

1 **MINUTES OF THE REGULAR MEETING**  
2 **OF THE BOARD OF TRUSTEES**  
3 **HELD AUGUST 8, 2022**  
4

5 A duly called Regular Meeting of the Board of Trustees of the Great Falls Public  
6 Schools was held at the District Offices Building, 1100 4<sup>th</sup> Street South, on the 8<sup>th</sup> day of  
7 August, 2022.

8  
9 **ROLL CALL:** Brian Patrick took roll call.

10  
11 **Trustees Present:** Gordon Johnson, Chairperson  
12 Kim Skornogoski, Vice Chairperson  
13 Mark Finnicum  
14 Amie Thompson  
15 Paige Turoski  
16

17 **Trustees Absent:** Bill Bronson  
18 Marlee Sunchild  
19

20 **Others Present:** Superintendent Tom Moore; Director of Business Operations Brian  
21 Patrick; Executive Director for Student Achievement Lance Boyd; Director of Human  
22 Resources Kerry Dattilo (via Zoom); Director of Information Technology Tom Hering and  
23 Director of GFPS Foundation Stephanie Schnider.  
24

25 Also present were Tom Cabbage, Great Falls Education Association (GFEA) President  
26 and Lisa Sapp, MAFB Child and Youth School Liaison.  
27

28 At 5:30 pm, Chairperson Johnson called to order the Regular Meeting of the Board of  
29 Trustees and asked everyone to join in the Pledge of Allegiance.  
30  
31

32 **ADOPT AGENDA**  
33

34 Motion – Mark Finnicum, Seconded – Kim Skornogoski, passed unanimously to adopt  
35 the agenda as presented.  
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37

38 **APPROVE CONSENT AGENDA**  
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40 Motion – Kim Skornogoski, Seconded – Paige Turoski, passed unanimously to approve  
41 the Consent Agenda as presented.  
42

43 **A. Minutes of the July 18, 2022, Regular Board Meeting** – The Board approved the  
44 minutes of the July 18, 2022, Regular Board Meeting as presented.  
45

46 **B. Personnel Actions** – The Board approved the Personnel Actions as presented.  
47

1  
2 **C. Good Apple Awards** - The Board approved the nominations for Good Apple  
3 Awards: Alicia Carr, Finance Officer at C.M. Russell High School, Tina Price, Finance  
4 Officer at Great Falls High School, Kathie Sybrant, Administrative Assistant at North  
5 Middle School and Stephanie Major, Administrative Assistant at East Middle School.  
6

7 **D. Montana School Bus Drivers Certificates – OPI TR-35’s** – The Board approved  
8 the Montana Bus Drivers Certificates – OPI TR-35’s for the individuals listed in the  
9 agenda.  
10

11 **E. Student Activity Monthly Report for June 2022** – The Board approved the Student  
12 Activity Monthly Report for June 2022 as presented.  
13

14 **F. Transitional Kindergarten Student Attendance Agreements at the Early  
15 Learning Center for the 2022-2023 School Year**– The Board approved the Early  
16 Learning Family Center Transitional Kindergarten Student Attendance Agreements  
17 listed in the agenda for the 2022-2023 school year.  
18

19 **G. Incoming Student Attendance Agreements for the 2022-2023 School Year.** The  
20 Board approved the 2022-2023 Student Attendance Agreements listed in the agenda.  
21 The tuition will be paid by the parents, district of residence, and/or state.  
22

23 **H. New Student Activity Account at C.M. Russell High School.** The Board  
24 approved the new Student Activity Account *Electrical IT Classes* at C.M. Russell High  
25 School. Funds earned by class lab fees will be used to finance class projects.  
26  
27

## 28 **COMMUNICATION**

29

30 **A. Malmstrom Air Force Base (MAFB) Communication** – Lisa Sapp, MAFB Child and  
31 Youth School Liaison, reported that on June 6, 2022, she conducted the first MAFB  
32 Pupil Instruction Related (PIR) for 18 Great Falls Public Schools teachers. The PIR  
33 included a MAFB mission brief and missile training. The next PIR will be take place on  
34 August 18 and will offer a missile field tour. Lisa thanked Administrative Assistant  
35 Heather Huston and Chief Joseph Elementary Principal Brian Miller for their help in  
36 organizing and hosting the annual MAFB Information Fair on August 5 at which 115  
37 student backpacks were given to over 60 MAFB families. The Information Fair included  
38 information on the many resources GFPS has available to military families.  
39

40 **B. Audience Communication** – Community member Steve Sem explained he was a  
41 citizen member of the District’s Social Studies Curriculum Committee. He thanked  
42 Superintendent Moore and Curriculum Coordinator Beckie Frisbee for giving community  
43 members the opportunity to participate on the committee. He said he is very  
44 encouraged by what he learned and said the District has dedicated teachers and  
45 administrators. Mr. Sem said he is in the process of reviewing all Social Studies grade  
46 levels KUDs (Know-Understand-Do).

47 Community member John Swanson said the world has different political positions and  
48 that he is impressed that GFPS balances the differences and strives to work together.

1  
2 **C. Superintendent's Report** – Superintendent Moore announced that Indigenous  
3 Education for All Instructional Coach Jordann Forster has been named the 2022  
4 Montana History Teacher of the Year, an award presented annually by the Gilder  
5 Lehrman Institute of American History. He read in part, the nomination letter submitted  
6 by Drew Uecker. Jordann thanked the Board for their continued support of Indian  
7 Education and said Great Falls Public Schools is a leader for Indian Education for All.  
8 She was then congratulated by the Board.  
9 Superintendent Moore reported that approximately 80 teachers attended New Teacher  
10 Training today, the first of three days of training for the new teachers. He said there are  
11 teaching positions still available and that the District is working tirelessly to fill them.  
12 Executive Director Lance Boyd explained each school will be incorporating the same  
13 *Character Strong* program in their buildings for the upcoming school year. Each school  
14 has had a form of Character Ed, but now will have a program with the same content,  
15 focusing on Be Kind, Be Strong and Be Well. Every building will adapt to meet the  
16 students' needs with lessons ranging from 3-7 minutes per day.  
17 Superintendent Moore announced that a Job Fair will be held on August 10 at Paris  
18 Gibson Education Center, a Parent Meeting focusing on new materials for K-6 Reading  
19 and 7-12 English will be held on August 11 at Great Falls High School, and the Back to  
20 School Blast will be held on August 12 at the Civic Center. The Back to School Blast  
21 will offer students haircuts, sports physicals, wellness checks, immunizations and more  
22 that will be free of charge, along with 2,000 backpacks to be given away. He reported  
23 that Stuff the Bus was held on August 4 and that over 14,000 items were donated. The  
24 next day, on August 5, the items were separated and boxed to be sent to schools within  
25 the District as well as to non-profit organizations in the community. Superintendent  
26 Moore reported that the Summer Food Program will come to an end on August 10.  
27 Superintendent Moore sadly announced that former Trustee Bob Moretti passed away  
28 on July 29, 2022. Mr. Moretti served two three-year terms as a Great Falls Public  
29 School Board Member.  
30  
31

## 32 **ACTION ITEMS**

33  
34 **A. Financial Report and Check Register for June 2022** - Director of Business  
35 Operations Brian Patrick explained that the June Financial Report is the most important  
36 as it closes out the year as indicated in the Revenue and Expenditure portion of the  
37 document. He said the July Financial Report is also important as it begins the new  
38 year.  
39

40 Motion – Mark Finnicum, Seconded – Kim Skornogoski, passed unanimously to  
41 approve the June 2022 Financial Report and Accounts Payable checks #122170 -  
42 #122998 in the amount of \$8,111,066.97 and Payroll checks #75806 - #76130 in the  
43 amount of \$1,379,330.04 as presented.  
44

45 **B. Transfer of Budgeted Funds – Elementary Compensated Absences Fund (121)**  
46 **to the Elementary General Fund Budget (101) and High School General Fund**  
47 **Budget (201) to the High School Compensated Absences Fund (221)** – Director of  
48 Business Operations Brian Patrick explained the purpose of transferring into the

1 Compensated Absence Fund is to finance the accumulated sick leave and vacation pay  
2 that a non-teaching or administrative school district employee is entitled to upon  
3 termination of employment. The existing fund balance came from the previous year  
4 General Fund budget transfers. Funds in excess of the limit of 30% of the payout must  
5 be returned to the General Fund. He said there must be a budget authority in the  
6 General Fund and/or Compensated Absence Fund in order for the transfer to be  
7 completed.

8  
9 Motion – Mark Finnicum, Seconded – Amie Thompson, passed unanimously to approve  
10 the total of \$14,783.00 transfer from the Elementary Compensated Absences Fund  
11 (121) to the Elementary General Fund Budget and \$41,200.00 from the High School  
12 General Fund Budget to the High School Compensated Absences Fund (221).

13  
14 **C. Transfer of Budgeted Funds – Elementary General Fund Budget (101) and High**  
15 **School General Fund Budget (201) to the Interlocal District Fund (182)** – Director of  
16 Business Operations Brian Patrick explained that transfers to the Interlocal Fund are to  
17 provide for the joint funding and operation and maintenance of all participating districts  
18 upon the terms and conditions as may be mutually agreed to by the districts. Transfers  
19 to the Interlocal Fund from the school district’s General Funds are limited to an amount  
20 not to exceed the Direct State Aid in support of the school district’s General Fund. Mr.  
21 Patrick said the transfer will allow for a more balanced approach to addressing funding  
22 due to unexpected expenses in the 2022-2023 school year.

23  
24 Motion – Kim Skornogoski, Seconded – Mark Finnicum, passed unanimously to  
25 approve the Elementary General Fund Budget (101) transfer of \$302,599 and a High  
26 School General Fund Budget (201) transfer of \$488,757 to the Interlocal District Fund.

27  
28 **D. Substitute Teacher Incentive Pay** – Director of Human Resources Kerry Dattilo  
29 explained that during the 2021-2022 school year, the Board approved additional  
30 compensation for substitute teachers who worked at least 25 days in a selected two-  
31 month timeframe. During those months, the fill rate of teacher classrooms was at the  
32 highest percentage of the year. For the 2022-2023 school year, it is proposed that  
33 substitute teachers who work a minimum of 25 days during September 1 – October 31,  
34 November 1 – December 31, January 1 – February 28 and/or March 1 – April 30  
35 receive an additional compensation of \$400.00. Also proposed is that substitute  
36 teachers that work a minimum of 18 days during May 1 – June 2 received an additional  
37 \$400.00 in compensation.

38  
39 Motion – Amie Thompson, Seconded – Mark Finnicum, passed unanimously to approve  
40 \$400 of additional compensation for all substitutes who work a minimum of 25 days  
41 during the two-month timeframes listed in the agenda or 18 days during the last month  
42 of the school year.

43  
44 **E. Three-Year Collective Bargaining Agreement (CBA) with the Great Falls**  
45 **Technology Association, MEA/MFT** – Director of Human Resources Kerry Dattilo  
46 explained the CBA for this group was reopened in July 2022 with mutual agreement of  
47 the District and the Union. Due to significant turnover throughout this past year,  
48 including the inability to attract qualified applicants, it was determined to offer an

1 increase of \$3.00 per hour to all Technology Support Technicians and Technology Core  
2 Technicians for the 2022-2023 school year, and a 2% increase for the 2023-2024 and  
3 2024-2025 school years.

4  
5 Motion – Mark Finnicum, Seconded – Amie Thompson, passed unanimously to approve  
6 three-year Collective Bargaining Agreement with the Great Falls Technology  
7 Association, MEA/MFT as presented.

8  
9 **F. Three-Year Collective Bargaining Agreement (CBA) with the Teamsters Local**  
10 **No. 2, Food Service Employees**– Director of Human Resources Kerry Dattilo  
11 explained the CBA with the Teamsters Local No. 2, Food Service Employees expired on  
12 June 30, 2022. The substantive language changes and salary schedule through 2025  
13 are included in the agenda. In the 2022-2023 school year, a proposed increase of  
14 \$1.00 per hour for entry level food service employees and a \$1.50 per hour increase for  
15 lead positions such as cooks, production managers and satellite kitchen leads is being  
16 recommended, along with a \$.75 per hour increase for the 2023-2024 school year and a  
17 \$.50 per hour increase for the 2024-2025 school year. Also included in the proposed  
18 CBA is the addition of a Personal Business (PB) day for all food service employees and  
19 an additional PB day for food service employees who work 2080 hours/year.

20  
21 Motion – Mark Finnicum, Seconded – Amie Thompson, passed unanimously to approve  
22 three-year Collective Bargaining Agreement with the Teamsters Local No. 2, Food  
23 Services employees as presented.

24  
25 **G. 2022-2023 Health Insurance, Life Insurance and Voluntary Insurance Contracts**  
26 – Director of Human Resources Kerry Dattilo explained the Health Insurance Committee  
27 meets several times during the year to analyze usage, benefit changes and cost  
28 increases in order to retain a quality insurance program. At the July 18, 2022 Board  
29 meeting, the Board approved the move to a Third-Party Administrator (TPA) insurance  
30 model for district-wide health insurance, with Lucent as the medical TPA, Tokio Marine  
31 HCC as the stop loss carrier, and SmithRx as the Pharmacy Benefit Manager (PBM) for  
32 the 2022-2023 plan year. Kerry explained the committee has continued to work with a  
33 third-party consultant, Mike Bonville with Alliant, in setting insurance premiums for the  
34 2022-2023 plan year. Currently the total health plan premium contributions are derived  
35 from three areas; Employer contributions, Employee contributions and the Rate  
36 Stabilization Reserve (RSR) Fund. The overall increase to the employer and employee  
37 premium contributions for the 2022-2023 year will each be 5%. Kerry explained the  
38 health insurance premiums of the Base Plan and Catastrophic Plan that were listed in  
39 the agenda. She said the District also offers employee paid voluntary insurance  
40 coverages through LifeMap and there are no projected increases for these plans for the  
41 2022-2023 year. Medical Flexible Spending and Dependent Care Flexible Spending  
42 accounts are currently administered by Allegiance Flex Advantage and offered to GFPS  
43 employees.

44 Trustee Finnicum thanked Kerry and the Health Insurance Committee members for their  
45 on-going work on health insurance. Kerry thanked Trustee Finnicum for his service on  
46 the Health Insurance Committee.

1 Motion – Mark Finnicum, Seconded – Amie Thompson, passed unanimously to accept  
2 the recommendation of the Insurance Committee of an overall increase to the employer  
3 and employee health insurance premium contributions of 5% along with the continuation  
4 of the premium buy-down of \$26.60. The District Board also approved to continue the  
5 Flexible Spending program and the voluntary insurances.  
6  
7

8 **ACTION: OTHER**  
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11 **REPORTS, DISCUSSION, AND POLICIES.**  
12

13 **A. Classified and Hourly Staff Compensation for 2022-2023: Support Staff,**  
14 **Paraprofessionals, Teachers’ Aides, Hourly Classified Staff and Part-Time Nurses**  
15 – Director of Human Resources Kerry Dattilo explained the Classified and Hourly staff  
16 are non-union employees that include support personnel, paraprofessionals, teachers’  
17 aides, hourly classified staff and part-time nurses. There are 359 employees within the  
18 five groups. The 2022-2023 budget reflects base salaries for the employees of the  
19 groups with increases of 1.5% for support personnel, hourly classified staff and part-  
20 time nurses and a \$1.00 per hour increase for paraprofessionals and teachers’ aides.  
21 These increases are included in the 2022-2023 Budget that will be presented to the  
22 Board for approval on August 22, 2022.  
23

24 **B. Administrator, Principal and Supervisor Compensation for 2022-2023** – Director  
25 of Human Resources Kerry Dattilo explained that this groups consists of 48  
26 administrators, principals, coordinators and supervisors. Not included in the group is  
27 the Superintendent as the parameters for his contract have been previously settled.  
28 The base salaries of the 48 positions listed in the agenda are adjusted by 1.5% and are  
29 included in the 2022-2023 Budget that will be presented to the Board for approval on  
30 August 22, 2022.  
31

32 **C. First Reading of Revised Board Policies 3612, 3612P, 3612F (new), 5450 and**  
33 **5450F** – Superintendent Moore reviewed in detail revised Board policies 3612, 3612P,  
34 5450 and 5450F and new Board policy 3612F. He asked if anyone has questions or  
35 concerns about these policies to contact him before the next Board meeting.  
36

37 **D. Discussion, Committee Reports, and Comments –**

38 Trustee Finnicum said he has spoken to many families and that the students are excited  
39 to go back to school with no restrictions.

40 Trustee Thompson said she attended the Ruby Payne conference last week and  
41 learned about building safety and staff belonging.

42 Vice Chairperson Skornogoski also attended the Ruby Payne conference and was  
43 pleased that so many teachers attended the conference. She said she was glad to hear  
44 New Teacher Training is a 3-day training this year compared to shorter training in years  
45 past. She congratulated Jordann Forster on her award and said she has witnessed  
46 Jordann working with her students and being the caring adult and positive role model in  
47 their lives.

48 Trustee Turoski thanked the community members who spoke at the meeting. She said

1 she has enjoyed her time on the Board Policy Committee learning how the process for  
2 revising and adopting policies works.  
3 Chairperson Johnson acknowledged Trustee Finnicum for his Budget presentation at a  
4 recent Rotary meeting. He thanked everyone that attended the meeting tonight.  
5 Superintendent Moore announced that Convocation will be held on Monday, August 22  
6 in the auditorium at Great Falls High School. The event begins at 8:00 a.m. and will  
7 feature guest speaker Monte Selby.

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9

10 **UPCOMING EVENTS**

11

12 Chairperson Johnson said a Board Work Session is scheduled for August 18, 2022 and  
13 the next Regular Board Meeting is scheduled for August 22, 2022.

14

15

16 **ACTION TO ADJOURN**

17

18 Motion – Kim Skornogoski, Seconded – Mark Finnicum, passed unanimously to adjourn  
19 the Regular Meeting of the Board of Trustees at 6:55 p.m.

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\_\_\_\_\_  
Gordon Johnson, Chairperson

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Brian Patrick, Clerk