

**AGENDA**  
**Board of Trustees**  
**Columbia Falls School District Six**  
**Regular Board Meeting**  
**Monday, September 8, 2025**  
**6:00 p.m.**  
**School District Six Board Room**

1. **Call to Order**
2. **Pledge to the Flag**
3. **Approval of Agenda**
4. **Consent Agenda.**

- a. Approval of August Bills
- b. Approval of Investment Reports
- c. Out of District Approval – SY 25-26  
181 182 183 184 185 186  
187 188 189 190 191 192

5. **Public Participation**

6. **Reports**

- a. Written
  - Board Standing Committees – See website for reports
  - Penni Anello – Glacier Gateway – Pg. 1
  - Allison Hawes – Ruder – Pg. 2
  - Ted Miller – Junior High – Pg. 3
  - Josh Gibbs – High School – Pg. 4
  - Mark McCord – Curriculum – Pg. 5
  - Michelle Swank – Special Services – Pg. 6
- b. Verbal
  - MTSBA Update – Barb Riley
  - Clerk / Business Manager – Dustin Zuffelato – Pgs. 7-8
  - Superintendent – Cory Dziowgo
  - Board Chair – Jill Rocksund

7. **Action/Discussion Items:**

- a. Consideration of Resolution #446 – Disp. of Abandoned, Obsolete and Undesirable Property. -Pgs. 9-10
- b. Consideration of the following policy revisions/additions on second of three readings:
  - #2150 (New) Suicide Awareness and Prevention – Pg. 11
  - #2335 (2135 Kaleva) Human Sexuality Instruction and Identity Instruction – Pgs. 12-13
  - #3141 – Out-Of-District Student Enrollment – Pgs. 14-17
  - #3655 (New) – Student Protection – Pg. 18
  - #8560 (New) – Display of Flags and Banners on District Property – Pg. 19
  - #5122 – Criminal Background Investigations – Pgs. 20-21
  - #5321 – Leave of Absence – Pgs. 22-24
  - #8111 (New) – Transportation of Students With Disabilities – Pgs. – 25-26
- c. Consideration of the School Based Behavioral Health Center Agreement between Logan Health and SD #6. – Pgs. 27-35
- d. Consideration of pursuing the charter school application. - Pgs. 36-38

## 8. Personnel

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

Amber Little	Paraeducator – Glacier Gateway – end of SY 24-25
Thomas Walker	Paraeducator – Ruder – end of SY 24-25
Koahl Deshazer	Paraeducator – JH – effective June 2, 2025
Zach Baker	Custodian – JH – August 25, 2025
Chris Harvey	Bus Driver – August 28, 2025
Elton Kauffman	Bus Driver – end of SY 24-25
Emily Houston	Paraeducator – HS – end of SY 24-25
Shannon Freiheit	Paraeducator – HS – end of SY 24-25
Niels Getts	Tennis Coach – HS – end of SY 24-25

### b. Consideration of the following without cause termination:

Brandon Christensen	Mechanic - effective August 27, 2025
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### c. Consideration of the Elementary Hiring Recommendation:

Terri Eckel	Pre-K Paraeducator – Glacier Gateway
Anthony Correa	Boys' Basketball Coach – JH
Naomi Barnett	Kindergarten Paraeducator – Glacier Gateway
Lisa Davis	Special Ed Paraeducator – Glacier Gateway
McKenna Rensel	Volleyball Coach – JH
Megan Blackman	Special Ed Paraeducator (part-time) – Ruder
Jennifer O'Brien	Special Ed Paraeducator - GG

### d. Consideration of the following High School / District-wide Hiring Recommendations:

Megan Blackman	Special Ed Paraeducator (part-time)
Jennifer O'Brien	Special Ed Paraeducator (part-time)
Jessica Stevenson	Hot Lunch Helper / Floater
Kole Cordier	Assistant Football Coach
Jacob Babcock	Assistant Football Coach
Cassandra Eshom	Special Education Para
Dillon Wanner	Non-CDL Activity Bus Driver

### e. Consideration of the following substitute hires: - Pg. 39

## 9. Miscellaneous and Future Planning:

- Long Range Planning Committee – Conference Room – September 8, 2025 at 5:00 PM
- Negotiations Committee – Conference Room -September 10, 2025 at 4:00 PM

## 10. Adjournment

**The next Regular Board Meeting will be held at 6:00 p.m.,  
Monday, October 13, 2025, in the School District Six Board Room**

# STRATEGIC PLAN

Board Adopted on:

July 14, 2025

## COLUMBIA FALLS

### SCHOOL DISTRICT #6

Schools: Glacier Gateway, Ruder Elementary, Columbia Falls Junior High, Columbia Falls High School



#### Challenging, Diverse, and Supportive Learning Environment

Glacier Gateway Staff is excited to begin our second year with our new math curriculum, Bridges. We will focus our energy on extending this curriculum to reach our high achieving students as well as our intervention groups. We have adjusted our schedule to reach every instructional minute in our English Language Arts block. The new curriculum, CKLA, is robust and offers engaging materials to fill a school day with learning.

#### High Performing Workplace

Glacier Gateway has three new teachers that will participate in the Mentor/Mentee training opportunities and four teachers participating in Year 2 of the Mentor/Mentee training opportunity. Our focus for mini-instructional workshops during early release time will be engaging students in the classroom and communication strategies with families.

#### Organizational Effectiveness

Glacier Gateway is launching our Early Learning Program for 4-year old children eligible. We hope to provide exploratory learning creating opportunities for young children to interact with same aged peers, begin their journey of learning in a safe and welcoming environment. We have created a classroom in our facility for learning while students play.

#### Family & Community Engagement

We had our Meet and Greet on Thursday, August 28, from 4:30-6:00 PM. Many families attended our event and participated in our resources scavenger hunt. Community organizations hosted information tables for families to visit, while students and families were able to visit classrooms and drop off school supplies. PTO served refreshments and sold our WILDCAT gear.

#### District Facilities Support & Enhance Learning

Our Gaga Ball pit had a make-over and the students are safely enjoying the pit. We added soccer goals to our playground and brought back hopscotch. We also added WILDCAT blue to our gym with some much needed paint. Our school continues to look new with ongoing maintenance and upgrades.

- #### Upcoming Events
- Spirit Week - Monday, Sept. 22- Friday, Sept. 26th
  - Homecoming parade - Wednesday, Sept. 24th
  - No School - PD day for staff - Monday, Sept. 29th

**POSITIVE  
RESPECTFUL  
INDEPENDENT  
DETERMINED  
EXCELLENT CITIZEN**

**WILDCAT PRIDE**

# Glacier Gateway

# STRATEGIC PLAN

Board Adopted on: July 14, 2025

## COLUMBIA FALLS SCHOOL DISTRICT #6

Schools: Glacier Gateway, Ruder Elementary, Columbia Falls Junior High, Columbia Falls High School



# Ruder Elementary

### Challenging, Diverse, and Supportive Learning Environment

New this year, we have created a very intentional schedule to maximize every instructional minute and fully leverage support staff across the day. meet all students where they are at and add additional enrichment and supports. We have also launched a schoolwide positive incentive to celebrate consistent, community-minded behaviors.

### High Performing Workplace

Ruder has built dedicated, weekly PLC time into the master schedule for every grade level. This protected time supports collaborative planning, data review, and aligned instruction across classrooms. We are also excited to implement an extended early release on the first Wednesday of each month devoted to staff professional development.

### Organizational Effectiveness

Ruder is excited to launch our new reading curriculum, Amplify CKLA, as we continue strengthening literacy and knowledge-building across grade levels. Ruder continues to work diligently to enhance our school-wide procedures and expectations in alignment with MTSS and our GROWL standards.

### Family & Community Engagement

Ruder Elementary held its Open House on Thursday, August 28, from 4-5:30 PM, and the event was very well attended. Our PTO opened the student store and treated families to fresh-popped popcorn. Seven community organizations hosted information tables for families to visit, while students and families were able to visit classrooms and drop off school supplies.

### District Facilities Support & Enhance Learning

Ruder added: Improved lighting at the front of the school and on the playground. The south-side sidewalk along student drop-off was replaced this summer. New window coverings in the oldest section of Ruder; Monkey bars and Buddy Benches were installed; the Gaga Pits now have a safer base.

### Upcoming Events

- Homecoming parade - Wednesday, Sept. 24th
- No School - PD day for staff - Monday, Sept. 29th

### In Case You Missed It...

- Ruder PTO initiated a Music fundraiser toward the end of the 2024-25 school year and raised over \$ for the Music program at Ruder!

# STRATEGIC PLAN

Board Adopted on:

July 14, 2025

## COLUMBIA FALLS

### SCHOOL DISTRICT #6

Schools: Glacier Gateway, Ruder Elementary,  
Columbia Falls Junior High, Columbia Falls High School



#### Challenging, Diverse, and Supportive Learning Environment

Our teachers decided to add a period called WIN, What I Need. This period is designed to meet the needs of all our students. We will have intervention classes, extended studies, and structured study halls during this period. We feel this will be an excellent addition to support our students. We will continue to make adjustments as we grow WIN.

#### High Performing Workplace

We hired three new teachers and one special education paraprofessional. We are excited about our new additions to CFJH! Kevin Redfield is teaching 6th grade social studies, John Cox is in the 7th & 8th grade science department, and Zach Forman is teaching special education classes. We also added Shelby Rohlfetter as a paraprofessional.

#### Organizational Effectiveness

There are two new curriculums added this year. Our science department adopted OpenSciEd this year. Read 180 was added to our special education courses. School procedures continue to be revised and enhanced. We developed school-wide classroom expectations for our BLUE standard to promote a positive school culture.

#### Family & Community Engagement

We held our open house on Thursday, Aug. 28th. We had a great turnout! Families were able to meet teachers, tour the school, use their lockers, and receive some important information.

#### District Facilities Support & Enhance Learning

We added new decals to our school. They look great and added some school spirit and positivity to the building. Soccer goals were added to the playground to provide more opportunities during recess.

Our custodians did a wonderful job preparing the building over the summer!

#### Upcoming Events

- First Sports Contest Friday, Sept. 5th
- No School Monday, Sept. 29th
- Picture Day Tuesday, Sept. 30th

#### The Wildcat Way

- We had a group of students lead a fundraiser last year to purchase football uniforms. Through their efforts, we were able to buy new 8th grade uniforms to replace old, worn out jerseys. Great job!

Junior High

# STRATEGIC PLAN

Board Adopted on: July 14, 2025

## COLUMBIA FALLS

### SCHOOL DISTRICT #6

Schools: Glacier Gateway, Ruder Elementary, Columbia Falls Junior High, Columbia Falls High School



#### Challenging, Diverse, and Supportive Learning Environment

This year, we are implementing several changes to support a stronger learning environment. We are enforcing a no cell phone or earbud policy from bell to bell to help reduce distractions in the classroom. In addition, we have clarified our 10-day absence rule to encourage students to be in class more consistently. Finally, we restructurf our discipline matrix into a progressive consequence ladder that better supports student accountability. Together, these steps are designed to keep students focused, engaged, and set up for success.

#### High Performing Workplace

We are excited to welcome several new staff members to CFHS this year! Ms. Wheeler will be joining our business department, and Mrs. Caudill will be leading our Life Skills class in the special education department. We are also thrilled to welcome Mr. Forrest as our new assistant principal.

We are still looking to fill one additional special education teaching position as well as several paraprofessional roles.

#### Organizational Effectiveness

This year, we are revamping our department and PLC committee processes with a clear goal in mind: to improve the effectiveness and efficiency of PLC department meetings by implementing a consistent meeting structure. This includes using a standardized agenda, defining roles, and establishing clear action steps. With these changes, we aim to create more focused discussions, strengthen accountability, and ensure measurable progress toward our goals.

#### Family & Community Engagement

On Thursday, August 28th, we welcomed our new students to Columbia Falls High School! Families met teachers, toured the school, practiced locker combination, and received important information. Students walked through their schedules and got a feel for the building before the first day.

We also enjoyed our Fall Sports Kickoff BBQ and are excited for all of our teams this season. We hope you'll come out and support them—go Wildcats!

#### District Facilities Support & Enhance Learning

This summer we completed several improvement projects at Columbia Falls High School. The academic wing received new hallway tile, many of our lockers were replaced, and asbestos abatement was finished throughout the building. Most of this work was the final phase of repairs following last fall's water event.

#### Upcoming Events

- Picture Day September 12
- Homecoming Parade September 24 @ 3:30

#### Dealer's Choice

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High School

# STRATEGIC PLAN

Board Adopted on:

July 14, 2025

## COLUMBIA FALLS

### SCHOOL DISTRICT #6

Schools: Glacier Gateway, Ruder Elementary, Columbia Falls Junior High, Columbia Falls High School



#### Challenging, Diverse, and Supportive Learning Environment

This month, I arranged staff development sessions to support the successful rollout of our new K-5 Literacy curriculum (Amplify CKLA), our 6-8 Science curriculum (OpenSciEd), and our K-5 computer adaptive program (Boost Reading). In addition, I established the sequence of standards for the Math MAST assessment for grades 3-8 to ensure alignment and consistency across the district.

#### High Performing Workplace

To support our staff, I hosted New Teacher Orientation and ensured each new staff member was connected with a mentor. I also updated the district's Professional Development calendar to include committee meetings and upcoming opportunities. Additionally, I met with the Montana Educational Consortium to begin logistical planning for our upcoming curriculum reviews and updates.

#### Organizational Effectiveness

I finalized the district assessment calendar and shared it with staff as well as posting it on the district website for broader community access. I also completed the required statewide testing plans for the Office of Public Instruction and began the process of rostering the multiple computer programs that support teaching and learning throughout the district.

#### Family & Community Engagement

Family and community communication was strengthened this month by posting the finalized district assessment calendar on the district website, ensuring families are informed about testing schedules and expectations. The reestablishment of the SaferMT tip line also helps maintain open and safe communication channels between students, families, and the district.

#### District Facilities Support & Enhance Learning

There were no major facilities updates this month. However, ongoing work to ensure that professional development sessions and program rollouts are well supported by district spaces and technology continues to play a role in enhancing learning across our schools.

#### Upcoming Events

- Boost Training (9/9 & 9/11)
- Mentor Leadership Team Meeting (9/16)
- PD Committee Meeting (9/18)
- Into Literature 6th Pilot Kickoff (9/23)
- Tech Committee Meeting (10/7)

#### Quotable

"Far and away the best prize that life has to offer is the chance to work hard at work worth doing."

Theodore Roosevelt

# Curriculum

# STRATEGIC PLAN

Board Adopted on: July 14, 2025

## COLUMBIA FALLS SCHOOL DISTRICT #6

Schools: Glacier Gateway, Ruder Elementary, Columbia Falls Junior High, Columbia Falls High School



### Challenging, Diverse, and Supportive Learning Environment

This year, SD6 Special Education Staff will enhance our instructional practices through a focused approach on curriculum enhancement and professional learning. A central component of this work will be strengthening our use of progress monitoring, and analyzing data to ensure our instructional strategies are effectively meeting each student's unique needs..

### High Performing Workplace

Throughout July and August, the SD6 Special Education staff dedicated time to professional development in two crucial areas: Executive Functioning and Safety Care Training. Utilizing the Early Release schedule for this coming school year, ongoing training will be provided for our teachers and paraprofessional staff.

### Organizational Effectiveness

We are developing a centralized organizational system for documentation within our central office. The goal of this new process is to reduce the administrative burden on special education case managers, allowing them to dedicate more time to directly supporting students and families.

### Family & Community Engagement

This past month, SD6 staff participated in district-wide and Crossroads Program transition meetings to facilitate a smooth move for students and their families. Additionally, Special Education staff did an excellent job in supporting students and families through our Extended School Services program.

### District Facilities Support & Enhance Learning

As the new school year begins, our Special Education teachers are creating intentional classroom spaces designed to be effective learning environments for all students. They are carefully considering the development of designated areas, such as sensory spaces and strategic learning zones to address a student's sensory needs, as well as that are optimal for small-group instruction.

### Upcoming Events

- (ADOS®-2) Initial Training | GREAT FALLS Sept. 11th/12th
- Region 5 OPI Training - Part B/Part C and Child Outcomes Sept. 24th
- STAR Training Sept. 25th/26th

### OPI UPDATES

- All MT school districts are to ensure a Free Appropriate Public Education (FAPE) is available to eligible students with disabilities until their 22nd birthday, unless they've earned a regular high school diploma.

SPED Dept  
- 6 -

**TO:** Board of Trustees  
**FROM:** Dustin Zuffelato, Business Manager/Clerk  
**DATE:** September 3, 2025  
**RE:** **Business Office Report for the September 8, 2025 Regular Meeting**

### **HS Facility Bond Project Election**

The Mail Ballot Plan was completed by the Flathead County Election Department. The Flathead County Election Department will be embarking on the largest mail ballot election on record in regards to the number of ballots they will be sending out on October 17<sup>th</sup>. Every registered elector residing within the County will receive a ballot containing the Jail Bond levy proposition. The School District conveyed concerns regarding the inability for Cfalls residents to drop off their ballot locally. The ballot drop off location will be limited to the County Election Office in Kalispell. The District further expressed concerns with the USPS, specifically the time it takes to mail a ballot from Cfalls to Kalispell. While these are legitimate concerns that will impact our election, please understand it is not possible for the School District to have a drop off location. While the School District is able to administer a drop location in accordance to the election laws including continual oversight/monitoring and election judges transporting the ballots, the other municipalities that are conducting elections on Nov 4<sup>th</sup> are unable to administer the drop boxes and are not trained to do so. In an effort to mitigate voter confusion as well as provide consistency and equity throughout the County, the Election Department will not allow any of the municipalities to administer a drop location. As noted above, ballots will be mailed October 17<sup>th</sup>. The ballot language (from your Resolution passed Aug 25) has been confirmed and loaded into the ESS program waiting final ballot certification.

### **FY 2026 Budget**

It will be necessary for the District to monitor two significant factors that impact the FY26 budget that were not defined when the budget was required to be adopted in August. (1) Federal Funds (2) Collective Bargaining Agreement with the Teacher Union. The Federal ESEA consolidated application is due on September 30. The additional funding available will allow the District to move specific staff into this school wide program, freeing up funds originally budgeted within the General Fund. Additionally, funds previously set aside for professional development will be more effectively spent through the General Fund as a result of the recently overly detailed administrative process of requesting funds and budgeting (in advance) for these type of variable expenses. As the District works on the ESEA consolidated budget due at the end of the month, any potential impacts to the general fund will be detailed and tracked and incorporated with the impact of the final collective bargaining agreement settlement.

### **Education Donations – Public School District Tax Credits**

As you recall, the state allows individual and business taxpayers to donate and claim a tax credit up to \$5,000,000 annually. These credits are the Student Scholarship Organization Tax Credit and the Innovative Program Tax Credit. Beginning September 23, 2025, a limited number of (PSD) tax credits for tax year 2025 will be available on the donations portal. These tax credits are available because some previously approved credits became invalid. These invalid credits will be “put back” in the pool of available credits as of September 23, 2025. The District has received a donation from a local business and will work to claim this donation on the portal at 9AM.

### **Montana AED Reimbursement Program**

In 2025, the Montana Legislature passed HB 869, (part of Title 10, Chapter 7, part 13, MCA) which appropriated a grant fund for school districts for reimbursement of the purchase and ongoing maintenance of automatic external defibrillators (AED). During the first grant application period each school district can reimburse up to \$700, but school districts can apply for additional reimbursements in the second grant application period. The District recently used the grant proceeds to purchase a mobile unit for the Junior High. This will be primarily used for athletic events.

### **School Based Behavioral Health Center Agreement**

Prior to 2022, the District provided behavioral health services to students through the State Medicaid Funded Comprehensive School and Community Treatment (CSCT) Program. Effective July 1, 2021, the Montana Legislature (HB 671) transferred management of CSCT from DPHHS to OPI. A change to the District's required contribution (matching funds) created a financial burden. Logan Health opted to operate independently from this program commencing September 27, 2022. The previous agreement (with Logan Health) provided an annual lease payment of **\$10,068** to utilize the facilities at the JH, GG, and Ruder to conduct their outpatient mental health clinics to serve our students. The proposed agreement includes the High School as Logan Health has secured staff resume conducting the clinic at the HS. The lease rate was amended to \$6,576 as this represents current fair market value for 100 sq ft for each building. The previous agreement provided 876 sq ft without the High School. The rationale for the reduction to 100sq ft per building is standardization across all school buildings that Logan serves. Specifically, all they need is 100 sq ft. and the actual space the Districts provide to Logan Health changes frequently from year to year. The services are defined as office based behavioral/mental health care services including assessments and treatments and are limited to students of School District Six, which is unchanged from the previous agreement. The term of the agreement is two (2) years. The District did have MTSBA Legal review the proposed agreement through our MSGIA insurance contract review coverage.

**RESOLUTION NO. 446**

**DISPOSITION OF ABANDONED, OBSOLETE AND UNDESIRABLE  
PROPERTY**

A RESOLUTION TO AUTHORIZE THE BOARD OF TRUSTEES OF SCHOOL DISTRICT NO. 6, COLUMBIA FALLS, MONTANA TO DISPOSE OF ABANDONED, OBSOLETE AND UNDESIRABLE PROPERTY THROUGH THE SALES OR OTHER MEANS, AS PROVIDED BY SECTION 20-6-604, MCA.

WHEREAS, it has been determined certain personal or real property as documented in a list available in the Columbia Falls School District Business Office has become abandoned, obsolete and undesirable by School District No. 6

THEREFORE, BE IT RESOLVED, the Board of Trustees will dispose of this property through the sale or other means commencing on October 1, 2025 which will be at least 14 days after notice of this resolution has been made in the manner required in Section 20-20-204, MCA.

PASSED AND APPROVED BY THE BOARD OF TRUSTEES OF SCHOOL DISTRICT NO. 6 THIS 8<sup>th</sup> DAY OF SEPTEMBER, 2025.

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Date

Attest:

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

\_\_\_\_\_  
Date

## Donated obsolete uni-vent parts

Quantity:	Description:	Part#:
1. (4)	Steam valve rebuild kit 1"	V3752-6017
2. (6)	Steam valve rebuild kit 3/4"	V3752-6016
3. (6)	Valve spring rebuild kit.	V3752-6023
4. (2)	1/2 " traps.	Used
5. (20)	3/4 " caps.	Used
6. (10)	Trap disc's.	2E
7. (6)	pneumatic day/night.	V6137-1
8. (8)	pneumatic freeze stat.	T3610-1001
9. (7)	pneumatic tstat cover.	T4000-2142
10. (6)	pneumatic tstat plate repair.	T4000-610
11. (4)	pneumatic diaphragm.	V3000-6000
12. (2)	pneumatic actuator.	V11HAA-100
13. (2)	pneumatic stem rebuild kit.	V9999-608
14. (4)	motor adapter for old uvent.	GCF-1876K
15. (2)	Shaft adapter for old uvent.	GMF-102
16. 50'	1/4 inch pneumatic line	
17.	Small box of old miscellaneous 1/4 pneumatic fittings	

All parts work with 15 to 20 pound pneumatic controls inside of old univent previously donated.

Suicide Awareness and Prevention

The Board is committed to protecting the health and well-being of all District students. The Board directs the Superintendent or designee to develop a program and associated procedures to prevent, assess the risk of, intervene in, and respond to suicide that:

promote collaboration with families and community providers in all aspects of suicide prevention and response;

include high quality intervention services for students;

promote interagency cooperation that enable school personnel to identify and access appropriate community resources for use in times of crisis;

address reintegration of youth into a school following a crisis, hospitalization, or treatment;

provide for leadership, planning, and support for students and school;

personnel to ensure appropriate responses for attempted or completed suicides; and

include regular review of the procedures.

The District's suicide prevention program shall be consistent with federal and state law and guidance provided by the Office of Public Instruction.

The District will provide a comprehensive suicide education program within the context of approved curriculum. The District will provide training to administrators, support staff and other school staff in preventing, assessing the risk of, intervening in, and responding to students at risk of suicide. The training shall be made available annually, but employees working directly with students are required to participate in a minimum of one (1) ~~two (2)~~ hours of training every three (3) ~~five (5)~~ years. The training shall be provided at no cost to District personnel and shall be consistent with approved material provided by the Office of Public Instruction. **Training may be delivered in-person or through videoconference, self-study of designated materials, or self-review of online modules approved by the District.**

Legal References:     MCA § 20-7-1310     Youth suicide awareness and prevention training  
                          ARM 10.55.720     Suicide Prevention and Response

Cross References:

Policy History:

Adopted on:

Human Sexuality Instruction and Identity Instruction

The District recognizes the right of a parent or guardian to withdraw a child from instruction or an organized school function regarding human sexuality instruction. Such withdrawals will be classified as an excused absence.

“Human sexuality instruction” means “instruction that has the goal or purpose of studying, exploring, or informing students about any of the following human sexuality topics: intimate relationships, sexual anatomy, sexual reproduction, sexually transmitted infections, sexual acts, abstinence, contraception, or reproductive rights and responsibilities.” ~~teaching or otherwise providing information about human sexuality, including intimate relationships, human sexual anatomy, sexual reproduction, sexually transmitted infections, sexual acts, sexual orientation, gender identity, abstinence, contraception, or reproductive rights and responsibilities.~~

The District recognizes the right of a parent or guardian to consent in writing to a child participating in identity instruction at the beginning of each school year. A child is excused from participating in identity instruction unless the child fails to attend the identity instruction after the parent or guardian has consented to the child’s attendance in such instruction. A parent or guardian may withdraw permission for a child to participate in identity instruction at any time by providing written notice to the Superintendent.

“Identity instruction” means “instruction that has the goal or purpose of studying, exploring, or informing students about gender identity, gender expression, or sexual orientation.”

“Instruction” means the “conduct of organized learning activities, including the provision of materials, for students in a public school, whether conducted by a teacher or other school staff or guests invited at the request of the school or district and regardless of the duration, venue, or method of delivery.”

A teacher’s response to an unexpected student-initiated inquiry related to topics under this policy are not considered “human sexuality instruction” or “identity instruction” to the extent the response is necessary to resolve the inquiry or to maintain civility and decorum in the classroom.

*Annual Notice and Availability of Materials*

Using the contact information most recently provided by the parent or guardian, the District shall annually notify in advance the parent or guardian of each student scheduled to be enrolled in a course that includes units or lessons on human sexuality instruction or identity instruction in advance of the instruction regarding:

- ⑩ the basic content of the human sexuality instruction **or identity instruction** intended to be taught and **the option to review all curriculum materials related to human sexuality instruction or identity instruction in the course;**
- ⑩ the parent or guardian's right to withdraw the student from ~~such~~ **human sexuality instruction;** and
- ⑩ **the requirement for parental/guardian written permission to allow a child to attend identity instruction.**

As part of the annual notice, the District will provide an electronic link to materials or summaries of materials, consistent with copyright laws, for:

- ⑩ its **health enhancement curriculum, including lesson plans or other materials used for human sexuality instruction or identity instruction;** and
- ⑩ a **calendar of events or assemblies at which human sexuality instruction or identity instruction will be provided.**

The District will make curriculum materials used in human sexuality instruction **or identity instruction** available for public inspection before use. This will occur on an annual basis. **A summary of the District's health enhancement curriculum will be available for public review each year.**

*48-Hour Notice Prior to Events, Assemblies, or Introduction of Materials*

Parents and guardians will be notified at least ~~48 hours~~ **5 school days but not more than 14 school days** prior to holding an event or assembly or **first** introducing material for instructional use. **Additional notices are not required.**

*No Abortion Curriculum*

The District will not allow personnel to offer, sponsor, or furnish any course materials or instruction relating to human sexuality or sexually transmitted diseases if the person or entity provides abortion services.

Legal References:	§ 20-7-120, MCA § 20-5-103, MCA 10.55.701, ARM	Parameters for K-12 Human Sexuality Education Compulsory attendance and excuses Board of Trustees
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Cross References:	Policy 2120	Curriculum Development, Content, and Assessment
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Policy History:

**Columbia Falls School District**

**STUDENTS**

3141  
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Out-Of-District Student Enrollment

The Board will enroll out-of-district students in accordance with Montana law and this policy. A student's residence shall be determined pursuant to MCA § 1-1-215 except as otherwise provided by MCA § 20-9-207.

*Out-of-District Student Enrollment with Extenuating Circumstances*

The District shall enroll out-of-district students when extenuating circumstances exist pursuant to MCA § 20-5-321.

*Out-of-District Student Enrollment with no Extenuating Circumstances*

The District shall serve students who are residents of the District and out-of-district students who are subject to mandatory enrollment due to extenuating circumstances under MCA § 20-5-321 prior to enrolling other out-of-district students. The District may enroll out-of-district students at the request of the student's parent or guardian as provided in this policy when it is not mandatory because no extenuating circumstances exist. A parent or guardian seeking out-of-district enrollment when not mandatory shall apply on the out-of-district attendance agreement form approved by the Office of Public Instruction to the Board for approval on an annual basis. Out-of-district students shall reapply for admission for each school year. Admission in one school year does not imply or guarantee admission in subsequent years.

The District will begin collecting applications for the upcoming school year on April 1. Applications must be received by the first Friday in May for consideration by the school board at the June Regular Board Meeting. Failure to meet this deadline will result in postponement of enrollment until the second semester. The deadline for second semester enrollment of the current school year is the first Friday in December. The second semester approvals for the current school year will take place at the January Regular Board Meeting.

All students will go through the vetting process before the board can approve any applications and before attending any classes.

Currently enrolled students who move out of District at any time throughout the school year shall be required to complete an out-of-district attendance application. A 30-day grace period beginning on the date of change of residence to complete this application shall be afforded.

Failure to submit the application within the grace period shall make the student ineligible for continued enrollment, with readmission only upon the District accepting a completing and out-of-district attendance application.

The Superintendent or designee shall review all applications for out-of-district enrollment when it is not mandatory and shall recommend approval or denial of each application to the Board as provided in this policy. As part of the review, the District shall request and review the student records of out-of-district students applying for enrollment prior to making the recommendation to the Board.

The Board shall approve an application for out-of-district attendance unless the trustees find that the impact of approval of the application will negatively impact the quality of education for resident students by grade level, by school, or in the District in the aggregate in one or more of the following ways:

1. The approval would result in exceeding the limits of:
  - a. Building construction standards pursuant to Title 50, Chapter 60, MCA;
  - b. Capacity and ingress and egress elements, either by individual room or by school building of any fire code authorized by Title 50, Chapter 3, MCA;
  - c. Evacuation elements of the District's adopted school safety plan.
  - d. **Maximum student contact hours for a teacher of the class or maximum class sizes under accreditation standards of the Board of Public Education.**
2. The approval would impede meeting goals, standards, or objectives of quality that the trustees have previously adopted in a plan for continuous educational improvement required under the rules adopted by the Board of Public Education.
3. The approval would risk jeopardizing the educational quality within the District because the out-of-district student applying was:
  - a. Truant as defined in MCA § 20-5-106 in the last school district attended;
  - b. Expelled by another school district at any time; or
  - c. Suspended in **school or out of school in any another school district in which the out-of-district student was enrolled** in any of the three (3) school fiscal years preceding the school fiscal year for which attendance is requested. This subsection (c) does not apply to a student eligible for special education or related services.

**An eligible child who is not a resident of the District may be accepted by the District to participate in a jumpstart program without an out-of-district attendance agreement and without the payment of tuition.**

Within 10 days of receipt of an out-of-district enrollment application, the District shall notify the parent or guardian and the trustees of the student's district of residence of the anticipated date for approval or denial of the application. The Board will consider the recommendation for denial of an out-of-district application in a closed session of the Board unless the parent or guardian waives their respective rights of privacy.

In the event that the District receives more applications for out-of-district students than it can accommodate, the District shall prioritize applications on the basis of the quality of education for

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students who are residents of the District and obligations of resident taxpayers. The District shall prioritize applications for the enrollment of out-of-district students in the following order provided the criteria established in this policy has been satisfied:

1. Students who attended school within the District the preceding year. In giving priority to students who have attended school within the District, the District will consider the number of years of attendance. Out-of-district students who are currently attending school within the District shall submit an application by May 1 prior to the start of the school year in which attendance is sought in order to retain their priority status. **If an application for an out-of-district student currently attending school within the District is not submitted by May 1, the application will be considered on the same basis as all other applications and subject to the semester deadline stated in this policy.**
2. Students who are the children or step-children of nonresident District employees.
3. Students who have siblings attending school within the District.
4. Students who have previously attended school within the District.
5. Students whose parents or guardians own property within the District.
6. Students whose legal residence is adjacent to the boundaries of the District.
7. Students entering kindergarten or grades 6, 7, or 8 and whose district of residence does not provide an equivalent program.
8. When all of the above priorities are equal or not satisfied, the District shall give priority to applications on the basis of time of receipt by the District.

Within 10 days of the decision to approve or deny the enrollment of an out-of-district student and to enter into an out-of-district attendance agreement, the District shall provide copies of the approved or denied attendance agreement to the student's parent or guardian and the student's district of residence. In the event of a denial, the District shall provide the reason permitted by Montana and this policy and supporting documentation.

The District shall notify the district of residence for all out-of-district students enrolled under this policy regarding their tuition obligations under Montana law by July 15 following the year of attendance.

**An out-of-district student may not be enrolled for remote instruction unless the student is physically attending a school or offsite instructional setting pursuant to an out-of-district attendance agreement. An out-of-district student may be accepted to participate in a remote instruction course without an out-of-district agreement when the student's district of residence does not provide remote or in-person instruction in an equivalent course.**

~~Unless otherwise agreed by the District and the district of residence in the out-of-district attendance agreement, the family of the out-of-district student whose application has been approved is responsible for transportation of the student and the student is not an eligible transportee under Montana law.~~

**The out-of-district attendance agreement shall address any transportation obligations of either the district of attendance or the district of residence required by law.**

Legal Reference:	§ 1-1-215, MCA	Residence – rules for determining
	§ 20-5-314, MCA	Reciprocal attendance agreement with adjoining state or province
	§ 20-5-320, MCA	Out-of-district attendance by parent or guardian request with no extenuating circumstances
	§ 20-5-321, MCA	Attendance with mandatory approval – tuition and transportation
	§ 20-5-322, MCA	Residency determination – notification – appeal for attendance agreement
	§ 20-5-323, MCA	Tuition and transportation rates
	§ 20-5-324, MCA	Tuition payment provisions -- state obligations -- district obligations -- financing – reporting
	<b>§ 20-7-118, MCA</b>	<b>Remote Instruction</b>
	§ 20-9-707, MCA	Agreement with Montana youth challenge program or accredited Montana job corps program
	10.10.301B, ARM	Out-of-District Attendance Agreements
	10.55.712, ARM	Class Size Elementary
	10.55.713, ARM	Teacher load and class size: high school, junior high, middle school, and grades 7 and 8 funded at high school rates

Policy History:

Adopted on: 7-24-17

Reviewed on:

Revised on: 4-15-24, 3-10-25

Student Protection

To promote the safety and protection of students, the District shall conduct a fingerprint-based national criminal history background check before any individual, regardless of employment status, is permitted to have unsupervised contact with a student while in school, at a school-sponsored activity, or in transit to a school-sponsored activity.

All teachers, prior to unsupervised contact with a student, shall submit to a fingerprint-based national criminal history background check pursuant to the educator policies of the Board of Public Education. All other individuals shall submit to the Montana Department of Justice information and material sufficient to obtain a fingerprint-based criminal history background check prior to unsupervised contact with a student. Individuals supervising others who will have unsupervised contact with a student are subject to these requirements.

If an individual has any prior record of arrest or conviction by any local, state, or federal law enforcement agency for an offense other than a minor traffic violation, the facts must be reviewed by the Superintendent, who will decide whether the individual will be declared eligible for unsupervised contact with students or, if required for the position, for employment.

Individuals who will never have unsupervised contact with a student while at school, at a school-sponsored activity, or in transit to a school-sponsored activity are not required by this policy to undergo a fingerprint-based national criminal history background check unless determined necessary by the Superintendent. The Superintendent has the authority to determine whether a fingerprint-based national criminal history background check is required.

Cross Reference:                    5122                    Fingerprints and Criminal Background Investigations

Legal Reference:                    § 20-3-323, MCA                    District policy and record of acts  
   § 44-5-301, MCA                    Dissemination of public criminal justice  
   § 44-5-302, MCA                    Dissemination of criminal history record information that is not public criminal justice information  
   § 44-5-303, MCA                    Dissemination of confidential criminal justice information  
   ARM 10.57.201A                    Criminal History Background Check  
   ARM 10.57.716                    Substitute Teachers  
   Public Law 105-251                    Volunteers for Children Act

## Policy 8560: Display of Flags and Banners on District Property

### Definitions

"Flag" means any physical or digital material designed for display on a flagpole, building, wall, vehicle, or other structure.

"District property" means buildings, grounds, vehicles, uniforms, and any other property owned, leased, or controlled by the District.

### Display of Flags and Banners

No flag or banner may be displayed in or on District property other than the following flags and banners:

- (a) the United States flag;
- (b) the official flag of the state of Montana, or any county, municipality, special district, or other political subdivision within the state;
- (c) the official flag of a school district, public university, or community college;
- (d) the official flag of any state in the United States;
- (e) the official flag of any federally recognized tribal nation;
- (f) the official flag of any federally recognized foreign nation;
- (g) the official flag of any of the branches and units of the United States military;
- (h) official historical flags of the United States and the state of Montana, including but not limited to the Betsy Ross flag, Gadsden flag, and other flags of historical significance;
- (i) the POW/MIA flag, as provided in § 1-1-541, MCA;
- (j) flags or banners representing official school mascots and colors; and
- (k) official law enforcement flags, including but not limited to flags honoring law enforcement officers and fallen officers.

No flags or banners may be displayed on District property that represent a political viewpoint, including but not limited to flags or banners regarding a political party, race, sexual orientation, gender, or political ideology. This restriction does not apply to flags recognizing official government entities, law enforcement agencies, military branches, or public service organizations.

Nothing in this policy may be construed to limit the private speech of individuals, and nothing in this policy may be interpreted to restrict expressions of personal belief outside of official government displays.

The restrictions in this policy do not apply to personal clothing, jewelry, or accessories worn by government employees, except where specific uniform policies or official dress codes apply.

Criminal Background Investigations

Board policy requires that any finalist recommended to be employed in a paid or volunteer position with the District, involving ~~regular~~ unsupervised access to students in schools, as determined by the Superintendent, shall submit to a criminal background investigation conducted by the appropriate law enforcement agency. Any offer of employment or appointment will be contingent on results of the criminal background check. In the event that the background check cannot be obtained in a timely fashion, an individual may be recommended for hire or appointment contingent upon positive results of a background check and allowed to work with students through an arrangement which provides for temporary supervision of the employee or volunteer on an as-needed basis.

The following applicants, as a condition for any offer of employment, will be required to authorize, in writing, a name-based and fingerprint criminal background investigation:

- A certified teacher seeking full- or part-time employment with the District;
- An educational support personnel employee seeking full- or part-time employment with the District;
- An employee of a person or firm holding a contract with the District, if the employee is assigned to the District;
- A volunteer assigned to work in the District, who has ~~regular~~ unsupervised access to students; and
- Non-licensed substitute teachers.

Any requirement of an applicant to submit to a fingerprint background check will be in compliance with the Volunteers for Children Act of 1998 and applicable federal regulations. If an applicant has any prior record of arrest or conviction by any local, state, or federal law enforcement agency for an offense other than a minor traffic violation, the facts must be reviewed by the Superintendent, who will decide whether the applicant will be declared eligible for appointment or employment. Arrests resolved without conviction will not be considered in the hiring process, unless the charges are pending.

<u>Cross Reference:</u>	<u>Board Policy 3655</u>	<u>Student Protection</u>
Legal Reference:	<u>§ 20-3-323, MCA</u>	<u>District policy and record of acts</u>
	§ 44-5-301, MCA	Dissemination of public criminal justice
	§ 44-5-302, MCA	Dissemination of criminal history record information that is not public criminal justice information

§ 44-5-303, MCA    Dissemination of confidential criminal  
justice information  
ARM 10.57.113    Substitute Teachers  
Public Law 105-251    Volunteers for Children Act

Policy History:

Adopted on:  
Reviewed on:  
Revised on:

Leave of Absence

The District provides leave to its employees pursuant to Montana law, collective bargaining agreements and individual contracts. Those employees in paid leave status continue to accrue seniority and are eligible for District benefits. Employees in unpaid leave status do not accrue seniority and may not be eligible for benefits through the District.

*Sick Leave and Bereavement Leave*

Certified employees will be granted sick leave according to terms of the collective bargaining agreement and/or individual contracts. Administrators shall be granted sick leave pursuant to the terms of their individual contracts. Classified employees shall be granted sick leave pursuant to Montana law governing public employees. Unless otherwise stated by contract, "sick leave" means a leave of absence, with pay, for an illness suffered by an employee or his or her immediate family. Unless otherwise stated by contract, "immediate family" is defined as is stated in the CFEA Agreement. A maximum of three (3) days of accumulated sick leave may be used per year because of death in the immediate family. Bereavement leave longer than five (5) days must be approved by the Board of Trustees.

If the District has established, either through collective bargaining or through policy, a sick leave fund, employees may contribute any portion of the employee's accumulated sick leave or accumulated vacation leave to a nonrefundable sick leave fund and become eligible to draw upon the fund pursuant to the rules established for the fund.

*Personal and Emergency Leave - Leave Without Pay*

Certified employees will be granted personal and emergency leave according to the terms of the current collective bargaining agreement (CBA). Administrators will be granted personal and emergency leave pursuant to the terms of their individual contracts, or at the discretion of the Board. Classified staff will be granted personal and emergency leave according to the terms of the current CBA, or if not covered by a CBA, they may be granted personal and emergency leave under the following circumstances:

- Personal and emergency leave is without pay unless otherwise stated;
- Leave will only be granted in units of half or full hours;
- Notice of at least one week is required for any personal leave of less than one (1) week. Notice of at least one (1) month is required for any personal leave exceeding one (1) week; and
- The Superintendent, with the approval of the Board, has the authority to grant leave without pay for other occasions in his/her sole discretion. During any personal leave of greater than fifteen (15) days, the employee will not receive fringe benefits. During the leave, the employee may pay the District's portion of any insurance benefit program in order to maintain those benefits, provided such is acceptable to the insurance carrier. Staff using personal leave shall not earn any sick or annual leave credit or any other benefit during the approved leave.

*Civic Duties Leave*

Employees shall be granted leave for service on a jury, in the Legislature or in response to a subpoena in accordance with state law. The District will notify employees of any reimbursement requirements in the board policies or employee handbook.

Leaves for service on either a jury or in the Legislature will be granted in accordance with state and federal law. A certified staff member hired to replace one serving in the Legislature does not acquire tenure. An employee on leave to hold a public office is not required to use leave or benefits without the employee's consent or to perform work during such leave.

An employee who is summoned to jury duty or subpoenaed to serve as a witness may elect to receive regular salary or to take annual leave during jury time. An employee who elects not to take annual leave, however, must remit to the District all juror and witness fees and allowances (except for expenses and mileage). The District may request the court to excuse an employee from jury duty, when an employee is needed for proper operation of the school.

*Military Leave*

Employees shall be granted leave for service in the military in accordance with state and federal law. The District will comply with all federal regulations regarding the employee's return to service following military leave.

*Outside Employment (Including Firefighting)*

Employees will not accept employment outside of the Columbia Falls School District that constitutes a conflict of interest, interferes with the efficient performance of duties outlined in their respective job descriptions, interferes with the employee's normal working hours, or involves duties which the employee should perform as part of his or her employment. Employees performing outside consultant work or any types of work not job related during normal working hours will be required to get prior approval from the Superintendent and must utilize annual leave.

*Vacation Leave*

Administrators will be granted vacation leave pursuant to the terms of their individual contracts and Montana law. Classified employees will be granted vacation leave pursuant to Montana law. The District, in its sole discretion and/or subject to the terms of the collective bargaining agreement, may provide cash compensation for unused vacation leave in lieu of the accumulation of vacation leave.

*Absence without Leave (AWOL)*

An employee shall contact his/her immediate supervisor by the quickest means possible when he or she is going to be late or absent from the assigned job responsibilities. Any unapproved absence constitutes grounds for disciplinary action. An employee accumulating any unapproved absence time, whether consecutive or cumulative, shall be automatically suspended pending recommendation for termination.

Certified staff must provide substantiated emergency reason for leave and present those reasons to the

Superintendent within twenty four (24) hours of the return to duty. The Superintendent may excuse absences without leave only for life threatening illness, injury or bereavement in the immediate family. If absent without leave is not requested within twenty four (24) hours of the return to duty, the leave will constitute a violation of Board policy and the employee will be recommended for termination.

Classified staff will comply with the terms stated in the current collective bargaining agreement regarding absences without leave.

Legal References:	§ 2-18-601, MCA	Definitions
	§ 2-18-611, MCA	Annual vacation leave
	§ 2-18-617, MCA	Accumulation of leave -- cash for unused -- transfer
	§ 2-18-618, MCA	Sick Lea

Transportation of Students With Disabilities

Transportation shall be provided as a related service, when a student with a disability requires special transportation in order to benefit from special education or to have access to an appropriate education placement. Transportation is defined as:

- (a) Travel to and from school and between schools;
- (b) Travel in and around school buildings or to those activities that are a regular part of the student's instructional program;
- (c) Specialized equipment (such as special or adapted buses, lifts, and ramps) if required to provide **special** transportation for a student with disabilities.

~~The Evaluation Team that develops the disabled student's Individualized Education Program will determine, on an individual basis, when a student with a disability requires this related service. Such recommendations must be specified on the student's IEP. Only those children with disabilities who qualify for transportation as a related service under the provisions of the IDEA shall be entitled to special transportation. All other children with disabilities in the District have access to the District's regular transportation system under policies and procedures applicable to all District students. Utilizing the District's regular transportation service shall be viewed as a "least restrictive environment."~~

*Mode of Transportation*

~~One of the District's education buses will be the preferred mode of transportation. Exceptions may be made in situations where buses are prohibited from entering certain subdivisions due to inadequate turning space, or when distance from school may seriously impact bus scheduling. In such situations, other arrangements, such as an individual transportation contract, may be arranged with parents. Such voluntary agreement will stipulate in writing the terms of reimbursement.~~

The District shall transport a student with a disability who is entitled to transportation as a related service in accordance with Montana law.

Cross Reference: 3300 Corrective Actions and Punishment

Legal Reference: § 20-5-323, MCA Tuition -- transportation  
§ 20-10-101, MCA Definitions  
§ 20-10-102, MCA School bus requirements  
§ 20-10-121, MCA Duty of trustees to provide transportation --  
types of transportation -- bus riding time

§ 20-10-124, MCA Private party contract for transportation – individual transportation contract

10.16.3820, ARM Transportation for Special Education Students with Disabilities

Policy History:

Adopted on:

Reviewed on:

Revised on:

## SCHOOL BASED BEHAVIORAL HEALTH CENTER AGREEMENT

**THIS SCHOOL BASED HEALTH CENTER AGREEMENT** (“**Agreement**”) is entered into effective as of the date of the last signature below (“**Effective Date**”), by and between Kalispell Regional Medical Center, Inc. d/b/a Logan Health Medical Center, a Montana nonprofit corporation, on behalf of itself and its owned or controlled affiliates (collectively, “**Hospital**”), and Columbia Falls Public Schools (SS:0467) (collectively referred to herein as “**School District**”). Hospital and School District are referred to herein individual as a “**Party**” and collectively as the “**Parties**”. This Agreement supersedes any other agreements between the Parties for the use of space for school based behavioral health center space.

### RECITALS

1. School District owns certain real property, listed on Exhibit A, and can make available a space exclusively to be used by Hospital, with the below listed minimum requirements (the “**School Space**”):

- (a) At least 100 square feet in size. School District may, in its sole discretion and for its own convenience, provide a space that is larger than 100 square feet. However, the Parties agree that the Lease Rate will be based off of 100 square feet as that is all that Hospital requires.
- (b) One or more secure entrances/exits.
- (c) Enclosed workspace able to be closed off (i.e., door(s) can be closed to provide privacy during appointments).
- (d) Office size must be large enough to accommodate provider and up to 3 clients (small group of school aged clients or family members with client).
- (e) Furniture to fit the space: desk and chair for provider, small table and chairs for group or family, small locking file cabinet.
- (f) Space has lighting, ventilation, outlets, land line phone.
- (g) Wi-Fi network access

2. Hospital employs certain physician and non-physician providers who specialize in providing behavioral/mental health care services (“**Providers**”) and are available to provide behavioral/mental health care services at the School Based Health Center as defined below.

3. The Parties agree that the School Space are reasonably necessary for Hospital to provide SBHC Services as described in this Agreement.

4. School District desires to lease the School Space to Hospital under the terms of this Agreement for the sole purpose of providing SBHC Services by and through Hospital’s Providers (“**SBHC**”), and Hospital desires to lease the School Space from School District to provide SBHC Services by and through its Providers in accordance with the terms and conditions of this Agreement.

### AGREEMENT

**NOW THEREFORE**, in consideration of the mutual covenants and conditions contained herein, the Parties agree as follows:

1. **Effect of Recitals.** The above recitals are true and correct and by this reference are incorporated into the terms of this Agreement.

2. **Hospital Services.** Hospital shall provide office-based behavioral/mental health care services, including assessments and treatments to Enrollees (“**SBHC Services**”)

(a) For purposes of this Agreement, “Enrollees” shall mean any student of School District who has obtained and provided to Hospital appropriate parent/guardian consent to receive Services or who has provided their own consent if 18 years of age or older, as well as any School District staff members who have provided appropriate consent.

(b) Subject to the limitations of the SBHC Services, the availability of appointment time, and the Hospital's Financial Assistance Policies, Hospital shall not turn away any Enrollee because of insurance status, health status, or because an Enrollee has an existing primary care provider. If an Enrollee requires a referral, Hospital shall

refer the Enrollee to Enrollee's regular primary care provider or another appropriate provider. If an Enrollee does not have a regular primary care provider, Hospital shall provide Enrollee with a list of primary care providers in the community.

(c) Hospital shall have the sole right to bill and collect reimbursement for the SBHC Services.

### 3. **Representations and Warranties.**

(a) Hospital represents and warrants that neither it nor any of its Providers have been: (i) convicted of a criminal offense related to health care and/or related to the provision of services paid for by Medicare, Medicaid, or any other federal or state health care program; or (ii) excluded from participation in any federal health care program, including Medicare and Medicaid. Hospital shall notify School District immediately in the event that Hospital or any of its Providers are convicted of a criminal offense related to health care and/or related to the provision of services paid for by Medicare, Medicaid, or any other federal or state health care program, or in the event Hospital or any of its Providers are excluded from participation in any federal health care program, including Medicare and Medicaid.

(b) School District represents and warrants that neither it, nor any of its employees or contractors have ever been (a) convicted of a criminal offense related to health care and/or related to the provision of services paid for by Medicare, Medicaid, or any other federal or state health care program; or (b) excluded from participation in any federal health care program, including but not limited to Medicaid. School District shall notify Hospital immediately in the event that School District or any of its employees or contractors are convicted of a criminal offense related to health care and/or related to the provision of services paid for by Medicare, Medicaid, or any other federal or state health care program, or in the event School District, or any of its employees or contractors are excluded from participation in any federal health care program, including but not limited to Medicaid.

### 4. **Records.**

(a) Medical Records. The ownership and right of control of all medical records, reports, progress notes, and supporting documents Hospital and the SBHC shall belong to and remain the property of Hospital. Such information shall not be released by Hospital to School District unless required by law.

(b) Access to Records. For a period of four (4) years after the termination or expiration of this Agreement, the School District shall make available to the Secretary of the U. S. Department of Health and Human Services, the U.S. Comptroller General, and their representatives, this Agreement and all books, documents and records necessary to certify the nature and extent of the costs of those services and will provide such documentation as they may require pursuant to Section 1861(v)(I) of the Social Security Act (42 U.S.C. § 1395(x)(v)(I)(I) as amended and the regulations thereunder or any successor provisions.

5. **Leased Property.** School District hereby leases the School Space to Hospital for the exclusive purpose of providing the SBHC Services, and Hospital hereby leases the School Space from School District for the exclusive purpose of providing the SBHC Services ("**School Space Lease**"). Hospital shall have access to the School Space in accordance with the schedule attached hereto as Exhibit A.

6. **Lease Rate.** In exchange for lease of the School Space, Hospital shall pay the amount of \$1,644.00 USD per year ("**Lease Rate**") per School Space, to be paid in one annual payment of \$6,576.00. The Parties agree that the Lease Rate represents what they believe to be commercially reasonable and consistent with fair market value for the lease of the School Space.

Hospital's Lease Rate for the School Space includes access to and use of the Space during School's normal hours of operation in accordance with a schedule to be mutually agreed upon by the Parties ("**Scheduled Hours**") for the following purposes: (a) Use of the School Space for Hospital and Hospital's Providers during Scheduled Hours; (b) Use of the common areas of the School District for Hospital and Hospital's Providers during Scheduled Hours; and (c) Utilities, including without limitation, gas, electric, and water.

7. **Term.** The initial term of this Agreement shall begin on the Effective Date and continue for 2 years. Upon the expiration of the initial term, this Agreement shall automatically renew for consecutive 1 year periods unless either Party gives written notice of its intent to terminate this Agreement at least 30 days prior to the expiration of the then- current term.

8. **Termination.**

(a) This Agreement may be terminated by either Party, with or without cause, at any time upon at least 90 days' prior written notice to the other Party. If the Agreement is terminated by either Party for any reason other than cause, Hospital shall be entitled to a pro rata refund of any unused lease payment

(b) If a Party fails to perform any of its duties or responsibilities under this Agreement, the non-defaulting Party may immediately terminate this Agreement after providing written notice to the defaulting Party notifying such Party of the breach and that this Agreement has been terminated; provided, however, that in the event a failure to perform can be remedied within 30 days after notice is given, such notice shall be null and void in the event the failure is remedied within such thirty 30 day period; and provided further, that should the non-defaulting Party, in its sole judgment, determine that the other has, in good faith, taken substantive steps to cure, the non-defaulting Party may voluntarily extend the cure period by giving written notice to the defaulting Party.

9. **Indemnity.**

(a) School District shall indemnify, defend, and hold harmless Hospital and its directors, officers, employees, agents, representatives, successors, assigns, and subcontractors against all actions, claims, demands, liabilities, losses, damages, costs, and expenses, including reasonable attorneys' fees, to the extent resulting, directly or indirectly, out of an actual or alleged injury to a person or to property as a result of the negligent or intentional act or omission of School District, its directors, officers, employees, agents, representatives, assigns, successors or subcontractors in connection with School District's obligations under this Agreement, except to the extent any such action, claim, demand, liability, loss, damage, cost, or expense was caused by the negligent or intentional act or omission of Hospital or its directors, officers, employees, agents, representatives, assigns, successors, or subcontractors.

(b) Hospital shall indemnify, defend, and hold harmless School District and its directors, officers, employees, agents, representatives, successors, assigns, and subcontractors against all actions, claims, demands, liabilities, losses, damages, costs, and expenses, including reasonable attorneys' fees, to the extent resulting, directly or indirectly, out of an actual or alleged injury to a person or to property as a result of the negligent or intentional act or omission of Hospital, its directors, officers, employees, agents, representatives, assigns, successors or subcontractors in connection with Hospital's obligations under this Agreement, except to the extent any such action, claim, demand, liability, loss, damage, cost, or expense was caused by the negligent or intentional act or omission of School District or its directors, officers, employees, agents, representatives, assigns, successors, or subcontractors.

(c) The obligations of this Section 10 shall survive the termination of this Agreement for any reason.

10. **Insurance.**

(a) Hospital shall maintain or cause to be maintained professional and general liability insurance of covering Hospital, its agents, and its employees with minimum limits of \$1,000,000 USD per occurrence and \$3,000,000 USD annual aggregate.

(b) School District shall maintain or cause to be maintained industry standard property insurance and general liability insurance covering School District, its agents, employees, property and premises with minimum limits of \$1,000,000 USD per occurrence and \$3,000,000 USD annual aggregate.

(c) Hospital shall obtain and maintain workers' compensation insurance covering Hospital and its Providers.

(d) Upon request, each Party shall deliver to the other Party a certificate or certificates evidencing the insurance coverages required to be maintained pursuant to this Section 11.

11. **Duties of Hospital.** While providing the SBHC Services in the School Space and while utilizing any common area of the School District, Hospital shall:

- (a) Be qualified and licensed to provide healthcare services in the State of Montana;
- (b) Ensure its Providers maintain appropriate licensure necessary to provide the SBHC Services;
- (c) Provide all of the medical supplies and equipment necessary to provide the SBHC Services;
- (d) Dispose of all medical and bio-hazardous waste generated while using the School Space in accordance with local, state, and federal law, and pay for the costs of such disposals;
- (e) Ensure all required consents are obtained from Enrollees in advance of providing the SBHC Services, unless such consents are not required under Montana law;
- (f) Bill payers and collect monies due for all Services provided under this Agreement, and all such collections shall belong to Hospital;
- (g) Assist Enrollees in enrolling in Medicaid and the State Children's Health Insurance Program;
- (h) Ensure its Providers wear, at all times while providing Services in the School Space, identifying identification, such as a name badge which shall differentiate Hospital's Providers from employees of School District and identify Hospital as a business unrelated to School District; and
- (i) Provide all Services under this Agreement in accordance with Hospital's policies and procedures, including Hospital's charity care or financial assistance policies, and all applicable state and federal laws.

12. **Maintenance of the Premises.**

- (a) **Keys; Security System.** Hospital shall keep the doors of the office locked during Hospital's absence. School District will not be responsible for any article lost, missing, or stolen from the Premises. Hospital has received office keys. Hospital shall not install different locks on any doors or windows in the premises without written permission from School District. Hospital must obtain written authorization from School District to install a security alarm system. If School District provides this written authorization, Hospital must also provide School District with information indicating where and how the sensors are installed, provide School District with a current access code, and list School District as an authorized person to enter the office with the alarm company.
- (b) **Nails.** Hospital shall not drive nails or screws into trim, doors, or cabinets. Hospital may use small nails or pins for hanging pictures. Ceiling hooks are not permitted. Hospital shall not install any outside satellite dish or antenna without School District's written authorization.
- (c) **Smoke & CO2 Detectors.** Pursuant to § 70-24-303, MCA, one or more carbon monoxide detectors and one or more smoke detectors (as those terms are defined at § 70-20-113, MCA) have been installed on the premises and are in good working order. Hospital shall keep the detectors in working order at all times, including replacement of batteries and shall notify School District if any of the detectors become inoperable.
- (d) **Access to Premises.** Hospital will allow School District access to the Premises at all reasonable hours for the purpose of examining or exhibiting the Premises, and making any necessary repairs that the School District may deem fit for the benefit of or related to any part of the Premises. School District will provide Hospital with at least 24-hour notice of entry, when such entry is necessary. School District may enter the Premises without the consent of Hospital in the case of an emergency.
- (e) **Maintenance and Repair.** Hospital agrees to keep the School Space in good repair and operating condition, ordinary wear and tear excepted. Hospital shall promptly notify School District of any needed repairs to the School Space and School District shall be responsible for the cost of any such repairs, unless such repairs are necessary due to Hospital's actions. Hospital will be responsible for cleaning and daily maintenance of the School Space, including disposal of bio-hazardous material.

13. **Relationship of the Parties.** The relationship created between the Parties by this Agreement is that of landlord,

tenant and independent contractors and no other. Nothing contained in this Agreement shall create or be construed to create a partnership, joint venture, or employment relationship between Hospital and School District. Neither Hospital nor School District shall be liable, except as otherwise expressly provided in this Agreement, for any obligations or liabilities incurred by the other.

14. **Tenant's Acceptance.** Hospital has had ample opportunity to examine and investigate the School Space and by executing this Agreement acknowledges that the School Space are in good, clear and tenantable condition.

15. **Assignment and Subletting.** Hospital may not assign or sublet the whole or any part of the School Space without the prior written consent of School District, and no assignment shall relieve Hospital of any of its responsibilities under this Agreement.

16. **Alterations.** Hospital may not make any alterations, additions or changes to the School Space without the prior written consent of School District.

17. **Authority.** Hospital represents to School District that Hospital has the full right, power, and authority to enter into this Agreement and perform its obligations hereunder, and School District represents to Hospital that School District has the full right, power, and authority to enter into this Agreement and perform its obligations hereunder.

18. **HIPAA Compliance.** The Parties agree to maintain the privacy and security of Enrollees' protected health information (as defined under HIPAA) in accordance with all relevant state and federal statutes and regulations, including, but not limited to, the privacy and security standards of the Health Insurance Portability and Accountability Act of 1996 set forth at 45 C.F.R. parts 160 and 164 (collectively "HIPAA"), and agree to take such actions as are necessary and appropriate in connection therewith.

19. **FERPA.** School District shall not use or disclose students' health information maintained in their educational records in a manner that would violate the requirements of the Family Educational Rights and Privacy Act ("FERPA") or Montana law. The Parties acknowledge and agree that the Clinic records maintained by Hospital are not subject to FERPA.

20. **Contract Modifications for Prospective Legal Events.** In the event any state or federal laws or regulations, now existing or enacted or promulgated after the Effective Date of this Agreement, are interpreted by judicial decision, regulatory agency, or legal counsel in such a manner as to indicate that the terms of this Agreement may be in violation of such laws or regulations, School District and Hospital shall negotiate in good faith for a reasonable period to amend this Agreement as necessary to comply with said laws or regulations to the maximum extent possible. Any such amendment shall preserve the underlying economic and financial arrangements between School District and Hospital.

21. **Notice.** All notices provided for pursuant to this Agreement shall be in writing and shall be deemed to have been duly given if (i) delivered in person; (ii) sent by Federal Express or other nationally recognized overnight delivery service, charges paid by the sender; or (iii) deposited in the United States mail, first class, registered or certified, return receipt requested, with postage prepaid as follows:

If to School District:

Columbia Falls Public School (SS:0467)  
PO Box 1259  
Columbia Falls, MT 59912  
Attn: Superintendent

If to Hospital:

Logan Health  
310 Sunnyview Lane  
Kalispell, MT 59901  
Attn: Chief Legal Officer

Notices given pursuant to (i), (ii), and (iii) above shall be deemed received and effective upon receipt by the addressee above. The foregoing addresses for notices shall apply unless and until a Party provides notice of a new address to the

other Party for the giving of notices

22. **Not Excluded from Medicare.** Hospital certifies that neither Hospital nor its Providers have been excluded or otherwise prohibited from participating in, or providing goods or services for which reimbursement might be obtained from, Medicare, Medicaid, or any other federal health care program. School District certifies that neither School District nor its employees or contractors have been excluded or otherwise prohibited from participating in, or providing goods or services for which reimbursement might be obtained from, Medicare, Medicaid, or any other federal health care program.

23. **Attorneys' Fees.** If either Party incurs any costs or expenses, including reasonable attorneys' fees, in successfully enforcing the terms of this Agreement or defending against any dispute arising out of any of the provisions of this Agreement, then the other, or unsuccessful, Party shall reimburse the prevailing Party on demand. The "Prevailing Party" shall be determined by the court or arbitrator (if the Parties agree on arbitration) which decides the matter.

24. **Miscellaneous.**

(a) **Governing Law.** This Agreement shall be governed by, and construed in accordance with, the laws of the State of Montana.

(b) **Severability.** If any provision of this Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent, the remainder of this Agreement and the application of the provisions to other persons or circumstances shall not be affected thereby, and the intent of this Agreement shall be enforced to the greatest extent permitted by law.

(c) **Entire Agreement.** This Agreement embodies the entire agreement between the Parties, and supersedes all prior negotiations, understandings, and agreements, if any. This Agreement may be amended, modified, or supplemented only by an instrument in writing duly executed by both Parties hereto.

(d) **Waiver of Breach.** No failure on the part of either to exercise and no delay in exercising any right, power, or remedy hereunder shall operate as a waiver thereof; nor shall any single or partial exercise of any right, power, or remedy hereunder preclude any further exercise thereof or the exercise of any other right, power, or remedy. Each and all of the several rights and remedies of the Parties contained in or arising by reason of this Agreement shall be construed as cumulative unless otherwise explicitly provided, and no one of them is exclusive of any other or of any right or priority allowed by law or equity.

(e) **Assignment.** Neither this Agreement, nor any of the rights, interests, or obligations hereunder shall be assigned or delegated by either of the Parties hereto (whether by operation of law or otherwise) without the prior written consent of the other Party.

(f) **Counterparts.** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. As used herein, "Counterparts" shall include full copies of this Agreement signed and delivered by facsimile transmission, as well as photocopies of such facsimile transmission.

(g) **Binding Effect.** This Agreement shall be binding upon, and shall inure to the benefit of, the Parties hereto and their respective legal representatives, successors, and assigns.

(h) **Headings.** The headings used herein are for convenience only, and shall not be construed as a part of this Agreement or as a limitation on the scope of the particular paragraphs to which they refer.

(i) **Compliance with Laws.** The Parties agree to conduct their relationship under the Agreement in full compliance with applicable federal, state, and local laws. In addition, the Parties certify that they will not violate the Anti-Kickback Statute and the Stark Law with respect to their performance of the Agreement. The Parties hereby agree that: (a) the fees payable hereunder reflect the fair market value of the School Space Lease; (b) the terms of such fees have been negotiated in an arms-length transaction between School District and Hospital; (c) such fees have not been determined in a manner that takes into account the volume or value of any referrals or business otherwise generated between the Parties for which payment may be made in whole or in part under a federal health care program; and (d)

the SBHC Services performed hereunder do not involve the counseling or promotion of a business arrangement or activity that violates any state or federal law.

(j) **No Third Party Beneficiaries.** Nothing in this Agreement, expressed or implied, is intended or shall be construed to confer upon any person, firm, or corporation other than the Parties hereto and their respective successors or assigns, any remedy or claim under or by reason of this Agreement or any term, covenant, or condition hereof, as a third party beneficiary or otherwise, and all of the terms, covenants, and conditions hereof shall be for the sole and exclusive benefit of the Parties hereto and their successors and assigns.

(k) Hospital shall comply with the School District's alcohol-free, drug-free, tobacco-free, harassment-free and weapon-free policies and zones and will require compliance with those policies and zones by Hospital's employees, agents, and all other persons carrying out the Agreement on behalf of Hospital ("Covered Hospital Employees and Agents"). Hospital shall require all of Covered Hospital Employees and Agents, while on School District's property, to refrain from committing any criminal conduct, using tobacco products, possessing or drinking alcoholic beverages, possessing or using illegal drugs or any controlled substance, carrying weapons, speaking profane and/or offensive language, or engaging in any inappropriate interactions of any nature whatsoever with students and employees.

(l) School District prohibits all weapons, alcohol, tobacco, nicotine and forms of discriminatory or harassing behavior on School District's property. This prohibition extends Covered Hospital Employees and Agents. The weapon prohibition applies whether or not the School District thereof has a permit for a concealed weapon. Hospital shall enforce the School District's alcohol-free, drug-free, tobacco-free, harassment-free, discrimination-free and weapon-free policies and zones. Hospital shall require all Covered Hospital Employees and Agents, while on School District's property, to refrain from committing any criminal conduct, using tobacco products, possessing or drinking alcoholic beverages, possessing or using illegal drugs or any controlled substance, carrying weapons, speaking profane and/or offensive language, or engaging in any inappropriate or discriminatory behavior interactions of any nature whatsoever with students and employees. School District's designee will make final decisions regarding compliance with these expectations. HOSPITAL RELEASES, INDEMNIFIES AND HOLDS HARMLESS THE SCHOOL FOR NON-COMPLIANCE WITH SCHOOL'S DRUG-FREE, ALCOHOL FREE, WEAPON-FREE, HARASSMENT-FREE, AND TOBACCO-FREE 3 ZONES, OR CRIMINAL LAW BY COVERED HOSPITAL EMPLOYEES AND AGENTS. Any Covered Hospital Employee or Agent found by School District to have violated these restrictions is subject to permanent removal from the site, at School District's request.

(m) All Covered Hospital Employees and Agents will complete a screening process that includes a criminal history and child protective service background check prior to their employment. Proof of successful completion of background check for each Covered Hospital Employee or Agent that will be present on School District's property will be provided to the School District prior to commencement of services. Any Covered Hospital Employees and Agents that have not successfully completed a background check will not be permitted on school property. Hospital will not assign any Covered Hospital Employees and Agents with a disqualifying criminal history work at School District. If Hospital receives information that a Covered Hospital Employee or Agent has a reported disqualifying criminal history, then Hospital will immediately remove the Covered Hospital Employee or Agent from the site and notify the School District in writing within three business days. If the School District objects to the assignment of a Covered Hospital Employee or Agent on the basis of the Covered Hospital Employee or Agent's criminal history record information, then Hospital agrees to discontinue using that Covered Hospital Employee or Agent to provide services as part of this Agreement. Hospital will take precautions to ensure that the Covered Hospital Employee or Agent with disqualifying criminal history will not be present on School District's property. Hospital will ensure that these precautions or conditions continue throughout the time services are provided.

School District will decide what constitutes direct contact with School District's students. "Disqualifying criminal history" means any conviction or other criminal history information designated by the School District's policy that would normally render a potential School District employee unfit to work in a public school within the School District. Copies of written School District's policies are available upon request.

(n) Neither shall use the image or likeness of the other party's facilities, official logo or emblem and any other trademark, service mark, or copyrighted or otherwise protected information of other party, without the other party's prior written consent. Hospital shall not have any authority to advertise or claim that School District endorses Hospital's services, without School District's prior written consent.

(o) Hospital shall not disclose any confidential information that comes into the possession of Hospital at any time during the Agreement, including but not limited to, the location and deployment of security devices, security access codes, student likenesses, student record information or employee information.

(p) The parties acknowledge that, as a public entity in the State of Montana, School District and entities contracting with School District must comply with the open records laws of the State.

IN WITNESS WHEREOF, the Parties have executed this Agreement to be effective as of the Effective Date written above.

**COLUMBIA FALLS PUBLIC SCHOOLS  
("SCHOOL"):**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date Signed

**KALISPELL REGIONAL MEDICAL CENTER, INC.  
D/B/A LOGAN HEALTH MEDICAL CENTER  
("HOSPITAL"):**

**William Gibson**

\_\_\_\_\_  
Name

**Chief Legal Officer**

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date Signed

EXHIBIT A

REAL PROPERTY SITES

Columbia Falls Junior High School  
Ruder Elementary School  
Glacier Gateway Elementary School  
Columbia Falls High School

## How Does this Application Tie Back to Portrait of a Learner?

This application for the Columbia Falls Trades Academy (CFTA) is intentionally aligned with Columbia Falls School District's Portrait of a Learner, ensuring that every component of the program supports our goal of developing students who are **Engaged, Prepared, and Empowered**. From the mission and instructional design, to staffing, partnerships, and financial planning, CFTA is structured to engage students in meaningful, hands-on learning experiences; prepare them with the academic knowledge, technical skills, and industry certifications required for success; and empower them to take ownership of their education and future.

Application Section	Portrait of a Learner Alignment
Q1. Mission & Vision	<i>Engaged:</i> Students learn in hands-on, project-based settings. <i>Prepared:</i> Graduates leave with marketable skills and certifications. <i>Empowered:</i> Students build confidence by seeing their work impact the community.
Q2. Target Population	<i>Engaged:</i> Open to students motivated by applied learning. <i>Prepared:</i> Addresses regional workforce shortages with career-ready training. <i>Empowered:</i> Students gain agency through choice and opportunity regardless of home district.
Q3. Recruitment & Enrollment	<i>Engaged:</i> Outreach ensures students understand real-world opportunities. <i>Prepared:</i> Transparent lottery guarantees fairness while ensuring a diverse applicant pool. <i>Empowered:</i> Students and families are involved early in setting learning goals.
Q4. Academic Program	<i>Engaged:</i> Core academics tied to meaningful projects like tiny homes. <i>Prepared:</i> Students earn OSHA/NCCER certifications and dual-credit options. <i>Empowered:</i> Proficiency-based assessments allow students to take ownership of their learning.
Q5. Standards Variances	<i>Engaged:</i> Curriculum tailored to relevant, real-world contexts. <i>Prepared:</i> Graduation modified to include CTE credits and work-based learning. <i>Empowered:</i> Flexible pathways allow students to accelerate or recover credit at their pace.

## How Does this Application Tie Back to Portrait of a Learner?

Application Section	Portrait of a Learner Alignment
Q6. Instructional Design	<i>Engaged:</i> Project-based learning fosters active participation. <i>Prepared:</i> Small class sizes and block scheduling ensure mastery. <i>Empowered:</i> Personalized pacing builds student confidence and independence.
Q7. Serving Diverse Learners	<i>Engaged:</i> Inclusive labs and accessible supports for all students. <i>Prepared:</i> Targeted interventions, MTSS, and dual-credit for advanced learners. <i>Empowered:</i> Every student sees themselves as capable of contributing to meaningful work.
Q8. Discipline Policies	<i>Engaged:</i> Restorative practices focus on repairing relationships. <i>Prepared:</i> Policies mirror workplace expectations for professionalism. <i>Empowered:</i> Students reflect on behavior and develop responsibility.
Q9. Personalized & Proficiency-Based Learning	<i>Engaged:</i> Learning is tied to student interests and goals. <i>Prepared:</i> Mastery ensures readiness for both college and careers. <i>Empowered:</i> Students direct their own learning pathways through ILPs and portfolios.
Q10–11. Governance & Leadership Roles	<i>Engaged:</i> Advisory council includes parents, students, and industry voices. <i>Prepared:</i> Clear leadership ensures program quality and accountability. <i>Empowered:</i> Students have a voice through representation on advisory bodies.
Q12–13. Staffing & Startup Plan	<i>Engaged:</i> Staff selected for ability to connect and inspire. <i>Prepared:</i> Professional development equips staff to model industry best practices. <i>Empowered:</i> Leaders and teachers innovate and tailor approaches to student needs.
Q14–15. Staff Recruitment, Development & Evaluation	<i>Engaged:</i> Training ensures staff keep learning dynamic and relevant. <i>Prepared:</i> Evaluations tied to student success and industry certifications. <i>Empowered:</i> Staff are encouraged to design personalized pathways for learners.

## How Does this Application Tie Back to Portrait of a Learner?

Application Section	Portrait of a Learner Alignment
Q16. Bylaws	<i>Engaged:</i> Advisory council voices community input. <i>Prepared:</i> Alignment with district policies ensures accountability. <i>Empowered:</i> Parents and students help shape program relevance.
Q17. Partnerships	<i>Engaged:</i> Students connect directly with industry mentors. <i>Prepared:</i> Dual-credit and internships bridge school and career. <i>Empowered:</i> Partnerships give students confidence to enter the workforce.
Q18. Calendar & Schedule	<i>Engaged:</i> Schedule prioritizes lab time and hands-on projects. <i>Prepared:</i> Year-round learning increases proficiency and readiness. <i>Empowered:</i> Students use flexible blocks for enrichment or acceleration.
Q19–24. Business Operations	<i>Engaged:</i> Reliable services (food, transportation) ensure students can focus fully on learning. <i>Prepared:</i> Strong financial and facility planning ensures program sustainability. <i>Empowered:</i> A professional-grade facility mirrors workplace expectations.
Q25–26. Community Support & Parent Involvement	<i>Engaged:</i> Parents and community are active partners in student learning. <i>Prepared:</i> Employer support ensures program relevance to workforce needs. <i>Empowered:</i> Students present projects publicly, reinforcing confidence and pride.

**Substitute Hires  
Sept 2025**

**Teacher**

LNAME	FNAME	Teacher
Holderbaum	Abigail	Teacher or Aide
Woody	Benjamin	Teacher or Aide
Byrd	Melanie	Teacher or Aide
Chua	John	Teacher or Aide
		Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide

**Secretary / Nurse**

LNAME	FNAME	Other
		Secretary
		Nurse
		Secretary

**Bus Driver**

LNAME	FNAME	Other
		Bus Driver
		Bus Driver
		Bus Driver

**Hot Lunch**

LNAME	FNAME	Other
		Hot Lunch

**Custodian**

LNAME	FNAME	Other
Centeno Tinoco	Belky	Custodian
		Custodian
		Custodian
		Custodian

9/4/2025