

SPECIAL MEETING
BOARD OF TRUSTEES
SCHOOL DISTRICT #6
AUGUST 1, 2024

The Special Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Thursday, August 1, 2024, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

PRESENT:

Jill Rocksund Board Chair
Barbara Riley..... Vice Chair In at 6:02
Justin Cheff..... Trustee
Casey Heupel Trustee
Megan Upton Trustee
Amanda Pacheco Trustee
Heather Mumby Trustee
Cory Dziowgo..... Superintendent of Schools
Dustin Zuffelato..... Business Manager/Clerk

ABSENT:

Keri Hill..... Trustee

Chair Rocksund called the meeting to order at 6:00 PM

CALL TO ORDER

Motion by Heupel, second by Cheff, to approve the agenda as presented.
Public comment was requested and there was none.
Passed 6-0

APPROVE AGENDA

Public Participation:

Approximately ten (10) people participated in the meeting remotely electronically.
Approximately three (3) people participated in person.

PUBLIC PARTICIPATION:

Leslie Dimaio introduced herself as the new President of the Teachers Union.

Trustee Riley in at 6:02 P.M.

Action/Discussion Items:

The Board considered changes to the bus routes for school year 2024/25. Bus Route number nine (9) was eliminated. Superintendent Cory Dziowgo noted that the District has two less drivers than the prior school year and has been unsuccessful in recruiting new drivers. Eliminating one route will leave the District short one driver. The District is working to design a new position which would be an assistant mechanic/driver including route bus and garbage truck. Trustee Heupel inquired into the capacity as compared to projected students assigned on each route. Mr. Dziowgo noted that buses are full and this has made it difficult for drivers to maintain discipline but we are not exceeding legal capacity. The District will continue to recruit drivers.

ACTION / DISCUSSION ITEMS

Motion by Mumby, second by Upton, to approve the bus routes for 2024/25 as presented.
Passed 7-0

The Board considered the tentative agreement reached between the Teachers Union and

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MOTION TO APPROVE
TENTATIVE CFEA
AGREEMENT FOR
24/25 SY

the Negotiations Committee.

Motion by Mumby, second by Riley, to approve the tentative agreement for 2024/25.

Passed 7-0

The Board considered the proposed changes to the Policy Statement for school year 2024/25. The Board has received calls from the building secretaries indicating their displeasure with the proposed changes. The disgruntlement included the timing in which they were advised of the changes only two days prior, they were not able to collectively provide feedback, and most importantly the perception that they are less valued as they are the lowest on the proposed wage scale. The Administration noted that the teacher union agreement was recently reached and the tight timeframe was a result of trying to get the new rates paid in the first payroll of the fiscal year on August 9. The employees covered under the Policy Statement do not have a right to collective bargain and past practice has been to "me too" this group once the union negotiations have settled by giving them an equitable/similar pay raise. Superintendent Dziowgo contacted each secretary individually in advance of the meeting to inform them of the proposed changes. The goal of the proposed changes was to provide \$1.00 more per hour, place every nonunion hourly employee on the pay scale (including IT and Nurses), and eliminate the extra stipends paid to some of the employees. The Board expressed that all of these changes created confusion. Trustee Mumby recommended less categories within the pay scale.

Motion by Mumby, second by Riley, to approve the proposed policy statement for school year 2024/25. Chair Rocksund requested public participation. Junior High Secretary Mary Garate reiterated discontent with the proposed changes noting that they have been working hard towards consolidating the number of different pay rates/categories throughout the past ten years. Former Superintendent Bradshaw started to eliminate the disparity between the compensation of secretaries and former Superintendent Wick consolidated the scale down to one category. They were not aware of the extra stipends being paid to some of the administrative secretaries. Business Manager Dustin Zuffelato described how some positions have changed through necessity of complying with new administrative rules/laws as well as changes to staffing levels as a result of resignations/retirements. Several Board members expressed concern with adopting a pay scale with all of the different categories without more consideration and time to discuss and refine. Motion failed 2-5. Yes-Cheff and Riley.

MOTION TO APPROVE
POLICY STATEMENT
AS PROPOSED FAILED

The Board discussed the need to act in an effort to ensure everyone paid on August 9, receives a pay raise.

MOTION TO APPROVE
A \$1.00 INCREASE
PLUS LONGEVITY TO
EACH POLICY STATE-
MENT EMPLOYEE

Motion by Riley, second by Mumby, to increase each employee by \$1.00 per hour plus longevity and convert each stipend into an hourly rate and not make any changes to the policy statement or pay scale categories until further consideration could be made.

The Board discussed what this would mean to the existing Policy Statement.

MOTION TO APPROVE
TO EXTEND THE
DATE OF THE POLICY
STATEMENT TO
COVER 24/25 SY


Trustee Heupel amended the motion, second by Mumby, to extend the date of the Policy Statement to cover the 2024/25 school year and add \$1.00 to the existing pay scale.

Original motion passed 7-0. Amended motion passed 7-0.


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Miscellaneous and Future Planning:
Regular Board Meeting – August 12, 2024 6:00 P.M.

As there was no further business to come before the Board, Chair Rocksund adjourned the meeting at 7:31 P.M.



Board Chair



Business Manager/Clerk

MISCELLANEOUS
AND FUTURE
PLANNING

MEETING
ADJOURNED