
4. **Send a Team to Become Beegle Certified Poverty Coaches:** The intensive two-day Beegle Poverty Coaching Institute prepares participants for leading systemic change within their organizations. Participants gain skills for providing ongoing poverty competencies, teaching professional development workshops, conducting poverty competency assessments and developing measurable action plans for improving outcomes. Register at [www.combarriers.com](http://www.combarriers.com).
5. **Partner With Our Team:** Host the Beegle Poverty Institute and Poverty Coaching Institute in your community. Contact Elia Moreno, national program director, at [elia@combarriers.com](mailto:elia@combarriers.com) for more information.
6. **Become an Opportunity Community:** Dr. Beegle has researched best practices, nationally and internationally, that work to improve outcomes for children and families living in the crisis of poverty. Out of this research, Dr. Beegle developed the Opportunity Community (OC) model. The OC model is a community-wide approach that includes programs for students and families who currently live in poverty. The pillars of the model are to: 1) Remove the shame and judgment; 2) Rebuild the hope; 3) Reduce the isolation; and 4) Create a poverty-informed community that works together to improve outcomes. For more information, contact our national program director, Elia Moreno, at [elia@combarriers.com](mailto:elia@combarriers.com).
7. **Bring a Communication Across Barriers Team Member in for a Poverty Competency Assessment (PCA):** Dr. Beegle developed the Poverty Competency Assessment and action planning tools to create more responsive systems. The PCA examines all aspects of the organization to identify areas that are meeting or exceeding desired outcomes and how to do more of what works. It illuminates areas for growth (where we keep doing what we have always done even though we are not achieving desired outcomes). The process identifies professional development levels of staff for addressing poverty barriers. It also captures the strengths of partnerships necessary for providing a comprehensive approach to removing poverty barriers. Programs, curricula, communication and teaching styles are also captured to ensure we are communicating and providing information in relevant, meaningful ways. The PCA results in a Poverty Competency Plan with measurable, doable actions. The Poverty Competency Plan can be incorporated into organizational strategic plans. For more information, contact our office at 503-590-4599.
8. **Partner With CAB and Dr. Beegle to develop a custom training DVD and materials for your organization**

"Dr. Donna Beegle's poverty work and Poverty Coach Certification are the foundation of our new approach to serving students. These trainings have completely changed our understanding of who our students are and what they need from us. The Poverty and Coaching Institutes will be the best professional development investment in your employees and organization you could possibly experience. The interactive experience will change your hearts, challenge your minds and improve your impact, personally and organizationally."

Dr. Russell Lowery-Hart  
President, Amarillo College

Contact Us For More Information: [www.combarriers.com](http://www.combarriers.com): (503)590-4599

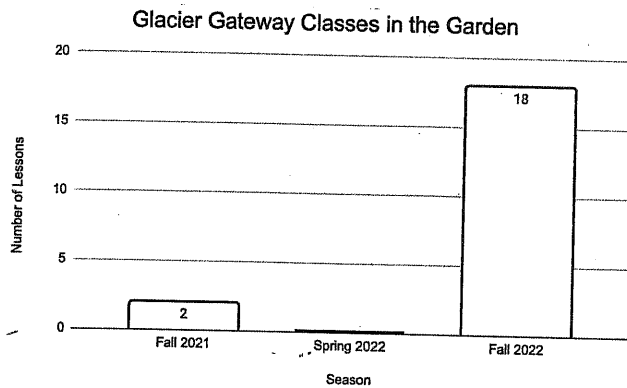


# Farm to School Education

## Wildcat Garden

<u>Wildcat Garden Education</u>	<u>Fall 2021</u>	<u>Spring 2022</u>	<u>Fall 2022*</u>
Total lessons in the Wildcat Garden	74	41	51
Total individual classrooms in the Wildcat Garden	49	28	39
Total CFSD6 students in the Wildcat Garden	982	618	756

\*Fall 2022 we did not have our annual Cider Press celebration with the Junior High in the garden because we had almost no apples (valley-wide problem). This is why there were fewer lessons in the garden between fall 2021 and fall 2022.



"Now that you've taught us all this [about plants and cooking] we can teach other people so the knowledge can spread and grow and repeat just like the life cycle of a plant!"

- 2nd grader, Ruder Elementary

### Looking Forward

- The variable weather has made teaching in the garden really challenging, especially when we have wet and cold springs.
  - L2H hopes to build a second gazebo in the garden as an additional outdoor classroom and outdoor kitchen space. This will also help other teachers who bring classes out to the garden including the Fine Arts teacher who brought all of her classes in Fall 2022.
- There is more interest in garden lessons than we have had staffing capacity to offer.
  - L2H hired a Farm to School Educator in January 2023 to increase our teaching capacity in the Wildcat Garden and in classrooms.
  - L2H hired its second Farm to School VISTA in January 2023 to increase curriculum development and fundraising capacity.
- We have had a huge increase in Glacier Gateway classrooms participating in lessons in the Wildcat Garden. Unfortunately, many teachers could only come once because of funding restrictions for bussing.
  - We recently received a \$1,000 bussing grant from the Flathead Conservation District to pay for bussing to the Wildcat Garden for GG classes this spring.

# Farm to School Education

## Nutrition Education

### Second Grade Program

Monthly cooking, nutrition, and gardening lessons for all second grade classes at Ruder Elementary and Glacier Gateway in their classrooms from November - April annually.

- Total of 24 nutrition lessons at each elementary school during the 2021-2022 school year and during the 2022-2023 school year.
- All Glacier Gateway 2nd grade classes attended a field trip to Purple Frog Gardens in spring 2022 through an EPA grant secured by Land to Hand.
- All Glacier Gateway 2nd grade classes had Wildcat Garden lessons in fall 2022 and plan to have them in spring 2023 as well.
- Almost all Ruder 2nd grade classes had Wildcat Garden lessons in fall 2022 and all plan to have them in spring 2023.

**Lentil Salad**

**Ingredients**

- 1 cup dry lentils (fresh green or black)
- 3 cups water (for broth)
- 1 bay leaf (optional)
- 1 cucumber
- 1 box cherry tomatoes (or 1 tomato)
- 2 parsnips
- 1/4 cup parsley
- 1/4 cup fresh dill
- 1/4 cup olive oil
- 2 1/2 tablespoons lemon juice
- 1/4 teaspoon mustard
- 1 teaspoon honey
- 1 clove garlic
- salt and pepper

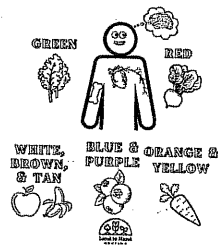
**Instructions**

1. In a large saucepan, combine lentils with water, and a bay leaf. Bring to a boil over medium-high heat and then turn to low to simmer for 35-50 minutes until lentils are soft but not mushy.

2. Make the dressing: Finely chop garlic, in a small bowl or jar, whisk together cup olive oil, 2 TBS lemon juice, mustard, honey, minced garlic, salt, and pepper. Taste and adjust-add more lemon juice as desired.

3. Finely dice cucumber, tomato, parsley, and dill and grate carrot. Combine lentils, veggie, and dressing in a bowl and toss to combine. Serve immediately or let flavors marinate for 30 minutes.

**EAT A RAINBOW OF FRUITS AND VEGGIES!**



**Dressing Team**

1. Read ALL directions as a team, then raise your hand
2. Wash your hands with soap and water
3. Send one person to collect your materials
4. Send one person to collect your ingredients

**Materials**

- 1 Measuring Cup
- 2 Tablespoons
- 1 Small Mixing Bowl for combining ingredients

**Directions**

1. Add 1 cup raisins
2. Add 3 tbsp. sweet pickle relish
3. Add 1 tbsp. Dijon mustard
4. Add 1 tbsp. lemon juice
5. Add 1 cup mayo
6. Add 1 pinch salt
7. Add 1 pinch black pepper

**Ingredients**

- 1 Container Raisins
- 1 Bottle Dijon Mustard
- 1 Bottle Sweet Pickle Relish
- 1 Bottle Lemon Juice
- 1 Bottle Mayo
- 1 Container Salt
- 1 Container Black Pepper

**Bean Observation Journal**

Name: \_\_\_\_\_

Type of Beans Planted: \_\_\_\_\_

Date Beans Were Started: \_\_\_\_\_

Draw and record your observations of the bean's growth

Day 1	Day 2	Day 3	Day 4

### Fresh Snack Friday

- All students at Glacier Gateway and Ruder Elementary schools receive a fresh fruit or vegetable snack packed by L2H volunteers every Friday.
- During the 2021-2022 school year, L2H expanded this to include Junior High and High School classrooms and served over 1,700 students weekly
- During the 2021-2022 school year, L2H procured 75% of the snacks locally
- The 2022 agricultural season was a particularly challenging one for fruit production and L2H could only procure 25% of the fruit we have procured in past years
  - Due to these shortages and logistical hurdles, L2H has not been able to offer the snack at the Junior High so far during the 2022-2023 school year and is actively working to provide the snack to all schools.
- In 2022, L2H volunteers dedicated 175 hours to packing Fresh Snack Friday for CFSD6
- Fresh Snack Friday deemed very important in addressing food insecurity and access to fruits and vegetables by Elementary Principals and Student and Family Advocate

"The students have expressed how much they enjoy eating fresh fruit and vegetables. Sometimes we peak in the bag on Thursday at the end of the day because the kids can't wait to see what they are having. Fruits and vegetables are expensive and most of my families are not purchasing them on a regular basis. It is also great to let students know that local farmers are supporting them by supplying part of their harvest. Great way to build community"

-Teacher feedback

# Farm to School Program Budget



<b>Income</b>	<b>2021-2022</b>	<b>2022-2023</b> <small>PROJECTED</small>
CFSD6	\$7,500	\$7,500
Land to Hand Raised	\$61,750	\$75,400
<b>Total</b>	<b>\$69,250</b>	<b>\$82,900</b>

<b>Expenses</b>	<b>2021-2022</b>	<b>2022-2023</b> <small>PROJECTED</small>
Wildcat Garden - Staff	\$13,300	\$13,200
Education - Staff	\$21,100	\$45,600
Fresh Snack - Staff	\$11,500	\$11,500
Wildcat Garden - Supplies	\$8,000	\$2,600
Education - Ingredients	\$550	\$1,000
Fresh Snack - Procurement	\$14,800	\$9,000
<b>Total</b>	<b>\$69,250</b>	<b>\$82,900</b>



# One Time Building Relocation Costs

## Expenses

Building Move - Swank Enterprises	\$165,485
Front Porch	\$5,500
Heating & Cooling	\$1,600
Front Room Renovation	\$3,000
Parking Lot - PROJECTED	\$40,000
<hr/>	
Total	\$215,585

## Backpack Program

Our Weekend Backpack Program distributes weekend food bags to children in families that rely on free or reduced school meals in the Columbia Falls school district. This program offers emergency food to food insecure children as a way to work towards ending childhood hunger. L2H also provides larger holiday bags for the Thanksgiving, Winter, and Spring Breaks.

- Each weekend bag provides two weekend suppers, lunches, and breakfasts as well as a variety of healthy and high-protein snacks.
- Through this program we serve between 350-375 kids in this district each week
- In 2022, L2H volunteers dedicated 442 hours to the Backpack Program
- The 2023 Backpack program budget is \$160,575

### **Additional Structures in Wildcat Garden Proposal**

Land to Hand (L2H) is proposing to build two additional structures to the property already containing the Wildcat Garden. Structure 1 - Large Gazebo with concrete pad. Structure 2 - Storage Shed containing a walk-in cooler. Please see attached map (not drawn to scale) for the placement of both structures.

Both of these structures are necessary for the continued operation of Land to Hand Programming. Structure 1 will provide an additional outdoor classroom space for the Wildcat Garden. Structure 1 is proposed as a 16'x24' gazebo and concrete pad (384 square feet and estimated at \$6,500) within the Wildcat Garden fence. The Wildcat Garden is situated in a very exposed location and it is extremely windy and sunny. L2H has tried to address this with temporary tent structures for lessons in the Wildcat Garden, but this is not a viable long-term solution.

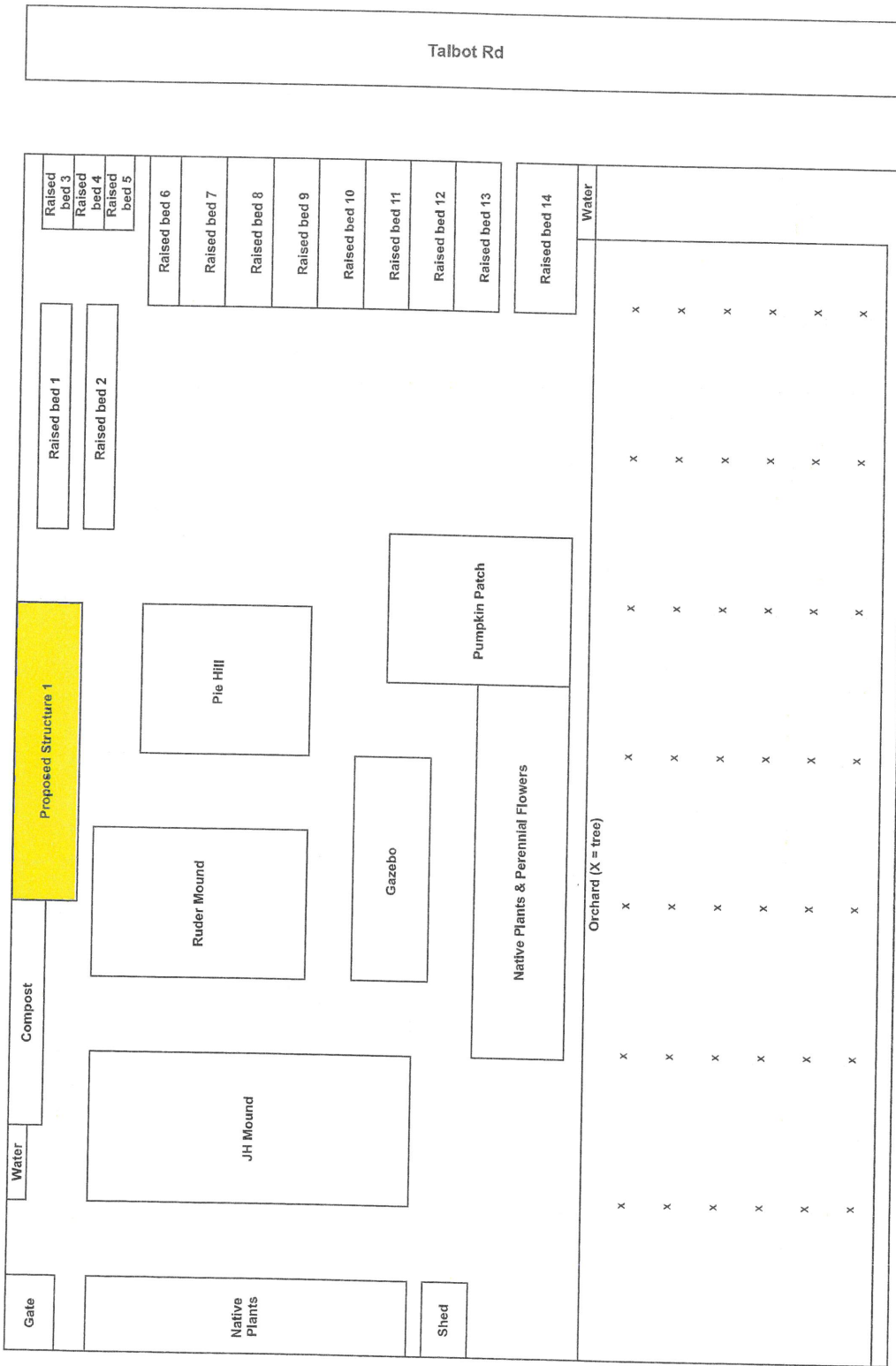
The Wildcat Garden is in high demand for lessons throughout the spring and fall and, this past fall, there were often two classes in the space at the same time as teachers from the Junior High brought their own students into the garden at the same time as L2H educators were instructing. The Wildcat Garden is large enough to accommodate this number of students, but it would be significantly easier if there was an additional covered space. Additionally, Land to Hand prioritizes teaching nutrition and cooking classes as part of its efforts to end childhood hunger and this space would allow us to dramatically expand that education and to include free family cooking classes as well. I have worked in school gardens for almost a decade now and I can say with absolute certainty that the Wildcat Garden is the nicest (and biggest) outdoor school garden (not counting greenhouses) in Flathead County and one of the nicest in the state. All the infrastructure that predated L2H's partnership is largely why we agreed to take on the garden and the Farm to School programming in Columbia Falls. We view this additional structure as an important improvement to the space.

Structure 2 is a 18'x20' shed next to the recently moved building (360 square feet). The shed, which would include a walk-in cooler, would be completely removable infrastructure. L2H currently manages a Fresh Snack Friday program with the district, but we do not have nearly enough cooler space to accommodate the program's needs. This year, unfortunately, we were only able to provide limited fruit and vegetable snacks to the Junior High and High Schools due in part to a lack of cooler space. For the past two years, Land to Hand has had to sell over 1,000 pounds of local carrots that we had procured for the Fresh Snack Program because the cooler space that we rent became unavailable. This proposed structure would create additional storage space and ensure that L2H has access to adequate cooler space to continue our nutrition and hunger-reduction programs in the district.

# Wildcat Garden Map

\*Map is not drawn to scale

Columbia Falls Junior High





# FARM TO SCHOOL PROGRAM AGREEMENT

## COLUMBIA FALLS SCHOOL DISTRICT 6

and

## LAND TO HAND MONTANA

### I. AGREEMENT

This Agreement is made on this 14<sup>th</sup> day of February, 2022, between Columbia Falls School District 6 (501 6th Avenue West, Columbia Falls, MT) and Land to Hand Montana (PO Box 4404 Whitefish, MT 59937). In consideration of the mutual promises contained in this Agreement, the parties agree as follows:

### II. PURPOSE

Columbia Falls School District 6 (CFSD6) strives to continue farm to school programming including the use of the District owned Wildcat Garden as an outdoor classroom and providing educational programming in CFSD6 classrooms. Land to Hand Montana (L2H) its staff and volunteers are committed to facilitating the use of the Wildcat Garden as an outdoor classroom and to providing hands-on, farm to school educational programming to students. This Agreement sets forth the basic principles and guidelines under which the parties will work together to accomplish these goals.

### III. IMPLEMENTATION OF AGREEMENT

(a) In order to enable close and effective collaboration, it is agreed that the scope of cooperative activity will be reviewed annually. Both CFSD6 and L2H will identify managers to implement and coordinate the Farm to School Program. The managers shall meet annually to discuss and direct activities conducted pursuant to this Agreement.

(b) CFSD6 agrees to the following:

- i. *Water and Irrigation* - CFSD6 will continue to provide water to the Wildcat Garden at no additional charge and will maintain the permanent water lines to the Wildcat Garden.
- ii. *Funding* - CFSD6 agrees to provide L2H with \$7,500 annually for the duration of this Agreement. The payment will be made by July 30th each year for farm to school education and garden maintenance from July 1st through June 30th.
- iii. *Fundraising and Events* - CFSD6 agrees to allow L2H to hold summer camps, public events, workshops, fundraisers, and workdays at the site. Prior to such events being scheduled during regular school hours, L2H will secure permission from the Principal of Columbia Falls Junior High in writing two (2) weeks in advance. If such events are to be held outside of school hours, L2H agrees to give notice to the Principal of Columbia Falls Junior High in writing two (2) weeks in advance.

(c) L2H agrees to the following:

- i. *Communication* - L2H will coordinate with CFSD6 maintenance staff to ensure garden operations, maintenance, and repairs function smoothly within the school environment. L2H will provide written and oral reports to CFSD6 School Board as requested. CFSD6 agrees to communicate any and all concerns and needs to the Executive Director of L2H in writing and will allow 60 days for reconciliation. The managers shall seek to resolve any dispute concerning the Agreement through good-faith discussions.
- ii. *Fundraising* - All funds from programming, fundraising, and/or seed and plant sales shall be retained by L2H for the continuation of the program. L2H agrees to provide program budgets to CFSD6 annually or as requested, detailing how all funds are used for the Wildcat Farm to School program.
  - a. For any out-of-school programming in the Wildcat Garden, L2H will prioritize recruitment towards students who live in the Columbia Falls school district. L2H will guarantee that, for any paid programming in the Wildcat Garden, 50% of all available spots will be reserved for scholarships.

*Proposed amendment: For any out-of-school programming in the Wildcat Garden, Land to Hand will prioritize recruitment towards students who live in the Columbia Falls School District. L2H will guarantee that, for any paid programming in the Wildcat Garden, no family is ever turned away because of ability to pay.*

- iii. *Garden Maintenance* - All costs associated with the facilitation of the Wildcat Garden as an outdoor classroom and with the farm to school educational programming will be the responsibility of L2H including soil, compost, seeds, starts, tools, curriculum, and ingredients. L2H will maintain all above-ground irrigation in the Wildcat Garden. As the fence was installed by the District through a Roundup for Safety grant, L2H agrees to do minor repairs to the fence and will fundraise for any larger repairs needed in the future.
- iv. *Garden Management* - L2H will hire a garden manager who will be responsible for maintaining an aesthetically pleasing, safe, and productive garden space. The Garden Manager will be employed from mid-April through mid-October annually for 27 weeks at 20 hours per week. The Garden Manager will be responsible for all aspects of garden maintenance including seeding, watering, weeding, harvesting, minor repairs, hosting community events, and recruiting and training volunteers. The estimated annual cost to L2H of this position is \$11,934

*Proposed amendment: L2H will hire a garden manager who will be responsible for maintaining an aesthetically pleasing, safe, and productive garden space. The Garden Manager will be employed from April through October annually. The Garden Manager will be responsible for all aspects of garden maintenance including seeding, watering, weeding, harvesting, minor repairs, hosting community events, and recruiting and training volunteer*

- v. *Farm to School Education* - L2H agrees to provide a minimum of 100 hours of the Education Coordinator's staff time to K-8 farm to school education at CFSD6 annually. It is important to understand that this is a minimum of classroom education, if we do not receive anticipated funding, we will always provide this minimum. If we receive anticipated

funding the amount of education provided will more than double and will be spread equally throughout the schools (Ruder, Glacier Gateway, and Columbia Falls Junior High). The estimated cost for L2H for minimum farm to school education is \$10,000 roughly for staffing (direct teaching and preparation) and \$700 in supplies. The aforementioned contingent funding is a USDA Grant secured by L2H on a biannual basis. L2H will continue to provide the services defined in this Agreement in the unforeseen absence of the grant. However, the program scope and size may need to be adjusted to match the revised budget.

*Proposed amendment: Farm to School Education - L2H agrees to provide a minimum of 100 hours of staff time to K-8 farm to school education at CFSD6 annually. L2H will continue to provide the services defined in their Agreement in the unforeseen absence of grant funding and will always strive to offer significantly more education than the minimum.*

- v1. *Fresh Snack Friday Program* - L2H agrees to continue to provide a healthy fruit or vegetable snack to all students at Glacier Gateway and Ruder Elementary Schools every Friday for 37 weeks throughout the school year through the Fresh Snack Friday program. With the cooperation of CFSD6 Junior High and High Schools, L2H also agrees to provide a healthy fruit or vegetable snack to all classrooms that request it at these schools every Friday for 37 weeks throughout the school year. The estimated costs to L2H for the Fresh Snack Friday are \$18,500 in food costs and \$11,544 in staffing costs.

*Proposed amendment: Fresh Snack Friday Program - L2H agrees to continue to provide a weekly healthy fruit or vegetable snack to all students at Glacier Gateway and Ruder Elementary Schools throughout the school year through the Fresh Snack Friday program. L2H also strives to provide a regular healthy fruit or vegetable snack to students at CFSD6 Junior High and High Schools.*

- vii. *Liability and Insurance* - L2H agrees to provide \$1,000,000 in liability coverage with CFSD6 named as an additional insured. A Workers Compensation Certificate of Coverage is required and will be provided by L2H for all employees and volunteers. L2H will enforce required signage of a liability waiver (hold harmless clause) for all volunteers.
- viii. *Volunteers* - L2H will ensure that all non-school staff and volunteers who may work with, or have unsupervised contact with school students shall sign up and comply with CFSD6 volunteer requirements, including fingerprinting and background checks.

#### IV. EFFECTIVE DATE

This Agreement is effective upon signature of the parties and will remain in effect unless and until terminated as provided under Article VI.

#### V. AMENDMENTS

The long-term duration of this Agreement is based on the significant capital contribution provided by L2H related to the Farm to School Building. It is anticipated that the Farm to School Program will change during this extended 10 year duration. This terms of this Agreement may be modified or amended by written agreement among the parties hereto. Additionally, any terms or conditions involving CFSD6 and L2H not stated in this Agreement but expressly agreed to in a future Agreement signed by the Superintendent of CFSD6 and the Executive Director of L2H is considered integrated into this Agreement.

#### VI. EFFECTIVE DATE & TERMINATION

This Agreement shall commence upon the date of the ratification by the governing boards of each of the parties hereto and shall continue in effect for a period of ten (10) years. If either party desires to cancel the Agreement, either party may give the other ninety (90) days written notice of intention to terminate the Agreement, after which time this agreement shall be of no further force and effect. Any amendment of this Agreement shall be in writing and approved by both parties. Expiration or termination would affect only pursuit of new projects under the Agreement. Projects under way will be governed by the specific individual agreements anticipated above.

**One Time Farm to School Building Relocation Costs:**

Columbia Falls School District 6 and Land to Hand Montana will partner to relocate the 1100 square foot modular building currently owned by the District and located at 314 4<sup>th</sup> Ave West on the Glacier Gateway Campus to 1805 Talbot Road on the Junior High Campus next to the Wildcat Garden. The intention of this move is for L2H to utilize this modular building for the weekend backpack program, fresh snack Friday and Farm to School related activities. L2H agrees to pay for the building to be moved, foundation poured and utilities extended to the building, including water, sewer, power and internet. It is the intent to commence site work in April 2022 with the building being relocated and operational by September 2022. The estimated total cost to relocate the building that will be exclusively funded by LTH is as follows:

\$25,000	Offsite Move
\$25,000	New Foundation
\$25,000	Extension of Utilities

*Proposed amendment: Remove this entire section as this is completed.*

**Proposed amendment: Additional Structures**

*During the School Board Meeting conducted on April 17, 2023, the Board approved two additional structures to be added to the property currently containing the Wildcat Garden. Structure 1 - Large Gazebo with concrete pad. Structure 2 - Storage Shed containing a walk-in cooler. The District will be required to secure the building permit from the City of Columbia Falls. The District will be required to extend utility services including water and electrical. The intent is to complete the construction during the summer of 2023 and have the buildings fully operational by Fall 2023. The construction, installation, and on-going maintenance of these structures will be fully funded by L2H. The cost of the permits and utilities will also be fully funded by L2H. In the unlikely case of the dissolution of this agreement, L2H will take Structure 2 and the District will record the acquisition cost of Structure 1 as a donated asset. CFSD6 will allow L2H to solely occupy the structures for programming benefiting the District and community. There will be no fee associated with this use as long as L2H remains a "good" tenant, meaning the appropriate maintenance of the building and they continued executions of school programming. In remuneration of the significant capital contributions to construct the structures as well as maintain compliance with Montana Code Annotated 20-6-607, the term of this unconditional use is for ten (10) years expiring June 30, 2032. At that time a new lease can be negotiated.*

**Building Repair/Restore/Renovation:**

L2H will renovate the outside of the modular building to include new porches at all openings, an expanded access ramp and new front double doors in addition to new siding to improve the aesthetics in line with school property.

L2H will also renovate the interior to include new flooring, and new processing/kitchen space to allow for use for Farm to School Programming.

L2H will replace the current water heater that does not work and service the air-conditioning unit.

All renovations will be proposed to the district for approval before proceeding. Major repairs as defined as anything exceeding \$1,000 will be the responsibility of L2H. L2H is expected to maintain the outside and inside of building to standards of all district buildings.

**On Going Maintenance**

CFSD6 will work keep walk ways free of snow and ice in winter and cut and weed trim grass in the summer.

CFSD6 will allow L2H to dispose of waste, including cardboard at the existing dumpsters located at the Junior High.

CFSD6 will perform minor repairs. Minor is defined by fixable with the skills of School District maintenance personnel and consumes less than two (2) hours of their labor time.

Utilities

It is the intent of the School District to maintain separate accounts for the monthly services including electricity, gas/heat, water, and internet. The School District will pay and keep these accounts current. L2H agrees to reimburse the District for all applicable utility costs on a semiannual basis.

Unconditional Use

CFSD6 will allow L2H to solely occupy the modular building and adjacent land within 100 feet of the building to L2H for programming benefiting the District and community. There will be no fee associated with this use as long as L2H is a "good" tenant, meaning the appropriate maintenance of the building and they continued executions of school programming. In remuneration of the significant capital contributions to relocate the building as well as maintain compliance with Montana Code Annotated 20-6-607, the term of this unconditional use is for ten (10) years expiring June 30, 2032. At that time a new lease can be negotiated.

AGREED TO BY:

\_\_\_\_\_  
Gretchen Boyer, Executive Director  
Land to Hand Montana  
On this 14<sup>th</sup> day of February 2022

\_\_\_\_\_  
Jill Rocksund, School Board Chair  
Columbia Falls School District  
On this 14<sup>th</sup> day of February 2022

## HIGH SCHOOL WORK BASED LEARNING AFFILIATION AGREEMENT

**THIS HIGH SCHOOL WORK BASED LEARNING AFFILIATION AGREEMENT** (the "Agreement") is entered into effective as of the date of the last signature hereto ("Effective Date") by and between Logan Health ("Facility") and \_\_\_\_\_ ("School"). This Agreement supersedes and replaces in all respects, as of the Effective Date, any prior agreement or arrangement(s), written or oral, between the parties related to providing experiential education at Facility; provided, however, that any provisions under any such prior agreement or arrangement intended to survive termination or expiration thereof shall so survive.

School and Facility desire that certain of School's students who are participating in School's Work Based Learning Program ("Students") be assigned to one or more of the Facility sites listed in Exhibit A.

### **A. SCHOOL RESPONSIBILITIES**

1. School will assign Students to Facility only after they have completed the appropriate application for and been accepted to the Work Based Program ("Program").
2. School will provide the written learning outcomes objectives of Student's Program to Facility prior to Student's acceptance at Logan Health.
3. School will assure that all Students (i) are a minimum of 16 years of age, (ii) are at least a junior in high school, and (iii) have been authorized through any necessary parental permissions to participate in the Program.
4. The School's Work Based Learning Director will coordinate with Facility, including the assignment of Students participating in the Program.
5. As required by Facility or otherwise noted on Exhibit B, Students will provide evidence that they have met all applicable immunization requirements.
6. School will notify all Students prior to their arrival at Facility that they are responsible for:
  - (a) Following the policies, rules, regulations, and practices of Facility as imposed by Facility on its employees. Students are also subject to the authority, policies, and regulations of School.
  - (b) Their own transportation.
  - (c) Reporting to Facility on time.
  - (d) Obtaining medical care at their own expense for any injuries sustained as a direct or indirect result of their assignment to the Facility.
  - (e) Background checks as required by Facility (See Exhibit B).

### **B. FACILITY RESPONSIBILITIES**

1. Facility will provide appropriate space, personnel and resources for Student(s).
2. Facility will appoint a suitably experienced and qualified employee as a mentor to the Student. The mentor will work with School to coordinate Program placements, and will maintain contact with School's Work Based Director.
3. Facility will provide the Student(s) an orientation to Facility, including, its rules, regulations, administrative policies, standards and practices and appropriate OSHA training relevant to the Program.
4. Facility will guard against improper disclosure of information in its possession regarding Students who train at Facility pursuant to this Agreement and will comply with the applicable provisions of the Family Educational Rights and Privacy Act of 1974, 20 USC 1232 (g) ("FERPA"). School will not be obligated to provide any Student information to Facility except as permissible under FERPA.

### **C. OTHER RESPONSIBILITIES**

1. The parties agree to conduct their relationship under the Agreement in full compliance with applicable federal, state, and local laws. In addition, the Parties certify that they will not violate the Anti-Kickback Statute and the Stark Law with respect to their performance of the Agreement.
2. The parties agree that Students are not be considered employees of Facility. Facility will not pay, or be responsible for any salary, compensation or benefits for Students in relation to the Training.
3. School and Facility will agree to start dates and length of the Training experience for each Student.
4. The parties will agree on the number of Students eligible to participate in the Training; provided, however, that Facility may reduce the number of Students eligible to participate in the Training setting at anytime, with 30 days prior notice to School.
5. School and Facility will jointly evaluate the Program experiences of Students, and their respective representatives will communicate for the purpose of reviewing and evaluating current experiences being offered to Students.
6. Each Party shall procure and maintain in effect during the term of this Agreement a policy of general liability insurance coverage with minimum limits of \$1 million per occurrence and \$3 million aggregate. Each Party, on the other Party's reasonable request, shall furnish the requesting Party with written evidence that the insurance required under this Section are in full force and effect, and each Party shall provide the other Party with notice of any adverse changes to such insurance coverage.

#### **D. REMOVAL OF STUDENT**

School may remove a Student at any time from the Facility. School will notify Facility of such removal in writing. Facility may immediately remove any Student from Facility's premises for behavior that Facility deems to be an immediate threat to the health or welfare of Facility's patients, staff members or visitors, or to Facility's operations. Facility will notify School in writing of its actions and the reasons for its actions as soon as practicable. If Facility desires to remove a Student for any other reason, Facility will notify School in writing of the reasons for the removal and will consult with School before removing the Student.

#### **E. TERM AND TERMINATION**

The Term of this Agreement begins on the Effective Date and will continue until terminated by either party, with or without cause, upon ninety (90) days' prior written notice to the other party. This Agreement may be terminated immediately for breach of any material term of the Agreement if the breach is not corrected within 20 days after written notice thereof is sent to the breaching party. This Agreement may be terminated immediately by Facility notwithstanding any other provision of this Agreement in the event of a situation reasonably determined by Facility to put the Facility, its personnel, invitees, guests or any patient at risk of personal harm.

#### **F. ADDITIONAL TERMS**

1. **Entire Agreement.** This Agreement supersedes any and all other agreements, either oral or written, between the parties hereto with respect to the subject matter hereof. No changes or modifications of this Agreement will be valid unless the same is in writing and signed by the parties. No waiver of any provisions of this Agreement will be valid unless in writing and signed by the parties.
2. **Severability.** If any provision of this Agreement is held invalid or unenforceable, the remainder of this Agreement will continue valid and enforceable to the fullest extent permitted by law.
3. **Non-Discrimination.** The parties will comply with any applicable federal, state or local laws, rules or regulations prohibiting discrimination; the parties will not engage in unlawful discrimination or treatment because of race, color, religion, sex, national origin, military or veteran status, sexual orientation, disability or any other category protected by applicable federal or Montana law in the employment, training, or promotion of Students or personnel engaged in the performance of this Agreement.
4. **Notice to Parties.** Any notices under this Agreement will be in writing to the following addresses, or to such other address as either party may specify in writing from time to time:



**If to Facility:**

Wendy Fournet  
Chief Administrative Officer  
310 Sunnyview Lane  
Kalispell, Montana 59901  
Telephone: (406) 752-1724

**With a Copy to Facility Legal Counsel at:**

Logan Health Legal Department  
310 Sunnyview Lane  
Kalispell, Montana 59901  
Attn: Kelly D. Stimpson  
Telephone (406) 752-1724

**If to School:**

\_\_\_\_\_, Work Based Director

\_\_\_\_\_  
Attention: \_\_\_\_\_  
Telephone: (\_\_\_\_) \_\_\_\_\_  
Facsimile: (\_\_\_\_) \_\_\_\_\_

**With a Copy to School Legal Counsel at:**

\_\_\_\_\_  
Attention: \_\_\_\_\_  
Telephone: (\_\_\_\_) \_\_\_\_\_  
Facsimile: (\_\_\_\_) \_\_\_\_\_

Such notices or communications that are not hand-delivered will be deemed received upon receipt if by personal delivery, three (3) business days after deposit in the U.S. mail if sent by regular, registered or certified mail, postage prepaid, one (1) business day after deposit if by an overnight delivery service, or upon transmission confirmation if by facsimile.

6. **Indemnification.** School will defend, indemnify and hold Facility harmless from losses, claims, liabilities, damages, costs and expenses which arise out of (i) the acts or omissions of the School, its agents, employees or Students in connection with this Agreement or (ii) any breach or default by School in the performance of the obligations of School hereunder. This indemnification shall survive the expiration or termination of this Agreement.

7. **Compliance with Law.** The parties agree to conduct their relationship under the Agreement in full compliance with applicable federal, state, and local laws. In addition, the parties certify that they will not violate the Anti-Kickback Statute and the Stark Law with respect to the performance of the Agreement.

**IN WITNESS WHEREOF,** the parties have caused this Agreement to be executed in their respective corporate names by duly authorized officers, on the day set forth below.

**LOGAN HEALTH**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Title:

\_\_\_\_\_  
Date:

**Name of School**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Title:

\_\_\_\_\_  
Date:

## EXHIBIT A

### Facility Site(s) for Program

This list may change upon the sole discretion of Facility and without prior notice to School.

~~(Remove any locations that are not applicable based on School's Training need request)~~

- **Logan Health Hospitals** – multiple locations
  - Logan Health Medical Center
  - Logan Health - Cut Bank, critical access
  - Logan Health – Conrad, critical access
  - Logan Health – Shelby, critical access
  - Logan Health – Whitefish, critical access
  - Logan Health – Chester, critical access
- **Logan Health Clinics located in Kalispell** – multiple locations
- **Logan Health Clinics located in Whitefish** – multiple locations
- **Logan Health Rural Health Clinic – Shelby**
- **Logan Health Rural Clinic - Conrad**
- **Logan Health Rehabilitation**, multiple locations
- **Logan Health Care Center – Conrad**
- **Logan Health Care Center - Shelby**
- **Logan Health Medical Fitness Center**
- **Logan Health Assisted Living - Shelby**

## EXHIBIT B

### PROGRAM/FACILITY SPECIFIC REQUIREMENTS

#### Immunizations

- COVID-19 vaccination or Facility-approved exemption  
\*Facility can change its requirement based on current CDC and CMS guidelines.
- MMR (Measles, Mumps, Rubella)
  - Official record of 2 vaccinations OR
  - Positive titer results, proving immunity, for each: Measles, Mumps, and Rubella.
- Varicella (Chickenpox)
  - Official record of 2 vaccinations OR
  - Positive titer results, proving immunity.
- Polio (IPV or OPV)
  - 3 doses (one dose must be given on or after 4<sup>th</sup> birthday)
- Diphtheria, Tetanus, and Pertussis (DTaP, Tdap)
  - 4 doses (one dose must be given on or after 4<sup>th</sup> birthday PLUS 1 dose of Tdap (prior to entering 7<sup>th</sup> grade)
- TB – Tuberculosis Testing/Immunity
  - Negative Quantiferon or T-SPOT TB blood test in the last 12 months. (If the test is positive, a chest x-ray required.)  
OR
  - Record of two negative TB skin tests (two-step) in the last 12 months. If you are providing the two-step documentation the second test must be initiated between 7-21 days after the first negative test was read. (If the test is positive, a chest x-ray required.)  
OR
  - If you are a positive responder, please contact us for the requirement documentation. (Positive Responder Form)

#### Background Checks

As required by Facility, each Student may be required to show evidence of completion of a national criminal background and sexual offender registry check. In addition, a search of the excluded persons registry and debarred person registry of the federal General Services Administration and federal Health and Human Services Office of Inspector General must be completed and a confirmation that the Student is not found on either registry provided by School to Facility. Any offenses found on these checks must be shared with Facility. Facility reserves the right to refuse placement of a Student into Training or into certain Facility functional areas based on offenses found on background checks or debarred or excluded status. The cost of such background and registry checks is the responsibility of the Student or School. All Students must fill out the Criminal Background Sexual Offender Check Release Authorization, allowing School and/or Facility to perform check during the Program as well.

## WORK BASED LEARNING AFFILIATION AGREEMENT

2600F

This Affiliation Agreement is entered into between Columbia Falls School District (high school) and Logan Health (workplace learning site).

WHEREAS High School has established a Work Based Learning program for students interested in career exploration opportunities; and

WHEREAS High School wishes to affiliate with Logan Health (workplace learning site) for the purpose of providing Career Exploration and Assessment experiences for students enrolled in the Work Based Learning Program; and

WHEREAS the Workplace Learning Site is willing to permit the Career Exploration experience on its premises with the terms set forth in this Affiliation Agreement;

NOW THEREFORE, the parties agree as follows:

1. The High School shall assume full responsibility for planning and execution of the student program of instruction including curriculum content, Work Based Learning orientation, emergency contact information, and parent/guardian consent.
2. The High School shall ensure participating students have completed safety instruction specific to the work site prior to participation in the Work Based Learning experience.
3. The High School shall provide a Work Based Learning Coordinator responsible for instruction and coordination with appropriate Workplace Learning Site personnel for the planning, selecting, and evaluating of students' experiences.
4. The Work Based Learning Coordinator, Workplace Supervisor, and student will work collaboratively to determine the career readiness, employability skills, and proficiency guidelines set forth in the personalized work based learning program.
5. The Workplace Learning Site agrees to designate a Workplace Supervisor, who has completed the Volunteer Agreement Form, and whose responsibility it shall be to assist the Work Based Learning Coordinator in selection and coordination of student experiences appropriate to the level of learning.
6. The Workplace Learning Site professional practitioners shall be responsible for overseeing the students' experience and training activities. They shall orient the students to their activities, direct their activities and supervise their activities to assure safe and satisfactory experiences and performance.
7. The High School shall be responsible for assigning students to the Workplace Learning Site for experience. The High School shall notify the Workplace Learning Site at least one (1) month in advance of its planned schedule of students and types of experiences to be provided. This schedule shall be subject to approval of the Workplace Learning Site.
8. The Workplace Learning Site shall make available the necessary equipment and supplies as determined by the Workplace Learning Site in conjunction with the High School.
9. The Workplace Learning Site shall provide the Work Based Learning Coordinator with frequent student performance evaluations in the manner and frequency so designated by the High School.
10. The High School shall work with the Workplace Learning Site regarding the removal of any student from the Workplace Learning Site whenever the student is not performing or meeting the

workplace requirements. Responsibility for student disciplinary measures, if any, shall be with High School and not with the Workplace Learning Site.

**Workplace Supervisor initials the selection specific to this Work Based Learning placement:**

\_\_\_\_\_ Employer pays the student to work for them in a paid capacity. Student learns from the employer like a newly hired employee and skill sets are acquired through doing actual work for the employer. Student may earn school credit for employment as documented in the Work Based Learning plan. Employer is required to show proof of workers compensation coverage for the student via a copy of a current workers compensation policy if the Work Based Learning plan shows the student will receive school credit for the employment. Medical costs and other related workers compensation claim expenses for accepted workers compensation claims due to injury to the student while working in the course and scope as part of the Work Based Learning opportunity shall be covered by the employer's workers compensation coverage.

\_\_\_\_\_ Employer does not pay the student. Student does not earn school credit as part of a Work Based Learning plan but student may be assigned credit as part of another course. Employer has a volunteer endorsement added to their workers compensation policy and pays that premium to their carrier. School District requires the employer to show proof of workers compensation coverage with the volunteer endorsement added via a copy of a current workers compensation policy. Medical costs and other related workers compensation claim expenses for accepted workers compensation claims due to injury to the student while working in the course and scope as part of the Work Based Learning opportunity shall be covered by the employer's workers compensation coverage.

\_\_\_\_\_ Employer does not pay student. Student earns school credit for the Work Based Learning opportunity as outlined the Work Based Learning plan. School district adds a school to work endorsement onto the school workers' compensation policy. School District pays the workers compensation premium costs for the endorsement and other required insurance coverage. Parent liability risk forms MUST be signed in advance to recognize the inherent risks present with this learning opportunity and to clearly state the student has personal medical insurance coverage in place. Medical costs and other related workers compensation claim expenses for accepted workers compensation claims due to injury to the student while working in the course and scope as part of the Work Based Learning opportunity shall be covered by the School District's workers compensation coverage.

\_\_\_\_\_ School District provides a work-based learning opportunity off school grounds. The learning opportunity takes place during school period hours, awards school credit hours toward graduation requirements, and is led by a teacher of the school district and/or co-taught by a trade person or general contractor. No workers compensation coverage being provided. School District is responsible for general liability coverage for the students and parent liability risk forms should be signed in advance to recognize the inherent risks present with this learning opportunity and to clearly state the student has personal medical insurance coverage in place.

\_\_\_\_\_  
Workplace Supervisor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Work Based Learning Coordinator

\_\_\_\_\_  
Date

PARENT/GUARDIAN CONSENT FOR WORK BASED LEARNING EXPERIENCE

I, (full name) \_\_\_\_\_ as legal guardian of  
\_\_\_\_\_ (child's full name) a student

enrolled in the Columbia Falls High School acknowledge the following:

The program of study includes opportunities for my child to participate in an off-campus Work Based Learning opportunity, and I give my consent to my child participating in the off campus Work Based Learning component, and I agree to support and assist with enforcement of the content included in the Work Based Learning placement

I agree to accept responsibility for my student's participation in the above-referenced activity. I understand any negligence arising out of the student's participation in the program shall be attributed to me as comparative negligence within the meaning of Section 27-1-702, MCA. I agree to counsel my child to abide by the rules and regulations set forth by the workplace learning site.

I have signed the Parent/Guardian Consent and agree to the stated conditions.

\_\_\_\_\_  
Parent/Guardian signature Date

\_\_\_\_\_  
Parent/Guardian printed name Phone number

\_\_\_\_\_  
Address City/State/Zip code



## CONCESSION SERVICES AGREEMENT

This Services Agreement (“Agreement”) between the Board of Trustees of the Columbia Falls School District, 501 6<sup>th</sup> Avenue West, Columbia Falls, Montana; a public educational agency (“District”) and [Cup o Soul LLC] (“Vendor”) is effective upon the execution date of Vendor and District, whichever shall later occur. District and Vendor are referred to in this Agreement individually as “Party” and collectively as “Parties.”

1. *Purpose.* This agreement is entered into solely for the support and benefit of the student extracurricular programs of the District. It is mutually agreed by the parties that the income which is distributed to the District as a result of this agreement will be used to improve and strengthen the District’s program offerings.
2. *Term.* This agreement shall be for the period of one year commencing on August 1, 2023 and continuing through July 31, 2024. This Agreement may be cancelled by either party at any time with or without cause providing thirty (30) days’ notice to other party.
3. *Scope of Service.* The Vendor agrees to provide concession services for each the following School District sponsored athletic events hosted at the Columbia Falls High School: Volleyball, Football, Basketball, Wrestling, Soccer, and Softball. This includes both sub Varsity and Varsity games. Services may also be provided at other events upon agreement by the District and the Vendor. The District shall provide the activity/game schedule by August 15<sup>th</sup> for the Fall, Winter, and Spring events. Playoff games will be provided as soon as available.
4. *Exclusivity.* The Vendor shall have exclusive use of the District provided vending facilities as described in #5 – Facility Use. The District retains the ability to utilize other food vendors; food truck/mobile food carts at the outdoor fields as they deem complementary to ensure an array of food choices. The District shall not allow other food vendors deemed to be serving the same (competing) products as being served by the Vendor. The District currently has an exclusivity agreement with Coca-Cola, whereby only Coke branded beverages may be sold on District premises. Vendor acknowledges and understands that the District’s soft drink exclusivity agreement may change and Vendor agrees to change soft drink brand(s) to comply with the exclusivity agreement in effect, as designated by the District, upon sixty days written notice by the District to the Vendor.
5. *Facility Use.* The District grants the Vendor use of the existing concession stands/facilities including the football field concessions building, the indoor (gym foyer) concessions room, the soccer field concessions building, and the softball field concessions building. The District shall pay charges for electricity, water, sewer, trash removal, and heat. The Vendor shall be responsible for cleaning the facilities including removing all trash and associated debris. The

Vendor shall be responsible for sanitizing the equipment. The Vendor shall secure the facility after each use. The Vendor shall provide proper storage for all food items to prevent spoilage and insect or rodent infestation. Vendor shall provide final clean up and sanitation to concession facilities at the end of each sports season including removal of equipment or perishable food items. Vendor shall not make alterations, additions, or improvements on the premises without first obtaining written consent from the Athletic Director or Principal.

6. *Expenses and Equipment.* Vendor is solely and fully responsible for all costs and expenses incident to the performance of the services by Vendor including all supplies, tools, equipment, or materials necessary to perform the services. The District will grant use of any existing equipment to Vendor but shall not be responsible for replacement or fixing of this equipment.
7. *Independent Contractor.* In the performance of this Agreement, Vendor shall act as an independent contractor. Vendor shall perform the services and obligations under this Agreement according to the Vendor's own means and methods of work which shall be in the exclusive charge and under the control of the vendor, and which shall not be subject to control or supervision by the District except to as the results of the work. Vendor understands and agrees that employees/volunteers shall not be considered officers, employees, or agents of the District and are not entitled to benefits of any kind or nature normally provide employees of the District or to which District employees are normally entitled including but not limited to unemployment compensation or workers compensation. Vendor assumes the full responsibility for the acts or omissions of their employees or agents as they relate to the Services to be provided under this Agreement. Vendor is not authorized to make any representation, contract, or commitment on behalf of the District.
8. *School Staff/Students.* District will make an effort to solicit school sponsored groups/clubs/teams to staff the concession stand. Students/Staff working in this capacity shall be deemed volunteers and working solely for the benefit of the school sponsored group/team/club. Students/Staff working in this capacity shall be covered by the District insurance policy(s).
9. *Insurance.* Vendor shall purchase and maintain in force at all times throughout the term of this agreement and provide proof to District of the following coverage: Commercial General Liability: \$1,000,000 per occurrence. Workers Compensation Insurance or an Independent Contractor Exemption from the State of Montana. Automobile Liability \$1,000,000 per accident. Insurance shall name the District as additional insured under its General Liability and Auto policies.
10. *District Fees.* As consideration for use of the facilities and services performed by the District, the Vendor shall remit to the District an amount equal to 10% of the gross revenue generated by the concession sales (District Fee). For any event whereas school district staff/students volunteer to help staff the concession stand, an additional 10% of the gross revenue generated by the concession sales shall be paid to the District. The Student Activity Fee shall be earned only if a minimum of three people (associated with the group/team/club) volunteer for the duration of



an event. These fees shall be remitted three times annually (1) Prior to November 30<sup>th</sup> after the conclusion of the Fall Sports Season. (2) Prior to April 1 after the conclusion of the Winter Sports Season. (3) Prior to July 1 after the Spring Sports Season.

11. *Compliance with Safety Regulations.* The Vendor and their respective volunteers, employees, or agents shall comply with all applicable federal, state, and local safety and health laws, ordinances, rules, and regulations in the performance of the services including but not limited to ServSafe Montana, OSHA, and County Health. The Vendor shall apply, maintain, and renew the County Health Department license for each applicable concession stand facility.

12. *Notice.*

For District  
District Clerk  
PO Box 1259  
Columbia Falls, MT 59912

For Vendor  
Cup O Soul  
P.O. Box 8375  
Kalispell, MT 59904

Executed by the parties effective as of August 1, 2023.

COLUMBIA FALLS SCHOOL DISTRICT

VENDOR

By: \_\_\_\_\_  
Jill Rocksund, Board Chair

By: \_\_\_\_\_  
Cup O Soul

Date: \_\_\_\_\_

Date: \_\_\_\_\_

# **Denning, Downey & Associates, P.C.**

## **CERTIFIED PUBLIC ACCOUNTANTS**

P.O. Box 1957 Kalispell, MT 59903-1957

(406) 756-6879 • FAX (406) 257-7879 • E-Mail [dda@ddaudit.com](mailto:dda@ddaudit.com)

Robert K. Denning, CPA, CGFM, CFF, CITP

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March 27, 2023

Columbia Falls Public School Trustees  
Dustin Zuffelato, Business Manger

Columbia Falls Public School,  
P.O. Box 1259  
Columbia Falls, MT 59912

We have audited the financials statements of the governmental activities, the business-type activities, major fund, and the aggregate remaining fund information of Columbia Falls for the year ended June 30, 2022. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, *Government Auditing Standards* and the Uniform Guidance, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated February 21, 2023. Professional standards also require that we communicate to you the following information related to our audit.

### Significant Audit Findings

#### *Qualitative Aspects of Accounting Practices*

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by Columbia Falls Public School are described in Note 1 to the financial statements. As described in Note 1 to the financial statements, Columbia Falls Public School changed accounting policies related to the reporting of the fiduciary funds by adopting statement of Governmental Accounting Standards (GASB Statement) No. 87, Leases, in fiscal year 2022. We noted no transactions entered into by Columbia Falls Public School during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate(s) affecting the Government Wide's financial statements the OPEB liability and Net Pension liability.

Management's estimate of the OPEB Liability is based on requirements of GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other than Pensions, and the Net Pension Liability based on requirements of GASB Statement No. 68, Accounting and Financial Reporting for Pensions, is determined by professional actuaries. We evaluated the key factors and assumptions used to develop the OPEB and Net Pension Liabilities in determining that it is reasonable in relation to the financial statements as a whole.

The financial statement disclosures are neutral, consistent, and clear.

#### *Difficulties Encountered in Performing the Audit*

We encountered no significant difficulties in dealing with management in performing and completing our audit.

#### *Corrected and Uncorrected Misstatements*

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. The attached schedule summarizes uncorrected misstatement of the financial statements. Management has determined that their effects are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. In addition, none of the misstatements detected as a result of audit procedures and corrected by management were material, either individually or in the aggregate, to each opinion unit's financial statements taken as a whole.

#### *Disagreements with Management*

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

#### *Management Representations*

We have requested certain representations from management that are included in the management representation letter dated March 29, 2023.

#### *Management Consultations with Other Independent Accountants*

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to Columbia Falls financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

#### *Other Audit Findings or Issues*

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as Columbia Falls's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

#### Other Matters

We applied certain limited procedures to the Budgetary Comparison Schedule, Budget-to-GAAP Reconciliation, Management's Discussion and Analysis (MD&A), Schedule of Changes in the Total Other Post-Employment Benefits (OPEB) Liability and Related Ratios, Schedule of Proportionate Share of the Net Pension Liability, and Schedule of Contributions which are required supplementary information (RSI) that supplement the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial

statements, and other knowledge we obtained during our audit of the basic financial statements. We did not audit the RSI and do not express an opinion or provide an assurance on the RSI.

We were engaged to report on Schedule of Enrollment, Schedule of Revenue and Expenditures – Extracurricular Fund – All Fund Accounts, and the Schedule of Expenditures of Federal Awards, which accompany the financial statements but are not RSI. With respect to this supplementary information, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with accounting principles generally accepted in the United States of America, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

We were note engaged to report on the other supplementary information, which accompany the financial statements but are not RSI. Such information has not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provided assurance on it.

Restrictions on Use

This information is intended solely for the information and use of Trustees and management of Columbia Falls Public School and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

Jonathan Mahrt, CPA

Denning, Downey & Associates, P.C.



ADULT MEAL PRICES  
SCHOOL YEAR 2022-2023

Revenue from the National School Lunch and Breakfast Programs cannot be used to subsidize adult meals. The purpose of federal assistance is to provide nutritious meals to school children to safeguard their health and well-being.

If the school district subsidizes meals for teachers, administrators, custodians and other adults, the subsidy should be identified as an employee benefit and revenue source in the school foodservice budget.

The cost of meals served to adults directly involved in the operation and administration of the School Nutrition Programs (those preparing and serving food) may be supported by the foodservice operation. **Any meal served to an adult (whether supported by the foodservice or not) may not be claimed for reimbursement or counted toward the USDA Foods entitlement.**

The adult lunch price is required to be at least the total of the federal reimbursement for free students plus value of USDA Foods, plus state match. The adult breakfast price uses only the federal free reimbursement rate.

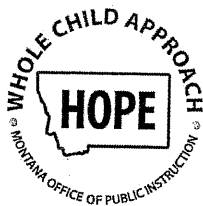
	Adult Lunch Price	Adult Breakfast Price
Federal Free Reimbursement	\$4.3300	\$2.26
Value of USDA Foods	\$0.3000	
State Match	\$0.0117	
<b>Total</b>	<b>\$4.6417</b>	<b>\$2.26</b>

These adult prices are minimums required by USDA and are based on the same portion size served to students. Larger portions should be priced to cover cost.

For questions, please contact School Nutrition Programs at 406-444-2501.

Source Citation: FNS Instruction 782-5 Rev. 1, Dated June 6, 1988, U.S. Department of Agriculture, Food and Nutrition Service

This institution is an equal opportunity provider.



**Substitute Hires  
April 2023**

**Teacher**

LNAME	FNAME	Teacher
Meyer	Brittany	Teacher
		Teacher or Aide
		Aide
		Teacher or Aide
		Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide

**Secretary / Nurse**

LNAME	FNAME	Other
		Nurse
		Nurse
		Secretary

**Bus Driver**

LNAME	FNAME	Other
		Bus Driver
		Bus Driver
		Bus Driver

**Hot Lunch**

LNAME	FNAME	Other
		Hot Lunch
		Hot Lunch
		Hot Lunch
		Hot Lunch

**Custodian**

LNAME	FNAME	Other
		Custodian
		Custodian
		Custodian
		Custodian

4/10/2023

<b>Name</b>	<b>Description</b>	<b>DAC</b>	<b>FTE</b>	<b>Hire Date</b>
BARTH, AUSTIN L	Teacher	Junior High	1.00	8/20/2020
DECOURCY, ISABELLA P	Teacher	Ruder	1.00	8/20/2020
JENSEN, SUZANN G	Teacher	Glacier Gateway	1.00	8/20/2020
KAVANAGH, SARA C	Teacher	Ruder	1.00	8/20/2020
MCCORD, COURTNEY B	Teacher	Glacier Gateway	1.00	8/20/2020
MILLER, EVAN R	Teacher	Junior High	1.00	8/20/2020
MILLER, JENNIFER L	Teacher	Glacier Gateway	1.00	8/20/2020
RADABAH, SAMANTHA L	Teacher	Ruder	1.00	8/20/2020
WARREN, CAMILLE D	Teacher	Ruder	1.00	8/20/2020
ALLEN, MINDY A	Teacher	Junior High	1.00	8/19/2021
ANDREWS, SUZANNE J	Teacher	Ruder	1.00	8/19/2021
CHAPPELOW, MARY E	Teacher	Glacier Gateway	1.00	8/19/2021
CROWE, TRINA L	Teacher	Glacier Gateway	1.00	8/19/2021
FISHEL, LINDSEY L	Teacher	Glacier Gateway	1.00	8/19/2021
HAKES, ALICIA R	Teacher	Glacier Gateway	1.00	8/19/2021
HALL, PAIGE E	Teacher	Ruder	1.00	8/19/2021
HOOTS, TAYLOR K	Teacher	Ruder	1.00	8/19/2021
HUBBARD, KYLE L	Teacher	Glacier Gateway	1.00	8/19/2021
JOHNSTON, PATRICK K	Teacher	Junior High	1.00	8/19/2021
SCHULZ, ALLIE J	Teacher	Glacier Gateway	1.00	8/19/2021
MOORE, CALLIE L	Teacher	Glacier Gateway	1.00	10/26/2021
HON, DAVID W	Teacher	Junior High	1.00	11/30/2021
ANDREWS, DEREK D	Teacher	Junior High	1.00	8/18/2022
BROCKIE, KERSTIN M	Teacher	Junior High	1.00	8/18/2022
FISHER, CRYSTAL S	Teacher	Ruder	1.00	8/18/2022
GREEN, ELLIE W	Teacher	Junior High	1.00	8/18/2022
GREENBERG, JENNIFER J	Teacher	Ruder	1.00	8/18/2022
LEDUC, KATHERINE A	Teacher	Ruder	1.00	8/18/2022
LUSCHER, KIRAWEN L	Teacher	Ruder	1.00	8/18/2022
MCFADDEN, KELSEY L	Teacher	Ruder	1.00	8/18/2022
ROBERTS, MACKENZIE L	Teacher	Ruder	1.00	8/18/2022
WILSON, JACY H	Teacher	Ruder	1.00	8/18/2022
FRISSELL, PEREGRINE B	Teacher	Junior High	1.00	8/22/2022
KEHR, PEYTON G	Teacher	Ruder	1.00	8/22/2022
LANDIS, JOEL W	Teacher	Glacier Gateway	1.00	8/22/2022
SULLIVAN, DEMI S	Teacher	Ruder	1.00	8/22/2022
SUNDBERG, CRYSTAL N	Teacher	Ruder	1.00	8/22/2022
HARGIN, MORGAN	Teacher	Glacier Gateway	1.00	8/24/2022
STEINER, SAMANTHA N	Teacher	Glacier Gateway	1.00	11/1/2022
STEVENSON, ELIZABETH	Teacher	Ruder	0.60	11/21/2022

<b>Name</b>	<b>Description</b>	<b>DAC</b>	<b>FTE</b>	<b>Hire Date</b>
FINBERG, CIERA R	Teacher	High School	1.00	8/20/2020
MILLER, GRETCHEN A.S.	Teacher	High School	1.00	8/20/2020
YPMA, HILARY AD	Teacher	High School	0.71	8/20/2020
RILEY, HANNAH E	Teacher	High School	1.00	9/8/2020
BLANKENSHIP, JONATHAN M	Teacher	High School	1.00	8/19/2021
HUBBARD, TYSON J	Teacher	High School	1.00	8/19/2021
MASON, ASHLEIGH	Teacher	High School	1.00	8/19/2021
FINBERG-ROBERTS, CYDNEY C	Teacher	High School	1.00	12/9/2021
GREEN, AUSTIN B	Teacher	High School	1.00	1/27/2022
BELL, JAIME R	Teacher	High School	1.00	8/18/2022
RUSHE, SUSAN A	Teacher	High School	1.00	8/18/2022
MARTIN, CATHERINE L	Teacher	High School	0.50	8/22/2022