

AGENDA

Board of Trustees
Regular Meeting
May 12, 2025



Great Falls Public Schools

1100 Fourth Street South, Great Falls, Montana



Welcome to the Great Falls Public Schools Board of Trustees meeting!

Is this your first meeting?

If this is your first time attending a meeting, let us extend our special welcome! These meetings are designed to give everyone the opportunity to participate in seeing how the Great Falls Public Schools Trustees facilitate school business.

What is the purpose of these meetings?

The meetings of the Great Falls Public Schools Board of Trustees are open to the public, are recorded, and may be accessed on our website for up to one year. These meetings are held to officially conduct the business of the school district, as governed by Montana law. Trustees are responsible for key decisions, some of which include hiring employees, reviewing negotiated agreements, approving new curriculum or changes to existing curricula, facility usage requests, and paying of monthly expenses.

How can I address the Trustees?

If you would like to address the Board of Trustees on any matter, please fill out a “Request to Speak” card available from the Clerk of the Board at each meeting. Return this card to the Clerk of the Board or the Board Chairperson. This will allow the Chairperson to recognize you at the appropriate time in the meeting and to guarantee you the opportunity to address the Board. There are federal and state laws that must be followed when addressing the Board to protect the privacy of individuals and to conduct business in an orderly manner. Details can be found on the “Request to Speak” card.

**Again – thank you for participating in this democratic process – we
appreciate your presence!**

– The Great Falls Public Schools Trustees

GREAT FALLS PUBLIC SCHOOLS

Great Falls, MT



BOARD OF TRUSTEES

Gordon Johnson	Chairperson
Kim Skornogoski	Vice Chairperson
Bill Bronson	Trustee
Mark Finnicum	Trustee
Marlee Sunchild	Trustee
Amie Thompson	Trustee
Paige Turoski	Trustee

SUPERINTENDENT'S CABINET

Heather Hoyer	Superintendent of Schools
Brian Patrick	Director of Business Operations
Lance Boyd	Executive Director for Student Achievement
Jackie Mainwaring	Executive Director for Student Achievement
Luke Diekhans	Director of Human Resources
Jeff Williams	Director of Information Technology
Stephanie Becker	Director of the GFPS Foundation

STUDENT REPRESENTATIVES

Lilli Skaer	C.M. Russell High School
Emerson Hamma	C.M. Russell High School
Lydia Comstock	C.M. Russell High School
Brooklyn Griffin	Great Falls High School
Seth Royer	Great Falls High School
Kaitlynn Fulbright	Great Falls High School
Conner Reisinger	Paris Gibson Education Center
Mercury Baez	Paris Gibson Education Center



Great Falls Public Schools Board of Trustees Meeting

AGENDA

May 12, 2025

Reception for Outgoing Student Representatives 5:00 p.m.

Regular Meeting 5:30 p.m.

Aspen Meeting Room – District Office Building
1100 4th Street South, Great Falls, Montana

We Successfully Educate Students to Navigate the Future

		Page
I.	CALL TO ORDER – PUBLIC DECLARATION OF RECORDED MEETING	Chairperson Johnson
II.	ROLL CALL	Brian Patrick
III.	PLEDGE OF ALLEGIANCE	Chairperson Johnson
IV.	ADOPT AGENDA	Chairperson Johnson
V.	APPROVE CONSENT AGENDA	Chairperson Johnson
	<i>The Consent Agenda consists of routine business items related to the operation of the District. Any trustee may remove an item from the Consent Agenda for discussion. Items so removed will be discussed and acted upon separately under ACTION: OTHER</i>	
A.	Minutes of April 28, 2025 Regular Meeting	Brian Patrick 7
B.	Personnel Actions	Luke Diekhans 13
C.	Good Apple Awards	Luke Diekhans 19
D.	Montana School Bus Driver Certificates – OPI TR-35	Brian Patrick 21
E.	C.M. Russell High School Student Activity Account Closure	Brian Patrick 22
F.	Award Bid for Instructional and Office Paper Supply Order	Brian Patrick 24
G.	Montana High School Association (MHSA) Annual Dues, Liability Catastrophe Insurance, and Concussion Insurance for 2025-2026	Brian Patrick 25
VI.	COMMUNICATION	
A.	Report of the Student Representatives	Jackie Mainwaring
B.	Career and Technical Student Organizations (CTSO)	Lance Boyd 37
C.	Superintendent Report	Heather Hoyer

D. Audience Communication

VII. ACTION ITEMS

A. Warehouse Cooler Renovation – Lowest Qualified Bidder	Brian Patrick	38
B. The Non-Renewal of Non-Tenured Teachers	Luke Diekhans	42
C. Second Reading of New High School and Middle School Theatre and High School Health Science District Standards	Jackie Mainwaring	43
D. Second Reading of New Elementary Mathematics Curriculum Resource – Amplify Desmos Math	Jackie Mainwaring	45
E. Second Reading of New Mathematics KUDs and Technology / Computer Science KUDs	Jackie Mainwaring	46
F. Second Reading of the 2025-2028 Technology Strategic Plan	Jeff Williams	47
G. Second Reading of Revised Board Policies 2333 – <i>Participation in Commencement Exercises</i> ; 2413 – <i>Credit Transfer/Assessment for Placement from Non-Accredited and/or Nonpublic Schools</i> ; 2420 – <i>Grading and Progress Reports</i> ; and 2520 – <i>Animals/Pets in School</i> .	Heather Hoyer	87

VIII. ACTION: OTHER

Chairperson
Johnson

IX. REPORTS, DISCUSSION, AND POLICIES

A. Children’s Internet Protection Act (CIPA) Compliance Public Notice	Jeff Williams	95
B. First Reading of the 2025-2026 Board of Trustees Meeting Calendar	Brian Patrick	97
C. Discussion, Committee Reports, and Comments	Chairperson Johnson	
D. Superintendent Evaluation	Trustee Thompson	99

UPCOMING EVENTS


Chairperson
Johnson

Wednesday, May 14, 2025	5:30 p.m.	Excellence in Education	Great Falls High School Fieldhouse
Tuesday, May 20, 2025	10:00 a.m.	Board Policy Committee Meeting	District Office Building
Wednesday, May 21, 2025	7:00 p.m.	GFPS Retirement/Longevity Reception	Paris Gibson Education Center Cafeteria
Thursday, May 22, 2025	11:00 a.m.	High School House Ribbon Cutting	1305 3 rd Ave South

Tuesday, May 27, 2025	2:00 p.m.	Secondary Life Skills Graduation	Paris Gibson Education Center
Tuesday, May 27, 2025	5:30 p.m.	Reorganization / Regular Meeting	District Office Building
Thursday, May 29, 2025	5:30 p.m.	Eagle Feather Ceremony	Great Falls High School
Friday, May 30, 2025	4:00 p.m.	Career and College Readiness Center Graduation Ceremony	MT Expo Park - Pacific Steel and Recycling Four Seasons Arena
Friday, May 30, 2025	6:30 p.m.	Paris Gibson Education Center Graduation Ceremony	MT Expo Park - Pacific Steel and Recycling Four Seasons Arena
Saturday, May 31, 2025	2:00 p.m.	Great Falls High School Graduation Ceremony	MT Expo Park - Pacific Steel and Recycling Four Seasons Arena
Saturday, May 31, 2025	6:00 p.m.	C.M. Russell High School Graduation Ceremony	MT Expo Park - Pacific Steel and Recycling Four Seasons Arena
Monday, June 9, 2025	5:30 p.m.	Regular Meeting	District Office Building

ACTION TO ADJOURN

Chairperson
Johnson

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Consent

AGENDA ITEM NUMBER: V. A.

CABINET MEMBER: Brian Patrick

TOPIC

Minutes of the April 28, 2025 Regular Board Meeting

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND AND DISCUSSION

The Board is required to approve the minutes of each Board meeting. The minutes of the April 28, 2025 Regular Board Meeting are presented for approval.

FISCAL IMPLICATIONS

None

RECOMMENDATION

The District Board is requested to approve the minutes of the April 28, 2025 regular Board meeting as presented. For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Director of Business Operations Brian Patrick at (406) 268-6050.

[Return to Agenda](#)

1 **MINUTES OF THE REGULAR MEETING**
2 **OF THE BOARD OF TRUSTEES**
3 **HELD APRIL 28, 2025**
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 4th Street South, on the 28th day
7 of April 2025.

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

10
11 **Trustees Present:** Gordon Johnson – Chairperson
12 Kim Skornogoski – Vice-Chairperson
13 Bill Bronson
14 Mark Finnicum
15 Marlee Sunchild
16 Paige Turoski
17

18 **Trustee Absent:** Amie Thompson - Excused
19

20 **Others Present:** Heather Hoyer, Superintendent; Brian Patrick, Director of Business
21 Operations; Jackie Mainwaring and Lance Boyd, Executive Directors of Student
22 Achievement; Jeff Williams, Director of Information Technology; and Stephanie Becker,
23 Director of the Great Falls Public Schools Foundation.
24

25 Also present were Tom Cabbage, Great Falls Education Association President and Lisa
26 Sapp, Malmstrom Air Force Base (MAFB) liaison.
27

28 At 5:30 pm, Chairperson Johnson called to order the Regular Meeting of the Board of
29 Trustees and informed the participants and audience that the meeting was being
30 recorded per Board Policy 1420. The Pledge of Allegiance was recited.
31

32
33 **ADOPT AGENDA**
34

35 Motion – Kim Skornogoski, Seconded – Bill Bronson, passed unanimously to adopt the
36 agenda as presented.
37

38
39 **APPROVE CONSENT AGENDA**
40

41 Motion – Kim Skornogoski, Seconded – Mark Finnicum, passed unanimously to
42 approve the Consent Agenda as presented.
43

44 **A. Minutes of the April 14, 2025 Regular Board Meeting** – The Board approved the
45 minutes of the April 14, 2025, Regular Board Meeting as presented.
46

47 **B. Personnel Actions** – The Board approved the Personnel Actions as presented.
48

1 **C. Good Apple Awards** - The Board approved the nominations of Good Apple Awards
2 for Tandee Doran, Second Grade Teacher, Scott Mayer, Fifth Grade Teacher, and
3 Theresa Busch, Counselor, all from Sacajawea Elementary School.
4

5 **D. Montana School Bus Driver Certificates – OPI TR-35** – The Board approved the
6 Montana School Bus Driver Certificates – OPI TR-35s for the individuals listed in the
7 agenda.
8

9 **E. Student Activity Accounts for March 2025** – The Board approved the Student
10 Activity Accounts Monthly Report for March 2025.
11

12 **F. Request for Records Disposal – Human Resources** – The Board approved the
13 request for the disposal of the Human Resources records listed in the agenda that are in
14 compliance with the approved State, Local Government Records Committee Retention
15 Schedule.
16

17 **COMMUNICATION**

18
19
20 **A. Character Strong – Chief Joseph Elementary School** – Andrea Thares, Principal
21 and Miranda Mahorney, Counselor, Chief Joseph Elementary School, along with six (6)
22 student leadership representatives reported on what creativity, the *Character Strong*
23 word of the month, means to Chief Joseph Elementary School. Student leaders
24 presented plastic eggs to members of the Board, each containing a note written by a
25 student describing ways to demonstrate creativity.
26

27 **B. Malmstrom Air Force Base (MAFB) Communication** – Malmstrom Air Force Base
28 (MAFB) liaison, Lisa Sapp, reported on recent activities related to military-connected
29 students, including the April 10th Purple Up Day celebrations recognizing Riverview
30 Elementary School and three individuals for their support of military students and
31 families. The *Build Montana* and High School House programs participated in tours at
32 Malmstrom Air Force Base, including a visit to a new construction site and discussion of
33 Department of Defense trades pathway opportunities. Upcoming events were
34 highlighted, including the May 20th Law Enforcement Job Fair and additional
35 Malmstrom Partners in Recognition events.
36

37 **C. Superintendent Report** –

38 Superintendent Hoyer recognized Michelle Peterson, a co-recipient of the 2025 SHAPE
39 America Western District Honor Award, for her nineteen (19) years of leadership in the
40 Great Falls Public Schools (GFPS) district and twelve (12) years of service to the
41 SHAPE organization. Trustee Skornogoski commended Ms. Peterson for her passion
42 for education and genuine care for students and stated her positive impact extends
43 beyond the classroom and is evident throughout the school community.
44 The district celebrated Administrative Assistants in April with an appreciation breakfast
45 and photos submitted of the collaboration between Administrators and their assistants.
46 Superintendent Hoyer shared a successful ReSTART program lesson titled “The Slime-
47 Life Analogy” and Legislative updates that included the passage of multiple education-
48 related bills.

1 District data focused on the Stewardship and Accountability section of the Strategic
2 Plan and showed positive trends, including an increase of Innovative Tax Credit donor
3 participation despite reduced donations, and third-quarter significant increases in social
4 media engagement. School-level highlights included strong parental involvement and a
5 variety of student and family engagement activities across all grade levels. Budget town
6 hall meetings were completed, and calendar survey participation trends were noted.

7
8 **D. Audience Communication – None**
9

10
11 **ACTION ITEMS**
12

13 **A. Financial Report and Check Register for March 2025** - Director of Business
14 Operations, Brian Patrick, presented the financial report and check register for March
15 2025. He noted a \$130,000.00 reduction to the investment account for Medicaid. The
16 funds were moved to the cash account in March in order to have a positive cash
17 balance for this fund.

18
19 Motion – Paige Turoski, Seconded – Bill Bronson, passed unanimously to approve the
20 March 2025 Financial Report and Accounts Payable checks #138352 - #138792 in the
21 amount of \$1,818,947.62 and Payroll checks #83458 - #83683 in the amount of
22 \$535,287.12 as presented.

23
24 **B. Second Reading of Revised Board Policies 2105 – Grade Organization; 2130 –**
25 **Program Evaluation and Diagnostic Tests; 2132 – Research Studies; 2163 –**
26 **Traffic Education; and 2166 – Gifted Program** – Superintendent Hoyer stated no
27 additional comments or recommendations for changes were received since the first
28 reading of the above policies at the April 14, 2025 regular Board meeting.

29
30 Motion – Bill Bronson, Seconded – Paige Turoski, passed unanimously to approve
31 revised Board policies **2105 – Grade Organization; 2130 – Program Evaluation and**
32 **Diagnostic Tests; 2132 – Research Studies; 2163 – Traffic Education; and 2166 –**
33 **Gifted Program** as presented.

34
35
36 **ACTION: OTHER**
37

38 There were no items extracted from the Consent Agenda to discuss.
39

40
41 **REPORTS, DISCUSSION, AND POLICIES**
42

43 **A. First Reading of New Mathematics KUDs and Technology/Computer Science**
44 **KUDs, (KUDs: Know-Understand-Do)** – Elementary Curriculum Coordinator Rachel
45 Cutler reported on the first readings on three curriculum initiatives: updated K-12
46 Technology Integration and Computer Science Standards, revised K-12 Math
47 Standards, and the proposed adoption of a new K-6 math resource. The updated
48 technology standards incorporate computer science as a distinct category, with a

1 greater emphasis on programming, data analysis, and ethical technology use. The
2 revised math standards reflect clearer language, enhanced focus on mathematical
3 practices and problem-solving, and improved alignment across grade levels.
4 Additionally, the Amplify Desmos Math program was recommended as the new K-6
5 math resource, selected for its engaging content, digital platform, and alignment with
6 instructional goals, with an estimated five-year cost of approximately \$950,000. Ms.
7 Cutler stated the KUDs will be posted online and copies will be available in the
8 curriculum office for teachers and community members to view for the next two weeks -
9 until the Board will be asked to take action to adopt the new KUDs at the May 12, 2025
10 regular Board meeting.

11
12 **B. First Reading of New Elementary Mathematics Curriculum Resource-Amplify
13 Desmos Math (ADM)** – Elementary Curriculum Coordinator Rachel Cutler stated this
14 agenda report item was incorporated into the presentation of report item A.

15
16 **C. First Reading of the Technology Strategic Plan** – Director of Information
17 Technology Jeff Williams provided the Board with an update on the revised Great Falls
18 Public Schools Technology Strategic Plan, which is updated every three years to align
19 with the District’s educational and operational goals. Developed through a collaborative
20 process involving staff, administrators, Information Technology (IT) personnel, and
21 community input, the new three-year plan outlines strategies for integrating technology
22 into instruction and operations, enhancing infrastructure and access, and supporting
23 staff through training. Due to ongoing uncertainties in federal and state funding, the plan
24 will be reviewed and adjusted as needed to ensure financial feasibility, with funding
25 sources anticipated from a variety of district funds, grants, and donations.

26
27 **D. First Reading of Revised Board Policies 2333 – *Participation in*
28 *Commencement Exercises*; 2413 – *Credit Transfer/Assessment for Placement*
29 *from Non-Accredited and/or Nonpublic Schools*; 2420 – *Grading and Progress*
30 *Reports*; and 2520 – *Animals/Pets in School*** – Superintendent Hoyer reviewed the
31 recommended language revisions from the Montana School Boards Association
32 (MTSBA) and the Board Policy Committee to each of the Board policies listed. She
33 asked if anyone had questions or concerns regarding any of the policy revisions to
34 contact her prior to the next regular Board meeting.

35
36 **E. Superintendent Evaluation Process** – Chairperson Johnson asked Sherri Clark to
37 review the remainder of the evaluation process. Sherri stated only one public comment
38 was received. The results of that comment, along with the evaluation survey link, were
39 sent to Board members. Board member evaluations are due by May 1st. Trustee
40 Thompson, the evaluation committee chairperson, will compile all responses into a
41 single document and disseminate the results to Board members. The Board will have
42 the opportunity to discuss the results of their evaluations with Superintendent Hoyer at
43 the May 12, 2025 Board Meeting.

44
45
46 **F. Discussion, Committee Reports, and Comments –**

1 Trustee Sunchild appreciated the Character Strong presentation from Chief Joseph
2 Elementary School and praised Rachel and her team for the KUDs program, noting the
3 difficulty in finding math programs that genuinely engage students.
4 Trustee Finnicum commented on the funds needed to incorporate new KUD standards,
5 expressing relief that such changes are not needed often. He also thanked Jeff for his
6 work on the Technology Strategic Plan and reflected on Michelle's positive impact on
7 many students.
8 Trustee Turoski expressed gratitude for the KUDs program and shared that Valley View
9 Elementary School's Stacy Griffin will be stepping down as the Administrative Assistant.
10 She also mentioned the excitement among students about the new book vending
11 machine at Valley View Elementary School.
12 Trustee Bronson reported that the Insurance Committee reviewed a presentation from
13 school trust representatives but would like to see hard data before making a
14 recommendation to the Board. He added that the current legislative session has been
15 more favorable than previous years, potentially benefiting budget development.
16 Trustee Skornogoski thanked Rachel and the curriculum team and encouraged
17 community members to get involved in the educational process by reviewing and
18 commenting on the curriculum standards. She also commented on the field trip she took
19 with 7th and 8th graders, where they visited the Capitol and had the opportunity to
20 observe the vote on the Student and Teacher Advancement for Results and Success
21 (STARS) Act.
22 Chairperson Johnson thanked Great Falls Rising for organizing the school board
23 candidate forum and expressed appreciation to the Great Falls Education Association
24 for their involvement in the election process.

25
26

27 **UPCOMING EVENTS**

28
29 Chairperson Johnson reminded the community of Scholarship Night on April 30th and
30 that May will be a busy month filled with celebrations, awards programs, and graduation
31 ceremonies.

32
33

34 **ACTION TO ADJOURN**

35
36 With no further comments or items to be discussed, Chairperson Johnson adjourned the
37 Regular Meeting of the Board of Trustees at 6:45 p.m.


38
39

40
41

42 _____
Gordon Johnson, Chairperson

43
44

Brian Patrick, Clerk

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Consent

AGENDA ITEM NUMBER: V. B.

CABINET MEMBER: Luke Diekhans

TOPIC

Personnel Actions

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND

As per [MCA 20-3-324](#) – *Powers and Duties* – the trustees of each district shall employ or dismiss... personnel considered necessary to carry out the various services of the district.

DISCUSSION

See attached Personnel Action Report to the Board of Trustees.

FISCAL IMPLICATIONS

Noted on report.

RECOMMENDATION

The District Board is requested to employ, dismiss, or accept the resignations, of those noted on the Personnel Action Report.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Director of Human Resources Luke Diekhans at (406) 268-6010.

[Return to Agenda](#)

Position: SUPPLEMENTAL

Name: RANNEY, KARA LEIGH	Pay: Hourly	Rate: \$22.00	Hrs: 0.32	DAC:DISTRICT WIDE
Position: ESY TEACHER PREP (07/03/2025)		Amount: \$132.00		Effective Date: 06/09/2025

New Employee

Position: TEACHER

Name: SWANSON, KEVIN JOSEPH JR	Pay: Salary	Rate: \$29.02	Hrs: 7.50	DAC:SUNNYSIDE ELEMENTARY
Position: HEALTH ENHANCEMENT TEACHER		Amount: \$40,701.00		Effective Date: 08/25/2025
Name: BREMER, LEXI MARYANNE	Pay: Salary	Rate: \$37.30	Hrs: 7.50	DAC:LONGFELLOW ELEMENTARY
Position: STUDENT ADV/ADMIN INTERN (OYO) (06/05/2026)		Amount: \$52,319.00		Effective Date: 08/25/2025
Name: ROSS, CALLIE J	Pay: Salary	Rate: \$49.11	Hrs: 7.50	DAC:GIANT SPRINGS ELEMENTARY
Position: STUDENT ADV/ADMIN INTERN (OYO) (06/05/2026)		Amount: \$68,882.00		Effective Date: 08/25/2025
Name: MATSKO, YURI ANDERS	Pay: Salary	Rate: \$37.28	Hrs: 7.50	DAC:GREAT FALLS HIGH SCHOOL
Position: ELA LAB TEACHER (OYO) (06/05/2026)		Amount: \$52,280.00		Effective Date: 08/25/2025
Name: WEAVER, ASHLEY NICKOLE	Pay: Salary	Rate: \$29.02	Hrs: 7.50	DAC:WEST ELEMENTARY
Position: KINDERGARTEN TEACHER		Amount: \$40,701.00		Effective Date: 08/25/2025
Name: MAY, KINSEY LYNN	Pay: Salary	Rate: \$29.02	Hrs: 7.50	DAC:LOY ELEMENTARY
Position: 2ND GRADE TEACHER		Amount: \$40,701.00		Effective Date: 08/25/2025
Name: ERDMAN, BRITTANY RENAE	Pay: Salary	Rate: \$47.64	Hrs: 7.50	DAC:NORTH MIDDLE SCHOOL
Position: STUDENT ADVOCATE/ADMIN INTERN (OYO) (06/0		Amount: \$66,821.00		Effective Date: 08/25/2025
Name: ALBRIGHT, SHAYNA	Pay: Salary	Rate: \$32.13	Hrs: 7.50	DAC:GREAT FALLS HIGH SCHOOL
Position: HEALTH ENHANCEMENT TEACHER (SWIM)		Amount: \$45,058.00		Effective Date: 08/25/2025
Name: MITCHELL, JULIE A	Pay: Salary	Rate: \$29.02	Hrs: 7.50	DAC:WEST ELEMENTARY
Position: 1ST GRADE TEACHER		Amount: \$40,701.00		Effective Date: 08/25/2025
Name: WHITE, ELISABETH	Pay: Salary	Rate: \$33.33	Hrs: 7.50	DAC:C M RUSSELL HIGH SCHOOL
Position: MATH TEACHER		Amount: \$46,745.00		Effective Date: 08/25/2025

Position: SUPPLEMENTAL

Name: PHILLIPS, JOCELYN PAIGE	Pay: Hourly	Rate: \$41.49	Hrs: 4.00	DAC:DISTRICT WIDE
Position: ESY TEACHER SUB (07/03/2025)		Amount: \$2,987.28		Effective Date: 06/10/2025
Name: HUSCHER, JACINDA MARIE	Pay: Hourly	Rate: \$58.88	Hrs: 5.00	DAC:DISTRICT WIDE
Position: ESY TEACHER (07/03/2025)		Amount: \$5,593.60		Effective Date: 06/09/2025
Name: CONRAD, KIRSTEN	Pay: Hourly	Rate: \$58.88	Hrs: 5.00	DAC:DISTRICT WIDE
Position: ESY TEACHER (07/03/2025)		Amount: \$5,593.60		Effective Date: 06/09/2025
Name: HUSCHER, JACINDA MARIE	Pay: Hourly	Rate: \$58.88	Hrs: 0.32	DAC:DISTRICT WIDE
Position: ESY TEACHER PREP (07/03/2025)		Amount: \$353.29		Effective Date: 06/09/2025
Name: CONRAD, KIRSTEN	Pay: Hourly	Rate: \$58.88	Hrs: 0.32	DAC:DISTRICT WIDE
Position: ESY TEACHER PREP (07/03/2025)		Amount: \$353.29		Effective Date: 06/09/2025
Name: GEORGE, LACEY JO	Pay: Salary	Rate: \$25.00	Hrs: 0.32	DAC:MEADOW LARK ELEMENTARY
Position: ASSISTANT TRACK COACH (ELEMENTARY)		Amount: \$244.50		Effective Date: 04/23/2025
Name: SAPP, AMBER LEE	Pay: Salary	Rate: \$19.50	Hrs: 0.81	DAC:RIVERVIEW ELEMENTARY
Position: ASSISTANT TRACK COACH (ELEMENTARY)		Amount: \$489.00		Effective Date: 04/23/2025
Name: CARROLL, ANDREA LYNN	Pay: Hourly	Rate: \$17.27	Hrs: 7.00	DAC:C M RUSSELL HIGH SCHOOL
Position: SUMMER SECRETARY (08/22/2025)		Amount: \$6,528.06		Effective Date: 06/09/2025
Name: PACKER, RACHEL E	Pay: Hourly	Rate: \$15.28	Hrs: 7.00	DAC:C M RUSSELL HIGH SCHOOL
Position: SUMMER SECRETARY (08/22/2025)		Amount: \$5,775.84		Effective Date: 06/09/2025
Name: BURLEIGH, JASON	Pay: Hourly	Rate: \$16.08	Hrs: 7.00	DAC:C M RUSSELL HIGH SCHOOL
Position: SUMMER SECRETARY (08/22/2025)		Amount: \$6,078.24		Effective Date: 06/09/2025
Name: MAZURKIEWICZ, MICHAEL	Pay: Hourly	Rate: \$105.00	Hrs: 0.00	DAC:DISTRICT WIDE
Position: SUB TEACHER		Amount: \$0.00		Effective Date: 05/05/2025
Name: ROSENLEAF, KARI LYNNE	Pay: Hourly	Rate: \$22.00	Hrs: 0.32	DAC:DISTRICT WIDE
Position: ESY TEACHER PREP (07/03/2025)		Amount: \$132.00		Effective Date: 06/09/2025
Name: BLAIR, AMANDA MELISSA	Pay: Hourly	Rate: \$22.00	Hrs: 0.32	DAC:DISTRICT WIDE
Position: ESY TEACHER PREP (07/03/2025)		Amount: \$132.00		Effective Date: 06/09/2025
Name: FOSTER, BREANNE NICHOLE	Pay: Hourly	Rate: \$22.00	Hrs: 0.32	DAC:DISTRICT WIDE
Position: ESY TEACHER PREP (07/03/2025)		Amount: \$132.00		Effective Date: 06/09/2025
Name: JEROME, ADAM N	Pay: Hourly	Rate: \$22.00	Hrs: 0.32	DAC:DISTRICT WIDE
Position: ESY TEACHER PREP (07/03/2025)		Amount: \$132.00		Effective Date: 06/09/2025

**Personnel Action Report to the Board of Trustees
Great Falls Public Schools**

Name: MCORMOND, TESLA ALANA Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: WHEELER, SABRA L Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: KNUTSON, JODY EILEEN Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: CONRAD, BRIANNA MARIE Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: MOON, NICOLE DORINE Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: MARLOWE BROWN, CHARLOTTE E Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: DIGIULIO, STEPHANIE SANGER Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: OPPELT, ASHLEY DAWN Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: JOHNSON, MONICA E Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: BURTON, KELLY JO Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: LAMELIN, MAKAYLA RAE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: KATKA, MADISON G Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: PRESTON, MIRANDA ANN Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: HAYS, OLIVIA RENEE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: JARVIS, AMELIA ROSEALDRICH Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: WILLIAMSON, AMBER DAWNE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: GILCHER, CHAR L Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: LORIO, REBECCA ANN Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: GRAINGER, LEANNE R Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: GERVAIS, KAYLA MICHELE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: ARMSTRONG, BRANDY ELIZABETH Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: MCORMOND, TONI ALANA Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: CARPER, CYRILLA D Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: AGIOTIS, JAMIE LEIGH Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: TOWER, MARIJANA Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: WILEY, JASON R Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: PRICE, ALLISON M Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: ISAKSON, STACY MARIE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025

**Personnel Action Report to the Board of Trustees
Great Falls Public Schools**

Name: WHITAKER, ASHLEY RACHEL Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: KUNTZ, KIMBERLY SUE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: BASTA, CAITLIN ANNE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: LEVANDOSKI, GEORGE W Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: KOCH THURSTON, GRACE YVONNE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: PAVLAK, JULIE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: TARTAGLIA, SABRINA LYNN Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: SULLIVAN, RHIANNA LEA Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: POWELL, EMILY ROSE Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: JOHNSON, AMANDA S Position: ESY PARAPROFESSIONAL (07/03/2025)	Pay: Hourly	Rate: \$18.00 Amount: \$1,296.00	Hrs: 4.00	DAC:DISTRICT WIDE Effective Date: 06/10/2025
Name: GLIKO-STIMAC, KANDACE MARIE Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: WANNER, KATHRYN L Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: HINKLE, KATHRYN Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: NEWMAN, JENNIFER J Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: TOLAN, MARY BETH Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: MONTGOMERY, MARYANN Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$47.64 Amount: \$4,525.80	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: RANNEY, KARA LEIGH Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$49.23 Amount: \$4,676.85	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: GLIKO-STIMAC, KANDACE MARIE Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$41.35 Amount: \$3,928.25	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: WANNER, KATHRYN L Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$48.37 Amount: \$4,595.15	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: HINKLE, KATHRYN Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$58.88 Amount: \$5,593.60	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: NEWMAN, JENNIFER J Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$58.88 Amount: \$5,593.60	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: TOLAN, MARY BETH Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$47.64 Amount: \$4,525.80	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: ROSENLEAF, KARI LYNNE Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$42.54 Amount: \$4,041.30	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: BLAIR, AMANDA MELISSA Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$50.81 Amount: \$4,826.95	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: FOSTER, BREANNE NICHOLE Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$29.02 Amount: \$2,756.90	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: JEROME, ADAM N Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$39.54 Amount: \$3,756.30	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: MCORMOND, TESLA ALANA Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$30.02 Amount: \$2,851.90	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: WHEELER, SABRA L Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$58.88 Amount: \$5,593.60	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025

Name: KNUTSON, JODY EILEEN Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$34.65 Amount: \$3,291.75	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: CONRAD, BRIANNA MARIE Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$31.09 Amount: \$2,953.55	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: MOON, NICOLE DORINE Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$32.13 Amount: \$3,052.35	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: MARLOWE BROWN, CHARLOTTE E Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$48.37 Amount: \$4,595.15	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: DIGIULIO, STEPHANIE SANGER Position: ESY TEACHER (07/03/2025)	Pay: Hourly	Rate: \$50.34 Amount: \$4,782.30	Hrs: 5.00	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: MONTGOMERY, MARYANN Position: ESY TEACHER PREP (07/03/2025)	Pay: Hourly	Rate: \$22.00 Amount: \$132.00	Hrs: 0.32	DAC:DISTRICT WIDE Effective Date: 06/09/2025
Name: BREMER, LEXI MARYANNE Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:LONGFELLOW ELEMENTARY Effective Date: 04/23/2025
Name: UECKER, BRITTNEY ANNE Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:VALLEY VIEW ELEMENTARY Effective Date: 04/23/2025
Name: SCHEI, ANGELA LYNN Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:MOUNTAIN VIEW ELEMENTARY Effective Date: 04/23/2025
Name: SMITH, TAIRA ELIZABETH Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$244.50	Hrs: 0.32	DAC:MEADOW LARK ELEMENTARY Effective Date: 04/23/2025
Name: SHIPMAN, BRITTANY ALYSSA ANN Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:SUNNYSIDE ELEMENTARY Effective Date: 04/23/2025
Name: MOORE, SASHA M Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:MORNINGSIDE ELEMENTARY Effective Date: 04/23/2025
Name: WATSON, SHANNON MARGARET Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:CHIEF JOSEPH ELEMENTARY Effective Date: 04/23/2025
Name: PATINA, DEVA M Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:GIANT SPRINGS ELEMENTARY Effective Date: 04/23/2025
Name: SANDERS, JESSICA LYNN Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:LEWIS & CLARK ELEMENTARY Effective Date: 04/23/2025
Name: JAMIESON, BRIENNE ALEXIS Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$19.50 Amount: \$489.00	Hrs: 0.81	DAC:LOY ELEMENTARY Effective Date: 04/23/2025
Name: DUES, COLLEEN A Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:LINCOLN ELEMENTARY Effective Date: 04/23/2025
Name: WANNER, JAYSON GAREN Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:WEST ELEMENTARY Effective Date: 04/23/2025
Name: ONDICK, TODD Position: ASSISTANT TRACK COACH (ELEMENTARY)	Pay: Salary	Rate: \$25.00 Amount: \$489.00	Hrs: 0.63	DAC:SACAJAWEA ELEMENTARY Effective Date: 04/23/2025
Name: THOMPSON, DAWN Position: SUMMER SECRETARY (08/22/2025)	Pay: Hourly	Rate: \$19.07 Amount: \$7,208.46	Hrs: 7.00	DAC:C M RUSSELL HIGH SCHOOL Effective Date: 06/09/2025
Position: ENGINEERS				
Name: SMITH, CAMERON MICHAEL Position: GROUNDSMAN	Pay: Hourly	Rate: \$18.64 Amount: \$4,473.60	Hrs: 8.00	DAC:BUILDINGS & GROUNDS Effective Date: 05/12/2025
Position: PARA EDUCATOR (SP ED)				
Name: RAWLS, KATIE NICOLE Position: PARA EDUCATOR (SP ED)	Pay: Hourly	Rate: \$16.13 Amount: \$5,322.90	Hrs: 7.50	DAC:MORNINGSIDE ELEMENTARY Effective Date: 04/28/2025
Resignation				
Position: TEACHER				
Name: DUFFIELD, JACE STEPHEN Position: MATH TEACHER (06/06/2025)	Pay: Salary	Rate: \$35.89 Amount: \$50,336.00	Hrs: 7.50	DAC:C M RUSSELL HIGH SCHOOL Effective Date: 06/06/2025
Name: ELLIS, OLIVIA MARGARET Position: 4TH GRADE TEACHER (06/06/2025)	Pay: Salary	Rate: \$29.02 Amount: \$40,701.00	Hrs: 7.50	DAC:WEST ELEMENTARY Effective Date: 06/06/2025
Name: PEPOS, SANDRA LYNN Position: RESOURCE 1 TEACHER (06/06/2025)	Pay: Salary	Rate: \$35.50 Amount: \$12,513.56	Hrs: 7.50	DAC:LOY ELEMENTARY Effective Date: 06/06/2025
Position: SUPPLEMENTAL				
Name: WELLS, MAYA RAIN Position: SUB TEACHER (05/02/2025)	Pay: Hourly	Rate: \$105.00 Amount: \$0.00	Hrs: 0.00	DAC:DISTRICT WIDE Effective Date: 05/02/2025

Name: FEURT, HAILEY NICOLE Position: SUB PARA EDUCATOR (SP ED) (08/28/2024)	Pay: Hourly	Rate: \$105.00 Amount: \$0.00	Hrs: 0.00	DAC:DISTRICT WIDE Effective Date: 08/28/2024
Name: HUNTER, BREANN WALKER Position: SUB PARA EDUCATOR (SP ED) (08/28/2024)	Pay: Hourly	Rate: \$105.00 Amount: \$0.00	Hrs: 0.00	DAC:DISTRICT WIDE Effective Date: 08/28/2024
Name: OSTER, MCKENZY CHERIE Position: SUB PARA EDUCATOR (SP ED) (08/28/2024)	Pay: Hourly	Rate: \$105.00 Amount: \$0.00	Hrs: 0.00	DAC:DISTRICT WIDE Effective Date: 08/28/2024

Position: ENGINEERS

Name: FLYING, JESSE BRANDON Position: CUSTODIAN (04/25/2025)	Pay: Hourly	Rate: \$20.08 Amount: \$803.20	Hrs: 8.00	DAC:C M RUSSELL HIGH SCHOOL Effective Date: 04/25/2025
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Position: FOOD SERVICE

Name: ADAMEK, SHOKO Position: FOOD SERVICE EMPLOYEE (06/06/2025)	Pay: Hourly	Rate: \$13.66 Amount: \$13,250.20	Hrs: 5.00	DAC:GIANT SPRINGS ELEMENTARY Effective Date: 05/09/2025
Name: BARNARD, KATHERINE JEAN Position: FOOD SERVICE EMPLOYEE (06/06/2025)	Pay: Hourly	Rate: \$13.77 Amount: \$12,021.21	Hrs: 4.50	DAC:CHIEF JOSEPH ELEMENTARY Effective Date: 06/06/2025
Name: WILSON, ASHLEY JEAN Position: FOOD SERVICE EMPLOYEE (06/06/2025)	Pay: Hourly	Rate: \$13.44 Amount: \$11,067.84	Hrs: 4.50	DAC:LEWIS & CLARK ELEMENTARY Effective Date: 06/06/2025
Name: BANKS, JULIANNE N Position: SATELLITE KITCHEN LEAD (05/09/2025)	Pay: Hourly	Rate: \$15.37 Amount: \$15,377.69	Hrs: 5.75	DAC:CHIEF JOSEPH ELEMENTARY Effective Date: 05/09/2025

Position: LIBRARY/TEACHER AIDES

Name: KOBASA, ELIZA JANE PATRICIA Position: CORE TEACHER AIDE (04/24/2025)	Pay: Hourly	Rate: \$12.35 Amount: \$10,929.75	Hrs: 7.50	DAC:LONGFELLOW ELEMENTARY Effective Date: 04/24/2025
Name: BERCIER, NADINE DELORES Position: CORE TEACHER AIDE (03/27/2025)	Pay: Hourly	Rate: \$12.35 Amount: \$3,087.50	Hrs: 5.00	DAC:WHITTIER ELEMENTARY Effective Date: 03/27/2025
Name: MAD PLUME, ANTHONY QUINTON Position: CORE TEACHER AIDE (04/29/2025)	Pay: Hourly	Rate: \$12.35 Amount: \$1,018.88	Hrs: 7.50	DAC:LONGFELLOW ELEMENTARY Effective Date: 04/29/2025

Position: OCCUPATIONAL THERAPIST

Name: NOLDEN, HALEIGH RUTH Position: OCCUPATIONAL THERAPIST (06/06/2025)	Pay: Salary	Rate: \$47.15 Amount: \$66,131.00	Hrs: 7.50	DAC:PARIS GIBSON EDUCATION CENT Effective Date: 06/06/2025
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Position: OTHER HOURLY CLASSIFIED

Name: MARLETTE, MICHELLE CATHERINE Position: ISS TUTOR (05/09/2025)	Pay: Hourly	Rate: \$15.23 Amount: \$7,675.92	Hrs: 6.00	DAC:NORTH MIDDLE SCHOOL Effective Date: 05/09/2025
Name: RATTLINGTAIL, MARINA NICOLE Position: ATTENDANCE AIDE (06/06/2025)	Pay: Hourly	Rate: \$12.35 Amount: \$7,456.31	Hrs: 5.75	DAC:GREAT FALLS HIGH SCHOOL Effective Date: 06/06/2025

Position: OTHER SUPPORT PERSONNEL (TRS)

Name: NELSON, BARBARA ANN Position: MENTAL HEALTH THERAPIST (06/06/2025)	Pay: Salary	Rate: \$49.83 Amount: \$74,543.00	Hrs: 8.00	DAC:LONGFELLOW ELEMENTARY Effective Date: 06/06/2025
Name: SCHENK, ZACHARIAH BENJAMIN Position: MENTAL HEALTH THERAPIST (06/06/2025)	Pay: Salary	Rate: \$49.83 Amount: \$74,543.00	Hrs: 8.00	DAC:EAST MIDDLE SCHOOL Effective Date: 06/06/2025

Comment: EAST / CMR / LN

Position: PARA EDUCATOR (SP ED)

Name: COOKE, MARY KATHRYN Position: PARA EDUCATOR (SP ED) (04/21/2025)	Pay: Hourly	Rate: \$16.13 Amount: \$13,670.18	Hrs: 7.50	DAC:EAST MIDDLE SCHOOL Effective Date: 04/21/2025
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Retirement


Position: FOOD SERVICE

Name: BEDWELL, SUZANNE A Position: PRODUCTION KITCHEN MANAGER (06/06/2025)	Pay: Hourly	Rate: \$19.21 Amount: \$29,813.92	Hrs: 8.00	DAC:PARIS GIBSON EDUCATION CENT Effective Date: 06/06/2025
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Termination

Position: LIBRARY/TEACHER AIDES

Name: HATZENBELLER, JAXON Position: CORE TEACHER AIDE (04/29/2025)	Pay: Hourly	Rate: \$12.35 Amount: \$1,945.13	Hrs: 2.50	DAC:WEST ELEMENTARY Effective Date: 04/29/2025
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 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skornogowski	Johnson	Finicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Consent

AGENDA ITEM NUMBER: V. C.

CABINET MEMBER: Luke Diekhans

TOPIC

Good Apple Awards

STRATEGIC PLAN

Healthy, Safe, and Secure Schools

BACKGROUND

Individual letters of appreciation and our "Good Apple" pin have been forwarded to each of the individuals whose achievements are summarized in this notice. This award is an expression of appreciation and affection, and we ask all who have received it to wear the "Good Apple" with pride! If the person is a district employee, a copy of our letter has been placed in their personnel file. What follows are nominations for "Good Apple" awards.

DISCUSSION

Wendy Morris, Holly Wulf, Charlotte Renfro, Kortnee Maiers, and Brianna Little, Teacher Aides, Meadowlark Elementary School, were recommended for Good Apple Awards by Teresa Sprague, Principal, Meadowlark Elementary School, because of the following: The aides at Meadow Lark are simply the BEST! These ladies make our school better every day. They work well together, always have a positive attitude, support students and staff, are flexible to cover whenever/wherever needed, and go above and beyond. They have grown in their use of RCD this year to help hold students accountable and provide learning opportunities for all students. It has been a pleasure to work with them over the past years and I will miss them!

Paula Reed, Pam Fenner, and Diane Pettit, Food Services Employees, Valley View Elementary School, were recommended for Good Apple Awards by Paige Turoski, Board of Trustees, Great Falls Public Schools, because of the following: These three wonderful and hard-working ladies are a treasure at Valley View Elementary. They show up every day and ensure our students are fed and cared for. You can see their dedication in all they do. They run a smooth and efficient lunch service and even know the students by name. They work hard every day to make sure the students receive breakfast and lunch. They also help remind the students of appropriate lunchroom behaviors and hold them accountable to those expectations. Each of them is incredibly kind and are valued for all they do. Valley View appreciates them very much.

Stacy Griffin, Administrative Assistant, Valley View Elementary School, was recommended for a Good Apple Award by Paige Turoski, Board of Trustees, Great Falls Public Schools, because of the following: Valley View is so lucky to have an Administrative Assistant like Stacy. She shows up every day and works so hard at all she does. Stacy helps parents with all their needs and helps staff and students with their needs as well. Stacy is

an integral part of the school, and it would not be able to function as well as it does without her. She has been dedicated to working hard for our school and we are incredibly grateful for all she has done and continues to do. Stacy will be missed next year but we wish her the best in her future.

Taylor Davison, Resource 1 Teacher, Valley View Elementary School, was recommended for a Good Apple Award by Paige Turoski, Board of Trustees, Great Falls Public Schools, because of the following: Valley View would not be what it is without Tayler. She works hard every single day and is always one of the first to offer to help whenever an unexpected need arises. Tayler coordinates a great deal within the school, working closely with the principal, staff, and students. Regardless of what is going on, she shows up and gives 100% of her effort to the kiddos with a smile on her face. Her passion and dedication are evident in all she does, and we are so grateful for her.

FISCAL IMPLICATIONS


N/A

RECOMMENDATION

The District Board is requested to accept the recommendations of the above individuals for the Great Falls Public Schools Good Apple Award.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Director of Human Resources, Luke Diekhans at 268-6010.

[Return to Agenda](#)

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skornogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Consent

AGENDA ITEM NUMBER: V. D.

CABINET MEMBER: Brian Patrick

TOPIC

Montana School Bus Driver Certificates – OPI TR-35

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND

School bus drivers are required to comply with qualifications set forth in Section [20-10-103, MCA](#), and [10.7.111 ARM](#), and file a certificate of compliance with the County Superintendent of Schools.

DISCUSSION

The following individuals meet the qualifications as school bus drivers: Kevin Meager, William Cox, Diego Lombardino, Joanne Bernard, and Terry Ross

FISCAL IMPLICATIONS


None

RECOMMENDATION

The District Board is requested to approve the Montana School Bus Driver Certificates TR-35s for the individuals listed above.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Director of Business Operations Brian Patrick at (406) 268-6050.

[Return to Agenda](#)

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Consent

AGENDA ITEM NUMBER: V. E.

CABINET MEMBER: Brian Patrick

TOPIC

Student Activity Account Closures – C.M. Russell High School

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND

As per [MCA 20-9-504](#) – *Extra Curricular Funds for Pupil Functions* – All new, closed, or revised Student Activity accounts must be approved by the Board of Trustees.

DISCUSSION

C.M. Russell High School is requesting that the following student activity accounts be closed since they are no longer being used and the balances have been cleared.

Graduation Matters – 208.30.3.337	Color Guard – 208.30.3.541	Moxie – 208.30.3.350
208.20.3.337	208.20.3.541	208.20.3.350
208.97.3.337	208.97.3.541	208.97.3.350

Pop Fund – 208.30.3.608	Triple-R-Club – 208.30.3.648
208.20.3.608	208.20.3.648
208.97.3.608	208.97.3.648

FISCAL IMPLICATIONS

None

RECOMMENDATION

The District Board is requested to approve the closure of the Student Activity Accounts listed above for C.M. Russell High School.

For more information about this item, please contact Superintendent Hoyer at (406) 268-6001 or Director of Business Operations Brian Patrick at (406) 268-6050.

[Return to Agenda](#)

CM RUSSELL HIGH SCHOOL

To: Brian Patrick, Executive Director of Business
From: Jamie McGraw, Principal
Date: April 20, 2025
Re: Closing of Accounts in Student Activity

CM Russell High School respectfully requests to close the following Student Activity Accounts due to inactivity. These accounts have been cleared, and the respective balances are zero. We request that these accounts be deleted from the CM Russell High School Chart of Accounts.

Graduation Matters:	208.20.3.337
Color Guard:	208.20.3.541
Moxie:	208.20.3.350
Pop Fund:	208.20.3.608
Triple-R-Club:	208.20.3.648

Please stop interest and close the above referenced accounts.

Your consideration in closing these accounts is appreciated.


Sincerely,



Jamie McGraw, Principal



Jolee Pace, Finance Officer

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Consent

AGENDA ITEM NUMBER: V. F.

CABINET MEMBER: Brian Patrick

TOPIC

Award Bids: Instructional & Office Paper Supply Order

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND

As per [MCA 20-9-204\(3\)\(a\)](#) – whenever...purchasing of supplies for the district is necessary, the work done or the purchase made must be by contract if the sum exceeds \$80,000. This requirement is also outlined in District [Policy 7320 – Purchasing](#). Annually the Purchasing Department compiles data for the annual order process for established categories of supplies. If the anticipated total is in excess of the \$80,000 bid requirement, the formal bid process is initiated.

DISCUSSION

Quantities for the Instructional & Office Paper Supply Order are compiled by tracking usage during the current year combined with requests for the next fiscal year submitted by individual schools and departments. These totals are then submitted to vendors who have requested the opportunity to bid on the items. This enables the School District to obtain the best pricing available.

FISCAL IMPLICATIONS

The following vendors are recommended based on their bids:


- \$ 31,095.29 – Warden Paper
- \$ 7,563.51 – Pyramid Products
- \$ 1,023.10 – Cascade School Supplies
- \$ 651.00 - School Specialty

RECOMMENDATION

The District Board is requested to award contracts to successful vendors who were able to provide the best pricing for products specified on the Instructional & Office Paper Supply Bid. Detail of the purchase contracts is available through Director of Business Operations Brian Patrick.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Director of Business Operations Brian Patrick at (406) 268-6050.

[Return to Agenda](#)

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Consent

AGENDA ITEM NUMBER: V. G.

CABINET MEMBER: Brian Patrick

TOPIC

Montana High School Association (MHSA) Annual Dues, Liability Catastrophe Insurance, and Concussion Insurance 2025-2026

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND

Annual dues, and liability catastrophe and concussion insurance premiums are required for Great Falls High School and C.M. Russell High School to participate in Montana High School Association sanctioned activities.

DISCUSSION

Each of our high schools provide the following student activities: Boys' and girls' basketball, cross country, golf, soccer, swimming, tennis, wrestling and track; boys' football; and girls' volleyball. Combined activities are band, chorus, orchestra and speech. Girls' Wrestling was added in the 2020-21 school year as a new activity in order to better balance the participant numbers between male and female activities. Boys Baseball is not checked on the form. The deadline for this form to be submitted is July 15, 2025. If the baseball group can meet their fundraising goal by July 31st, MHSA has been contacted and will allow our District to add that sport with the increased fees associated with adding the additional sport. The MHSA annual dues, liability catastrophe plan premiums and concussion insurance premiums require Board approval.

FISCAL IMPLICATIONS

The fees are \$250.00 per activity per school, which totals \$5,750 per school. The Liability Catastrophe Plan coverage costs \$1,339 per high school. The Concussion Insurance premium for 2025-2026 is \$226 per school. These amounts are annually budgeted in the General Fund budget. There is no increase in dues from the previous year.

RECOMMENDATION

The District Board is requested to approve the Montana High School Association 2025-2026 annual dues and the liability catastrophe and concussion insurance premiums for Great Falls High School and C.M. Russell High School as presented.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001, Director of Business Operations Brian Patrick at (406) 268-6050, or Athletic Director Mike Henneberg at (406) 268-6084.

[Return to Agenda](#)

MONTANA HIGH SCHOOL ASSOCIATION
1 South Dakota St.
Helena, MT 59601

Annual Dues Application and Fees Remittance Form

CM Russell High School of Great Falls Montana,
 hereby makes application for membership in the Montana High School Association (MHSAA) for the school year **2025-26** in accordance with Article 1, Section (1) of the MHSAA By-Laws, and appoints the Association as its representative in interscholastic activities for the current school year. The Board of Trustees adopts and agrees to comply with the rules and regulations of the MHSAA as presently contained in its official MHSAA Handbook, and acknowledge receipt of a copy of such handbook in effect. It is understood that each member school is entitled to one vote on any resolution presented to the Association membership. A resolution adopted by the Board and inserted in the minutes of a meeting of the Board on the date below directs the chairperson of the Board of Trustees to remit to the Association the yearly membership fees. If the school is registering for an activity in which the school district did not participate the previous year and did not request sanctioning for this activity in writing, students will not be permitted to compete in MHSAA post-season contests, other than activities which are not assigned to districts and/or divisions. (Rules and Regulations, Sections 14 and 16). **Send payment to MHSAA, 1 South Dakota St, Helena, MT 59601 by July 15, 2025.**

In the chart mark an "X" to the left of the activities in which your school wishes to participate.

BOYS		GIRLS		COMBINED ACTIVITIES	
<input type="checkbox"/>	Baseball	<input checked="" type="checkbox"/>	Basketball	<input checked="" type="checkbox"/>	Band
<input checked="" type="checkbox"/>	Basketball	<input checked="" type="checkbox"/>	Cross Country	<input checked="" type="checkbox"/>	Chorus
<input checked="" type="checkbox"/>	Cross Country	<input type="checkbox"/>	Flag Football	<input type="checkbox"/>	Drama
<input checked="" type="checkbox"/>	Football	<input checked="" type="checkbox"/>	Golf	<input checked="" type="checkbox"/>	Orchestra
<input checked="" type="checkbox"/>	Golf	<input checked="" type="checkbox"/>	Soccer	<input checked="" type="checkbox"/>	Speech
<input checked="" type="checkbox"/>	Soccer	<input checked="" type="checkbox"/>	Softball		
<input checked="" type="checkbox"/>	Swimming	<input checked="" type="checkbox"/>	Swimming		
<input checked="" type="checkbox"/>	Tennis	<input checked="" type="checkbox"/>	Tennis		
<input checked="" type="checkbox"/>	Track	<input checked="" type="checkbox"/>	Track		
<input checked="" type="checkbox"/>	Wrestling	<input checked="" type="checkbox"/>	Volleyball		
		<input checked="" type="checkbox"/>	Wrestling		
<u>9</u>	<< # TOTAL BOYS SPORTS OFFERED	<u>10</u>	<< # TOTAL GIRLS SPORTS OFFERED	<u>4</u>	<< # TOTAL COMBINED ACTIVITIES OFFERED

TOTAL NO. OF ACTIVITIES (BOYS, GIRLS, & COMBINED) 23 @ \$250.00 = \$ 5,750

Remit this amount to the MHSAA office **by July 15th** and include an **ORIGINAL SIGNED FORM**

Signed/Dated: _____
 Chair / Board of Trustees

Signed/Dated: [Signature]
 Superintendent or Principal

For MHSAA Use Only:

Date Received: _____ Amount Received: _____

Check No. _____ Late Fee: _____

Total Amount Received: _____

MONTANA HIGH SCHOOL ASSOCIATION
1 South Dakota St.
Helena, MT 59601
(406) 442-6010

LIABILITY CATASTROPHE PLAN REMITTANCE FORM

We have enclosed our remittance in the amount of \$ 1,339 based on the HIGH SCHOOL ENROLLMENT (schedule below) to cover our school's share of the Liability Catastrophe Plan insurance premium for **2025-26**.

School CM Russell High School
Date May 12, 2025
Signed [Signature]

High School Enrollment (Grades 9-12) as of FALL REPORT TO OPI, 2024

<u>Enrollment</u>	<u>Premium</u>
0-40	\$206.00
41-110	\$302.00
111-200	\$381.00
201-300	\$503.00
301-400	\$625.00
401-800	\$836.00
801+	\$1,339.00

You must use your high school enrollment per your FALL, 2024 report to OPI or for private schools, use your enrollment as of November 1, 2024.

PLEASE RETURN THIS SIGNED FORM AND YOUR PAYMENT BY **JULY 15, 2025**.

For MHS A Use Only

Date Received: _____

Premium: _____

Check No: _____ Late Fee _____

**MONTANA HIGH SCHOOL ASSOCIATION
2025-26 Catastrophic Insurance Renewal
Mutual of Omaha**

Summary of Lifetime Benefits

- **Accident Medical Expense Benefit:** 100% of reasonable, customary, and necessary covered expenses, with an overall lifetime limit of \$1,000,000.
- **Deductible:** \$50,000 per injury.
- **Incurral Period:** Two (2) year incurral period in which to meet the deductible.
- **Extended Care Facility Maximum** \$365,000 per calendar year.
- **Combined Home Healthcare/Custodial Care Maximum:** \$100,000 per calendar year.
- **Maximum Physical Therapy Benefit:** \$50,000 per calendar year.
- **Accidental Death Benefit:** \$10,000.
- **Cash Benefit:** \$10,000 (for paralysis, including quadriplegia, paraplegia, or hemiplegia).

Expanded Benefits (Total Disability Only):

- **Lifetime Special Expense Benefit:** \$100,000 first decade; \$50,000 each decade thereafter for home remodeling or adaptation and special vehicle purchase or adaptation.
- **Lifetime Adjustment Expense Benefit:** \$50,000 Lifetime for family counseling, training, travel, and loss of earnings of parents.
- **Lifetime Education Expense:** \$50,000 for tuition, room and board and other related expenses.
- **Total Disability Benefit:** A catastrophically injured student who is totally disabled at age 18 may receive \$1,500 per month for remainder of life.
- **Partial Disability Benefit:** A catastrophically injured student who is partially disabled at age 18 may receive \$1,000 per month for remainder of life.



MONTANA HIGH SCHOOL ASSOCIATION

PROMOTING SUCCESS ON THE COURT, ON THE FIELD, ON STAGE
AND EVERYWHERE ELSE UNDER THE BIG SKY SINCE 1921.

TO: MHSА MEMBER SCHOOL ADMINISTRATORS
FROM: BRIAN MICHELOTTI, EXECUTIVE DIRECTOR
RE: CONCUSSION INSURANCE

The MHSА, through negotiations with our insurance broker, Dissinger Reed, can continue offering concussion insurance for all MHSА athletic participants and cheerleaders at only \$1.35 per student. The coverage includes:

- Maximum - \$25,000 per year
- Benefit Period – 1 year
- Deductible - \$0 per claim
- Eligible Person – all athletes participating in MHSА sports (including cheerleading).
- Covered Activities – participating in practice or play of sports sponsored by the MHSА (including cheerleading).
- Definition of Injury: 1) Directly and independently caused by specific accidental contact with another body or object; 2) A source of loss that is sustained while the injured person is covered under the policy and while he or she is taking part in a covered activity; 3) Resulting in a concussion.

The participant’s insurance would first be billed and would pay however there would be no out-of-pocket cost for the participant up to \$25,000 per covered injury. For example, if the participant’s insurance had a \$3,000 deductible and none of that deductible was met, this insurance would pay the \$3,000 so there would be no out-of-pocket cost to the family. Also, all co-pays would be covered and if there were tests not covered by the primary insurance this insurance would cover all those costs. The cost per year for schools is as follows:

<u>Enrollment</u>	<u>Premium</u>
0-40	\$41
41-110	\$66
111-200	\$121
201-300	\$141
301-400	\$171
401-800	\$191
801+	\$226

Again, all MHSА athletes and cheerleaders would be covered, there is no deductible, and the maximum coverage per injury per year is \$25,000. This is a very proactive approach to dealing with the issues of concussion that are nationwide including the threats of litigation in every state. It also demonstrates that each school is being proactive in the event of litigation.

If you so desire, payment may be made along with your Membership Application and Catastrophic Insurance applications.

Attachment (remittance form)

MONTANA HIGH SCHOOL ASSOCIATION
1 South Dakota St.
Helena, MT 59601
(406) 442-6010

CONCUSSION INSURANCE REMITTANCE FORM

We have enclosed our remittance in the amount of \$ 226 based on the **HIGH SCHOOL ENROLLMENT** (schedule below) to cover our school's share of Concussion Insurance premium for 2025-26.

School CM Russell High School
Date May 12, 2025
Signed [Signature]

High School Enrollment (Grades 9-12) as of FALL REPORT TO OPI, 2024

<u>Enrollment</u>	<u>Premium</u>
0-40	\$41.00
41-110	\$66.00
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PLEASE RETURN THIS SIGNED FORM AND YOUR PAYMENT BY **JULY 15, 2025**.

For MHSA Use Only

Date Received: _____

Premium: _____

Check No: _____ Late Fee: _____

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1 South Dakota St.
Helena, MT 59601

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Remit this amount to the MHSA office **by July 15th** and include an **ORIGINAL SIGNED FORM**

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 Chair / Board of Trustees

Signed/Dated: [Signature]
 Superintendent of Principal

For MHSA Use Only:

Date Received: _____ Amount Received: _____

Check No. _____ Late Fee: _____

Total Amount Received: _____

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2025-26 Catastrophic Insurance Renewal
Mutual of Omaha**

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MONTANA HIGH SCHOOL ASSOCIATION

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TO: MHPA MEMBER SCHOOL ADMINISTRATORS

FROM: BRIAN MICHELOTTI, EXECUTIVE DIRECTOR

RE: CONCUSSION INSURANCE

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Attachment (remittance form)

MONTANA HIGH SCHOOL ASSOCIATION
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Helena, MT 59601
(406) 442-6010

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School Great Falls High School
Date May 12, 2025
Signed *[Signature]*

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For MHSA Use Only

Date Received: _____

Premium: _____

Check No: _____ Late Fee: _____

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Communication

AGENDA ITEM NUMBER: VI. B.

CABINET MEMBER: Lance Boyd

TOPIC

Annual Career and Technical Student Organizations (CTSO) Update by Great Falls Public Schools (GFPS) Career Pathway Advisor, Mark Yeager

STRATEGIC PLAN

Stewardship and Accountability and Student Achievement

BACKGROUND

This report will highlight our system's Career and Technical Student Organizations to include their recent competitions and accomplishments.

Discussion

Report to the Board by GFPS Career Pathways Advisor, Mark Yeager. Advisors and student members will be introduced to the Board. Advisors and CTSO members will provide brief updates to the Board.

FISCAL IMPLICATIONS


CTSOs are fully supported by the Federal Perkins Grant and State Vocational Education Grant. These grants have budget line items that are specific to encouraging and supporting student participation in CTSO, to include conference and competition attendance. CTSOs are an integral part of the grant applications for every school who receives this funding.

RECOMMENDATION

This communication is for information only. No action is required.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Executive Director Lance Boyd at (406) 268-6008.

[Return to Agenda](#)

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Action

AGENDA ITEM NUMBER: VII. A.

CABINET MEMBER: Brian Patrick

TOPIC

Warehouse Cooler Renovation – Lowest Qualified Bidder

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND

The District's central warehouse freezer/refrigerator plays a vital role in preserving essential food commodities that require cold storage. This facility supports our bulk purchasing strategy and ensures a consistent food supply for our schools.

Installed during the warehouse's original construction, the freezer has been operational for several decades. Over time, it has experienced significant deterioration, including severe rust and wear, compromising its reliability. The current condition poses risks to food safety and storage efficiency, making its replacement imperative.

In compliance with [Montana Code Annotated § 7-5-2301](#) and [Board Policy 7320](#), any procurement exceeding \$80,000 necessitates a competitive bidding process. Accordingly, the District will initiate this process to identify a qualified vendor for the freezer replacement project.

DISCUSSION

Nelson Architects, LLC was contracted to design and prepare construction documents for the replacement of the District Office Complex warehouse freezer. The project was publicly advertised in the Great Falls Tribune on April 20 and April 27, 2025, in accordance with Montana procurement requirements.

On May 1, 2025, at 3:00 PM, the District Office Building hosted the opening of bids for the Warehouse Cooler Renovation project. Three contractors submitted proposals. Detailed Construction Company presented the lowest bid at \$570,085.

Nelson Architects, LLC, the project's design firm, conducted a thorough evaluation of all submissions. Their assessment confirmed that Detailed Construction Company's bid met all project specifications and requirements, designating them as the lowest qualified bidder. A formal recommendation letter from Nelson Architects endorsing this selection is included with this agenda item.

Pending Board approval, construction is anticipated to commence in June 2025.

FISCAL IMPLICATIONS

The low bid for the freezer replacement is \$570,085. The project will be funded through the Food Service Fund.

RECOMMENDATION

The District Board is requested to approve Detailed Construction with a bid of \$570,085 as the lowest qualified bidder on the Warehouse Freezer Replacement project.

For more information about this matter, please contact Superintendent Heather Hoyer at (406) 268-6001 or Director of Business Operations Brian Patrick at (406) 268-6050.

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May 1st, 2025

Brian Patrick
Director of Business Operation
Great Falls Public Schools
PO Box 2429
Great Falls, MT 59403

Brian:

Having met the requirements of the construction contract, I approve awarding the apparent lowest bidder Detailed Construction with the contract for the GFPS Warehouse Cooler Renovation project with a bid of \$570,085.00.

Thank you,

A handwritten signature in black ink, appearing to read 'A. Stucker', is written over a light gray rectangular background.

Andrew Stucker, AIA,
Project Architect

Project: GFPS Warehouse Cooler Renovation

BID ANALYSIS


Bid Date: May 1, 2025

Addenda: 

Contractor	Bid Signed & Sealed	Addendum 1	Consent of Surety	Bid Security	Base Bid	Alternate Bid 1	Total Bid
A&R Construction	Yes	n/a	Yes	Yes	\$ 594,909.00	\$ n/a	\$ 594,909.00
Detailed Construction	Yes	n/a	Yes	Yes	\$ 570,085.00	\$ n/a	\$ 570,085.00
Geranios Enterprises	Yes	n/a	Yes	Yes	\$ 969,658.50	\$ n/a	\$ 969,658.50
		n/a			\$	\$ n/a	\$
		n/a			\$	\$ n/a	\$
		n/a			\$	\$ n/a	\$
		n/a			\$	\$ n/a	\$
		n/a			\$	\$ n/a	\$
		n/a			\$	\$ n/a	\$
		n/a			\$	\$ n/a	\$
		n/a			\$	\$ n/a	\$
						Average	\$ 711,550.83

The above is a summary of the submitted bid proposals for your convenience. Nelson Architects recommends that you carefully review each proposal before making any final decisions. Final selection is the responsibility of the Owner.

Original Estimate for Base Bid	\$ 500,000.00
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 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Action

AGENDA ITEM NUMBER: VII. B.

CABINET MEMBER: Luke Diekhans

TOPIC

The Non-Renewal of Non-Tenured Teachers

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND

The non-tenured teachers on the non-renew list are being recommended for contract non-renewal at the end of the current school year. The District is exercising its right to non-renew non-tenured teachers with or without cause as provided for by [MCA 20-4-206](#) - *Notification of Non-Tenure Teacher Reelection – Acceptance – Termination*.

Discussion

List to be provided as an addendum.

FISCAL IMPLICATIONS


None

RECOMMENDATION

The District Board is requested to non-renew the non-tenured teachers listed in the addendum.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Director of Human Resources Luke Diekhans at (406) 268-6010.

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 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Action

AGENDA ITEM NUMBER: VII. C.

CABINET MEMBER: Jackie Mainwaring

TOPIC

Second Reading of New High School and Middle School Theatre and High School Health Science District Standards (KUDs: Know-Understand-Do)

STRATEGIC PLAN

Student Achievement

BACKGROUND

The Office of Public Instruction (OPI) adopted new Career and Technical Educational (CTE) standards in 2021. These differ from previous CTE standards in that they focus on the soft skills and are meant to be broad enough to apply to all courses in Business, Family and Consumer Science, Health Science, and Industrial Technology.

Great Falls Public Schools (GFPS) CTE courses used the former state standards and national standards to guide their instruction towards career pathways to meet industry standards. The new KUDs address the work ethics or soft skills students need to compete in their desired pathway careers as well as the specific skills.

DISCUSSION

Health Science used national standards to update and refresh their standards. This updates their KUDs to reflect changes in industry needs and updates in technology. Theatre utilized the Montana State Standards for Theatre to create their KUDs.

KUDs have been posted online and copies have been available in the curriculum office for teachers and community members to view since the first reading of the new High School and Middle School Theatre and High School Health Science KUDs were presented at the April 14, 2025 Board meeting.

[7-12 Draft Theatre KUDs and 9-12 Draft High School Health Science KUDs](#)

FISCAL IMPLICATIONS


There are no fiscal implications at this time.

RECOMMENDATION

The District Board is requested to approve the new high school and middle school Theatre and high school Health Science KUDs as presented at the first reading of the documents at the April 14, 2025 Board meeting.

For more information about this item, please contact Executive Directors Jackie Mainwaring at (406) 268-6006 or Lance Boyd (406) 268-6008, or Superintendent Heather Hoyer at (406) 268-6001.

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 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Action

AGENDA ITEM NUMBER: VII. D.

CABINET MEMBER: Jackie Mainwaring

TOPIC

Second Reading of New Elementary Mathematics Curriculum Resource - Amplify Desmos Math (ADM)

STRATEGIC PLAN

Student Achievement

BACKGROUND

The K-12 Math Committee met multiple times in the 2024-2025 school year for the purpose of evaluating curriculum resources from different vendors. The full committee created a comprehensive scoring rubric with a list of necessary criteria and evaluated all materials against this rubric.

DISCUSSION

Following the first reading of Amplify Desmos Math at the April 28, 2025 Board Meeting, resources were placed for two weeks at the District Office Building for teachers and community members to view and provide feedback.

FISCAL IMPLICATIONS


This purchase will have fiscal implications. Items included in the purchase are five years of digital access for teachers and students, physical teacher manuals and center kits, intervention and assessment materials, student activity books, and teacher professional development. Total initial quote: \$1,111,089.20. Total negotiated actual cost: \$949,050.00. This provides materials for 252 teachers, and 5,270 students. Amplify has agreed to free shipping on the total order, and to provide 57 center kits, and 188 sets of teacher physical materials and licenses at no cost. The purchase of these materials will come from the Interlocal Fund (182) or General Fund (x01).

RECOMMENDATION

The District Board is requested to approve the purchase of Amplify Desmos Math for Kindergarten through Sixth Grade (K-6).

For more information about this item, please contact Executive Directors Jackie Mainwaring at (406) 268-6006 or Lance Boyd (406) 268-6008, or Superintendent Heather Hoyer at (406) 268-6001.

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 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Action

AGENDA ITEM NUMBER: VII. E.

CABINET MEMBER: Jackie Mainwaring

TOPIC

Second Reading of New Mathematics KUDs and Technology/Computer Science KUDs, (KUDs: Know-Understand-Do)

STRATEGIC PLAN

Student Achievement

BACKGROUND

The Montana Office of Public Instruction (OPI) worked with committees of educators to create new K-12 Montana Mathematics Standards and new K-12 Montana Technology Integration / Computer Science Standards. These have been approved by the Montana Board of Public Education.

DISCUSSION

Great Falls Public Schools teachers and community members worked as collaborative teams to study the new Montana state standards and create the KUDs that will be used by teachers in the classroom.

The KUDs have been posted online and copies have been available in the curriculum office for teachers and community members to view since the April 28, 2025 regular Board meeting.

[K-12 Draft Math and Technology KUDs](#)

FISCAL IMPLICATIONS


There are no fiscal implications at this time.

RECOMMENDATION

The District Board is requested to approve the new KUDs for K-12 Mathematics and K-12 Technology and Computer Science as presented at the April 28, 2025 Board meeting.

For more information about this item, please contact Executive Directors Jackie Mainwaring at (406) 268-6006 or Lance Boyd (406) 268-6008, or Superintendent Heather Hoyer at (406) 268-6001.

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 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Action

AGENDA ITEM NUMBER: VII. F.

CABINET MEMBER: Jeff Williams

TOPIC

Second Reading of the 2025-2028 Information Technology Strategic Plan

STRATEGIC PLAN

Healthy, Safe and Secure Schools and Stewardship and Accountability

BACKGROUND

Every three years, Great Falls Public Schools (GFPS) undertakes a comprehensive update of its Technology Strategic Plan to ensure alignment with the district's evolving educational goals and operational needs. This plan serves as a roadmap for integrating technology into teaching, learning, and administrative functions, supporting the District's mission to provide high-quality, equitable education. The updated plan reflects input from educators, administrators, Information Technology (IT) staff, and community stakeholders, ensuring that technology initiatives are responsive to the needs of all users.

Discussion

The Technology Department engaged in a comprehensive and inclusive process to update the Great Falls Public School Technology Strategic Plan. This process involved conducting listening sessions with staff across various departments and schools, as well as soliciting feedback from the Technology Department team. The goal was a collaborative effort to develop a new, long-range Information Technology Plan for GFPS. The resulting three-year plan serves as a strategic blueprint for integrating technology into the curriculum, ensuring equitable access to reliable infrastructure and equipment, providing comprehensive training and support for staff to effectively utilize technological resources, and anticipating and preparing for the District's future technological needs and advancements. Due to the current uncertainty surrounding federal and state funding allocations, this plan will be reviewed and updated as funding information becomes available.

FISCAL IMPLICATIONS

The Technology Strategic Plan outlines several initiatives with financial impacts over the next three years. Funding for these initiatives will come from a combination of General Funds, the Technology Budget, grants, donations, and federal funding. Given the current uncertainty of federal and state funding, the plan will be reviewed and adjusted as more information becomes available. This approach ensures that the District can adapt to changing financial circumstances while continuing to support its technology goals.

RECOMMENDATION

The District Board is requested to adopt the 2025-2028 Information Technology Plan as a guide to implementing and enhancing technology within the GFPS districts as presented.

For more information about this item, please contact Director of Information Technology Jeff Williams at (406) 268-6068 or Superintendent Heather Hoyer at (406) 268-6001.

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Great Falls Public Schools

All kids engaged in learning today....for life tomorrow

Information Technology Plan 2025 – 2028

Great Falls Public Schools
1100 4th Street South
Great Falls, Montana 59405



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Introduction

Technology is a tool that supports our overall mission to successfully educate students to navigate their future. For students today, technology is an extension of their life, so it is essential that GFPS transform how students learn and provide enriching opportunities to enhance learning in a fair and equitable manner. Technology that engages students and promotes collaboration, critical thinking skills, and multi-dimensional problem solving, leads to greater academic success and achievement. To support that vision, teachers and staff must also be engaged in technology. Providing professional development coupled with onsite support and efficient and effective resources that are “always on” and fully available are paramount to making student achievement a realization. At GFPS, our primary objective is to prepare our students to be citizenship ready and prepared for a career and/or college in adapting and using technology for life.

This three-year technology plan encompasses key components to make integration of technology within the classroom a reality and success.

This plan was unanimously approved by the GFPS School Board on [REDACTED], 2025.

Evaluation

This plan will be reviewed and evaluated on an annual basis. Accomplishments and revisions will be reported to the School Board in an annual Technology Report.

Stakeholders

Who will be impacted by the plan?

- Students
- Teachers, Administrators, and Staff
- Parents
- Community
- Local Businesses, Higher Education, and Military

GFPS Technology Mission & Vision Statements

Vision: “Engaging, collaborative, transformative technology for all students.”

Mission: “We strategically use technology to promote greater academic success and achievement.”

Belief statements:

- Technology is a tool that supports our mission to successfully educate students to navigate their future.
- Technology is an extension of students’ current reality.
- Technology engages students and promotes collaboration.
- Technology facilitates critical thinking skills and multi-dimensional problem solving.
- Effective, efficient use of technology is a partnership with students, staff, teachers, and resources to augment learning in a fair and equitable manner.
- Effective, efficient use of technology prepares our students to be citizenship ready and equipped for further education and/or a career.

Acronyms

AI – Artificial Intelligence
ANB – Average Number Belonging
AT – Assistive Technology
ATT – Assistive Technology Team
CIPA – Children’s Internet Protection Act
COPS SVPP – Community Oriented Policing Services School Violence Prevention Program
CTE – Career Technical Education
DPA – Data Privacy Agreement
ECF – Emergency Connectivity Fund
ELA – English Language Arts
ESSER – Elementary and Secondary School Emergency Relief Fund
FCC – Federal Communications Commission
Gbps – Gigabit per second
GFC MSU – Great Falls College Montana State University
GFPS – Great Falls Public Schools
IEP – Individualized Education Plan
IT – Information Technology
LEA – Local Education Agency
Mbps – Megabit per second
MTSBA – Montana School Board Association
OPI – Office of Public Instruction
OS – Operating Systems
PD – Professional Development
PIR – Pupil Instruction Related
PLC – Professional Learning Community
PTA – Parent Teacher Association
RFP – Request for Proposal
SSO – Single Sign On
TBD – To Be Determined
USAC – Universal Service Administrative Company
WAN – Wide Area Network

Goals-Objectives Summary

Goals	Objectives
1. Technology Curriculum	1.1 Digital Responsibility at All Levels 1.2 Review of Online Content for New and/or Updated Curriculum 1.3 Evaluate Virtual/Online Courses and Textbooks 1.4 Emerging Technology for Future-Ready Learning 1.5 Generative Artificial Intelligence (AI) 1.6 Technology Industry Pathways Development
2. Technology Professional Learning	2.1 Customized Individual Learning 2.2 Use of Video-Based Learning 2.3 Online Training through the KnowBe4 Platform 2.4 Technology-Focused PIRs 2.5 New Hire Training 2.6 Professional Learning Opportunities
3. Hardware & Software Selection, Approval, and Use	3.1 All Hardware and Software Purchasing Coordinated through Information Technology 3.2 New vs Refurbished Equipment 3.3 Google vs Microsoft Applications 3.4 Implement Integrated Communication Tools 3.5 Evaluation, Selection, and Implementation of Single Sign On 3.6 Evaluation, Support, and Maintenance of Classroom Management Application 3.7 Active Directory Password Management 3.8 Providing Current Operating Systems for Endpoint Devices
4. Infrastructure Upgrades for Performance, Reliability, Redundancy, Security, and Safety	4.1 Provide Access and Improvements to Current Private WAN Fiber and Internet Services 4.2 Network Switch Replacement and Standardization 4.3 Wireless Access Increase and Refresh Cycle 4.4 Continued Internet and WAN Bandwidth Monitoring and Evaluation 4.5 Utilize E-Rate Funding for Network 4.6 Digital Classroom and Virtual Offices 4.7 Transition from VMWare to an Alternative Hypervisor 4.8 Complete Replacement of Video Surveillance System
5. Ubiquitous Access	5.1 Maintain 1:1 in Grades 2–6 and 2:1 for Grades K-1 5.2 Maintain 1:1 Program for Grades 7-12 5.3 Support Access with Assistive Technology (AT) 5.4 Equitable Level of Technology Across the District

	5.5 Equitable Access from Home
6. Hardware Maintenance to Enable Reliable and Sustainable Fleet of Equipment	6.1 Refresh Schedule – Minimum Specs, Age, and Warranty 6.2 Achieve 5-year Hardware Replacement Cycle 6.3 Sustainability Model for Grants and Foundation Awards
7. Support Structure to Facilitate Consistent & Uninterrupted Processes and Operations	7.1 IT Support Structure and Processes 7.2 Technology Coaches Support Structure and Processes
8. Security/Privacy to Protect Student and Employee Data	8.1 Annual Security/Privacy Staff Awareness Training 8.2 Security Assessment and Remediation Process 8.3 Montana Pupil Online Personal Information Protection Act 8.4 Evaluate Strategies for Password Management 8.5 Evaluation, Selection, Implementation of Laptop Encryption 8.6 Use of Raptor Visitor Management System 8.7 Provide Data Retention Techniques for Staff Use 8.8 Develop and Regularly Evaluate and Revise, as Needed, Plans for the Incident Response Plan, Disaster Recovery, and Provide Change Management
9. Budget Funding to Support Technology Plan	9.1 Technology Levy Increase 9.2 Grants, Donations and Foundation Awards 9.3 E-Rate Opportunities and Federal Assistance

Goal 1. Technology Curriculum

Objective 1.1 Digital Responsibility at All Levels

Digital literacy, digital citizenship, and cybersecurity have a focus on the safe, legal, and ethical use of both information and technology, by addressing the issues of safety when navigating on the Internet, protecting personally identifying information, preventing cyberbullying, and using intellectual property. This objective is integrated across all technology standards, as well as providing opportunities for explicit direct instruction.

Objective 1.2 Review of Online Content for New and/or Updated Curriculum

As the Curriculum department evaluates new and updated curriculum, they will also evaluate the feasibility of purchasing digital/online content. In addition, Student Services also adds new and updated curriculum for the Special Education classrooms and will comply with the same standards of review and evaluation as the general education Curriculum department. However, they will also consider assistive technology (AT) on an as needed basis and follow the prescribed guidelines as outlined in Objective 5.3.

Evaluation will mirror the District's philosophy of prioritizing the educational value of online content and platforms in support of curriculum standards and a blended learning style which focuses on face-to-face instruction backed with technology exercises as appropriate. Montana's schedule for reviewing the general education curriculum for the next 3 years is:

- 2025-26 – Math, World Languages, English Language Arts & Literacy
- 2026-28 – Based on Montana's OPI curricular review schedule

Objective 1.3 Evaluate Virtual/Online Courses and Textbooks

Virtual and online courses provide the flexibility of being able to take them anytime from anywhere and to fill in gaps when students require specialized transformational learning. GFPS utilizes the Montana Digital Academy platform and students are approved and assigned by building administration. In addition, an Online Grades 7-12 Academy is being developed by GFPS to expand access for both credit recovery and credit accrual. The Curriculum department and District leadership will continue to evaluate these platforms as well as other options available. Further, the Curriculum department will evaluate the feasibility of online textbooks and student digital licenses as compared to the annual consumable textbooks and resource replacement cost. The primary advantage is having the content continually updated. A hardcopy set for each classroom should also be purchased as a backup in case the internet or website is down.

Objective 1.4 Emerging Technology for Future-Ready Learning

GFPS will use a structured process for vetting, piloting, and evaluating new and emerging technology devices, platforms, and educational opportunities to ensure they align with instructional goals, equip students to navigate their futures, and provide a secure and accessible environment. The vetting process will involve collaboration between educators, technology staff, and administrators to assess potential tools based on educational value, data privacy compliance, ease of integration, available professional learning, and cost-effectiveness. Approved technologies will undergo a pilot phase in

select classrooms or schools, during which participants will engage in professional learning before and during implementation. All stakeholders will provide regular feedback on usability, effectiveness, and impact on learning outcomes throughout the pilot phase. A final review will determine whether the technology should be approved for use in the district as is, modified for better implementation, or discontinued. This process ensures the District is able to adequately support, implement, and provide opportunity for advancement with high quality, emerging technology.

Objective 1.5 Generative Artificial Intelligence (AI)

GFPS has established clear guidelines for the responsible and ethical use of artificial intelligence (AI) to enhance teaching and learning while ensuring student safety, data privacy, and academic integrity. AI-powered tools and platforms will be carefully vetted to align with educational goals, comply with data security regulations, and support equitable access for all students. The District will provide school-friendly AI platforms that are designed for educational environments, ensuring they promote critical thinking, creativity, and personalized learning while safeguarding against misinformation and bias. Educators and students will receive training on appropriate AI use, including understanding its capabilities and limitations, fostering digital literacy, and maintaining academic honesty. Ongoing monitoring and evaluation will ensure AI tools remain effective, relevant, and aligned with best practices in education. Through these measures, the District will leverage AI as a supportive resource while maintaining a secure and student-centered learning environment.

Objective 1.6 Technology Industry Pathways Development

The demand for a skilled, qualified workforce in the technology industry continues to evolve. GFPS will foster partnerships with higher education institutions for dual credit programs in various technology-based fields. This educational focus will provide the building blocks for our students to seek a career in a growing and desirable industry.

Current Assessment:

- These objectives are ongoing processes and will be reevaluated and/or modified as needed annually.

Accountability:

- Teachers are accountable for implementing the curriculum and technology standards with students and following procedures for technology use in the classroom.
- The Curriculum department is responsible for reviewing new standards and selecting resources for curriculum.
- The Student Services department is responsible for reviewing and selecting resources for Special Education classrooms.

Support:

- Executive Directors, Curriculum Coordinators, Director of Information Technology, Student Services Coordinators, Principals, and Instructional/Technology Coaches will provide support to teachers.

Measure:

- Completion of training
- Curriculum reviewed and approved
- Programs operational

Funding:

- Instructional Technology Coaches
 - Information Technology General Fund
- New curriculum with online platforms
 - Curriculum General Fund
 - Student Services General Fund

Timeline:

2025-2026	Support ongoing objectives Prepare materials and Information for Technology Levy increase Evaluate running a Technology Levy to support budget - Pending Board Authorization
2026-2027	Support ongoing objectives
2027-2028	Support ongoing objectives

Goal 2. Technology Professional Learning

Objective 2.1 Customized Individual Learning

Instruction on the specific device/application along with integration of curriculum and classroom activity is essential. Our Technology and Instructional Coaches continue to be an integral piece of making technology functional in the classroom. Teachers can make individual appointments with coaches and customize training for their specific needs. GFPS will continue to require professional learning as a condition of use.

Objective 2.2 Use of Video-Based Learning

Video-based learning offers the benefits of being accessed from anywhere at any time, easily shared, engaging, and time-efficient. There are recording platforms, like ScreenCastify and YouTube, that have been approved by GFPS and are available for use. The use of video for both training and instruction in appropriate and beneficial scenarios will continue to be supported.

Objective 2.3 Online Training through the KnowBe4 Platform

GFPS has purchased the KnowBe4 platform for required Human Resources (HR) and Cybersecurity staff training. While KnowBe4 is primarily a training tool for phishing and security awareness training, it also contains modules for regulatory (e.g., FERPA, HIPPA, etc.) and HR (e.g., discrimination, harassment, ethics, etc.) requirements. In addition, custom content can be uploaded for online training specific to GFPS needs. The benefit of this training is that authorized staff can easily push out new training to all or a group of individuals, and it tracks compliance with completing the training.

Objective 2.4 Technology-Focused PIRs

Mastery of technology literacy is an important element of building a foundationally sound, sustainable model of pedagogy in the 21st century. Staff can earn PIR credits by participating in technology-focused courses. These PIR courses will be offered by GFPS annually; aligned with current instructional technology, curriculum, and standards; and intended to maximize the impact technology can have on academic success and achievement.

Objective 2.5 New Hire Training

GFPS will provide at least one full day of new certified staff training in support of setting up login credentials, ensuring correct access, and learning the navigation and case use for the core applications used by GFPS. Ongoing support for access and navigating these applications will be provided by technology and instructional coaches, as needed.

Objective 2.6 Professional Learning Opportunities

In an effort to stay abreast of evolving and emerging educational technology, GFPS will support professional learning opportunities. Each Wednesday, time is dedicated for Professional Learning Communities (PLC). Principals are encouraged to reserve at least one session per year for technology-related training. GFPS will budget annually for

training opportunities such as bringing in speakers, hosting webinars, and sending teams to conferences.

Current Assessment:

- Technology coaching is instrumental in elevating the confidence our staff has in using the technology at their disposal, thereby raising the expectations for their students in its use as well.
- Video-based learning leverages our 1:1 programs in addition to the technology professional learning staff receive each year.
- Continued and increased use of online training to instruct staff in the common Cybersecurity styles will increase our ability to prevent malicious attacks on the District. This resource will also be a considerable training resource for additional GFPS processes.
- As technology continually changes, our PIR training must be continually evaluated and modified to provide the best support for our staff in its use.

Accountability:

- Executive Directors, Principals, Teachers, Technology/Instructional Coaches

Support:

- Information Technology, Human Resources, Principals, and Technology/Instructional Coaches will provide support to teachers.

Measure:

- Completion of training and certifications.
- Renew subscriptions for training tools.
- Progress towards meeting identified needs/skills.
- Training budget established.

Funding:

- PIR and PLC
 - Elementary and Secondary General Funds
 - Curriculum General Funds
 - Building PD Funds
- Technology Coaches
 - Information Technology General Fund

Timeline:

2025-2026	Support ongoing objectives Prepare materials and Information for Technology Levy increase Evaluate running a Technology Levy to support training budget - Pending Board Authorization
2026-2027	Support ongoing objectives Evaluate PIR content
2027-2028	Support ongoing objectives Evaluate PIR Content

Goal 3. Hardware & Software Selection, Approval, and Use

Objective 3.1 All Hardware and Software Purchasing Coordinated through Information Technology

In order to standardize, reduce duplication and costs, and provide adequate support, all hardware and software purchasing should continue to be coordinated through Information Technology to make sure it meets defined specifications and is in alignment with District objectives. In addition, purchases involving new items should be reviewed and approved by a team representing the requestor, Principal, Executive Director, Director of Information Technology, and Technology Coach. All major software and hardware should be centralized and run through the budgets governed by Information Technology. See Appendix A for approved software and hardware. Using the established process for submitting requests for Web 2.0 tools, Information Technology will evaluate requests for Web 2.0, Chromebook, and iPad applications in an efficient and time-sensitive manner. Applications will be reviewed for content, relevance, duplicity, privacy/security concerns, and/or securing data privacy agreements.

Objective 3.2 New vs Refurbished Equipment

In the past, GFPS purchased refurbished equipment based on the economics and cost as compared to purchasing new equipment. Due to hardware failure issues with the refurbished equipment, the department has moved away from this process. With ESSER funding, the District was able to replace all refurbished equipment. The goal remains to purchase new equipment with a minimum of 3 years manufacturer warranty when economically feasible as currently the cost of Chromebooks are becoming substantially more expensive than in the past. Due to this increase in price, in 2025, the Board allowed a one-time purchase for new Chromebooks without the extended warranty. Any continued purchasing of new equipment, with the additional cost of the extended warranty, will require additional funding, such as a Technology Levy, to sustain.

Objective 3.3 Google vs Microsoft Applications

Both Google for Education and Microsoft's suite of applications provide a very rich and robust learning environment. While each has their strengths and weaknesses, they both play a prominent part in the set of tools used at GFPS. It is the recommendation that GFPS remain in a hybrid model and support both platforms. The simplicity of Google delivers an ideal setting for the classroom, while our community business leaders continue to express that prospective candidates should know Microsoft products to be productive in their environment.

Objective 3.4 Implement Integrated Communication Tools

GFPS's 2024-27 Strategic Plan goal for Stewardship and Accountability is to develop and implement a comprehensive communication plan to improve communication between the district, staff, parents, students, and the community. The District will work to provide a suite of communication products that include website hosting, mass notifications,

teacher-parent communication, and a mobile app to produce a cohesive and as homogenous communication platform as possible.

Objective 3.5 Evaluation, Selection, and Implementation of Single Sign On

A recent study done by NordPass indicated the average person has 100 passwords to remember. Security best practices specify that individuals should not reuse passwords and have a unique one per application. Password management is often a complaint with over 200 applications approved for use, to include required curriculum platforms, within the GFPS inventory of applications. Single Sign On (SSO) technology allows a user to sign on once with a single password and then have access to all applications for which the person is approved for without requiring additional login credentials for each one. The main benefit is only having to remember one password with immediate access to the most commonly used platforms. However, the caution is if the password is compromised, it is compromised across many applications. The Information Technology department is currently in the process of implementing SSO for the District that will simplify most of the current application logins. We will continue to work to make this process unilateral for all remaining applications and evaluate the implementation and security of this password management approach.

Objective 3.6 Evaluation, Support, and Maintenance of Classroom Management Application

Management technology allows classroom teachers the ability to monitor a student's use of computers to ensure that they stay on-task. This technology continues to evolve, requiring GFPS to now shift from implementation to continual evaluation of the current product and its ability to provide this capability with newer equipment and operating systems. The Technology Department will continue to periodically evaluate how well our current Classroom Management solution works in our environment and its ability to provide classroom teachers this functionality.

Objective 3.7 Active Directory Password Management

In the past, managing passwords, especially at the beginning of the school year, was time-consuming and frustrating to staff and students. In addition, trying to change a password off the GFPS network was not possible. Due to this, the District implemented an application to allow staff and students the ability to change their passwords from the GFPS Bookmarks page. This allows the changing of passwords from a web browser even when not on the District network. Having the capability for staff and students to change their password from anywhere using any device, along with a self-administered password reset utility, has helped reduce calls to the help desk and instructional time lost waiting for resets to happen.

Password management is one of the primary cybersecurity defenses the District employs to safeguard our network, staff, and students against loss of private information. We are not alone in this as the current Cybersecurity & Infrastructure Security Agency's (CISA) password suggestions are: 1) password lengths of at least 16 characters; 2) mixed characters including numbers, uppercase letters and special characters; and 3) mandate password changes every 90 days without reuse of the last 8 previous passwords.

Because of working with a student population who is learning how to manage passwords, GFPS has opted to use the following password protocols: 1) password length must be at least 8 characters; 2) include at least three of the four character combination of uppercase letters, lowercase letters, numbers, and special characters; and 3) password changes must happen annually or whenever compromised without reuse of the last 3 previous passwords. Staff are set to automatically require Active Directory (AD) password resets annually, while student AD passwords are manually reset at the beginning of each school year.

Objective 3.8 Providing Current Operating Systems for Endpoint Devices

As technology progresses, the most fluid and fast-changing aspect is the Operating System (OS) on the devices we use. GFPS, with ESSER Funds, updated all staff laptops, provided a District-wide 1:1 program for students grades 2-12, and a 2:1 program for students K-1st grades. These hardware purchases came with the most recent operating systems at the time. As time progressed, the provided OS aged and became a “past version” to newer versions (e.g., Windows 10 moved to Windows 11, etc.). The Technology Department will continually evaluate newer versions of OS and how they will interact with the District software applications across all departments. As the newer OS is vetted, it will be installed on all capable devices. This will be an ongoing process to ensure that our programs interact reliably and provide security enhancements that come with updated operating systems.

Current Assessment:

- The established process for evaluating hardware and software applications will continue to be evaluated for speed and accuracy.
- Purchasing new equipment in lieu of refurbished equipment will continue to be the standard for future technology purchases.
- Information Technology will continue to support curriculum efforts to expand both Google and Microsoft applications as they are evaluated to be beneficial to the District.
- In the summer of 2025, the implementation of an integrated communication tool will be completed after the pilot has been evaluated and proven in performance.
- Single Sign On (SSO) will be implemented in the summer of 2025 with yearly evaluation of additional applications to the SSO as deemed necessary by the District.
- Our current Classroom Management Technology platform will be evaluated for any beneficial upgrade as well as any newer technology that may benefit GFPS.
- Ongoing staff familiarization with District Active Directory password management, as well as continuation of new staff training, will benefit staff use.
- As newer Operating Systems (OS) become available, they will be vetted against our current environment and implemented, if advantageous.

Accountability:

- Executive Directors, Principals, Administrative Assistants, Information Technology, Technology/Instructional Coaches

Support:

- Information Technology, Principals, Administrative Assistants, Technology/Instructional Coaches

Measure:

- Policy and procedure for hardware and software purchases
- Standardize and streamline communication using an integrated solution
- Teachers able to monitor students' work and prevent misuse
- Improved and simplified management of passwords

Funding:

- Infrastructure and Endpoint Refresh
 - Technology Levy Budget
 - Building Technology Funds
 - Information Technology General Fund
- Instructional Technology Coaches
 - Information Technology General Fund
- Microsoft Licensing
 - Technology Fund
 - Technology Levy

Timeline:

2025-2026	Implement SSO Implement Integrated Communications Application Refresh endpoint devices as able with current funding Evaluate the current Classroom Management Application Prepare materials and Information for Technology Levy increase Renew subscriptions to PowerSchool, Frontline Leverage E-Rate funding for refresh of any Network Infrastructure hardware purchase Evaluate running a Technology Levy to sustainability of objectives - Pending Board Authorization
2026-2027	Support ongoing objectives Refresh endpoint devices as able with current funding Leverage E-Rate funding for refresh of any Network Infrastructure hardware purchase
2027-2028	Support ongoing objectives Refresh endpoint devices as able with current funding Leverage E-Rate funding for refresh of any Network Infrastructure hardware purchase

Goal 4. Infrastructure Upgrades for Performance, Reliability, Redundancy, Security, and Safety

Objective 4.1 Provide Access and Improvements to Current Private WAN Fiber and Internet Services

The installed dedicated dark fiber system provides GFPS with its network between sites as well as to the outside world. This fiber network has the capability to expand and provide foreseeable increases in the District's network speed requirements. Although the fiber network is dedicated to the District, the actual connections are not District-owned. The District leases, by agreement and funded by the federal E-Rate program, the use of the fiber network. The Internet Service Provider (ISP) that provides the District with internet services is also funded using the E-Rate program. These agreements allow the District to not only continue to provide quality and dependable network services between sites but also provides the capability to expand those services as future demands may dictate, based on periodic evaluation by the Technology Department.

Objective 4.2 Network Switch Replacement and Standardization

While desktop computers and laptops generally follow a five-year industry standard replacement schedule, network components typically do not. By and large, network components are replaced due to end of support by vendors, equipment failures, lack of functionality needed for new technology, or inability to integrate with other network components. It is best practice to standardize with a single manufacturer to simplify management and replacement, ensure compatibility and performance, and reduce training and vendor relationships. GFPS currently employs Brocade ICX series switches as our standard model. Portable network switches, used when wiring is not available, should be avoided if possible and only employed if approved and installed by the Technology Department. In 2025, the current inventory of network switches will be two years old.

Objective 4.3 Wireless Access Increase and Refresh Cycle

Trends continue to indicate that school districts are adopting more mobile technology to allow greater flexibility within and between classrooms; GFPS is no different. Wireless technology continues to advance and has become a stable, reliable, and efficient form of data communication, reaching speeds of up to 1 gigabit per second (Gbps). There are multiple factors, however, that can influence performance and present challenges. The District currently has Ruckus R750 wireless access points which were refreshed in 2024. Although these access points are currently providing adequate coverage, we continue to grow our inventory of wireless devices past even our 1:1 and 2:1 programs. GFPS will continue to refine the implementation by conducting post wireless surveys and tweaking configurations to achieve maximum performance. The goal will be to provide complete building coverage for each school, which may require additional access points and an upgrade at some point in the future.

Objective 4.4 Continued Internet and WAN Bandwidth Monitoring and Evaluation

For the 2025-2026 school year, the FCC recommended the target of at least 1 Mbps internet service for each student. That estimate has not changed since 2022 when the previous Technology Plan was written. GFPS currently provides a 10 Gbps internet service via our dark fiber WAN network. Currently our monitoring shows we are only using 20% of that capacity. We will continue to monitor and make recommendations on any needed increases in our service bandwidth, but there is no foreseeable need at this time to consider this. Some exploration of an auxiliary or failsafe network provider to ensure connectivity in the event of failure of service by the primary provider has been conducted. Unfortunately, that would not be possible with our current dark fiber provider per contract. Any such failsafe network would also require complete funding by the District, making the expense exorbitant.

Objective 4.5 Utilize E-Rate Funding for Network

The federal E-Rate program continues to be an integral part of keeping our infrastructure up to date. Eligible schools and libraries can submit RFPs for broadband equipment and services, through a competitive bidding process. Instruction on digital citizenship is not only an educational obligation but a requirement for the E-Rate federal program, which provides the District with affordable broadband equipment and services. GFPS must comply with the Children's Internet Protection Act (CIPA, see Appendix B) in order to participate in E-Rate. Awards must be approved by Universal Service Administrative Company (USAC), and reimbursement percentage is based on the free and reduced lunch rate of the school district. As of 2025, GFPS's reimbursement rate is 80%. This program allows us to purchase network switches, wireless access points, Cat 6 wire, fiber optic cable, and internet and WAN services for an affordable amount. We would not be able to afford it without this program. As of the writing of this plan, the current expectation is that the FCC-controlled E-Rate program will continue in the current political climate.

Objective 4.6 Digital Classroom and Virtual Offices

The Covid pandemic taught us that we need to be prepared to support remote learning. GFPS believes there will always be some form of remote learning, including homebound students. Due to this belief, the District will retain the functionality to support remote learning through various virtual meeting applications and digital classroom hardware for both instruction and administrative use. These technologies, along with our 1:1 program, will allow teachers to be prepared to implement remote learning should it be needed again.

Objective 4.7 Transition from VMWare to an Alternative Hypervisor

GFPS's virtual environment consists of multiple virtual servers (e.g., PowerSchool, our Student Information System) that sustain and provide electronic files and network processes for the District. These servers exist on a virtual hypervisor provided by a virtualization software called VMWare, which requires licensing. In 2024, VMWare was purchased by a company called BroadCom. This acquisition allowed BroadCom to significantly increase licensing charges, up to 300% of the original costs, for customers who were current VMWare customers. This created an untenable financial situation for GFPS to maintain and continue to use VMWare as our virtualization product. At this

point, plans have been made to transition the District's virtual environment to an alternative hypervisor that is economically feasible to maintain. This plan was created in three phases: 1) maintain VMWare licensing for an additional year (2026); 2) purchase parallel server infrastructure and alternative hypervisor software platform; 3) and, once a new hypervisor environment is established, implement transition of all GFPS servers to the new hypervisor environment.

Objective 4.8 Complete Replacement of Video Surveillance System

GFPS currently has over 1,000 cameras installed, and every building is covered with a basic campus-wide system. Due to the District's old video surveillance system being placed on the FTC ban list as a threat because of security vulnerabilities in the software, GFPS applied for a grant through the COPS School Violence Prevention Program to replace all old cameras and recorders in the middle and high schools. The old elementary school cameras and recorders were replaced with ESSER funding. Currently only the District Office Building (DOB), the Annex, and the Little Russell Maintenance/Technology building are left to be replaced. The District will evaluate the budget to replace these remaining cameras and recorders in 2025.

Current Assessment:

- The current E-Rate contract for our dark fiber network will end in 2028 with the option for two 1-year extensions. This will allow us to be budgetarily stable for this service.
- The current network infrastructure switches have lifetime warranties and are fully capable of increased bandwidth should GFPS require it.
- Wireless access in all schools is adequate for current needs, and those WAP units are new technology with current wireless standards.
- Bandwidth requirements for GFPS fall well below 50% of our current capacity.
- The E-Rate program will continue to be used to fund high-cost network infrastructure components and services.
- The continued benefit of virtual classroom and office capabilities will require this functionality to remain and be updated as needed.
- Our current virtualization environment will become financially untenable requiring a transition to a new virtualization environment.

Accountability:

- Information Technology

Measure:

- Video Surveillance system replaced at DOB, the Annex, and Little Russell complexes
- Continue with upgrades to virtual classroom and office applications as they become necessary
- Refresh cycle for network infrastructure continued with E-Rate 5-year funding cycle
- Successful virtualization environment transition

Funding:

- Dark Fiber Network Lease
 - E-Rate Program

- o Technology Fund
- Category 1 Network Access / Dark Fiber Lease and Category 2 Network Infrastructure components (Switches, Routers, Firewall, Access Points)
 - o E-Rate Program funding at 80% of cost
 - o Technology Fund
- Remaining video security replacements
 - o Security Grant
 - o Facilities Fund
- Virtual classroom upgrades
 - o School Technology Fund
- Virtual office technology
 - o Technology Fund
- Virtualization environment transition
 - o Technology Fund
 - o TBD - Technology Levy

Timeline:

2025-2026	Replace existing firewall with a current device using E-Rate Program Secure 3-year lease on dark fiber network Monitor WAN/Internet bandwidth File annual E-Rate RFPs as needed Completion of video surveillance system at DOB, the Annex, and Little Russell Complexes Transition from VMWare to alternative Hypervisor Environment Evaluate running a Technology Levy to sustainability of objectives - Pending Board Authorization
2026-2027	Monitor WAN/Internet bandwidth File annual E-Rate RFPs as needed for network refresh Evaluate any virtual classroom and office technology needs
2027-2028	Monitor WAN/Internet bandwidth Make plans to upgrade WAN/Internet bandwidth if required File annual E-Rate RFPs as needed for network refresh

Goal 5. Ubiquitous Access

Objective 5.1 Maintain 1:1 in Grades 2–6 and 2:1 for Grades K-1

GFPS currently maintains a 1:1 student to device ratio in elementary grades 2-6. Chromebooks are assigned to students, but they remain in the building; only if a remote learning situation warrants it will Chromebooks be taken home. The 1:1 ratio has been accomplished using one-time only funding. To maintain this proportion into the future, an increase in Technology Levy funding will be necessary. Kindergarten and First Grade share one set of Chromebooks between two classrooms (2:1). Their time on Chromebooks is minimal and approved applications are fewer, so a shared environment is appropriate for this group. If time on devices needs to increase due to additional learning platforms, GFPS will consider moving grades K-1 to a 1:1 student to device ratio. This will also need to be factored into a request for an increase in Technology Levy funding.

Objective 5.2 Maintain 1:1 Program for Grades 7-12

At the secondary level, grades 7-12, GFPS adopted a model that provides a device to each student. At the high school level, grades 9-12, devices are assigned to students when they are a freshman or as a new incoming student. The student will care for and use this device throughout the remainder of their high school careers. At the middle schools, students are assigned devices by the school. All students, grades 7-12, are able to take devices home but are responsible for the care and condition of their devices. Devices are checked out every fall and then checked in at the end of each school year to account for inventory and assess for damages to ensure all devices are maintained in good working condition. This checkout and check-in process is managed at the building level with the support of GFPS technicians. Students will be assessed fines for damaged, lost, or unrepairable devices. Student families have the option to annually purchase a device insurance policy for a nominal fee as damage protection.

Objective 5.3 Support Access with Assistive Technology (AT)

Assistive Technology (AT) must be considered for all students with disabilities who have an IEP (Individualized Education Plan) and/or 504 plans. Individualized plan teams must consider if a student's functional capabilities could be increased, maintained, or improved through the use of AT devices or services. The purpose of AT is to remove barriers, improve access to curriculum and educational materials, and help students reach their educational goals. GFPS is dedicated to supporting students with disabilities and uses District-specific AT guidelines to support education teams with the AT decision-making process. The District employs an Assistive Technology Team (ATT) that also includes the Director of Information Technology, one Technology Coach, and at least one of the following: Student Services Coordinator, Special Education Teacher, Occupational Therapist, Physical Therapist, and/or Speech Language Pathologist. The ATT will identify potential AT (e.g., devices, extensions, apps, software, alternative access) for students with disabilities to help ensure that all students have the technology required for educational participation and benefit, conduct a trial of a selected AT with students with disabilities, and evaluate each tool's effectiveness. Following the trial and evaluation period, the team will determine if the AT will be pursued for purchase by the District as is,

modified for better implementation, or discontinued. The team will also develop a plan for professional learning to support staff's ability to implement any purchased AT.

Objective 5.4 Equitable Level of Technology Across the District

Both the Belief Statements of the District and this Technology Plan contain language pertaining to equity in instruction and equity in access to tools to achieve academic success. Technology equity will be maintained in three ways:

- A consistent level of funding for technology per student per school.
- Maintaining a 1:1 student to device ratio in grades 2-12 and 2:1 student to device ratio in grades K-1.
- Maintaining an inventory of similar device types and models for every school.

Supplemental funding sources (e.g., grants, Title funding, etc.) will challenge equity at times, but continued, careful oversight and planning, and a balance of building, District, and Technology funding will keep the system in check.

Objective 5.5 Equitable Access from Home

The number of applications GFPS uses to educate our students increases each year. Access to these applications for our 9th-12th grade students through the 1:1 program depends on internet access inside as well as outside of our schools. In years past, this was a concern as internet access from those households that were without an Internet Service Provider (ISP) did not give the access required for the students to use their device. Current cell technology has resolved the majority of these instances by allowing all cell phones to have a hotspot connection to the cellular network for internet access. Additional access considerations have been made by retaining a small number of the Verizon hotspots the District used during Covid.

Current Assessment:

- Currently Assistive Technology has become more centralized in management, allowing quicker response to changes needed.
- Continued assessment of newer AT that can benefit GFPS will ensure that students' needs continue to be met.
- New technological advances make mobile hotspots less critical, but reserves will be kept for unforeseen needs.

Accountability:

- Information Technology, Executive Directors, Principals, Student Services

Measure:

- Additional 2000 mobile devices purchased in 2025 to support students
- Establish and maintain 20% refresh of endpoint devices annually
- Annual technology plan review for each school
- Annual Assistive Technology needs review

Funding:

- Assistive Technology
 - Student Services General Fund

- Devices
 - Technology General Fund
 - Building Funds
 - Technology Levy

Timeline:

2025-2026	Reevaluate and implement any Assistive Technology needs Prepare materials and Information for Technology Levy Evaluate running a Technology Levy to support training budget - Pending Board Authorization Annual technology plan with each school – maintain equity Maintain 1:1 and 2:1 programs
2026-2027	Reevaluate and implement any Assistive Technology needs Annual technology plan with each school – maintain equity Maintain 1:1 and 2:1 programs
2027-2028	Reevaluate and implement any Assistive Technology needs Annual technology plan with each school – maintain equity Maintain 1:1 and 2:1 programs

Goal 6. Hardware Maintenance to Enable Reliable and Sustainable Fleet of Equipment

Objective 6.1 Refresh Schedule – Minimum Specs, Age, and Warranty

It is understood that over time, computer equipment will need to be replaced due to lack of performance and/or failure, end of support by vendors, end of warranty, specifications that no longer meet software requirements, and/or lack of functionality needed for new technology. On an annual basis, the Technology Department will identify the minimum and preferred specifications needed to keep equipment at a level that achieves a reliable and acceptable level of performance. Equipment that falls below this level will be tagged and renamed to indicate it is not to be replaced. The Director of Information Technology, one instructional coach, and one IT core tech will meet with the Principal and the teacher tech representative at each school to review the current inventory of equipment and develop a building technology plan that melds needs and goals with replacement of aging equipment. See Appendix C for a list of current minimum and preferred specifications and equipment that is on the “To Be Replaced” list.

Objective 6.2 Achieve 5-year Hardware Replacement Cycle

In conjunction with Objective 6.1, Information Technology will strive to maintain an industry standard five-year hardware replacement cycle for staff and student computers. Driving factors to accomplish this initiative are funding in the form of Technology Building Funds for each school as well as additional funding sources such as a possible Technology Levy, grants, and other options that become available. Currently our goal is to replace approximately 2,500 computers a year, once the plan is fully operational.

Objective 6.3 Sustainability Model for Grants and Foundation Awards

It is understood that GFPS as a district, individual schools, and its staff members will apply for and receive grants that involve technology components from various sources, such as the GFPS Foundation, school PTAs, and other outside sources. While grants can be an asset, they also present a challenge on how to sustain the technology after the grant ends or the technology reaches end of life. As part of the grant application process, the requestor is expected to develop an equipment sustainability model that is reviewed by a district grant review team in conjunction with the grantor itself. The District does not automatically inherit the burden of sustainability using Technology Budget funds. The sustainability model may vary widely with each grant and can range from full replacement indefinitely to no replacement, which would lead to the technology being discontinued after its usable life.

Current Assessment:

- Older equipment is replaced pending available funding along the 5-year refresh cycle goal.
- Funding is the primary factor as equipment purchased with ESSER funds are of the same age making a complete refresh unrealistic. In-house support and repair capabilities are key to sustaining current devices.
- Existing budgets for schools are insufficient to replace aged units.

Accountability:

- Information Technology, Principals, Technology Coaches

Measure:

- All computers on 5-year refresh cycle

Funding:

- Devices
 - Technology General Fund
 - Technology Levy
 - Grants
 - Foundation Awards

Timeline:

2025-2026	Annual technology plan with each school – needs and replacement Review Grant/Foundation Sustainability Models as needed Replace equipment based on 5-yr schedule and specifications Evaluate running a Technology Levy to sustainability of objectives - Pending Board Authorization
2026-2027	Annual technology plan with each school – needs and replacement Review Grant/Foundation Sustainability Models as needed Replace equipment based on 5-yr schedule and specifications
2027-2028	Annual technology plan with each school – needs and replacement Review Grant/Foundation Sustainability Models as needed Replace equipment based on 5-yr schedule and specifications

Goal 7. Support Structure to Facilitate Consistent & Uninterrupted Processes and Operations

Objective 7.1 IT Support Structure and Processes

IT Support is implemented by a structured response from the three divisions of the Technology Department:

- Field and Core Technicians handle all Help Desk requests submitted by the District staff. These tickets are prioritized by the Lead Technician and scheduled for resolution. Processes such as remote assistance, phone support, and physical visits to the staff who submitted the ticket are used to resolve the issues.
- Data Center staff handle issues that pertain to applications, data retrieval, networking or connectivity issues, and infrastructure configuration problems that affect the District Network.
- Technology Coaches in the elementary and secondary schools assist staff with the use and optimization of the District applications and devices used in the classrooms and the school administration. These coaches also are involved in the annual new staff onboarding process and guest teacher orientation/trainings, teaching district processes and applications.

Ongoing efforts to continually improve the effectiveness and efficiency of IT support include the following actions:

- Regular evaluations of the Incident Management Process
 - Help Desk response and evaluation process keyed on prioritization, time to resolution, and frequency of events. These will be primarily evaluated by Help Desk reports.
 - Data Center response to requests based on completion times and achieving scheduled reports. Upcoming deadlines will be placed on the Data Center calendar by District administration or the Director of Technology. Weekly Data Center meetings will keep these projects on track and on time.
 - Technology coaching requests by staff for instructional practices using applications and hardware used in the classrooms. Common requests will be added to staff professional learning and new staff onboarding as needed.
 - Monthly department meetings, including all three of the divisions, are held to optimize responses each division sees in the schools. This enables all three divisions to collaboratively resolve issues by pooling resources and skill sets.

- Employ a Change Management Process for the Department
 - Evaluate system changes for benefits/risks
 - Prioritize changes for greatest benefits
 - Thoroughly test changes
 - Back out plan if change fails
 - Proper communication of changes
 - Process for emergency changes

Objective 7.2 Technology Coaches Support Structure and Processes

Technology instructional coaches provide timely, tailored support by providing orientation, guidance, and troubleshooting on the navigation of relevant hardware and platforms; collaborating with teachers to design engaging, tech-rich lessons; modeling or co-teaching strategies; and fostering reflective practices for continuous improvement. To improve the effectiveness and efficiency of this support, GFPS emphasizes customized training (aligned with Goal 2), requires training as a condition of use, and encourages the development of technology-focused professional learning opportunities during technology-focused PLCs, PIRs, and cafes. Technology coaches are accessible to staff via email and/or phone.

Current Assessment:

- Staff are not always consistent in their individual use of Help Desk.
- Continued education of staff as to which Technology Division can resolve a problem.
- Help Desk reporting can be used more to evaluate response, resolution, and give insight to Coaches for possible professional learning opportunities.
- Technology Department meetings can provide interdepartmental resources for issues facing each group.
- The time to train teachers is limited and substitutes are not available to fill in.
- Technology is not a priority at PLCs.

Accountability:

- Information Technology, Principals, Staff

Measure:

- Incident and Change Management processes in place
- Help Desk reporting used to evaluate response, resolution, and common requests
- Help Desk ticket system used for 80% of reporting requests
- Flowchart for support resources identification
- Customized training for individuals; Video training
- Technology professional learning conducted in at least 1 PLC annually

Funding:

- Information Technology Field and Core Technicians, Data Center staff, Instructional Coaches
 - Information Technology General Fund
- Technology Levy
- Professional Learning Funds

Timeline:

2025-2026	Evaluate and make changes by Change Management System Monthly Technology Department meetings during school year Weekly Data Center meeting on projects and timelines Monthly evaluation and reporting of Help Desk ticket response and resolution Monthly meetings with Department Leads and Director
2026-2027	Evaluate and make changes by Change Management System Monthly Technology Department meetings during school year Weekly Data Center meeting on projects and timelines Monthly evaluation and reporting of Help Desk ticket response and resolution Monthly meetings with Department Leads and Director
2027-2028	Evaluate and make changes by Change Management System Monthly Technology Department meetings during school year Weekly Data Center meeting on projects and timelines Monthly evaluation and reporting of Help Desk ticket response and resolution Monthly meetings with Department Leads and Director

Goal 8. Security/Privacy to Protect Student and Employee Data

Objective 8.1 Annual Security/Privacy Staff Awareness Training

It has been chronicled repeatedly that humans are the weakest link in an organization's cybersecurity line of defense. This is why the primary method of attack for a bad actor is exploiting human behavior using social engineering tactics, phishing, and malicious websites as examples. It is very important that staff are aware of these types of campaigns and know how to identify and report them. GFPS will continue to use the KnowBe4 training platform to conduct annual, required security awareness training to help mitigate cybersecurity threats.

Objective 8.2 Security Assessment and Remediation Process

GFPS employs a Security Specialist whose primary responsibility is monitoring, evaluating and strengthening our Cybersecurity capabilities and defenses. This process includes continual penetration tests from outside of the District to evaluate cyber threat footprints (i.e., exposure to attacks). Any weaknesses found are strengthened or removed to prevent malicious access from that point. In addition to this ongoing threat assessment, modern equipment to prevent access to our users from malicious websites, such as the District firewall and content filtering, is in place and continually updated. Finally, our endpoints are monitored by software that identifies and prevents attacks that somehow evade the other security measures.

While this mesh of preventative measures is proving adequate, the process of securing the network and ensuring the protection of personal information is an ongoing and continuous effort, requiring diligence to evaluate and add additional or different security measures as they become necessary.

Objective 8.3 Montana Pupil Online Personal Information Protection Act

In 2019, the Montana State Legislature passed HB745 which enacts student online personal information protection. As a Local Education Agency (LEA), schools and online software vendors are obligated to protect personal student information located in the cloud. MTSBA has developed a Montana Data Privacy Agreement which encompasses the requirements of HB745. Staff are required to submit a request for the use of software, apps, and websites before using and if found to house personal student information, will be required to execute a data privacy agreement (DPA) between GFPS and the software vendor. The DPA is a legally binding contract holding the online software vendor responsible for any breach or misuse of student data.

Objective 8.4 Evaluate Strategies for Password Management

A security protocol requiring all Active Directory (AD) passwords to be reset annually has been implemented District-wide. All student AD passwords are reset at the beginning of every school year, and staff are required to change their AD password 364 days from the last password reset. The Change Password website is available online securely from

anywhere on any internet-accessible device, which allows both staff and students to reset their passwords without IT helpdesk support. In addition to AD passwords, all other GFPS and curriculum platforms requiring passwords for access will be managed with Single-Sign-On starting in the school year 2025-26 (see Objective 3.8).

Objective 8.5 Evaluation, Selection, Implementation of Laptop Encryption

District-wide activation of endpoint encryption must be centrally managed by the Technology Department. Control of this allows the Data Center the ability to access the devices as needed for security and backing up of information. Currently the District laptops are all backed up centrally in case of loss or damage. This process complicates the concept of endpoint encryption as the backup process must access the drives to back them up.

The Technology Department will continue to investigate the possible options to not only continue the backups of endpoints but to also increase security of the information on the endpoints against theft or malicious cyber-attacks.

Objective 8.6 Use of Raptor Visitor Management System

While the Raptor Visitor Management system provides an option for both security and accountability in times of emergency, the cost of the system has been a mitigating factor for all schools to fully implement. With the current funding outlook for the District, the program possibly will be on hold until either additional funding is available to complete it or another application/product is found that can give comparable functionality to the remaining schools.

Objective 8.7 Provide Data Retention Techniques for Staff Use

Currently the District has enabled Google Vault to retain indefinitely all staff Google Drive content. Microsoft OneDrive is available for staff to use regarding Microsoft application content and is also available for indefinite retention, in addition to the in-place backup of staff laptops via the Data Center.

Objective 8.8 Develop and Regularly Evaluate and Revise, as Needed, Plans for the Incident Response Plan, Disaster Recovery, and Provide Change Management

GFPS will continue to develop and modify, as needed, critical management plans. As new technologies, new equipment with new capabilities, and other technological advancements that GFPS incorporates into our network these plans will be modified to reflect the most current best practices.

- District Incident Response Plan
 - Incident Response Team - roles and responsibilities
 - Detection and Analysis
 - Containment
 - Eradication
 - Recovery
 - Communication

- District Technology Change Management Process
 - Evaluate system changes for benefits/risks
 - Prioritize changes for greatest benefits
 - Thoroughly test changes
 - Back out plan if change fails
 - Proper communication of changes
 - Process for emergency changes
- District Disaster Recovery Plan
 - Disaster Recovery Team – roles and responsibilities
 - Scope of plan
 - Identify and assess disaster risks
 - Critical applications and resources
 - Priority for restoration
 - Backup and off-site storage
 - Test DRP

Current Assessment:

- Staff are doing well but need continued phishing testing.
- Regular risks change, and reassessment of critical processes is needed.
- The Cybersecurity Specialist does regular pen testing and evaluation.
- Online applications are being vetted for student data privacy regulations.
- Password reset is available, but the staff need more instruction on use.
- There is no encryption on mobile devices, but they are backed up remotely.
- The Raptor system is in some schools, but not all, and alternative technology needs to be evaluated for schools that do not have this system.
- Cloud-based document storage backup is enabled, but staff need more instruction on use.
- Incident Response and Disaster Recovery plans need to be reevaluated and updated using Change Management.

Accountability:

- District Leadership, Executive Directors, Information Technology, Principals, Staff

Support:

- Information Technology, Technology Coaches, Executive Directors, Principals, Staff

Measure:

- Phishing Tests with notable growth in recognition
- Identified risks and security from regular testing are resolved
- Maintain compliance with Montana HB745
- Staff education in goal objectives evident from Help Desk reporting
- Resolve encryption/remote backup issue
- Cost and functionality of alternative visitor management system for schools found
- Incident Response and Disaster Recovery plan revised and tested

Funding:

- Information Technology General Fund
- Technology Levy
- E-Rate Program

Timeline:

2025-2026	Install and configure new firewall – evaluate capabilities and use Change Management to proceed with additional cybersecurity planning Use E-Rate to secure updated content filtering solution Purchase Splunk and Nexuss for pen testing and logging of network attack surface and event logging Evaluate any additional needs for centralized cybersecurity response Evaluate and incorporate additional staff instruction resources for password and online storage access Set timeline for Incident Response and Disaster Recovery plan achievement – evaluate in summer 2026
2026-2027	Evaluate and use Change Management to resolve any identified cybersecurity points of concern Evaluate staff cybersecurity awareness with KnowB4 testing
2027-2028	Evaluate and use Change Management to resolve any identified Cybersecurity points of concern Evaluate staff cybersecurity awareness with KnowB4 testing

Goal 9. Budget Funding to Support Technology Plan

Objective 9.1 Technology Levy Increase

GFPS introduced a Technology Levy in 2003 to cover computer-related expenses. As of the writing of this plan, this levy has not been adjusted for changes in ANB, cost of equipment, development of technology curriculum, or modern technological improvements. The current funding for technology is woefully below the average for AA Districts in the state and inadequate to meet current needs. It is the recommendation that the Budget Committee consider endorsing a revised Technology Levy that provides adequate funding for annual infrastructure and network wiring requirements, new and replacement computer equipment, training, support, and professional development to the full School Board. The School Board must consider that a new levy would replace the existing perpetual levy and sunset after 10 years.

Objective 9.2 Grants, Donations and Foundation Awards

GFPS will continue to investigate prospects for technology grants and foundation awards. Per Objective 6.3, all applications for technology grants and awards will need to include a sustainability plan.

Objective 9.3 E-Rate Opportunities and Federal Assistance

While in the past, the FCC and USAC have occasionally considered other funding opportunities to assist qualifying LEAs in special circumstances. As a reference, in July, 2021, the FCC authorized \$7.17 billion for the Emergency Connectivity Fund (ECF) which funded technology tools and services to support remote learning during the Covid emergency period. In addition, the Elementary and Secondary School Emergency Relief (ESSER) fund provided emergency relief funds to address the impact of Covid. GFPS will evaluate any future opportunities as they become available and determine if any are viable and feasible for the District.

Current Assessment:

- The current budget is not adequate to meet current needs.

Accountability:

- School Board Budget Committee, Superintendent, Director of Business Operations, Director of Information Technology, Principals

Measure:

- Annual revenue stream that supports objectives of the Technology Plan

Funding:

- Technology levy
- Technology grants, donations, and foundation awards
- Special circumstance grants through federal and local agencies

- Dark Fiber Network Lease
 - E-Rate
 - Information Technology General Fund
- E-Rate Program

Timeline:

2025-2026	Work with Principals for PTA and other donations Continue to leverage E-Rate funding where applicable Investigate technology grants and foundation awards Prepare School Board Budget Committee with Technology Levy info Evaluate running a revised Technology Levy - pending Board acceptance
2026-2027	Work with Principals for PTA and other donations Continue to leverage E-Rate funding where applicable Investigate technology grants and foundation awards
2027-2028	Work with Principals for PTA and other donations Continue to leverage E-Rate funding where applicable Investigate technology grants and foundation awards

Appendix A. Approved Software and Hardware

Software

[GFPS Web 2.0 Tools](#)

Hardware

Computers

CHROMEBOOK 11 3100-IN STOCK
Dell Optiplex 7040-STAFF USE-IN STOCK
Dell Optiplex 7050-Student Use-IN STOCK
DELL OPTIPLEX 7090-NEW-IN STOCK
Dell Latitude 3310 Laptop
Dell Latitude 5420 Laptop 14 inch-NEW-IN STOCK
Dell Latitude E5470 Laptop-IN STOCK

Computer Carts

EarthWalk VC32.3 for Chromebook 3100/3400 w/univer
EarthWalk VC32 for Chromebk 3180/3189 w/bin
EarthWalk VC32 for Latitude E6440 w/bin
Luxor Charging Cart - 30U

Computer Monitors

Dell 17in LCD Computer Monitor - IN STOCK
17in Flat Panel Computer Monitor - NO CHARGE
Dell 19in LCD Computer Monitor
19in Flat Panel Computer Monitor - NO CHARGE
Dell 20in LCD Computer Monitor
Dell 22in LCD Computer Monitor
Dell 24in LCD Computer Monitor

Document Cameras

AVer 8MP 60fps Document Camera
AVer M17-13 13MP 60fps Document Camera
AVer Power Adapter for Document Camera
HoverCam Solo8 Plus Document Camera
AVer F17-8M Flex Arm Document Camera
AVer F50-8M Flex Arm Document Camera
AVer Microscope Adapter for Document Camera
AVer M70W Document Camera
AVer U70+ 13MP USB Powered Doccam

Printers/Scanners

Canon imageFormula DR-M160II Scanner
HP LaserJet Pro M227fdw
HP LaserJet Pro M404n
HP LaserJet Pro M454dn Color Printer
HP LaserJet Enterprise M607n Printer
HP LaserJet Enterprise M612dn Printer
HP LaserJet Enterprise M652dn Color Printer

Projectors / Interactive Panels

Promethean ActivPanel V6 70in Display
Promethean ActivPanel Touch Mobile Stand for 70in
Promethean ActivPanel V6 75in 4K Display w/Mount
Epson BrightLink 695WI Projector - NO Mount
Epson BrightLink 725Wi Projector-No Mount
Epson Ultra-Short Throw Wall Mount
Epson PowerLite 118 Desktop Projector
Epson PowerLite 720 3 LCD Projector. NO MOUNT
Epson PowerLite 982W-3LCD PROJECTOR

Appendix B. CIPA

[CIPA Explained](#)

Appendix C. Hardware Guidelines

Minimal Specifications

Hardware Type	Manufacture/Model	Op Sysetem	CPU	RAM	Hard Drive	Wireless Adapter	Battery	Screen Size	Warranty
Desktop	Dell OptiPlex Small Form Factor (Plus 7020)	Windows 11 64-bit	Intel Core i7 processor	16GB	256GB	N/A	N/A	N/A	1 yr
Laptop	DELL LATITUDE 5450	Windows 11 64-bit	Intel Core Ultra 5	16GB	256GB	Intel Wi-Fi 6E	3-cell, 54 Wh	14 inch	1 yr
Chromebook	Dell Chromebook 3110	Chrome OS	Intel Celeron	4GB	64GB	Intel Dual Band Wi-Fi 6	3 Cell 42Whr Longlife Battery	11.6 inch	1 yr

Preferred Specifications


Preferred Specs									
Hardware Type	Manufacture/Model	Op Sysetem	CPU	RAM	Hard Drive	Wireless Adapter	Battery	Screen Size	Warranty
Desktop	Dell OptiPlex Small Form Factor (Plus 7020)	Windows 11 64-bit	Intel Core i7 processor	32GB	512GB SSD	N/A	N/A	N/A	3 yr
Laptop	Dell Latitude	Windows 11 64-bit	Intel Core Ultra 7	32GB	256GB SSD	Intel Wi-Fi 6E	3-cell, 54 Wh	14 inch	3 yr
Chromebook	Dell Chromebook 3110	Chrome OS	Intel Celeron	4GB	64GB	Intel Dual Band Wi-Fi 6	3 Cell 42Whr Longlife Battery	11.6 inch	3 yr

Makes/Models to Be Replaced

Immediate Need	Near Term
80QL HP Compaq Pro 6305 SFF HP Z210 Workstation Latitude 3310 Latitude E5440 Latitude E5450 Latitude E5470 Latitude E5570 Latitude E6420 Latitude E6440 Latitude E6540 Latitude E7440 OptiPlex 3020 OptiPlex 7010 OptiPlex 7020 OptiPlex 7020200532021K/ OptiPlex 780 OptiPlex 790 OptiPlex 9020 OptiPlex 990 HP Chromebook 11A Dell Chromebook 3100 Acer Chromebook Tab 10 Dell Chromebook 3100 2-in-1 Samsung Chromebook 4 Acer Chromebook Tab 10 Dell Chromebook 13 (3380)	Latitude 3380 Latitude 5490 Latitude 5580 OptiPlex 3000 OptiPlex 3060 OptiPlex 3080 OptiPlex 7040 OptiPlex 7050

Appendix D. Aggregate Timeline

Goal	2025-2026	2026-2027	2027-2028
1. Technology Curriculum	<ul style="list-style-type: none"> Support ongoing objectives Prepare materials and Information for Technology Levy increase Evaluate running a Technology Levy to support budget- pending Board Authorization 	<ul style="list-style-type: none"> Support ongoing objectives 	<ul style="list-style-type: none"> Support ongoing objectives
2. Technology Professional Development	<ul style="list-style-type: none"> Support ongoing objectives Prepare materials and Information for Technology Levy increase Evaluate running a Technology Levy to support training budget - Pending Board Authorization 	<ul style="list-style-type: none"> Support ongoing objectives Evaluate PIR Content 	<ul style="list-style-type: none"> Support ongoing objectives Evaluate PIR Content
3. Hardware & Software selection, approval, and use	<ul style="list-style-type: none"> Refresh endpoint devices as able with current funding Implement Single Sign on system Select District Messaging Application from Piloted options Review of Microsoft Applications usage Review Classroom Management Application Evaluate running a Technology Levy to sustainability of objectives - Pending Board Authorization 	<ul style="list-style-type: none"> Support ongoing objectives Refresh endpoint devices as able with current funding Leverage E-Rate funding for refreshing Network Infrastructure hardware 	<ul style="list-style-type: none"> Support ongoing objectives Refresh endpoint devices as able with current funding Evaluate possible OS upgrades and plans to implement Leverage E-Rate funding for refreshing Network Infrastructure hardware
4. Infrastructure upgrades for performance, reliability, redundancy, security, and safety	<ul style="list-style-type: none"> Replace Firewall using E-Rate Funding Renew Dark Fiber Lease using E-Rate Funding File Annual E-Rate RFP's as needed Evaluate upgrades to Cybersecurity capabilities from the new Firewall and add any needed additional aspects. Complete Video Surveillance upgrades at DOB/Annex and Little Russell Transition from VMWare to alternative Hypervisor Environment Evaluate running a Technology Levy to sustainability of objectives - Pending Board Authorization 	<ul style="list-style-type: none"> Monitor WAN/Internet bandwidth File annual E-Rate RFP Plan on increasing or replacing network switches and access points as needed using E-Rate Funding Cybersecurity evaluation with changes to resolve any deficiencies Evaluate any virtual classroom and office technology needs 	<ul style="list-style-type: none"> Monitor WAN/Internet bandwidth File annual E-Rate RFP Plan on increasing or replacing network switches and access points as needed using E-Rate Funding Cybersecurity evaluation with changes to resolve any deficiencies File annual E-Rate RFPs as needed for network refresh
5. Ubiquitous access	<ul style="list-style-type: none"> Maintain 1:1 and 2:1 program as able with current funding Annual technology plan with each school – maintain equity Evaluate any AT technology needs Evaluate and Implement GFPS Online Academy Technology guidelines and resources – maintain equity 	<ul style="list-style-type: none"> Maintain 1:1 and 2:1 program as able with current funding Annual technology plan with each school – maintain equity Evaluate Online Academy Technology and resolve any deficiencies – maintain equity 	<ul style="list-style-type: none"> Maintain 1:1 and 2:1 program as able with current funding Annual technology plan with each school – maintain equity Evaluate Online Academy Technology and resolve any deficiencies – maintain equity
6. Hardware maintenance to enable reliable and sustainable fleet of equipment	<ul style="list-style-type: none"> Annual technology plan with each school – needs and replacement Review Grant/Foundation Sustainability Models as needed Replace equipment based on 5 yr schedule and specifications as able 	<ul style="list-style-type: none"> Annual technology plan with each school – needs and replacement Review Grant/Foundation Sustainability Models as needed Replace equipment based on 5 yr schedule and specifications as able 	<ul style="list-style-type: none"> Annual technology plan with each school – needs and replacement Review Grant/Foundation Sustainability Models as needed Replace equipment based on 5 yr schedule and specifications as able
7. Support structure to facilitate consistent and uninterrupted processes and operations	<ul style="list-style-type: none"> Evaluate and make changes by Change Management System Monthly Technology Department Meetings during school year Weekly Data Center meeting on projects and timelines Monthly evaluation and reporting of Help Desk Ticket response and resolution Monthly meetings with Data and Technician Lead and Director Work with Principals to incorporate more Technology at PLCs 	<ul style="list-style-type: none"> Evaluate and make changes by Change Management System Monthly Technology Department Meetings during school year Weekly Data Center meeting on projects and timelines Monthly evaluation and reporting of Help Desk Ticket response and resolution Monthly meetings with Data and Technician Lead and Director Work with Principals to incorporate more Technology at PLCs 	<ul style="list-style-type: none"> Evaluate and make changes by Change Management System Monthly Technology Department Meetings during school year Weekly Data Center meeting on projects and timelines Monthly evaluation and reporting of Help Desk Ticket response and resolution Monthly meetings with Data and Technician Lead and Director Work with Principals to incorporate more Technology at PLCs
8. Security/Privacy to protect student and employee data	<ul style="list-style-type: none"> Annual Cybersecurity training for all staff with KnowB4 testing Perform regular internal security assessment and remediate deficiencies Install and configure new Firewall – Evaluate capabilities and use Change Management to proceed with additional Cybersecurity planning Use E-Rate to secure updated Content Filtering solution Purchase Splunk and Nexuss for Pen Testing and Logging of network attack surface and event logging Evaluate and incorporate additional staff instruction resources for Password and online storage access Set timeline for Incident Response and Disaster Recovery plan achievement – Evaluate in Summer 2026 Execute Data Privacy Agreements for staff requests 	<ul style="list-style-type: none"> Annual Cybersecurity training for all staff with KnowB4 testing Perform regular internal security assessment and remediate deficiencies Annual evaluation of Disaster Recovery and Incident Response plans Execute Data Privacy Agreements for staff requests 	<ul style="list-style-type: none"> Annual Cybersecurity training for all staff with KnowB4 testing Perform regular internal security assessment and remediate deficiencies Annual evaluation of Disaster Recovery and Incident Response plans Execute Data Privacy Agreements for staff requests
9. Budget funding to support technology plan	<ul style="list-style-type: none"> Prepare School Board Budget Committee with Technology Levy info Work with Principals for PTA and other donations Investigate technology grants and foundation awards Continue to search for, evaluate and use available grants and donations. 	<ul style="list-style-type: none"> Work with Principals for PTA and other donations Investigate technology grants and foundation awards Continue to search for, evaluate and use available grants and donations. 	<ul style="list-style-type: none"> Work with Principals for PTA and other donations Investigate technology grants and foundation awards Continue to search for, evaluate and use available grants and donations.

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skomogowski	Johnson	Flinicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Action

AGENDA ITEM NUMBER: VII. G.

CABINET MEMBER: Heather Hoyer

TOPIC

Second Reading of Revised Board Policies **2333** – *Participation in Commencement Exercises*; **2413** – *Credit Transfer/Assessment for Placement from Non-Accredited and/or Nonpublic Schools*; **2420** – *Grading and Progress Reports*; and **2520** – *Animals/Pets in School*.

STRATEGIC PLAN

Stewardship and Accountability

BACKGROUND

A committee consisting of Superintendent Heather Hoyer, Director of Business Operations Brian Patrick, Director of Human Resources Luke Diekhans, Executive Directors of Student Achievement Lance Boyd and Jackie Mainwaring, Business Office Lead Aly Konecny, Executive Assistant to the Superintendent Sherri Clark, Administrative Assistant Jerri Rollins, and Trustees Bill Bronson and Paige Turoski, have been meeting to discuss and make changes where necessary on the policies mentioned above.

DISCUSSION

- Policy 2333** Language Changes as recommended by MTSBA and the Committee
- Policy 2413** Language Changes as recommended by MTSBA and the Committee
- Policy 2420** Language Changes as recommended by MTSBA and the Committee
- Policy 2520** Language Changes as recommended by MTSBA and the Committee

The first reading of the revised Board policies listed above was at the April 28, 2025 regular Board meeting.

FISCAL IMPLICATIONS

None

RECOMMENDATION

The District Board is requested to approve revised Board policies **2333** – *Participation in Commencement Exercises*; **2413** – *Credit Transfer/Assessment for Placement from Non-Accredited and/or Nonpublic Schools*; **2420** – *Grading and Progress Reports*; and **2520** – *Animals/Pets in School* as presented.

For more information about this item, please contact Superintendent Hoyer at (406) 268-6001.

[Return to Agenda](#)

2
3 **INSTRUCTION**

4
5 Participation in Commencement Exercises

6
7 Statement of Policy

8
9 A student’s right to participate in a commencement exercise of the High School graduating class
10 is an honor. As such, participation in this ceremony is reserved for those members of the
11 graduating class who have completed all of the state and local requirements for graduation and
12 are in good standing before the date of the ceremony. Students who complete their requirements
13 after the date of commencement exercises will receive their diploma at the time of completion.
14 Students who violate the District’s discipline policy may be prohibited from participating in
15 commencement exercises.

16
17 Organization and Content of Commencement Exercises

18
19 The school district will permit students to honor their ~~American-Indian~~ *Indigenous* heritage
20 through the display of culturally significant tribal regalia at commencement ceremonies. Any
21 item that promotes drug use, weapon use, threats of violence, sexual harassment, bullying, or
22 other intimidation, or violates another district policy, state, or federal law may not be worn
23 during graduation.

24
25 The school administration may invite graduating students to participate in high school graduation
26 exercises according to academic class standing or class officer status. Any student who, because
27 of academic class standing, is requested to participate may choose to decline the invitation.

28
29 Students may participate in the graduation exercises of the High School they are enrolled in
30 during the last semester preceding graduation.

31
32 The school administrators will review presentations and specific content, and may advise
33 participants about appropriate language for the audience and occasion. Students selected to
34 participate may choose to deliver an address, poem, reading, song, musical presentation, or any
35 other pronouncement of their choosing.

36
37 The printed program for a commencement exercise will include the following paragraphs:

- 38
- 39 • Any presentation by participants of graduation exercises is the private expression of an
40 individual participant and does not necessarily reflect any official position of the District,
41 its Board, administration, or employees, nor does it necessarily indicate the views of any
42 other graduates.
 - 43 • The Board recognizes that at graduation time and throughout the course of the
44 educational process, there will be instances when religious values, religious practices, and
45 religious persons will have some interaction with the public schools and students. The

1 Board, while not endorsing any religion, recognizes the rights of individuals to have the
2 freedom to express their individual political, social, or religious views.
3

4
5 Cross Reference:

6 Policy 2410 High School Graduation Requirements
7 Policy 2410R Publication of Graduation Requirements
8

9 Legal Reference:

10 Art. II, Sec. 5, Montana Constitution Freedom of Religion
11 Art. X, Sec. 1(2), Montana Constitution Educational Goals and Duties
12 Art. X, Sec. 7, Montana Constitution Nondiscrimination in Education
13 § 20-5-201(3), MCA Duties and Sanctions
14 § 20-1-308, MCA Religious Instruction Released Time Program
15 § 20-7-112, MCA Sectarian Publications Prohibited and Prayer
16 Permitted
17 § 2-1-315, MCA Tribal Regalia and Objects of Cultural Significance-
18 Allowed at Public Events
19

20 Policy History:

21 Adopted on: November 27, 2017
22 Revised on:

2
3 **2413 INSTRUCTION**

4
5 Credit Transfer/Assessment for Placement from Non-Accredited and/or Nonpublic Schools

6
7 Grades 9-12

8
9 Requests for transfer of credit and/or grade placement from any non-accredited *and/or* nonpublic
10 school shall be subject to examination and approval before being accepted by the District. This
11 shall be done by the school counselor and/or principal or, in the case of home schools, by a credit
12 evaluation committee consisting of a counselor, a staff member from each subject area in which
13 credit is being requested, and the school principal.

14
15 The credit evaluation committee will:

- 16
17 1. Document that the student has spent approximately the same number of classroom hours
18 in the home school as would have been spent in a regular class in the District;
19 2. Document that the student followed a curriculum essentially similar to that of a course for
20 which credit is requested;
21 3. Document that in the event of a credit request in a lab, industrial arts or music course, the
22 equipment and facilities were sufficient to meet the required learning activities of the
23 course;
24 4. Require that the student has satisfactorily passed, in all courses where a final exam is
25 normally given, a final exam ~~which was prepared and~~ administered by a staff member in
26 the District.

27
28 The District will give credit only for home schools which have met all requirements as specified
29 in Montana law. Credit from home schools will only be accepted when a like course is offered in
30 the District.

31
32 The school transcripts will record courses taken in home schools or non-accredited schools by
33 indicating the title of the course, the school where the course was taken, and the grade.

34
35 **For purposes of calculation of class rank:**

- 36
37 1. only those courses taken in an accredited school will be used; and
38 2. a student must have at least 10 credits from an accredited school.

39
40 Grades 1-8

41
42 Requests from parents of students in non-accredited, nonpublic schools for placement in the
43 District school system will be evaluated by an assessment-for-placement team. That team will
44 ~~consist of~~ include:

- 45
46 1. The school principal;

2. One (1) teacher of the grade in which the student is being considered for enrollment; *and*
3. One (1) counselor (grades 7-8 only).

The assessment-for-placement team will cause the District-adopted norm-referenced test and/or end-of-the-year subject-matter tests to be administered and scored. An assessment-for-placement team will take into account the following in its recommendation for grade placement:

1. Documentation that the non-accredited, nonpublic school has provided a comparable number of hours as the child would have attended in a public or private school;
2. That the child followed a similar curriculum as would have been provided in an accredited public or private school;
3. That the result of the end of the year test indicates the student has mastered most prerequisite skills; *and*
4. Scores received on individual diagnostic/basic achievement tests used to assist in placement decisions.

Parents of students in home schools are encouraged to maintain a log ~~which documents~~ *documenting* dates of instruction, content of instruction, amount of time spent on that instruction, scores on tests, and the grades in all activities.

The District is not obligated to provide instructional materials for other public, private, or home schools.

If ~~a~~ *the* parent or guardian ~~of a child~~ is not in agreement with the placement of the child, he/she may request a hearing before the Board.

Legal Reference:

§20-5-110, MCA School District Assessment for Placement of a Child Who Enrolls From a Non-Accredited, Nonpublic School

Policy History:

Adopted on: July 1, 2000
Revised on: August 22, 2005
Revised on: November 24, 2014

5 Grading and Progress Reports

7 The Board believes that the cooperation of school and home is a vital ~~ingredient~~ *component* in
8 the growth and education of the student and recognizes the responsibility to keep parents
9 informed of student welfare and progress in school.

11 The issuance of grades and progress reports on a regular basis serves as ~~the~~ *a* basis for
12 continuous evaluation of the student's performance and *for* determining changes that should be
13 made to effect improvement. These reports ~~shall~~ *will* be designed to provide information that will
14 be helpful to the student, teacher, counselor and parent.

16 The Board directs the Superintendent *or designee* to establish a system of reporting student
17 progress and ~~shall~~ *will* require all staff members to comply with such a system as part of their
18 teaching responsibility. Staff members, parents and teachers ~~shall will be involved~~ *are valued*
19 *participants in this process.*

21 Policy History:

22 Adopted on: July 1, 2000

23 Revised on:

4
5 Animals/Pets in School

6
7 The District recognized that there are medical and physical dangers associated with animals, both
8 wild and domesticated, in the classroom and/or on school property. The District also recognizes
9 that under proper conditions, animals can be an effective teaching aid. The following guidelines
10 are adopted regarding all animals (mammals, birds, reptiles/amphibians, fish, insects, etc..) in the
11 classroom or on school property.

- 12
- 13 • Animals will be allowed to be housed in classrooms only for specified and appropriate
14 educational purpose for the time necessary to achieve the educational goal. The District
15 will permit the use of service animals by an individual with a disability according to
16 federal regulations and GFPS Board Policy 8425—Service Animals.
 - 17 • Under no circumstances are animals to be transported on school buses.
 - 18 • All requests to have animals in the classroom or on school property must have prior
19 approval from the supervising teacher and building principal. The request must identify
20 type of animal/pet, educational purpose, length of activity, and plan for the care of the
21 animal. The principal has the discretion to permit or deny the presence of animals.
 - 22 • Students and teachers with allergies must receive special consideration before animals are
23 brought into the school. Prior to any exposure to animals in school, the teacher shall
24 research to ensure that any condition such as allergies will not be exacerbated by
25 exposure to animals. See Policy 8302R regarding animals in the Classroom and Indoor
26 Air Quality for more information.
 - 27 • All requests to take field trips involving animals must be submitted to the principal in
28 writing. The principal shall be guided by the district policy on field trips (Board Policy
29 2320) and shall also take into consideration any known allergies among the students.
30 (Board Policy 2320)
 - 31 • Domesticated animals, including dogs, cats, primates, or livestock, may be allowed in
32 schools for educational purposes, but only with proof of all appropriate vaccinations
33 and/or current rabies vaccination. Any domesticated mammal that is too young to be
34 immunized for rabies will not be allowed.
 - 35 • Wild animals (e.g., skunks, raccoons, badgers, lynx, bobcats, bats, ~~elpha~~, coyotes, or fox)
36 shall not be allowed unless under the control of an individual trained in the care and
37 management of the animals (e.g., zookeepers, docents, veterinarians, etc.)
 - 38 • All animals brought for exhibit must be restrained by the owner/handler.
 - 39 • Poisonous animals are not allowed.
 - 40 • Each teacher is responsible for the proper supervision and control of students under
41 his/her direction whenever there is an exhibit or activity involving animals in the school.
 - 42 • It is the responsibility of the teacher to provide a plan of care for classroom-housed
43 animals including care on weekends, holidays, and during emergency closure.
 - 44 • No animals will be allowed free range in district facilities or on district property.


- 1 • The principal must be notified as soon as possible if an individual is bitten by an animal,
2 or any incident occurs which could have an adverse effect on physical or emotional
3 health.
- 4 • The principal must notify parents/guardians of involved students. The principal must also
5 contact their immediate supervisor.
6

7 Cross References:

- 8 *Policy 2320* Field Trips, Excursions and Outdoor Education
- 9 *Policy 2320R* Field Trips
- 10 *Policy 8302* Indoor Air Quality
- 11 *Policy 8302R* Guidelines for Indoor Air Quality
- 12 *Policy 8425* Service Animals
- 13 *Policy 8425F* Service Animals Form ~~Policy History~~ *Inquiries*
- 14 *Policy 8426* Therapy Animals

15
16 Policy History:

- 17 Adopted on: November 9, 2015
- 18 Revised on: November 14, 2016
- 19 *Revised on:*

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skornogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Report

AGENDA ITEM NUMBER: IX. A.

CABINET MEMBER: Jeff Williams

TOPIC

Children's Internet Protection Act (CIPA) Compliance Public Notice

STRATEGIC PLAN

Healthy, Safe, and Secure Schools

BACKGROUND

Applicants must certify compliance with the Children's Internet Protection Act (CIPA) to be eligible for Schools and Libraries (E-Rate) program discounts on Category One internet access and all Category Two services - internal connections, managed internal broadband services, and basic maintenance of internal connections. The relevant authority with responsibility for administration of the eligible school or library (the Administrative Authority) must certify that the school or library is enforcing an internet safety policy that includes measures to block or filter internet access for both minors and adults to certain visual depictions.

In general, school and library authorities must certify that: (1) they have complied with the requirements of CIPA; (2) they are undertaking actions, including any necessary procurement procedures, to comply with the requirements of CIPA; or (3) CIPA does not apply because they are receiving discounts for telecommunications services only.

The authority with responsibility for administration of the school or library must provide reasonable public notice and hold at least one public hearing or meeting to address a proposed technology protection measure and Internet safety policy.

Discussion

GFPS has purchased a subscription for LightSpeed Relay which provides a web content filter for student Chromebooks. Inappropriate categories of websites are blocked, and individual sites are denied per the request of the teacher/administrator. Students are governed by LightSpeed Relay both at school and at home. In addition, filtering at the Sophos firewall delivers an added layer of protection. This mainly impacts staff.

School Board Policies [3612](#), [3612P](#), and [3612F](#) for students and [5450](#) - [5450F](#) for staff are our Computer Acceptable Use and Internet Safety Agreements. These policies detail acceptable uses of Great Falls Public Schools equipment, electronic information, services, and networks as well as what is prohibited. Areas of responsibility are detailed for a student, teacher, Principal, and the District.

FISCAL IMPLICATIONS


The cost of the internet web filter is an annual subscription cost that is built into the Information Technology Department's general budget.

RECOMMENDATION

This report is for information only. No action is required at this time.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Director of Information Technology Jeff Williams at (406) 268-6068.

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 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skornogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Report

AGENDA ITEM NUMBER: IX. B.

CABINET MEMBER: Brian Patrick

TOPIC

First Reading of 2025-2026 Board Meeting Calendar

BACKGROUND

[Montana Code Annotated \(MCA\) 20-3-322 Meetings and Quorum](#), requires a minimum of one regular meeting a month in first class elementary districts, and at least one meeting quarterly in all other districts. [Board Policy 1400 Board of Trustees – Board Meetings](#), calls for regular meetings of the Board to be held at 5:30 p.m. on the second and fourth Mondays of every month, or other dates determined by the approved Board meeting calendar. August meetings may be held the first (1st) and third (3rd) Mondays to accommodate budget adoption. When a meeting date falls on a school holiday, the meeting may take place the next business day.

DISCUSSION

A calendar of proposed meeting dates, times, and places has been prepared for the 2025-2026 school year, in compliance with state statute. All of the meetings are scheduled to be held at the District Offices Building.

FISCAL IMPLICATIONS

There are no fiscal implications.

RECOMMENDATIONS


This is the first reading of the 2025-2026 Board Meeting Calendar. No action is requested at this time. The District Board will be requested to adopt the calendar upon second reading at the May 27, 2025 Board meeting. For more information about this item, please contact Director of Business Operations Brian Patrick at (406) 268-6050.

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**Great Falls Public Schools
2025-2026
Board of Trustees Meeting Schedule**

Board Meeting Date	Time	Location
Monday, July 21, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, August 11, 2025	5:30 PM	District Office, Aspen Conference Room
Thursday, August 21, 2025 - WS	5:30 PM	District Office, Aspen Conference Room
Monday, August 25, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, September 8, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, September 22, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, October 13, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, October 27, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, November 10, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, November 24, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, December 15, 2025	5:30 PM	District Office, Aspen Conference Room
Monday, January 12, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, January 26, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, February 9, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, February 23, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, March 9, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, March 23, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, April 13, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, April 27, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, May 11, 2026	5:30 PM	District Office, Aspen Conference Room
Tuesday, May 26, 2026 - Reorg.	5:30 PM	District Office, Aspen Conference Room
Monday, June 8, 2026	5:30 PM	District Office, Aspen Conference Room
Monday, June 22, 2026	5:30 PM	District Office, Aspen Conference Room

 Great Falls Public Schools Great Falls, MT	Turoski	Thompson	Sunchild	Skornogowski	Johnson	Finnicum	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: May 12, 2025

CATEGORY: Report

AGENDA ITEM NUMBER: IX. D.

BOARD MEMBER: Chairperson Johnson

TOPIC

Superintendent's Evaluation

BACKGROUND

As per [Board Policy 6110 Administration-Superintendent](#), the Board will evaluate, at least annually, the performance of the Superintendent, using standards and objectives developed by the Superintendent and Board, which are consistent with the District's mission and goal statements. A specific time shall be designated for a formal evaluation session. The evaluation should include a discussion of professional strengths, as well as performance areas needing improvement.

DISCUSSION

The Board must now complete its evaluation of the Superintendent's performance.

The first phase of this final step of the evaluation process provides individual Board members with the opportunity to discuss their scores and comments with the Superintendent and to ask the Superintendent about the public's comments, if any.

The Board Chairperson has determined that the Superintendent's right to privacy in this discussion-and-query phase supersedes the public's right to know, so this portion of the evaluation process may be conducted in closed session in accordance with [Montana Code Annotated 2-3-203\(3\)](#).

FISCAL IMPLICATIONS

None

RECOMMENDATION

This report is for information only. No action is requested.

For more information about this item, please contact Superintendent Hoyer at (406) 268-6001 or Chairperson Johnson at (406) 788-4395.

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**GREAT FALLS PUBLIC SCHOOLS
SUPERINTENDENT EVALUATION PROCESS
2024 - 2025**

Deadline	Task
March 13	Board discusses process and instrument with the superintendent before placing these items on the board agenda for March 24.
March 24	Board action on evaluation process and instrument. The committee chair announces and encourages public input, either in writing to the committee chair by April 23 or as public comment to the board at the April 28 th regular board meeting. An evaluation survey link will be available to the public on the GFPS District website on March 28, 2025.
April 23	Written comments from the public are due to the committee chairperson. To be considered in the evaluation process, written comments must include the author's name and address.
April 28	As an agenda report, the committee chairperson provides a summary of submitted written comments from the public and disseminates the evaluation instrument to trustees for individual completion. Public comment relevant to the superintendent's evaluation will be taken in conjunction with the agenda item.
May 1	Trustees' individual assessments of the superintendent's performance are due to the committee chairperson. The committee chairperson compiles all scores and comments into a single document.
May 12	Board completes its evaluation of the superintendent's performance. The first phase of this final step of the evaluation process provides individual board members with the opportunity to discuss their scores and comments with the superintendent and to discuss the public's comments with the superintendent. The board chair will determine if the Superintendent's right to privacy in this discussion-and-query phase supersedes the public's right to know, so this portion of the evaluation process may be conducted in closed session. The board will take formal action on the superintendent's performance in the open public board meeting.
May 16	The compiled summary of the evaluation will be made available to the public.