

AGENDA
Board of Trustees
Columbia Falls School District Six
Regular Board Meeting
Monday, July 15, 2024
6:00 p.m.
Glacier Gateway Library

1. **Call to Order**
2. **Pledge to the Flag**
3. **Approval of Agenda**
4. **Consent Agenda**
 - a. Approval of June bills
 - b. Approval of Investment Reports
 - c. Approval of the 2024-25 Out of District Student Recommendations – Pg. 1
5. **Public Participation**
6. **Reports**
 - MTSBA Update – Barb Riley
 - Clerk / Business Manager – Pgs. 2-4
 - Superintendent – Cory Dziowgo
 - Board Chair
7. **Action/Discussion Items:**
 - a. Consideration of the following Montana Teacher Residency Program MOAs for school year 24-25:
 - Blake Kuntz – Pg. 5
 - Kylie Rocker – Pg. 6
 - b. Consideration of the Golden Seal of Biliteracy Program through FVCC.
 - c. Consideration of the ratification of the CFCEA Tentative Agreement for SY 24-25. – Pgs. 7-10
 - d. Consideration of the board standing committee recommendations. – Pg. 11
 - e. Consideration of the 2024 MTSBA Membership Electronic Vote on the following items: - Pgs. 12-14
 1. Confirmation of MTSBA current Principles and Guidelines
 2. Consideration of the current foundational elements of MTSBA's DNA
 3. FY26 Dues Revenue Estimate
 4. Vision Based Strategic Advocacy Resolution;
 5. Gap Analysis Resolution
 6. Nomination of Krystal Zentner
 7. Nomination of Rick Cummings
8. **Personnel**
 - a. **The superintendent has accepted the following resignations:**

Logan Williams	Special Education Paraeducator – Glacier Gateway – effective end of SY 23-24
Jeremy Grilley	JH Boys' Basketball Coach – effective end of SY 23-24
Daniel Cadigan	JH Library Para – effective end of SY 23-24
Tana Poor	Special Education Paraeducator – Ruder – effective end of SY 23-24

b. Consideration of the following hiring recommendations:

Paula Koch	JH Cross Country Coach
Jennifer Thurston	JH Volleyball Coach
Stephanie Collis	Special Education Paraeducator– Glacier Gateway
Brittany Krueger	Special Education Paraeducator – Glacier Gateway
Stacy Caron	Speech Aide
Casey Copeland	Special Education Teacher – High School
Hilary Ypma	Junior Class Advisor
Ryan Timlick	HS Girls Assistant Wrestling Coach
Salvatore Baccaro	HS Assistant Girls Wrestling Coach
Jessica Moultray	HS Business Education Teacher
Amanda Matdies	Long-Term Substitute – High School FCS Teacher – 11/20/24

c. Consideration the following Summer Hires

Jenny Morgan Summer Food Service – 6/10/24

d. Consideration of the elementary extra-duty hires for SY 24-25 as attached: - Pg. 15

e. Consideration of the high school extra duty hires for SY 24-25 as attached: - Pgs. 16-18

f. Executive Session:

- Student 25-127 out-of-district enrollment

a. Board Re-Convenes:

- Approve Executive Session minutes
- Consideration of out-of-district enrollment for 25-127 for SY 24-25

9. Miscellaneous and Future Planning:

- a. Schedule a Finance Committee Meeting the week of July 29

10. Adjournment

**The next Regular Board Meeting will be held at 6:00 p.m.,
Monday, August 12, 2024, in the School District Six Board Room**

Out-Of-District Approval – 7-15-2024

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TO: Board of Trustees
FROM: Dustin Zuffelato, Business Manager/Clerk
DATE: July 11, 2024
RE: Business Office Report for the July 15, 2024 Regular Meeting

Food Service Program –financial data

MEALS SERVED	FY 2019 pre-Covid	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Prior year change
Glacier Gateway Breakfast	20,999	16,995	27,345	31,463	23,735	23,426	(1 %)
Glacier Gateway Lunch	50,570	35,842	52,006	60,345	45,893	44,399	(3 %)
Ruder Breakfast	14,773	9,830	26,082	24,925	22,099	20,064	(9 %)
Ruder Lunch	36,142	24,763	48,645	55,720	46,289	41,890	(9 %)
Junior High Breakfast	16,951	12,717	11,504	21,384	13,460	13,814	2 %
Junior High Lunch	40,682	28,926	47,363	61,023	45,343	41,586	(8 %)
High School Breakfast	25,916	17,670	29,795	41,875	26,517	23,058	(13 %)
High School Lunch	31,586	21,416	33,798	44,822	33,737	27,648	(18 %)
Total Breakfast	78,369	57,212	94,726	119,647	85,811	80,362	(6 %)
Total Lunch	158,980	110,947	181,812	221,910	171,292	155,523	(9 %)

	FY 2019 pre-Covid	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Cash Balance FYE	(13,184)	6,765	271,970	589,588	529,914	483,001
Program Expenses	907,358	921,898	1,290,790	1,312,745	1,163,294	1,176,095
Meal revenue collected from students	246,187	188,366	28,580	53,329	245,907	190,386
Federal USDA Revenue	590,903	726,871	1,460,752	1,500,287	813,405	813,726

Year-End FY 2024 Budget – to Actual:

General Fund(s)
 Elementary District

	Budget	Actual	Difference	
Teacher Extra Duty	70,000	90,342	(20,342)	
Teacher Lane Changes	44,235	108,725	(64,490)	
Teacher Aide vacancies	299,417	280,260	19,157	1.0 FTE
Substitutes	167,500	226,815	(59,315)	
Health Insurance	1,561,367	1,484,880	76,486	~ 6 FTE
Ruder Nurse	51,675	15,470	36,205	Resigned not replaced
Custodial Staff Vacancies	788,229	645,129	143,100	3.50 FTE
Utilities	295,555	261,303	34,252	\$18k water.
Repair/Maintenance	64,103	94,797	(30,694)	Gym Floor, Wall Guards
Custodial Supplies	183,944	203,816	(19,872)	
Custodial Minor Equipment	16,750	84,514	(67,764)	Floor Scrubbers
Summer School	0	13,962	(13,962)	No ESSER. Early Interv.
SPED SLP – GG	131,475	102,271	29,203	IC funded Medicaid
Indian Education for All	30,701	9,634	21,066	Reduction in Entitlement

High School District

	Budget	Actual	Difference	
Health Insurance	751,567	706,173	45,393	
HS Nurse	24,428	2,686	21,740	Logan Health Grant
Admin/Clerical and supplies	368,505	392,994	(24,490)	
Business Teacher	311,933	280,933	30,999	Unfilled Position
Indian Education for All	12,948	4,832	8,116	Reduced entitlement
Activity Bus – Transportation	68,774	94,970	(26,196)	Repairs and fuel
Athletics	470,091	509,182	(39,091)	Uniforms/travel

Elementary Tuition Fund

Budget \$ 900,520 Actual \$ 749,122 Diff \$ 151,398

High School Tuition Fund

Budget \$ 244,045 Actual \$ 145,518 Diff \$ 101,526

Building Use Fund – Canyon Elementary

Total Rental Proceeds \$ 23,765

Total operational expenses \$ 23,490 (\$6,320 paid from General Fund)

Multi-Use Fields

Total Rental Proceeds \$ 6,015

Total operational expenses \$ 23,027

Elementary Technology Fund

Budget \$1,516,188 **Actual \$771,981** Diff Remaining Budget Balance \$726,525. **FY24 Levy \$ 924,837**

Health Insurance Fund Plan year-end Reserves INCREASED \$303,995 to \$3,149,867 as of 6/30/2024.

Federal Grants – Projected carryover – FY 2024

ESSER III BASE Grant 4,101,015

Funds expended YTD (4,101,015)

ESSER III Learning Loss Grant 1,025,253

Funds expended YTD (1,025,253)

Title I FY 2024 Appropriation \$ 1,114,035

FY 2024 Projected Expenses \$ 1,037,524

Year End Projected Balance \$ 76,511

IDEA FY 2024 Appropriation \$ 792,055

FY 2024 Projected Expenses \$ 702,702

Year End Projected Balance \$ 89,353

Medicaid Services yearend balance is projected to be \$195,321 as compared to \$200,000 at the beginning of the year.

Medicaid MAC yearend balance is projected to be \$274,000 as compared to \$249,000 at the beginning of the year.

Monthly Insurance Claim Summary – Plan Year 2024 YEAR END

Paid Claims June, 2024

Medical Plan paid claims	\$ 165,563
Specific Stop Loss	\$ 37,380

Monthly medical expected claims based on an enrollment of 233 Plan participants (73 singles/160 families): \$ 247,446
Plan claim liability as a percentage of expected claims: 66.90 %

Paid Claim summary plan year-to-date (July 1, 2023 through June 30, 2024):

	<u>Actual</u>	<u>Expected</u>	<u>Percentage</u>
Medical Plan paid claims	\$2,497,785	\$2,910,976	85 %
Aggregating Specific Deductible -paid YTD	\$ 100,000		
Specific Stop Loss	\$ 529,492		

Plan Reserves increased \$292,590 as a result of less than expected claims.

High School Roof / HVAC Project

As you recall, the cost of the HVAC Contract (3,408,020) and Engineering (500,227) was funded by ESSER III. In an effort to utilize the ESSER funds within the period of availability (Sept 30, 2024), the District was advised by OPI to simply include the Roof Project within the project scope funded by ESSER.

The project invoices paid as of 6/30/2024 from ESSER Funds are as follows:

HVAC \$3,205,831. Remaining to be paid is \$577,189 (including \$225k contingency included in the contract amount)

Roof \$ 431,705. Remaining to be paid is \$2,151,258

In summary, the remaining amount to be paid is within the Building Reserve Levy of \$2,750,000. The District will use the Building Reserve SMMA funds (current balance \$309k) for engineering, attorney, finance, and any other misc costs of this project.

The District will begin to draw from the Intercap Loan secured by the Building Reserve Levy for the progress invoices the District receives commencing July 1, 2024 (for both the roof and the HVAC).

K-8 Facility Bond Project

As you recall, the District has incurred and paid the entire Glacier Gateway Elementary contract. The District is working with Swank to resolve the following issues:

- Water continues to enter in the exterior doorways at west gym door, mechanical room, kitchen, and electrical room.
- library furniture not finished

The District has also paid the entire Ruder contract with the exception of a \$17K change order to add roof ladders to allow the maintenance staff to safely access the rooftop units. This should completely exhaust the General Obligation Bond proceeds. The District is still waiting for the NW Playground company to install the equipment for the preK. This was funded by a donation from the Klothes Closet within the Multi District Agreement Fund.

The District continues to work with Kaleva Law regarding the covenants and right of first refusal to protect the District for how the old Glacier Gateway building purchased by Ruis can be used. Ruis has accepted the covenants and the attorney is making sure they are filed with the property title.

MEMORANDUM OF AGREEMENT

This agreement is entered into by and between the Columbia Falls School District (hereinafter "District") and **Kylie Rocker** PO Box 285, Columbia Falls, MT 59912 (hereinafter "Resident") to address the housing requirement of the Montana Teacher Residency Program (the Program).

The District and the Resident are participants in the Program and the Resident will be assigned to a Teacher Leader employed by the District for the 2024-2025 school year. In consideration of the District's participation in the Program, the District hereby agrees to provide to Resident a housing stipend in the total amount of **\$8,000**. The stipend will be paid in 10 monthly installments with the first installment being paid on **September 10, 2024** and the final installment to be paid on **June 10, 2025**.

This agreement does not constitute or create an employer-employee relationship between the parties. The Resident nevertheless agrees to be bound by and at all times act in compliance with all applicable state and federal laws, as well as the policies of the District, in the same fashion as District employees.

In the event the Resident leaves the program for any reason prior to the conclusion of the school year, the District's obligation to pay the monthly stipend amount shall immediately cease.

The relationship between the parties is governed by the parameters of the program as published by the Montana Office of Public Instruction, but this document sets forth the entire agreement between the District and the Resident.

In Witness Whereof:

Resident Date: _____

Chair, Board of Trustees Date: _____

July 15, 2024

COLUMBIA FALLS CLASSIFIED EMPLOYEES
ASSOCIATION
SCHOOL YEAR 2024/25

Tentative Agreement

Article 5 – Employee and Exclusive Representative Rights

Section 1. Dues Check Off: Upon written authorization of any member of the Association, the Employer shall deduct from the pay of the employee, the ~~monthly~~ amount of dues as certified by the Secretary of the Association and shall deliver the dues to the Association's designee ~~in the form of a check~~. Commencing in October and each month thereafter through June, the District shall deduct in pro-rated equal nine (9) installments the monies that are so authorized. New authorizations when received by the District during the school year will be deducted prorata. The Secretary of the Association ~~Exclusive Representative~~ shall certify to the District the rate of deduction for those who are Association members (dues and fees of the Association) for the school year no later than September ~~30-15~~ of each year.

Subsection 1. Transmittal: The School District shall transmit all deducted monies, along with a list of names for whom deductions are made, to the Associations' Designee ~~in the form of a check~~ on a monthly basis. The District shall also provide a list, on or before the 20th of each month, of all newly hired employees as well as those that resign from positions covered under this agreement (defined as the appropriate unit).

Article 7 – Leaves, Vacations and Holidays

Section 2. Bereavement Leave:

Subsection 1. This leave shall be limited to five (5) days with no loss of sick leave. An employee may use sick leave for leave granted in excess of this amount limited to an additional five (5) days for a total maximum of ten (10) days.

Section 8. Union Leave: The District shall grant a maximum of 20 hours per year of leave for union officers to conduct business throughout the school year.

Article 8 – Seniority, Vacancies, Promotions, and Reduction in Force

Section 2. Layoff

A: Kitchen Helpers	G: Mechanics	L: Computer Lab Paras
B: Custodians	H: Mechanic's Assistant	M: Copy Room Aide
C: Warehouse/Delivery Driver	I: SPED Paras	N: Bus Aides
D: Cooks	J: Classroom Paras	O: Study Hall and I.S.S.
E: Drivers	K: Library Paras	
F: Utility People Groundskeepers		

ADD P: Dispatcher

Article 9 – Hours of Work

Section 8. It is the intent of the parties to preserve the work and job opportunities of the current employees covered by this Agreement, by not eliminating their positions or reducing their employment below their regularly assigned hours. It is also, however, an obligation as well as a management prerogative of the District to maintain the efficiency of the District's operations and to determine the methods and means by which those operations are to be conducted. The Employer shall make every effort to retain the employees covered by this agreement and will not make arrangements to contract with any outside firm for any of the services ordinarily rendered by said employee which would jeopardize their continued employment without disclosure to the bargaining agent sufficiently in advance to accommodate discussion between the parties of the contemplated action. ~~The District shall not enter into any such contract for services unless it can be proven that said contract would result in increased efficiency of operations by way of obtaining the same services for less cost or additional services for the same cost, or unless it can be proven that such action is necessitated by financial exigency.~~ It is understood that this provision does not in any way restrict the District's right to contract out or otherwise arrange for the performance of work which is above a bargaining unit members regularly assigned shift hours.

Article 10 – Contract Workers

Section 1. The District may utilize the services of contracting employees through an outside firm in the circumstance of time sensitive jobs, specialized skills the District generally ~~do~~ not require, work that can be performed more efficiently by an outside firm that specializes in the type of work, specialized tools and/or equipment that the District does not possess or is no longer financially viable to continue to maintain.

Section 2. The District may utilize the services of contracting employees through an outside firm in the circumstances of the District’s ability to operate is compromised due to lack of staff and having no qualified applicants to fill the needed positions for the District to operate. The job posting will remain open until it is filled by an outside applicant and the contracted personnel will be let go. Once the District is fully staffed, outside services shall no are not longer ~~to~~ be used.

Article 13 – Duration

Section 1. Term and Reopening: This agreement shall remain in full force and effect for a period commencing on July 1, 202~~4~~³ or upon ratification by the parties, whichever is later, through June 30, 202~~5~~⁴.

Addendum A

~~Section 2. Placement : New employees will serve their first ninety calendar days on the job in the “probationary” designation. Employees being promoted will serve the first ninety days at their current wage rate or the probationary rate, whichever is greater. Upon completing the first ninety days in the position, an employee will move to the “journeyman” designation. Employees experiencing regular, recurring layoffs during the summer months shall be credited with a year of service with the District.~~

Wages:

Addendum A – Wages

202~~4~~³/202~~5~~⁴ School Year

Designations	Categories					
	1	2	3	4	5	6
Probationary	16.28	17.99	19.25	21.64	25.08	17.53
Journeyman	187.88	1920.39	2021.84	2324.26	2728.06	1718.88

For the purposes of pay, there shall be the following “categories”.

Categories:

1. Kitchen Helpers
2. Custodians, Cooks, Warehouse Deliver Driver
3. Driver, **Dispatcher**
4. Utility People, Groundskeeper, Mechanic Assistant
5. Mechanic
6. Para educators / Aides

Section 6. Paraeducators used as substitute teachers: Paraeducators who are reassigned by the Principal removed from their normal duty assignment to fill a temporary vacancy within the classroom of a certified teacher shall receive an additional \$3.00 per hour served in this capacity to account for the additional supervisory and classroom management responsibilities. Study Hall Paraeducators who are assigned by the Principal to supervise an additional class of students as a result of an inability to secure a substitute teacher within their normal classroom shall receive an additional \$3.00 per class period in which they are required to supervise the additional class load.

B. Insurance

Section 3.

A. For the ~~20243-2024~~ 2025 school year, the District will contribute one thousand one hundred ~~forty-eight~~ four dollars ~~and three cents~~ (~~\$11481104.0300~~) per month toward the cost of the participating Employee’s monthly insurance premium. During the ~~20242025-~~ 2025-2026 school year, the District will contribute the same amount as during the ~~20232024/2024-2025~~ school year plus fund share any premium change that is not offset by plan reserves-80% of any additional premium increase that is not offset by plan reserves. District and 20% employee.

BOARD OF TRUSTEES COMMITTEES– 2024-2025

<u>Title IX/Policy</u> Jill Rocksund Keri Hill Megan Upton Justin Cheff (Alt.)	<u>Advisory Council</u> Jill Rocksund Barb Riley	<u>Insurance</u> (Dustin Z. – chair) Barb Riley Heather Mumby Jill Rocksund (Alt.)	<u>Transportation</u> Amanda Pacheco Casey Heupel	<u>Negotiations</u> Jill Rocksund Barb Riley Heather Mumby
<u>Discipline</u> Keri Hill Justin Cheff Barb Riley Megan Upton (alt.)	<u>Calendar</u> Heather Mumby Megan Upton	<u>Finance</u> Jill Rocksund Barb Riley Amanda Pacheco Heather Mumby Megan Upton	<u>Prof. Develop.</u> Jill Rocksund Megan Upton <u>Canyon Building Use</u> Casey Heupel Justin Cheff Amanda Pacheco	<u>Long-Range Planning**</u> Jill Rocksund* Heather Mumby Keri Hill Casey Heupel (Alt.)

*Committee Chairman

**The Long-Range Planning Committee will meet as a committee of the whole at the discretion of the Board.

Regularly scheduled Board meetings are held: 2nd Monday of the month 6:00 P.M. - Administration Office

			Term Expires
Jill Rocksund Chair	917 Vans Avenue Columbia Falls, MT 59912	Home: 892-1822 Cell: 212-0166 j_rocksund@cfmtschoools.net	2027
Barbara Riley Vice Chair	PO Box 1370 Columbia Falls, MT 59912	Home: 892-1829 Cell: 253-7729 b_riley@cfmtschoools.net FAX: 892-2804	2026
Megan Upton Member	PO Box 733 Columbia Falls, MT 59912	Home: Cell: 261-4642 m_upton@cfmtschoools.net	2026
Keri Hill Member	132 Tumbleweed Trail Columbia Falls, MT 59912	Home: Work: Cell: 249-8751 k_hill@cfmtschoools.net	2026
Casey Heupel Member	PO Box 286 West Glacier, MT 59936	Cell: 249-8712 c_heupel@cfmtschoools.net	2025
Amanda Pacheco Member	1535 Riparian Drive Columbia Falls, MT 59912	Home: Work: Cell: 314-0559 a_pacheco@cfmtschoools.net	2027
Justin Cheff Member	105 Larch Hill Drive Columbia Falls, MT 59912	Home: Cell: 253-9360 J_cheff@cfmtschoools.net	2025
Heather Mumby Member	PO Box 3261 Columbia Falls, MT 59912	Home: Cell: 314-1623 h_mumby@cfmtschoools.net	2025

2024 MTSBA Membership Electronic Vote

Introduction

Dear MTSBA Member:

Although we had great participation at our Annual Meeting held in person and virtually on Thursday, June 6, 2024, we did not meet the quorum requirements necessary to conduct MTSBA business. Therefore, we are conducting the necessary business of the Association at this time via electronic means pursuant to the MTSBA Bylaws.

Please cast the vote on behalf of your Board of Trustees on the following items that come as a seconded motion from the MTSBA Board of Directors:

- 1. Confirmation of MTSBA current Principles and Guidelines;**
- 2. Confirmation of the current foundational elements of MTSBA's DNA;**
- 3. FY26 Dues Revenue Estimate:**

NOTE (1): The dues revenue estimate has been adjusted pursuant to motion of the MTSBA Board to ensure no increase in dues revenue from FY25 to FY26. The regular dues formula was estimated to increase dues revenue by \$52,000 and this proposal is to adjust the formula to reduce dues revenue by \$7,000.

NOTE (2): You are not voting on your District's FY26 Dues; rather, this is the FY26 Dues Revenue Estimate that is calculated pursuant to the MTSBA Bylaws;

- 4. Vision Based Strategic Advocacy Resolution (Initially adopted July 2023, includes proposed amendment from October 2023 Delegate Assembly) as presented;**
- 5. Gap Analysis Resolution (Initially adopted July 2023, includes proposed amendment from MTSBA Advocacy Committee pursuant to direction from October 2023 Delegate Assembly) as presented;**
- 6. Nomination of Krystal Zentner (MTSBA Region 9 Director and Bridger Trustee) as MTSBA President-Elect; and**
- 7. Nomination of Rick Cummings (MTSBA Region 5 Director and Cascade Trustee) as MTSBA Vice-President.**

As always, thank you for your time.

**Lance L. Melton
MTSBA Executive Director**

*** 1. Please provide the NAME of your School District. Note: Do not provide provide a School District No.**

**NAME of your
District**

* 2. Please provide the NAME of the individual who is submitting this electronic vote on behalf of the Board of Trustees.

Name

* 3. Please indicate whether your School District supports or opposes the MTSBA Principles & Guidelines as presented.

- Our School District **approves** the MTSBA Principles & Guidelines as presented.
- Our School District **opposes** the MTSBA Principles & Guidelines as presented.
- Our School District **abstains** from voting on this issue.

* 4. Please indicate whether your School District supports or opposes the Foundational Elements of MTSBA's Organizational DNA as presented.

- Our School District **approves** the Foundational Elements of MTSBA's Organizational DNA as presented.
- Our School District **opposes** the Foundational Elements of MTSBA's Organizational DNA as presented.
- Our School District **abstains** from voting on this issue.

* 5. Please indicate whether your School District supports or opposes the FY26 Dues Revenue Estimate. *NOTE (1): The dues revenue estimate has been adjusted pursuant to motion of the MTSBA Board to ensure no increase in dues revenue from FY25 to FY26. The regular dues formula was estimated to increase dues revenue by \$52,000 and this proposal is to adjust the formula to reduce dues revenue by \$7,000. NOTE (2): You are not voting on your District's FY26 Dues; rather, this is the FY26 Dues Revenue Estimate that is calculated pursuant to the member-adopted MTSBA Bylaws.*

- Our School District **approves** the FY25 Dues Revenue Estimate
- Our School District **opposes** the the FY25 Dues Revenue Estimate
- Our School District **abstains** from voting on this issue.

* 6. Please indicate whether your School District supports or opposes the Vision Based Strategic Advocacy Resolution (Initially adopted July 2023, and includes proposed amendments from October 2023 Delegate Assembly) as presented.

- Our School District **approves** the Vision Based Strategic Advocacy Resolution (Initially adopted July 2023, and includes proposed amendments from October 2023 Delegate Assembly) as presented.
- Our School District **opposes** the Vision Based Strategic Advocacy Resolution (Initially adopted July 2023, and includes proposed amendments from October 2023 Delegate Assembly) as presented.
- Our School District **abstains** from voting on this issue.

* 7. Please indicate whether your School District supports or opposes the Gap Analysis Resolution (Initially adopted July 2023, and includes proposed amendment from MTSBA Advocacy Committee pursuant to direction from October 2023 Delegate Assembly) as presented.

- Our School District **approves** the Gap Analysis Resolution (Initially adopted July 2023, and includes proposed amendment from MTSBA Advocacy Committee pursuant to direction from October 2023 Delegate Assembly) as presented.
- Our School District **opposes** the Gap Analysis Resolution (Initially adopted July 2023, and includes proposed amendment from MTSBA Advocacy Committee pursuant to direction from October 2023 Delegate Assembly) as presented.
- Our School District **abstains** from voting on this issue.

* 8. Please indicate whether your School District supports or opposes the nomination of Krystal Zentner (MTSBA Region 9 Director and Bridger Trustee) as MTSBA President-Elect (and unanimously nominated by the MTSBA Board of Directors).

- Our School District **approves** Krystal Zentner as MTSBA President-Elect.
- Our School District **opposes** Krystal Zentner as MTSBA President-Elect.
- Our School District **abstains** from voting on this issue.

* 9. Please indicate whether your School District supports or opposes the nomination of Rick Cummings (MTSBA Region 5 Director and Cascade Trustee) as MTSBA Vice-President (and unanimously nominated by the MTSBA Board of Directors).

- Our School District **approves** Rick Cummings as MTSBA Vice-President.
- Our School District **opposes** Rick Cummings as MTSBA Vice-President.
- Our School District **abstains** from voting on this issue.

* 10. Signature of Board Chair. By inserting the name of your Board Chair here, this confirms and has the legal impact of your Board Chair's legal signature.

Name

Coaching Contract Title	LName	FName	FTE
Coach JH Boys Basketball	Andrews	Derek	0.065
Coach JH Boys Basketball	Green	Ellie	0.065
Coach JH Boys Basketball			0.065
Coach JH Boys Basketball	Morden	Glenn	0.065
Coach JH Football	Gress	Darrin	0.065
Coach JH Football	Andrews	Derek	0.065
Coach JH Football			0.065
Coach JH Football			0.065
Coach JH Football	Miller	Theodore	0.065
Coach JH Football	Rovig	Tysen	0.065
Coach JH Girls Basketball	Andrews	Derek	0.065
Coach JH Girls Basketball	Green	Ellie	0.065
Coach JH Girls Basketball	Frissell	Peregrine	0.065
Coach JH Girls Basketball	Wick	David	0.065
Coach JH Instrument	Caudill	Benjamin	0.085
Coach JH Track	Andrews	Derek	0.065
Coach JH Track	Archuleta	Rachel	0.065
Coach JH Track	Koch	Paula	0.065
Coach JH Track	Green	Ellie	0.065
Coach JH Vocal	Branstetter	Jacqueline	0.085
Coach JH Volleyball	Kehr	Robyn	0.065
Coach JH Volleyball	Archuleta	Rachel	0.065
Coach JH Volleyball	Thurston	Jennifer	0.065
Coach JH Volleyball	Jones	Samantha	0.065
Coach JH Volleyball			0.065
Coach JH Volleyball			0.065
Coach JH XCountry	Andrews	Suzanne	0.065
Coach JH XCountry	Koch	Paula	0.065
JH Annual			0.065
Stipend Extend	Jones	Samantha	10 days
Stipend Extend	Pickard	Marna	10 days
Stipend Extend	Crowe	Trina	10 days
Stipend Extend	Fisher	Crystal	10 days
Stipend Extend	McCord	Courtney	5 days

Coaching Contract Title	LName	FName	FTE
Coach HS Annual	Finberg	Ciera	0.12
Coach HS Athletic Director	Bowman	Troy	0.36
Coach HS Athletic Trainer	Bowman	Troy	0.36
Coach HS Baseball	Green	T. Chad	0.17
Coach HS Baseball	Green	Austin	0.12
Coach HS Boys Basketball	Barth	Austin	0.1
Coach HS Boys Basketball	Dyon	Michael	0.12
Coach HS Boys Basketball	Finberg	Christopher	0.17
Coach HS Boys Soccer	Byrd	O'Brien	0.15
Coach HS Boys Soccer	Karberg	Brandon	0.06
Coach HS Boys Soccer	Pete	Cory	0.1
Coach HS Cheer	Courtney	Kendra	0.1
Coach HS Cheer	Rocker	Kylie	0.17
Coach HS Class Sponsor -9	Victor	Jessica	0.01
Coach HS Class Sponsor-10	Whitman	Julia	0.02
Coach HS Class Sponsor-11	Ypma	Hillary	0.04
Coach HS Class Sponsor-12	Moran	Willow	0.03
Coach HS Drama	McDowell	Tracy	0.12
Coach HS Drama	Burke	Rachel	0.1
Coach HS Football	Barth	Austin	0.12
Coach HS Football	Coleman	William	0.12
Coach HS Football	Green	Austin	0.12
Coach HS Football			0.12
Coach HS Football	LaTray	Ron	0.12
Coach HS Football	McGrath	Bryan	0.1
Coach HS Football	Pendergast	Keegan	0.1
Coach HS Football	Houle	Kelly	0.17
Coach HS Girls Basketball	Grilley	Jeremy	0.17
Coach HS Girls Basketball	Middlesworth	Tary	0.12
Coach HS Girls Basketball	Berube	Dulcie	0.1
Coach HS Girls Soccer	Byrd	Melanie	0.06
Coach HS Girls Soccer	Clark	Thomas	0.15
Coach HS Girls Soccer	Kinder	Alexis	0.1
Coach HS Golf	Heinz	James	0.1
Coach HS Golf	Osborne	Josiah	0.12
Coach HS Honor Society	Sundberg	Tamara	0.03
Coach HS Instrument	Forke	Josh	0.17
Coach HS Jazz	Forke	Josh	0.055
Coach HS Pep	Forke	Josh	0.055
Coach HS Softball	Kehr	David	0.17
Coach HS Softball	Lawrence	Rick	0.12
Coach HS Special Olympics	Bahr	Naomi	0.1
Coach HS Special Olympics	Daniels	Kate	0.15
Coach HS Special Olympics	Foster	Paula	0.1
Coach HS Speech	Knutson	Mikel	0.14

Coaching Contract Title	LName	FName	FTE
Coach HS Speech	Major	Alixzandra	0.1
Coach HS Speech	Roe	Dawn	0.18
Coach HS Speech	Wheeler	Ian	0.1
Coach HS Speech	Wickham	Kavin	0.04
Coach HS Student Council			0.03
Coach HS Swimming	Caudill	Amy	0.15
Coach HS Swimming	Middlesworth	Aven	0.1
Coach HS Tennis	Colliander	Michele	0.17
Coach HS Tennis	DeShazer	Koahl	0.1
Coach HS Tennis	Getts	Niels	0.1
Coach HS Track	Heinz	James	0.17
Coach HS Track	Houle	Kelly	0.1
Coach HS Track	Schulz	Allie	0.1
Coach HS Track	McGrath	Bryan	0.1
Coach HS Track	Osborne	Josiah	0.1
Coach HS Track	Peacock	James	0.1
Coach HS Vocal	Hackethorn	Emily	0.17
Coach HS Volleyball	Brooks	Jolandie	0.17
Coach HS Volleyball	Danley	Anna	0.1
Coach HS Volleyball	Miller	Gretchen	0.12
Coach HS Wrestling	Hader	Michael	0.12
Coach HS Wrestling	Schaeffer	Jessie	0.17
Coach HS Wrestling	Cronk	Kilian	0.06
Coach HS Wrestling	Buckallew	Trey	0.06
Coach HS Asst Wrestling-girls	Timlick	Ryan	0.06
Coach HS Asst Wrestling-girls	Baccatore	Sal	0.06
Coach HS Wrestling-girls	Schaeffer	Benjamin	0.17
Coach HS XCcountry	Finberg	Colleen	0.12
Coach HS XCcountry	Knutson	Kati	0.12
Coach HS XCcountry	Peacock	James	0.15
Drivers Education	Frissell	Peregrine	0.00085
Drivers Education	Cincis	Chad	0.00085
Drivers Education	Perry	Amanda	0.00085
Drivers Education	VanNess	Wade	0.00085
Elementary School Music			0.03
Stipend Department Head	Bates	Rebecca	0.02
Stipend Department Head	Browne	Peter	0.02
Stipend Department Head	Danley	Anna	0.01
Stipend Department Head	Forke	Josh	0.02
Stipend Department Head	Gress	Shelly	0.02
Stipend Department Head	Heinz	James	0.02
Stipend Department Head	Moran	Willow	0.01
Stipend Department Head	Pendergast	Leslie	0.01
Stipend Department Head	Vestal	Nia	0.01

Coaching Contract Title	LName	FName	FTE
Stipend Department Head	Whitman	Julia	0.02
Stipend Extend	Christiaens	Rory	10 Days
Stipend Extend	Mack	Cherie	10 Days
Stipend HOSA	Hulett	Brittney	0.03
Stipend HOSA - 1 yr only			0.03
Coach HS Art Club	Forke	Shelby	0.01
Coach HS Prom Graduation	Victor	Manolo	0.12
Stipend Carl Perkins Coordinator	Racioppi	Lindsey	
Stipend Extend	Jollymore	Ashley	
Stipend FCCLA	Racioppi	Lindsey	
Stipend School Health Liaison	Rebecca	Bates	
Stipend Lead School Health Liaison	Childers	Sara	
Stipend School Health Liaison	McCaffree	Emily	
Stipend School Health Liaison	Erlor	Emilie	
Stipend School Health Liaison	Jones	Samantha	