

**AGENDA**  
**Board of Trustees**  
**Columbia Falls School District Six**  
**Regular Board Meeting**  
**Monday, October 13, 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 Board Meeting Minutes – Pgs. 1-19
  - b. Approval of September Bills
  - c. Approval of Investment Reports
  - d. Student Activity Account Transfer – Pg. 20
  - e. Out of District Approval – SY 25-26
    - 26-193          26-194          26-195
- 5. Public Participation**
  - a. Student Body Representative
- 6. Reports**
  - a. Written
    - Board Standing Committees – See website for reports
    - Penni Anello – Glacier Gateway – Pg. 21
    - Allison Hawes – Ruder – Pg. 22
    - Ted Miller – Junior High – Pg. 23
    - Josh Gibbs – High School – Pg. 24
    - Mark McCord – Curriculum – Pg. 25
    - Michelle Swank – Special Services – Pg. 26
  - b. Verbal
    - MTSBA Update – Barb Riley
    - Clerk / Business Manager – Dustin Zuffelato – Pgs. 27-28
    - Superintendent – Cory Dziowgo
    - Board Chair – Jill Rocksund
- 7. Action/Discussion Items:**
  - a. Consideration of the Master Services Agreement with Global Archives. – Pgs. 29-38
  - b. Consideration of the following policy revisions/additions on third of three readings:
    - #2150 (New) Suicide Awareness and Prevention – Pg. 39
    - #2335 (2135 Kaleva) Human Sexuality Instruction and Identity Instruction – Pgs. 40-41
    - #3141 – Out-Of-District Student Enrollment – Pgs. 42-45
    - #3655 (New) – Student Protection – Pg. 46
    - #8560 (New) – Display of Flags and Banners on District Property – Pg. 47
    - #5122 – Criminal Background Investigations – Pgs. 48-49
    - #5321 – Leave of Absence – Pgs. 50-52
    - #8111 (New) – Transportation of Students With Disabilities – Pgs. – 53-54

- c. Ratification of the CFEA Collective Bargaining Agreement for SY 25-26. – Pgs. 55-59
- d. Consideration of the following bus route changes:
  - Bus 11 – Pgs. 60-63
  - Bus 14 – Pgs. 64-67
- e. Consideration of the following independent contract agreements:
  - Virginia Paulson – Pgs. 68-69
  - Susan Hartman – Pgs. 70-71

**8. Personnel**

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

Shelby Rohletter	Special Education Paraeducator – JH – 10/31/25
Ashley Thomas Meager	Special Education Paraeducator – JH – 1/23/26
Camilla Emond	Kindergarten Para – Ruder 10/3/25
Tabitha Freeman	Bus Driver – District – 9/17/25
Jarrod Joy	Bus Monitor – District – 9/12/25
Joshua Forke	HS Campus Professional Development Specialist – end of SY 24-25

**b. Consideration of the Elementary Hiring Recommendations:**

Ryan Floyd	Study Hall Paraeducator – JH
Leslie Craver	Library Paraeducator – JH
Christopher Grace	Football Coach – JH
Julie Scribner	Special Education Paraeducator – Ruder
Eric Backes	Boys' Basketball Coach – JH
Benjamin Woody	Long-term Substitute Teacher - Grade 6 - JH

**c. Consideration of the following High School / District-wide Hiring Recommendations:**

Michael Clickenbeard	Bus Monitor
Brittney Hulett	Non CDL Activity Bus Driver
Alysha Wassam	Assistant Cheer Coach – HS
Kyle Babcock	Swim Coach – HS
Joy Jacobus	Special Education Paraeducator – HS
Benjamin Woody	Head Drama Coach - HS

**d. Consideration of the October substitute hires (see attached): - Pg. 72**

**e. Consideration of the proposed CFHS choir trip to Spokane (see attached): - Pg. 73**

**f. Consideration of the attached Prof. Dev. Committee recommendations (see attached): Pg. 74**

**g. Consideration of the following out-of-state travel requests:**

Becky Bates	Northwest Council for Computer Education Conference
Jessica Moultray	February 25-27, 2026 Seattle, WA – Funded through Perkins

**9. Miscellaneous and Future Planning:**

**10. Adjournment**

**The next Regular Board Meeting will be held at 6:00 p.m.,  
Monday, November 10, 2025, in the School District Six Board Room**

REGULAR MEETING  
BOARD OF TRUSTEES  
SCHOOL DISTRICT #6  
JULY 14, 2025

Unofficial

The Regular Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Monday, July 14, 2025, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

PRESENT:

- Jill Rocksund.....Board Chair Via Google Meets
- Barbara Riley .....Vice Chair
- Megan Upton.....Trustee
- Keri Hill.....Trustee
- Amanda Pacheco.....Trustee
- Casey Huepel.....Trustee
- Cory Dziowgo..... Superintendent of Schools
- Dustin Zuffelato .....Business Manager/Clerk

ABSENT:

- Justin Cheff..... Trustee
- Heather Mumby..... Trustee

Call to order at 6:00 P.M. by Vice Chair Riley.

CALL TO ORDER

Motion by Upton, second by Heupel, to approve the agenda as presented.  
Passed 6-0.

APPROVE AGENDA

Motion by Hill, second by Upton, to approve the consent agenda.  
 Approval of June 2025 Board Meeting Minutes  
 Approval of June Bills  
 Approve of Investment Reports  
 Activity Account Transfer  
 Out of District Approvals  
 26-158  
 26-159  
 26-178  
 Passed 6-0.

APPROVE CONSENT AGENDA

Public Participation:

PUBLIC PARTICIPATION:

Approximately one (1) person participated in the meeting remotely via Google Meets. Approximately four (4) people attended the meeting in person.

Community Member, Carla Fisher living at 303 3rd Ave East, addressed the Board with her concerns on the extra hour early outs the first Wednesday of each month commencing school year 2025/26. Ms. Fisher feels that not enough details were conveyed to notify parents of the change. Furthermore the District did not provide the ability for parents

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to give feedback on how it would affect families. Finally, the District did not provide rationale or a clear reason as to why this move would be beneficial for the students in the district. This change is taking an hour of instructional time away from students. The second subject that Ms. Fisher spoke about was a rumor that some of the funds the District is receiving from the STARS Act are not going to the teachers to raise wages. Her understanding that the purpose of the act was to increase wages, particularly for new teachers. She understands that it is expensive to live in the area making it difficult to recruit good teachers. The STARS Act was presented to the public as funds that would go to teachers to attract and retain them.

REPORTS:

Written Reports:

Board Standing Committees minutes are posted on the District Website for review.

Verbal Reports:

Mrs. Riley shared that Montana School Board Association officer team and staff shared communications with the state's School Funding Interim Committee on behalf of Montana school boards across the state. This communication included what is believed should be the focus of the committee to shorten the gap analysis review between the funding formula for districts and what the state is actually providing. The committee meetings are open to the public through Zoom. The next project for MTSBA will be the COSSBA federal advocacy work to be presented in Washington D.C. MTSIA sent a letter to board members communicating the rebranding to Bridged Health Alliance (BHA). Request For Proposals have been sent out to get the third-party administrator in place, and Bridged Health Alliance addressed the inaccuracies made by Blue Cross/Blue Shield of Montana regarding the new insurance plan. BHA will be transparent with all information and will be meeting again on July 23.

Mr. Zuffelato shared that the fiscal year ended with the July payroll for June hours. Numbers are coming in showing where all the budgets landed in the 2024-2025 school year. The Board will be provided a full summary during the August meeting, showing what was brought in and spent during the year. One focal to watch for regarding the upcoming FY2026 budget is the tuition numbers. The District will be required to budget for payments to other Districts for students residing in Columbia Falls but electing to attend other Districts. The food service program had a net operating income that was lower than anticipated, even though the student participation numbers were up. The Community Eligibility Program has different factors on meal reimbursement and there will need to be a financial analysis conducted on each school.

Superintendent Dziowgo shared that the Facility Enhancement Project is still in the "listening phase". Meetings on Thursdays have been for staff to share ideas for their specific areas of study. There have not been any cost figures discussed yet since the District is still in the design stage. An upcoming meeting with Logan Health will share their facility needs regarding the school based health clinic. Letters have been sent out to the auto

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dealers in the valley to garner support for automotive repair courses, programs, and facilities. Superintendent evaluation is in process of getting started. Board Chair Rocksund shared the new plan of the Superintendent's evaluation. The Board will consider a rotation of reviewing each section of the evaluation every two months, with a full recap once a year in January. This is a work in progress and there may be need for more frequent meetings as the process gets started.

Action/Discussed Items:

Whitney Pratt and Mara Schradle from Land to Hand shared updates on the Wildcat Garden located next to the Junior High. Some data was shared, for example 81% of students that visited the garden had tried a food they never had before. There were 100 lessons done in the garden, 60 classrooms, and approximately 1,200 students from the District. The Backpack Program services 300 students, with approximately 50 students using the pantry at the High School. The program is now housed in the "Old Glacier Gateway" building which should be easier to help families in need from Columbia Falls.

The Board discussed the addition of a Student Advisory Council standing committee, which is the next phase of the program Students-on-Board. Superintendent Dziowgo has put together a process/procedure to formalize the expectations of students involved, as well as Board Members. It has been decided that the Board Members will participate on a rotation so that all have the opportunity to meet with students in lieu of one standing committee with only a portion of the Board.

Motion by Heupel, second by Hill, to approve the Simbli Policy Services contract with MTSBA.

There will be a setup fee to upload all the District's policies and then an annual maintenance fee for approximately \$1,800 per year, with the potential of increases over the five year contract that were not specified.

Public comment was requested and Community Member Joe O'Rourke asked if the program is a rewrite of the policies? The answer is that nothing is being changed, but the policies will be put into a different format for easier reviews and searches. If the program sees a policy that may need some changes, then the Policy Committee would review the recommendations to determine if the policy would indeed need changing based on the District's needs. Mr. O'Rourke also added his concerns with the "open ended" increase that could be added over the five-year contract. Board Chair Rocksund would like to see a conversation with Debra Silk at MTSBA regarding historical data on annual increases before signing the contract.

No action at this time and Board Chair Rocksund tabled the motion until the contract terms can be defined.

Motion by Pacheco, second by Upton, to approve the School District No. 6 Strategic Plan for the 2025-2026 school year.

Public comment was requested and there was none.

Passed 6-0.

ACTION/  
DISCUSSION ITEMS

LAND TO HAND -  
WILDCAT GARDEN  
UPDATE

STUDENT ADVISORY  
COUNCIL STANDING  
COMMITTEE  
DISCUSSION

REVIEW OF SIMBLI  
SERVICES CONTRACT

NO ACTION TAKEN  
AT THIS TIME

MOTION TO APPROVE  
THE SD#6 STRATEGIC  
PLAN FOR SY 25-26

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MOTION TO APPROVE  
THE BUS ROUTE  
CHANGES FOR SY  
25-26

Motion by Upton, second by Pacheco, to approve the bus route changes for Rt. #14 and Rt. #18 effective School Year 2025-2026.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
THE CFCEA CBA FOR  
FY 2026

Motion by Rocksund, second by Heupel, to approve the CFCEA Collective Bargaining Agreement for Fiscal Year 2026.

Discussion was had on how the Board Negotiations Committee and the Classified Union worked well together to come up with a CBA that will benefit both parties. Hiring is on the rise and positions are starting to get filled.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
THE POLICY STATE-  
MENT FOR FY 2026

Motion by Pacheco, second by Rocksund, to approve the Policy Statement for Fiscal Year 2026.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
THE CANYON ELEM.  
SCHOOL FACILITY  
USE AGREEMENTS  
FOR FY 2026

Motion by Pacheco, second by Upton, to approve the Canyon Elementary Facility Use Agreements for School Year 2026 with All Saints Episcopal Church and the State of Montana – Probation and Parole Department.

Public comment was requested and there was none.

Passed 5-0.

MOTION TO APPROVE  
THE COLLEGE AND  
CAREER PATHWAY  
CONTRACT AS  
PRESENTED

Motion by Rocksund, second by Upton, to approve the College and Career Pathway contract as presented.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
SERVICE AGREEMENT  
WITH INTERQUEST  
DETECTION CANINES  
FOR SY 25-26

Motion by Heupel, second by Hill, to approve the service agreement renewal with Interquest Detection Canines for School Year 2025-2026.

There was discussion on if Interquest and their dogs were too “routine” and additional conversations were had with the Flathead County Sheriff’s office as a backup.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
INDEPENDENT  
CONTRACT WITH  
BRANDI BOHN -  
SPEECH LANG/PATH

Motion by Upton, second by Heupel, to approve the Independent Contractor Agreement with Brandi Bohn for Speech/Language Pathology services for August 2025 to July 2026.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
MHSA MEMBERSHIP  
FOR SY 25-26

Motion by Upton, second by Pacheco, to approve the MHSA membership for School Year 2025-2026.

Public comment was requested and there was none.

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Passed 6-0.

Personnel:

The Board acknowledged the following resignations previously accepted by the Superintendent: David Hon – Ruder Special Education Teacher; Elisha Jacobs – Glacier Gateway Kindergarten Paraeducator; Tessa Peters – Junior High Special Education Paraeducator; Peregrine Frissell – Junior High Social Studies Teacher, Junior High Boys’ and Girls’ Basketball Coach, and High School Traffic Education Instructor; Manolo Victor – High School Prom and Graduation Stipend

Motion by Pacheco, second by Upton, to approve the following Elementary District hiring recommendations: McKenna Rensel – Ruder Elementary Music Teacher; David Hon – Ruder Elementary Special Education Paraeducator; Shelby Stephens – Ruder Elementary Special Education Paraeducator; Angela Tamburelli – Glacier Gateway School Nurse.  
Passed 5-0.

Motion by Heupel, second by Upton, to approve the following High School District hiring recommendations: Jarrod Joy – Bus Monitor; Natalie Corcoran – District Cook/Baker; Chris Harvey – Full-time Bus Driver/Bus Washer; Rich Pedersen – Full-time Bus Driver/Bus Washer; Kendra Courtney – High School Head Cheer Coach; Abigail Holderbaum – High School Art Teacher Long Term Substitute; Heidi Nelson – High School Freshman Girls’ Basketball Coach; Simeon Marton – High School Assistant Football Coach  
Passed 6-0.

Motion by Pacheco, second by Upton, to approve the following temporary summer hiring recommendations: Tabitha Roth – Summer Food Services; Courtney Pham – Summer Food Services; Dan Hall – Summer Bus Detailer; Austin Barth – Summer Weight Room Supervisor; Bryan McGrath – Summer Weight Room Supervisor; Madison Wheeler – Summer Weight Room Supervisor  
Passed 6-0.

Miscellaneous and Future Planning:

Policy Committee Meeting – July 22, 2025 – 5:00 P.M. – Admin Conference Room

As there was no further business to come before the Board, Vice Chair Riley adjourned the meeting at 7:34 P.M.

\_\_\_\_\_  
Board Chair

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

PERSONNEL:

MOTION TO APPROVE  
ELEMENTARY DISTRICT  
HIRES

MOTION TO APPROVE  
HS AND DISTRICT-  
WIDE HIRES

MOTION TO APPROVE  
TEMPORARY SUMMER  
HIRES

MISCELLANEOUS  
AND FUTURE  
PLANNING

MEETING  
ADJOURNED

REGULAR MEETING  
BOARD OF TRUSTEES  
SCHOOL DISTRICT #6  
AUGUST 11, 2025

Unofficial

The Regular Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Monday, August 11, 2025, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

PRESENT:

- Jill Rocksund ..... Board Chair Via Google Meets
- Barbara Riley..... Vice Chair
- Megan Upton ..... Trustee
- Justin Cheff..... Trustee Via Google Meets
- Heather Mumby..... Trustee
- Amanda Pacheco..... Trustee
- Casey Heupel ..... Trustee
- Cory Dziowgo..... Superintendent of Schools
- Dustin Zuffelato..... Business Manager/Clerk

ABSENT:

- Keri Hill ..... Trustee

Call to order at 6:00 P.M. by Vice Chair Riley.

CALL TO ORDER

Motion by Heupel, second by Mumby, to approve the agenda with a correction to page 2, Katie Robinson has been hired as a Special Education Teacher, not a paraeducator. Passed 7-0.

APPROVE CONSENT AGENDA

Motion by Mumby, second by Upton, to approve the consent agenda as follows:

- Approve July bills.
- Approve the investment report.
- Out-of-District Approval – SY25-26
- 26-180
- 26-181

Passed 7-0.

Public Participation:

PUBLIC PARTICIPATION:

Approximately three (3) people participated in the meeting remotely via Google Meets. Approximately two (2) people attended the meeting in person.

Written Reports:

REPORTS:

Board Standing Committees' reports are located on the District's Website.

Verbal Reports:

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Trustee Barbara Riley provided the Board with the recent proceedings of the Consortium of State School Board Associations (COSSBA) and the Montana School Board Association (MTSBA). Mrs. Riley shared that the MTSBA board has not met since July. Bridged Health Allegiance has hired a third party administrator and now is interviewing two pharmacy benefit management companies. One will be hired in the coming week. The details of the plan have been given to the state insurance commissioner for approval.

District Business Manager/Clerk provided the Board with a written report that was emailed to the trustees earlier today. Mr. Zuffelato has received the tax impact statement and some of the financial information will be presented on Thursday. The Special Meeting on August 25 will be for the resolution to call the election on November 4th. Belfor has sent the final invoice for the flood restoration project. There is still work to be done on the flooring, lockers, and blinds; these should be ready to go by the start of school. The elevator may not be finished in time for the start of school on September 2, 2025. The Business Office has begun compiling information for the 2025 financial audit to be conducted by Nexus CPA Group. The new electronic time management program has been implemented and was used for the August payroll.

Superintendent Cory Dziowgo presented a short video to illustrate his idea for the District to provide free fitness courts within the communities. The project could be sponsored by Blue Cross/Blue Shield of Montana. Student/Parent Handbooks are available online, trying to save paper instead of printing. The High School facility enhancement meeting on Thursday, August 14th, will start to look at the financial aspects of the project. The superintendent evaluation is still open online. The start of the school year is September 2 with students coming to the buildings. There will not be a faculty breakfast this year.

Board Chair Jill Rocksund had nothing additional of add.

ACTION /  
DISCUSSION ITEMS:

Action/Discussed Items:

MOTION TO APPROVE  
SY 25-26 BELL SCHEDULES

Motion by Heupel, second by Upton, to approve the bell schedules for School Year 2025-2026.

Discussion was had by Trustees. Chair Rocksund is not in support of the change at this time. The first Wednesday of each month will be shortened by an hour more than any other Wednesday on the calendar. As a member of the Professional Development Committee Chair Rocksund feels there are other ways to get staff together; possibly to have a half day on a Friday so that families could do something special. Vice Chair Riley is concerned that the one day of month change will make it hard for families to juggle and could create logistical problems for parents. Mrs. Riley would like to see something else done for the next school year so that the calendar stays consistent for families. Superintendent Dziowgo is looking at what paraeducators could do for the students that cannot

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be picked up early enough, maybe organize an after-school program for those Wednesdays. Mr. Dziowgo also feels that it is too close to the start of the school year to make changes. Mark McCord, Curriculum Director, shared that the District needs a strong connection with the standards set on teachers. Historically the District had substitutes cover teachers for half or full day to get an effective professional development opportunity. The questions of "how do we do the work without subs?" has come up. Public comment was requested and Junior High Teacher Leslie DiMaio voiced her opinion on how much teachers are required to do outside of the classroom and that they feel this extra time is a gift from the District. Some of the most valuable time as a teacher is the meetings with coworkers and learning from each other. Ms. Dimaio believes this schedule change is a move in the right direction. Community Member Katie Reed shared via Google Meets that as a parent she recognizes the need for Professional Development, but not to take away the instructional time from the students.

Passed 5-2, no – Heupel and Rocksund.

Motion by Rocksund second by Upton, to approve all policies together under section B on the first and final reading.

- #1111 – School Board Elections
- #2100 – School Year Calendar and Day
- #2132 – Student and Family Privacy Rights
- #2165 – Early Targeted Intervention Program
- #2450 – Recognition of Native American Cultural Heritage
- #3110 – Entrance, Placement and Transfer
- #3210 – Equal Educational Opportunity
- #3235 – Video Surveillance
- #3310 – Student Discipline
- #4520 – Cooperative Programs with Other Districts and Public Agencies
- #5120 – Hiring Process and Criteria
- #5250 – Non-Renewal of Employment/Dismissal from Employment
- #5321 – Leaves of Absence
- #8450 – Automated External Defibrillators (AED)

Public comment was requested and there was none.

Passed 7-0.

Motion by Mumby, second by Heupel, to approve policy #2150 (New) Suicide Awareness and Prevention on the first of three readings.

Public comment was requested and there was none.

Passed 7-0.

Motion by Pacheco, second by Upton, to approve policy #2335 (2135 Kaleva) Human Sexuality Instruction and Identity Instruction on the first of three readings.

Discussion was started with Trustee Pacheco asking what was meant by "instruction has the goal or purpose of studying, exploring, or informing, students about any of the following human sexuality topics"? Vice Chair Riley mentioned the policy is government standards verbiage and the topics are those that parents have the right to opt in or out of

MOTION TO APPROVE  
RECOMMENDED  
POLICY CHANGES  
ON FIRST AND FINAL  
READING

MOTION TO APPROVE  
NEW POLICY #2150 ON  
FIRST OF 3 READINGS

MOTION TO APPROVE  
NEW POLICY #2335 ON  
FIRST OF 3 READINGS

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the instructions. Chair Rocksund added that the definitions were added for more clarification to cover a broader field.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
CHANGES TO POLICY  
3141 ON FIRST OF 3  
READINGS

Motion by Mumby, second by Pacheco, to approve policy #3141 – Out-of-District Student Enrollment on the first of three readings.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
NEW POLICY #3655 ON  
FIRST OF 3 READINGS

Motion by Heupel, second by Rucksund, to approve policy #3655 (New) Student Protection on the first of three readings.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
NEW POLICY #8560 ON  
FIRST OF 3 READINGS

Motion by Mumby, second by Heupel, to approve policy #8560 (New) Display of Flags and Banners on District Property on the first of three readings.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
CHANGES TO POLICY  
#5122 ON FIRST OF 3  
READINGS

Motion by Mumby, second by Upton, to approve policy #5122 – Criminal Background Investigations on the first of three readings.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
NEW POLICY #8111 ON  
FIRST OF 3 READINGS

Motion by Heupel, second by Pacheco, to approve policy #8111 (New) Transportation of Students with Disabilities on the first of three readings.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
TO BRING THE TOPIC  
OF SIMBLI POLICY SER-  
VICES OFF THE TABLE

Motion by Rocksund, second by Heupel, to bring the topic of the Simbli Policy Services off the table. This is a carry-over from last month's meeting.

Passed 7-0.

MOTION TO APPROVE  
THE SIMBLI POLICY  
SERVICES CONTRACT

Motion by Rocksund, second by Upton, to approve the Simbli Policy Services contract with MTSBA.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
THE HOUSING ASSIST-  
ANCE AND STIPEND  
PAYMENT AGREEMENT  
WITH ASHLEY MYETT

Motion by Mumby, second by Pacheco, to approve the Housing Assistance and Stipend Payment Agreement with Ashley Myett.

Public comment was requested and there was none.

Passed 6-0.

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Motion by Pacheco, second by Upton, to approve the request of Purpose Driven to continue running the Youth Recreation Program with School District Six students.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
PURPOSE DRIVEN  
CONTRACT TO RUN  
THE YOUTH REC  
PROGRAM

Motion by Rocksund, second by Heupel, to approve the completion of the MTSBA electronic ballot. Chair Rocksund will complete the electronic ballot and submit on behalf of the Board.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
COMPLETION OF THE  
MTSBA ELECTION  
BALLOT BY CHAIR  
ROCKSUND

Motion by Mumby, second by Pacheco, to approve the consideration of Resolution 443 – Apportionment of Elementary District Ending Fund Balances as of 6/30/2025.

Mr. Zuffelato added information regarding the balances of SY 2024-2025 budget. There are two options for consideration for remaining fund balances; one is to add the funds to the reserve balance, or the other option is to reappropriate the balance, which will reduce the levies for the next year. Montana state law sets the reserve maximum levels. The recommendation would be for the general fund to reserve the amount because it would not be over the 10% maximum. As the District's General Fund budget authority continues to increase, the reserve balance will trend downward. The transportation fund is over the 20% maximum and so some of those funds will be reappropriated to relieve those taxes. The entire fund balance in the tuition fund will be reappropriated.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
RESOLUTION #443

Motion by Pacheco, second by Upton, to approve the Consideration of Resolution 444 – Apportionment of High School District Ending Fund Balances as of 6/30/2025.

Public comment was requested and there was none.

Passed 7-0.

MOTION TO APPROVE  
RESOLUTION #444

Mr. Zuffelato presented the proposed budget for the upcoming school year (SY25-26) through a slide presentation. Added are the financial impacts of the latest state legislative session had on school districts. Goals set by the District's strategic plan were added to this year's budget. Facilities are one of the main objectives for students and received additional funds for the school major maintenance account. Budget authority for the general fund increased quite a bit, primarily from the Student and Teacher Advancement for Results and Success (STARS) Act. The transportation department is continuing to evolve and create innovative ways to recruit and maintain staff. There is a proposal to increase the budget funds to raise wages to a more competitive rate, as well as hire some full-time bus drivers for more scheduling flexibility. The District successfully obtained funding from the Advanced Opportunities Program, which will be budgeted in the flexibility funds. The District will receive funds from other Districts for students electing to attend Columbia Falls School District but reside within another District. These funds were budgeted in the General Fund to reduce the overbase tax levy. However, the District will need to increase

SY 25-26 BUDGET  
PRESENTATION

Unofficial

the levy in the Tuition Fund for students residing in Cfalls but electing to attend other Districts. The net tuition exchange for the Elementary District is an expense of approximately \$119,000, sending more money to Deer Park, West Glacier and Whitefish then we are bringing in from those districts. The High School District has more students coming to us than other districts, except for Whitefish. Resulting in a bit of reduction to the levy in the General Fund.

MOTION TO APPROVE  
THE ADOPTION OF THE  
FY 2026 ELEMENTARY  
DISTRICT BUDGET

Motion by Pacheco, second by Upton, to approve the adoption of the FY 2026 Elementary District Budget.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
THE ADOPTION OF THE  
FY 2026 HIGH SCHOOL  
DISTRICT BUDGET

Motion by Heupel, second by Mumby, to approve the adoption of the FY 2026 High School Budget.

Public comment was requested and there was none.

Passed 7-0.

PERSONNEL:

Personnel:

The Board acknowledged the following resignations previously accepted by the Superintendent: Stephanie Collis – Special Education Paraeducator; Glenn Morden – Junior High Boys' Basketball Coach; Dan Ellman – Bus Driver; Keegan Pendergast – High School Assistant Football Coach; Leslie Pendergast – High School .5 Health Enhancement Teacher.

MOTION TO APPROVE  
ELEMENTARY  
DISTRICT HIRING  
RECOMMENDATIONS

Motion by Mumby, second by Pacheco, to approve the following Elementary District hiring recommendations: Camilla Emond – Ruder Elementary Kindergarten Paraeducator; Jenna Joy – Ruder Elementary Special Education Paraeducator; Katie Robinson – Ruder Elementary Special Education Paraeducator; Kevin Redfield – Junior High Grade 6 Teacher; Zachary Forman – Junior High School Special Education Teacher.

Passed 6-0.

MOTION TO APPROVE  
HS AND DISTRICT-  
WIDE HIRING  
RECOMMENDATIONS

Motion by Heupel, second by Pacheco, to approve the following High School/District-wide Hiring Recommendations: Juliane Jouanicot – Hot Lunch Helper/Floater, and Mentor Hires: Kent Blair, Janae Christensen, Trisha Quiram, Josie Brown, Laura Emerson, Alexandra George, Jodi Jensen, Andrew Lilienthal, Rebecca Bates, Julian Whitman, Jasna Stafford, Emily Hackethorn.

Passed 7-0.

MISCELLANEOUS  
AND FUTURE  
PLANNING:

Miscellaneous and Future Planning:

Negotiations Committee Meeting – Certified Union – August 11, 2025 – 5:00 P.M.

Negotiations Committee Meeting – Certified Union – August 18, 2025 – 5:00 P.M.

Negotiations Committee Meeting – Certified Union – August 25, 2025 – 3:00 P.M.

Special Board Meeting – High School Facility Improvement Project – Election Resolution – August 25, 2025 – 6:00 P.M.

Long-Range Committee – September 8 – 5:00 P.M. – Before the regular board meeting.

Unofficial

As there was no further business to come before the Board, Vice Chair Riley adjourned the meeting at 8:15 P.M.

MEETING  
ADJOURNED

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Board Chair

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Business Manager/Clerk

SPECIAL MEETING  
BOARD OF TRUSTEES  
SCHOOL DISTRICT #6  
AUGUST 25, 2025

Unofficial

The Special Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Monday, August 25, 2025, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

PRESENT:

- Jill Rocksund .....Board Chair
- Barbara Riley.....Vice Chair
- Megan Upton .....Trustee
- Keri Hill .....Trustee
- Heather Mumby.....Trustee
- Amanda Pacheco.....Trustee
- Cory Dziowgo..... Superintendent of Schools
- Dustin Zuffelato.....Business Manager/Clerk

ABSENT:

- Justin Cheff..... Trustee
- Casey Heupel ..... Trustee

Call to order at 6:00 P.M. by Chair Rocksund.

CALL TO ORDER

Motion by Riley, second by Pacheco, to approve the agenda as presented. The purpose of the Special Meeting is to call for the High School Facility Improvement Bond Election to be conducted on November 4th to coincide with the General Election to allow the Flathead County Election Department to administer the election.

APPROVE AGENDA

Passed 6-0.

Public Participation:

Approximately two (2) people participated in the meeting remotely via Google Meets. Approximately seven (7) people attended the meeting in person.

PUBLIC PARTICIPATION:

Action/Discussed Items:

Motion by Upton, second by Riley, to approve Resolution 445: Resolution Calling for a Bond Election.

ACTION / DISCUSSION ITEMS  
MOTION TO APPROVE RESOLUTION #445

Superintendent Dziowgo shared a presentation on the Facility Enhancement Bond Resolution for the High School. The objective is to look at building a High School for the future. The main areas of focus were safety and security, infrastructure, and 21st century learning coming out of the long-range planning for the District. During the life of the bond, the District is planning for a High School that can serve 1,000 students. One area of safety improvement is developing parking lots with better traffic flow, lighting and more spaces; also adding additional access points. The recommendation for the bond project is \$84.8 million over a twenty-five year term. Bridget Ekstrom from D.A. Davidson added that a strong bond rating will allow the District to sell the bonds for a premium. Also adding that interest rate on the bonds will be approximately 4.25%. Mr.

SPECIAL MEETING

AUGUST 25, 2025

PAGE 2

Unofficial

Dziowgo continued to share that the \$84.8 million was established by looking at light rebuild, moderate rebuild, and new build areas; these number were compared to other construction sites recently. The District has already levied twenty-one mills for the roof project over the classroom wing that will be expiring next year to coincide with the debt service associated with the new bonds being added to the tax levies. The High School District bonding compacity is approximately \$95 million based on the statewide tax value, not the \$65 million as previously estimated based on the District tax value. Mr. Zuffelato touched on the timing of the project. Ballots for the vote will go out from the County Election Office on October 17, 2025, and the District will need to do the best it can to educate the community.

Public comment was requested and there was none.

Passed 6-0.

MISCELLANEOUS  
AND FUTURE  
PLANNING

Miscellaneous and Future Planning:

Long-Range Planning Committee – September 8, 2025 – 5:00 P.M. before the next Regular Board Meeting

Certified Negotiations – September 10, 2025 at 4:00 P.M.

MEETING  
ADJOURNED

As there was no further business to come before the Board, Chair Rocksund adjourned the meeting at 6:28 P.M.

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Board Chair

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Business Manager/Clerk

REGULAR MEETING  
BOARD OF TRUSTEES  
SCHOOL DISTRICT #6  
SEPTEMBER 8, 2025

Unofficial

The Regular Meeting of the Board of Trustees of School District Six was held at 6:00 P.M., Monday, September 8, 2025, in the Boardroom of the administration offices at 501 Sixth Avenue West, Columbia Falls, Montana.

PRESENT:

Jill Rocksund ..... Board Chair  
Megan Upton ..... Trustee  
Keri Hill ..... Trustee  
Heather Mumby ..... Trustee  
Amanda Pacheco ..... Trustee  
Casey Heupel ..... Trustee  
Cory Dziowgo ..... Superintendent of Schools  
Dustin Zuffelato ..... Business Manager/Clerk

ABSENT:

Barb Riley ..... Vice Chair  
Justin Cheff ..... Trustee

Call to order at 6:00 P.M. by Board Chair Rocksund.

CALL TO ORDER

Motion by Upton, second by Hill, to approve the agenda as presented.  
Passed 6-0.

APPROVE AGENDA

Motion by Heupel, second by Pacheco, to approve the consent agenda as follows:

APPROVE CONSENT AGENDA

Approve August bills.

Approve the investment report.

Out-of-District Approval - SY25-26

26-181

26-182

26-183

26-184

26-185

26-186

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26-188

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26-190

26-191

26-192

Passed 6-0.

Public Participation:

Approximately three (3) people participated in the meeting remotely via Google Meets.

Approximately ten (10) people attended the meeting in person.

PUBLIC PARTICIPATION:

REGULAR MEETING

SEPTEMBER 8, 2025

PAGE 2

Unofficial

No High School students were present, but wanted to share that homecoming is the following week and the theme for the parade will be "Lights, Claws, Action".

REPORTS:

Written Reports:

Board Standing Committees' reports are located on the District's Website.

The Elementary School Principals (Penni Anello, Allison Hawes, and Ted Miller) provided the Board with written reports.

High School Principal, Josh Gibbs, provided the Board with a written report. Also sharing, that the cell phone policy change has worked well. Teachers are enjoying the absence of cell phones in the classrooms. The attendance policy still has the ten-day rule of absences each semester, if a student misses more than the ten days he/she may have to attend Saturday school to makeup missing work. The focus is the students that exceed the ten days that are not school sponsored and/or decide to skip school. The Saturday school will run as staff is available with a matrix from lunch detention, to Wednesday afternoon detention, to Saturday school.

Curriculum Director, Mark McCord, provided the Board with a written report.

Special Services Director, Michelle Swank, provided the Board with a written report. Mrs. Swank also noted that there is still a shortage of paraeducators, particularly in the High School. At the present time there are a couple employees floating from an elementary school in the morning to the high school to cover the afternoons, and the staff has been great about helping where needed.

Verbal Reports:

District Business Manager/Clerk provided the Board with a written report. Mr. Zuffelato also shared information regarding the High School Bond Election coming up in November. The Election office will not have a ballot drop off site in Columbia Falls. Ballots must be delivered to the County Election Department in Kalispell.

Superintendent Cory Dziowgo mentioned that this is the start of his third school year as Superintendent of Columbia Falls. Enrollment in the District is down to 2,137 students, equating to approximately 70 fewer as compared to last year. The District is continuing to meet weekly with Jackola Engineering regarding the Facility Enhancement Project. The District will be conducting various informational meetings/public forums to convey information regarding this general obligation bond levy election.

ACTION /  
DISCUSSION ITEMS:

MOTION TO APPROVE  
RESOLUTION #446

Action/Discussed Items:

Motion by Heupel, second by Upton, to approve Resolution #446 - Disposition of Abandoned, Obsolete and Undesirable Property.

Public comment was requested and there was none.

Passed 6-0.

Unofficial

Motion by Heupel, second by Hill, to approve Policy 2150 – Suicide Awareness and Prevention on the second of three readings.

Public comment was requested and Community Member Joe O’Roarke asked if the information regarding suicide is gathered by providing students with a questionnaire or survey? Superintendent Dziowgo shared that the policy is addressing staff training on protecting students. Trainings will be a shorter in duration, but more frequently occurring.

Passed 6-0.

MOTION TO APPROVE  
POLICY #2150 ON 2ND  
OF 3 READINGS

Motion by Heupel, second by Mumby, to approve Policy 2335 – Human Sexuality Instruction and Identity Instruction on the second of three readings.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
POLICY #2335 ON 2ND  
OF 3 READING

Motion by Upton, second by Pacheco, to approve Policy 3141 – Out-of-District Student Enrollment on the second of three readings.

Chair Rocksund commented that reading through the new policy, it says students have two windows to enroll in the District per year; May 1st and the second semester. There are special provisions when a student moves from the District or homeless, they have a thirty day grace period beginning at the change of residence. Superintendent Dziowgo recommended adding a paragraph regarding “extenuating circumstances” to the policy to cover parents who forget to enroll their students.

Public comment was requested and there was none.

Passed 6-0, with knowing that revisions will occur prior to the final reading.

MOTION TO APPROVE  
POLICY #3141 ON 2ND  
OF 3 READINGS

Motion by Mumby, second by Pacheco, to approve Policy 3655 – Student Protection on the second of three readings.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
POLICY #3655 ON 2ND  
OF 3 READINGS

Motion by Heupel, second by Upton, to approve Policy 8560 – Display of Flags and Banners on District Property on the second of three readings.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
POLICY #8560 ON 2ND  
OF 3 READINGS

Motion by Mumby, second by Hill, to approve Policy 5122 – Criminal Background Investigations on the second of three readings.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
POLICY #5122 ON 2ND  
OF 3 READINGS

Motion by Heupel, second by Upton, to approve Policy 5321 – Leave of Absence on the second of three readings.

Public comment was requested and there was none.

Passed 6-0.

MOTION TO APPROVE  
POLICY #5321 ON 2ND  
OF 3 READINGS

REGULAR MEETING  
SEPTEMBER 8 2025  
PAGE 4

Unofficial

MOTION TO APPROVE  
POLICY #8111 ON 2ND  
OF 3 READINGS

Motion by Upton, second by Heupel, to approve Policy 8111 – Transportation of Students with Disabilities on the second of three readings.  
Public comment was requested and there was none.  
Passed 6-0.

MOTION TO APPROVE  
SCHOOL BASED  
BEHAVIORAL HEALTH  
CENTER AGREEMENT  
BETWEEN LOGAN  
HEALTH AND SD#6

Motion by Mumby, second by Heupel, to approve the School Based Behavioral Health Center Agreement between Logan Health and School District #6.  
Mr. Zuffelato mentioned that the square footage was changed, which reduced the lease rental revenue to be paid to the District.  
Public comment was requested and Community Member Joe O’Roake asked the Board if this is a space rental agreement and is there a discussion on services available to School District students? Chair Rocksund mentioned that the District rents the facility to Logan Health and they provide Mental Health Services from an out-patient clinic billed to either Medicaid or private insurances.  
Passed 6-0.

MOTION TO AUTHOR-  
IZE ADMINISTRATION  
TO APPLY FOR AP-  
PROVAL OF A TRADES-  
ORIENTED CHARTER  
SCHOOL WITH BOARD  
OF PUBLIC EDUCATION

Motion by Mumby, second by Pacheco, to authorize and direct the administration to apply for approval of a trades-oriented charter school with the Board of Public Education. The application shall be aligned with the District’s integrated strategic action plan and the Portrait of a Learner framework.  
Superintendent Dziowgo mentioned that this opportunity will provide needs to students so they are more empowered and prepared for the trades industry. The charter school enrollment is anticipated to be approximately Forty students. October is the deadline for the application to OPI and approval is January 2026. The District’s anticipated start date is August 2027. The Charter School will continue to utilize the District’s resources for Special Education needs, 504 plans, and the Gifted/Talented program.  
Public comment was requested and Community Member Joe O’Roake asked if this is authorized under the bill passed in the last state legislature session, and his understanding is that it needs to have state approval? Chair Rocksund answered that the approval in January 2026 is meeting the requirements.  
Passed 6-0.

PERSONNEL:

Personnel:

The Board acknowledged the following resignations previously accepted by the Superintendent: Amber Little – High School Paraeducator; Thomas Walker – Ruder Paraeducator; Koahl Deshazer – Junior High Paraeducator; Zachary Baker – Junior High Custodian; Christopher Harvey – Bus Driver; Elton Kauffman – Bus Driver; Emily Houston – High School Paraeducator; Shannon Freiheit – High School Paraeducator; Niels Getts – High School Assistant Tennis Coach

MOTION TO APPROVE  
RECOMMENDATION  
TO TERMINATE WITH-  
OUT CAUSE

Motion by Mumby, second by Hill, to approve the termination of Brandon Christensen, District Mechanic, without cause during the probationary period.  
Passed 6-0.

Unofficial

Motion by Upton, second by Pacheco, to approve the following Elementary District hiring recommendations: Terri Eckel – Glacier Gateway Pre-K Paraeducator; Anthony Correa – Junior High Boys’ Basketball Coach; Naomi Barnett – Glacier Gateway Kindergarten Paraeducator; Lisa Davis – Glacier Gateway Special Education Paraeducator; McKenna Rensel – Junior High Volleyball Coach; Megan Blackman – Ruder Special Education Para.  
Passed 5-0.

MOTION TO APPROVE  
ELEMENTARY HIRING  
RECOMMENDATIONS

Motion by Heupel, second by Pacheco, to approve the following High School/District-wide Hiring Recommendations: Megan Blackman – High School Special Education Paraeducator; Jennifer O’Brien – High School Special Education Paraeducator; Jessica Stevenson – Hot Lunch Helper/Floater; Kole Cordier – High School Assistant Football Coach; Jacob Babcock – High School Assistant Football Coach; Cassandra Eshom – High School Special Education Paraeducator; Dillon Wanner – Non-CDL Activity Bus Driver  
Passed 6-0.

MOTION TO APPROVE  
HS AND DISTRICT-  
WIDE HIRING  
RECOMMENDATIONS

Motion by Upton, second by Heupel, to approve the substitute hires.  
Passed 6-0.

MOTION TO APPROVE  
SUBSTITUTE HIRES

Miscellaneous and Future Planning:

MISCELLANEOUS  
AND FUTURE  
PLANNING:

Long-Range Planning Committee – Conference Room - September 8, 2025 – 5:00 P.M.  
Negotiations Committee Meeting (Certified) – Conference Room – September 10, 2025 – 4:00 P.M.

Transportation Committee may need to meet with the West Glacier District.  
Insurance Committee is waiting on obtaining a proposal from Bridged Health Alliance.

As there was no further business to come before the Board, Chair Rocksund adjourned the meeting at 6:45 P.M.

MEETING  
ADJOURNED

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Board Chair

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Business Manager/Clerk

# Budget Transfer Request

Board Approval Date \_\_\_\_\_  
 Date Entered on Accounting System \_\_\_\_\_  
 Business Office Use Only

Transfer From		Transfer To	
Account Number	Amount	Account Number	Amount
<del>#145</del> Class of 2025 #147	1,538.60	#143 JUNIOR 2027	1,538.60
<b>Total</b>		<b>Total</b>	

**JUSTIFICATION**

I am requesting that remaining funds from the graduating class of 2025 be transferred to the Junior ~~to~~ Class #143. so that the funds can be used for this year's needs.

Signatures

\_\_\_\_\_  
 Administrator                      Business Manager                      Superintendent

# October Board Report Building/Department

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 has launched our dynamic program designed to provide a challenging, diverse, and supportive learning environment that meets the needs of gifted and high achieving students.

We have also started our first rotation of intervention classes that support students requiring additional academic supports through differentiated instruction, targeted supports, and encouragement to reach their full potential.

## High Performing Workplace

Glacier Gateway is dedicated to building a high-performing workplace where collaboration, professionalism and continuous improvement are at the core of everything we do. We have worked together during our staff meetings and professional development this fall to set high expectations for teaching, use data to drive instruction, and implement instructional strategies that engage students.

## Organizational Effectiveness

The two elementary schools are focusing on collaborative work to strengthen organizational effectiveness in the areas of grading, professional development, and curriculum implementation.

GG staff continues to implement our MTSS Handbook to ensure organizational effectiveness within our school.

## Family & Community Engagement

Glacier Gateway staff continues to work with our PTO to provide family engagement activities. We had a float at the homecoming parade, we will host trunk or treat on Halloween, and have started planning our monthly events.

We continue to connect families with resources within the school system and outside organizations. Classes have been out into our community for learning opportunities at the fire station, library, and wildcat garden.

## District Facilities Support & Enhance Learning

Our district provides a strong facility supports that help create a safe and effective learning environment for all students and staff. Regular fire safety drills and inspections, clear procedures for students and staff to ensure that everyone is well prepared for emergencies. Our staff continues to be proactive with safety practices, maintenance of grounds, and cleanliness of our school to allow students to focus on learning.

## Upcoming Events

- WILDCAT PRIDE Assembly, October 29th
- Trunk or Treat, October 31st

## Glacier Gateway Celebrations

- Grade 5 won September's Attendance Challenge
- Zones of Regulation are celebrating students that show PRIDE in common areas at GG.
- Students are preparing to share Grow and Glow student goals at parent teacher conferences

# Glacier Gateway

# October Board Report

## Building/Department

### SCHOOL DISTRICT #6

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



# Ruder Elementary

<h3>Challenging, Diverse, and Supportive Learning Environment</h3>	<p>Ruder Elementary is intentionally fostering a climate that champions a growth mindset, social-emotional wellness, positive engagement, and meaningful personal connections. We hold students to our school wide <b>GROWL</b> expectations—<b>Grit, Responsibility, Ownership, Welcoming, Leadership</b>—and model them ourselves: staff co-created, signed, and use our <b>Adult GROWL</b> commitments to guide daily practice. These actions directly advance the Strategic Plan's climate and culture goal and are strengthening belonging, consistency, and student readiness to learn.</p>
<h3>High Performing Workplace</h3>	<p>At Ruder, we develop and support a positive, effective workforce by distributing leadership across PLCs and committees, empowering staff as facilitators, data leads, and safety champions. Through shared goals, routine progress monitoring, and staff-led PD, we build collective ownership of results and drive continuous improvement.</p>
<h3>Organizational Effectiveness</h3>	<p>Ruder is actively advancing a positive, collaborative culture across district departments. On September 29, we hosted Amplify reading training, pairing Glacier Gateway and Ruder teachers by grade for shared planning; we also hosted CPR/First Aid and Safety Care trainings that brought together staff from multiple departments. These cross-site learning opportunities strengthen relationships, align practices, and improve services for students.</p>
<h3>Family &amp; Community Engagement</h3>	<p>Ruder is strengthening collaborative community partnerships that enhance learning and early career awareness. Over the past month, classes have made regular visits to the Wildcat Garden for hands-on learning. We recently hosted the Columbia Falls Fire Department for a Fire Prevention Week assembly, and we're welcoming the Northwest Montana Drug Task Force—led by a Ruder teacher's spouse—during Red Ribbon Week. These partnerships deepen relevance, safety education, and real-world connections for our students.</p>
<h3>District Facilities Support &amp; Enhance Learning</h3>	<p>Ruder is working to achieve a safe and welcoming environment by fostering belonging and safety through clear expectations, strong relationships, and proactive communication. At Ruder, we practice regular safety drills, pair buddies, implement daily SEL check-ins, and use our <b>GROWL</b> positive student and school-wide recognition system—alongside morning greetings and consistent behavior expectations—to ensure every student feels seen, supported, and ready to learn in a safe, welcoming environment.</p>

### Dealer's Choice

- Positive Behavior Milestone** — Since the start of school, Ruder Wildcats/kats have achieved (and exceeded) their first building-wide goal by earning **500 GROWL tickets** (Grit, Responsibility, Ownership, Welcoming, Leadership). We celebrated this accomplishment with a **school-wide popcorn party**, reinforcing our

### Upcoming Events

- October 13th - MAST Testing window opens
- October 14th - Vision Screening
- October 16 & 17th - MEA Days - NO SCHOOL
- October 27-31st - Drug Prevention Week
- Several field trips are happening at Ruder, including

# October Board Report

## SCHOOL DISTRICT #6

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

COLUMBIA FALLS



### Challenging, Diverse, and Supportive Learning Environment

Our Student Council group has been selected. We started a meeting to develop a strong student leadership team. This group of students will work with staff to develop a positive school culture. This year we have a 6th grade Student Council and a separate 7th/8th Student Council. This will allow for better decision making to effect each grade level since they have different needs. This group of students are driven to make a difference at CFJH.

### High Performing Workplace

On September 29, we joined the CFHS staff for PD on proficiency-based learning models. This was a great opportunity for staff to collaborate across grade levels and content areas.

### Organizational Effectiveness

We continue to strengthen our MTSS practices and systems. We reviewed our School-Wide Assistance Team process to identify and provide interventions to students in need. We also discussed our Behavior Flowchart and how we can use it effectively and consistently to address student behaviors in an impactful way.

### Family & Community Engagement

This is a focus area of improvement from the administrative team. We want to continue our partnerships with the community and provide new avenues to connect with others and keep families engaged. A small addition is the Student Announcements link on our website to inform families and the community of current happenings.

### District Facilities Support & Enhance Learning

We are in the process of purchasing a message board for the front of our school. We are excited to be able to promote the great things happening at CFJH, highlight student achievements, and provide information about events. This will be a great addition! Updates to come!

### Upcoming Events

- Boys' Basketball starts Monday, Oct. 20th
- FVCC Choir Festival Monday, Oct. 27th
- Band Concert Monday, Oct. 27th

### The Wildcat Way

- Our first groups of Wildcat Way Ticket Winners and Wildcats of the Month have been awarded. This is a great way to promote our students and the positive things they do at CFJH.

# Junior High

# October Board Report Building/Department

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, Columbia Falls High School has added AP Seminar and AP Research to our course offerings, expanding our AP program to better support students pursuing different pathways to future careers.

We also added a .5 FTE business teacher. This has allowed us to expand our business offerings. This also allowed us to expand our credit recovery offering to support students getting back on track for graduation

## High Performing Workplace

On September 29, CFHS and CFJH staff participated in a professional development session focused on proficiency-based learning models. This training provided a valuable opportunity for staff to engage in meaningful PD, collaborate across grade levels, and have vertical discussions within their content areas. Teachers were also able to continue this work within their departments, further strengthening our commitment to a high-performing, student-focused learning environment.

## Organizational Effectiveness

Our MTSS team and department leadership team have hit the ground running this year, developing the roadmap for the year while driving initiatives to support student learning, strengthen collaboration, and enhance school-wide effectiveness. Their proactive work is helping ensure that CFHS continues to operate efficiently while meeting the needs of all students.

## Family & Community Engagement

Columbia Falls High School had an exciting Homecoming Week, themed "Lights, Claws, Action." The week kicked off with a lively assembly where seniors claimed victory (this time without any "creative rule bending")! The parade drew an incredible turnout. Students also enjoyed our first annual Movie on the Field, watching The Goonies under the stars. The week continued with enthusiastic support for all athletic teams and wrapped up with a record-breaking Homecoming Dance

## District Facilities Support & Enhance Learning

Cory and the team have continued their dedicated efforts to educate and engage the community about the upcoming bond. So far, they have conducted eight bond presentations at multiple locations and times, ensuring voters have convenient opportunities to learn about the proposal, ask questions, and make informed decisions. Their work reflects our commitment to transparency, accessibility, and community involvement in shaping the future of our schools.

## Upcoming Events

- Oct. 14 - HOSA Fall Leadership
- Oct. 15 - Picture retakes
- Oct. 22 - PSAT
- Oct. 22 - NHS Induction Night

## Student Shoutout: Stimson Dolesh

Congratulations to Stimson Dolesh, who made history as the first high school student in Montana to compete in a national investment competition! His achievement highlights his dedication and skill, and the growing opportunities for CFHS students to excel.

High School  
- 24 -

# October Board Report

COLUMBIA FALLS  
SCHOOL DISTRICT #6  
Schools: Glacier Gateway, Ruder Elementary,  
Columbia Falls Junior High, Columbia Falls High School



## Challenging, Diverse, and Supportive Learning Environment

Throughout the month, the district offered multiple professional development sessions focused on supporting curriculum implementation, including:  
- Amplify Boost  
- Enhanced Planning CKLA  
- Project-based Education  
- Open Science Ed  
- Into Literature  
- Montana Education Consortium Frameworks

## High Performing Workplace

Our District Mentor Leadership Team kicked off the year by planning support for new staff and celebrating an exciting milestone—100% of last year's new teachers returned! Our mentor program continues to strengthen retention and continuity, helping us achieve a remarkable reduction in staff turnover in recent years.  
- FY23 22 new  
- FY24 18 new  
- FY25 13 new  
- FY26 9 new

## Organizational Effectiveness

The ESEA Consolidated Grant was submitted this month. The district qualifies for this \$1 million—plus grant based on the relatively high number of students who qualify for free or reduced-price lunch. These funds support staffing and professional learning across the district. Additionally, the Gifted and Talented Grant was submitted, which will provide \$3,000 in each of the next two years to support our gifted education program.

## Family & Community Engagement

The process of rostering parents in the MAST score reporting system has begun. After the first MAST testing window closes on December 5, parents will be able to access their child's scores online and receive support with score interpretation.

## District Facilities Support & Enhance Learning

The Technology Committee met to discuss a variety of hardware and software topics. Members offered a wide range of input regarding updates to laptops, interactive display boards, and other technology-related needs. Campus Tech Integration Specialists will collaborate with their principals to plan training for the upcoming tech-focused early release day on October 29.

- ### Upcoming Events
- 10/14 GT Campus Coordinator Meeting
  - 10/21 ESL Campus Coordinator Meeting
  - 10/27 District MTSS Meeting

### Quotable

- "Leadership is not about being the boss. It's about creating safety for everyone to show up, do their best work, and develop their full potential."  
- Brené Brown



# COLUMBIA FALLS SCHOOL DISTRICT #6

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

# October Board Report Building/Department



<p><b>Challenging, Diverse, and Supportive Learning Environment</b></p> <p>The testing window for the Dynamic Learning Measure (DLM) is open from Sept.-Dec. This new state alternative assessment is designed for students with significant cognitive disabilities who qualify for special education services. This assessment aligns with state academic standards but allows students to demonstrate their knowledge and skills through accessible, individualized tasks.</p>	<p><b>High Performing Workplace</b></p> <p>Sept. 29th PIR Sp.Ed. staff participated in professional development sessions focused on enhancing student safety, instructional support, and compliance with district standards. Training topics included: CPR, SafetyCare, and Goalbook training. These sessions support district priorities in student safety, inclusive practices, and data-driven instruction/IEP development.</p>	<p><b>Organizational Effectiveness</b></p> <p>Due to evolving systematic programming to support our student's individual needs, the district continues to experience ongoing hiring paraeducator needs. The district remains committed to proactive recruitment, retention, and professional development strategies to ensure that all students with disabilities receive high-quality instruction and support aligned with their individual needs.</p>	<p><b>Family &amp; Community Engagement</b></p> <p>To strengthen parent/guardian engagement, and ensure meaningful participation in the IEP process, building levels have established designated timeframes within monthly meeting dates specifically reserved for IEP meetings. This structured scheduling approach supports parent availability, promotes consistent collaboration, and ensures that families have dedicated opportunities to actively participate in developing and reviewing their child's educational plan.</p>	<p><b>District Facilities Support &amp; Enhance Learning</b></p> <p>In September, our RISE staff (younger classroom) attended STAR (Autism instructional training workshop) to support the implementation of systematic, evidence-based instructional strategies that provide consistency, structure, and individualized support across settings. These approaches, combined with well-designed learning environments, create a foundation for meaningful student engagement, progress, and success.</p>
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**Upcoming Events**

- October 22nd (Early Release) Paraprofessional Professional Development: Topic: Finemotor Instructional intervention/strategies presented by Wendi Wanner, Occupational Therapist

**Sp.Ed. OPI Updates**

- Director Monthly Meetings scheduled for this SY (via Zoom)
- Ongoing work on updating District Narrative (detailing Special Education services). Once completed, will be needing board approval (due June 2026)

**TO:** Board of Trustees  
**FROM:** Dustin Zuffelato, Business Manager/Clerk  
**DATE:** October 9, 2025  
**RE:** Business Office Report for the October 13, 2025 Regular Meeting

**Collective Bargaining Agreement - FY26 Columbia Falls Education Association**  
 State Legislation provided an incentive to increase teacher base salaries. Districts that meet the legislative goal for competitive base pay for teachers are provided with two times the quality educator entitlement. The Districts' (current) base pay of \$42,621 met this criteria prior to the proposed changes to the Collective Bargaining Agreement. The District received \$663,532 of additional general fund budget authority from this STARS Act incentive. The District worked to utilize this one-time infusion of funding to revamp the entire teacher salary schedule. The current schedule does not provide step increases for various cells throughout the schedule. It was deemed a good opportunity to "unfreeze" this schedule and provide a step increase to every cell to acknowledge (compensate) for each additional year of service. \$950 was provided to each step throughout the schedule. The starting base salary was increased from \$42,621 to \$45,300. Finally, the District compressed the salary schedule so the highest paid on the bottom right was reduced from \$77,767 to \$76,300. The higher base salary and less difference between the lowest paid and highest paid teacher meets the legislative intent of the STARS Act. Now to some of the nuances to ensure each teacher received at least a 3% increase. The career incentive stipend was extended to employees after 14 years of continuous service as opposed to the current of 17 years. Furthermore, this stipend was increased from 5% to 7.50% of the base salary (\$38,748). An new career stipend was provided to employees employed more than 18 years continuously with SD6. This stipend of 15% of the base salary was used to make-up the reduction in the salary schedule to the bottom right cell.

Projected Cost:

<b>Tentative Agreement</b>		
Steps	\$ 123,318	
Lanes	\$ 78,917	
Salary Schedule - \$950 Step and 4% Lanes	\$ 306,716	
Add \$1,000 cell BA75(17)	\$ 50,000	New amount \$76,300. 50FTE @ \$1,000
Career Stipend: 7.50% 14-17	\$ 49,402	17 FTE @ \$2,906
Career Stipend 2.0: 15% 18+	\$ 178,250	46 FTE @ (\$ 5,812 - \$1,937)
<b>TOTAL COST</b>	<b>\$ 786,603</b>	Represents 83% of the new General Fund budget authority (\$947,397)

### **Global Archives – Records Management**

The District partnered with Global Archives in 2019 to help manage our records. State law denotes the records retention period for every document. Global Archives provides off-site storage and retrieval. The proposed service agreement bolsters these records management services. These services leverage the ability to create digital documents and use cloud storage and enhanced retrieval software. The intent is to not only retain records for their required duration, but to create a digital library that can be used to help access everything from student records to health records and all of the administrative records generated by the District. Global Archives will ensure the District complies with FERPA, HIPAA, and state records retention statutes. The Agreement ensures the records are retained and accessed exclusively by the District. Off-site storage ensures the documents are preserved. Electronic records are also safeguarded to ensure protection of personally identifiable or other protected information.

### **Route Changes**

Route 11 was budgeted for 56 miles per day. The proposed change would reduce this route to 43 miles per day. This equates to a reduction of \$6,950 of funding (\$2.97 per mile).

Route 14 was budgeted for 43 miles per day. The proposed change would INCREASE this route to 55 miles per day. This equates to an INCREASE of \$7,131 of funding (\$2.97 per mile).

In summary, the financial implications of these changes are minimal.

### **Monthly Insurance Claim Summary**

#### Paid Claims September 2025

Medical Plan Paid Claims	\$ 332,923
Specific Stop Loss Liability	\$ 0
Monthly medical expected claims based on an enrollment of 223 Plan participants (65 singles/158 families):	\$ 234,150
Plan claim liability as a percentage of expected claims:	142.18 %

#### Paid Claim summary plan year-to-date (July 2025 through September 2025):

	<u>Actual</u>	<u>Expected</u>	<u>Percentage</u>
Medical Plan Paid Claims	\$ 770,932	\$ 688,673	112 %
Specific Stop Loss liability	0		
Total Claims	\$ 770,932		

# **Master Services Agreement**

Between

**Global Archives, Inc (“Service Provider”)**

And

**Columbia Falls School District 6 & it’s designated  
Schools (“Client” / “District”)**

**Effective Date:**

**Term: 36 Months (See Section 6)**

## **1. Scope of Services**

Global Archives shall provide the following Records Management Services to SD6 and its designated schools, beginning with Columbia Falls School:

- *Records Classification & Organization using compliance-based logic (not generic foldering)*
- *Retention Schedule Alignment based on Montana Schedule 7 & 8*
- *Digitization & Secure Digital Repository Setup*
- *Compliance-Aware Destruction Services*
- *Specialized Physical Records Storage*
- *Staff Training, Support & Change Management*
- *Ongoing Monthly Maintenance & Governance Support*

Detailed deliverables and their phased implementation are outlined in Appendix A.

## **2. Ownership & Custody of Records**

All physical and digital records remain the exclusive property of SD6 at all times. Global Archives is granted limited, secure custodial access only for the term of the Agreement and only for the purpose of fulfilling contracted services.

Upon contract completion or non-renewal:

- *All digital records shall be returned in mutually agreed formats (PDF, searchable metadata-enabled formats, or native files).*
- *Any physical records shall be returned securely, unless SD6 formally requests continued offsite storage or authorized destruction.*
- *Records shall not be sold, copied, or disclosed without SD6's written consent.*

## **3. Regulatory & Compliance Responsibilities**

Global Archives will deliver services in accordance with Montana's Schedule 7 (Administrative Records) & Schedule 8 (Student Records).

While Global Archives supports compliance-aligned structuring, classification, and retention, it is explicitly acknowledged that:

- *Formal enforcement or definition of FERPA, ADA, HIPAA, IRS, SPED/IEP, and OSHA-related categorization shall be provided or confirmed by SD6.*

- *Global Archives shall support technical and administrative structuring of such categories only when guidance or criteria is supplied by SD6.*

This ensures the District retains discretion and control over legal interpretations and enforcement scope.

#### **4. Destruction of Records**

**Any destruction of records will be:**

- *Conducted only with prior written consent from SD6*
- *Accompanied by a documented Certificate of Destruction*
- *Executed in compliance with Montana disposal and archival best practices*

Global Archives shall not destroy any record unless jointly approved and documented by both parties.

#### **5. Pricing & Payment Terms**

**One-Time Fees for the entire 3 year term - Covers up to 3,000 active physical & digital records (from Columbia Falls School District 6 & all it's designated Schools):**

- *Records Classification (discounted): \$1,000 (2 Installments – 50% at initiation, 30% at delivery)*
- *Digitization: \$4,500 (2 Installments – 75% at initiation, 25% at delivery)*
- *Staff Training: \$500 (Due after training session)*
- *Total One-Time Fees: \$6,000*

**Ongoing Monthly Maintenance:**

- *\$370/month for 36 months*
- *Covers up to 3,000 active records*
- *Includes storage, access, metadata support, retention alerts, and helpdesk support*

## **6. Agreement Term & Renewal**

This Agreement shall remain in effect for a fixed initial term of 36 months, beginning from the Effective Date.

### **Renewal:**

- *Either party may initiate renewal discussions 60 days prior to Year 2 term completion.*
- *Unless terminated or renegotiated, services may continue under newer terms month-to-month post Year 3 term.*

## **7. Risk Protection & Change of Ownership**

**In the event that Global Archives undergoes:**

- *Sale,*
- *Change of ownership,*
- *Bankruptcy,*
- *or Corporate restructuring,*

**... it shall:**

- *Immediately notify SD6 in writing*
- *Ensure uninterrupted access to records*
- *Allow SD6 to request early return or secure transfer of all records*

## **8. Confidentiality & Data Security**

**Global Archives agrees to:**

- *Maintain strict confidentiality of all student, staff, and operational records*
- *Adhere to best practices in digital security, encrypted storage, and chain-of-custody for physical records*
- *Notify SD6 of any breach or suspected breach within 24 hours*

## **9. Dispute Resolution & Legal Jurisdiction**

**In the event of any dispute or disagreement:**

- *Both parties shall first attempt to resolve the issue via good-faith negotiation or mediation*
- *If unresolved, legal jurisdiction shall fall within Flathead County, Montana*
- *Each party shall bear its own legal costs unless otherwise awarded*

## 10. Termination

### Early Termination Adjustment:

In the event that SD6 chooses to terminate the Agreement at the end of Year 2, instead of completing the agreed 36-month term, Global Archives shall be entitled to a Termination Adjustment Fee equivalent to 30% of the remaining value of the Year 3 monthly maintenance fees. This is to reasonably compensate for discounted pricing and infrastructure commitments made by Global Archives based on the 3-year contract assumption. This adjustment shall be invoiced upon notice of early termination and payable within 30 days unless otherwise negotiated.

### This Agreement may be terminated:

- *By mutual written consent*
- *By either party with 60 days written notice (after completion of Year 2)*
- *Immediately in case of breach of data protection or gross misconduct*

Any termination shall trigger return-of-records provisions in Section 2.

## 11. Entire Agreement & Signatures

This Agreement represents the full understanding between the parties and supersedes all prior verbal or written communications.

### Signed:

**Global Archives Inc**

**School District 6 (SD6)**

By: \_\_\_\_\_

By: \_\_\_\_\_

Name:

Name:

Title:

Title:

Date: \_\_\_\_\_

Date: \_\_\_\_\_

## **Section 12 – Special Provisions**

### **Pro-Rated Refunds by Global Archives (If Global Archives Terminates Early)**

If Global Archives terminates this Agreement before the expiration of the agreed term for reasons other than material breach by SD6, it shall refund to SD6 a pro-rated portion of any pre-paid service fees for services not yet rendered at the time of termination. Such refund shall be calculated based on the number of complete months remaining under the agreement, and paid within thirty (30) days of termination.

### **Annual Price Escalation (Post 3-Year Term)**

Upon renewal of this Agreement following the initial 36-month term, Global Archives may implement an annual price adjustment not exceeding 10 percent (10%) of the then-current monthly fees. Notice of such price adjustment shall be provided to SD6 at least sixty (60) days prior to renewal.

### **Survivability Clause**

The following sections shall survive the expiration or termination of this Agreement: Confidentiality, Indemnification, Payment Obligations, Limitation of Liability, and any other provisions which by their nature are intended to survive such expiration or termination.

### **Limitation of Liability / Liquidated Damages Cap**

Except for liability arising from gross negligence, willful misconduct, or breach of confidentiality, the total aggregate liability of Global Archives under this Agreement shall not exceed the total amount paid by SD6 to Global Archives in the twelve (12) months preceding the event giving rise to the claim. In no event shall either party be liable for any indirect, incidental, consequential, special, or punitive damages, even if advised of the possibility of such damages.

**Appendix Pack**

**Appendix Pack to SD6 Master Services Agreement**

## **Appendix A – Record Definitions**

This appendix defines key terms related to records management.

- *Record Unit: A single, unique document or file pertaining to an individual or entity (e.g., one student's file).*
- *Record Category: A classification assigned to a group of record units (e.g., Student Records, HR, Financial).*
- *Box Unit: A physical container holding multiple record units. May contain a single or multiple categories.*
- *Custody Unit: A group of records identified under one receipt or delivery manifest, used for chain-of-custody tracking.*

## **Appendix B – Dual Format Billing Logic**

This appendix outlines billing logic for records that exist in both physical and digital forms.

- *Records are classified and digitized once, incurring a per-record digitization fee.*
- *Physical copies retained post-digitization will be billed based on physical storage volume (per box) if storage continues.*
- *This ensures GA recovers storage cost while offering clients transparency on what they pay for.*

### **Example:**

- 3000 records digitized → \$X per record (digital storage)
- Same 3000 records retained physically with or without classification → Box-based billing

## **Appendix C – Storage Pricing Examples**

This appendix offers illustrative examples of how pricing will work across stages.

### *Scenario 1 – Pre-Classified Box:*

- 5 boxes (unknown count) → Billed per box @ \$X/month

### *Scenario 2 – Post-Classification (Digital Conversion):*

- 2000 records digitized → \$Y per record
- Physical records copies(if retained) billed per classified box count

### *Scenario 3 – Partial Digitization/Partial Classification:*

- 2 boxes digitized, 3 boxes retained physically (not digitized) but classified → Split billing across record count (digital) and box count (physical)

## **Appendix D – Onboarding & Record Transfer Workflow**

This appendix describes the record intake and liability management process.

- Upon pickup, Global Archives will inventory all physical boxes received and provide an intake receipt.
- Global Archives is not liable for any record assumed missing if not listed at time of pickup.
- In cases where records were submitted by SD6 under prior ownership(Haig Ermoian) basis the existing inventory, the new management of Global Archives will treat such submissions as “inherited custodial assets” and make best-faith efforts to preserve, digitize, and manage them per agreed standards – but without assumption of liability for their original completeness or authenticity.

Clients must disclose prior stored records separately to be verified and recorded as part of the renewed custody agreement.

**Appendix E – Classification Audit Option**

**This appendix offers an optional audit pathway for legacy records.**

- *Global Archives may conduct a “classification audit” for unclassified boxes at a fixed rate (e.g., \$X/record).*
- *This audit will yield estimated record count per box, classification viability, and disposition recommendation.*
- *Upon client approval, digitization or storage billing will shift to a per-record model.*

This audit serves to transition old unstructured archives into fully governed record sets.

**Signed:**

**Global Archives Inc**

**School District 6 (SD6)**

**By:** \_\_\_\_\_

**By:** \_\_\_\_\_

**Name:**

**Name:**

**Title:**

**Title:**

**Date:** \_\_\_\_\_

**Date:** \_\_\_\_\_

INSTRUCTION

2150

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

Policy History:

**Columbia Falls School District**

**STUDENTS**

3141

Page 1 of 4

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.

**Applications for out-of-district enrollment shall generally be submitted within the designated application window. However, the District recognizes that unique circumstances may arise outside of this period.**

**Exceptions may be considered for:**

1. **Former Resident Students: Students who were enrolled as resident students and whose families have changed residency outside the District after the close of the application window.**
2. **Children of Newly Hired Staff: Students of District employees who are hired after the application window has closed.**

**Applications under these exceptions shall be reviewed and approved by the Superintendent and will be presented to the Board of Trustees for formal approval at the next regularly scheduled Board meeting. Consideration of these exceptions serves both the best interest of students and families and provides an incentive to attract and retain highly qualified staff to the District.**

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 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><u>§ 20-7-118, MCA</u></b>	<b><u>Remote Instruction</u></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

STUDENTS

3655

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.

Cross Reference:            Board Policy 3655    Student Protection

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

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§ 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:

# CFEA Negotiations 2025-2026

## Tentative Agreements

Change pg.4 CFTU to CFEA . Columbia Falls ~~Teachers Union Education Association~~ of the MFPE.

### ARTICLE 2 - DEFINITIONS

Half Time Employee: Employee whose work duty equates to one half the full time employee's duty (~~.50 FTE~~).

Part Time Employee: Employee whose work duty equates to less than ~~the half time employee's duty~~ 1.0 FTE.

#### 8.1 Definitions

~~8.1.1.4 Letter of Intent: The purpose of the non-binding letter of intent is to aid the professional personnel staffing process for the upcoming school year.~~

#### ~~8.2 Employee Transfer Posting Letters of Intent~~

~~8.2.1 Following the return of the Letters of Intent (January 1530) and in its forecast planning, the District will recognize the staffing needs for the next school year and post the proposed and/or possible openings.~~

~~8.2.1.1 Information regarding these vacancies will be publicized to the Employees electronically.~~

~~8.2.2 Posting the Employee Transfer List does not require the District fill these positions.~~

~~8.2.3 The Employee Transfer List will be posted by February 15.~~

#### 8.3 Employee Transfers

8.3.5 Once all transfers in reference to Article ~~8.2 and~~ 8.3 above, have been completed, the District will consider new hires to fill new and remaining vacancies.

#### 8.4 Vacancy Announcements

8.4.1 Vacancy Announcements will include vacancies resulting from Employee Transfers., ~~and those positions that open after the Employee Transfer List has been published and posted.~~

### Article 11- CITIZEN COMPLAINT PROCEDURES

#### 11.1 Procedure

11.1.1 All complaints against District Employees that may be determined to be of a serious nature shall be submitted in accordance with ~~the District Policy 1700 following procedure:~~

~~11.1.1.1 The complaint will be directed to the Employee(s) for a solution between the affected parties at a mutually agreeable time and place.~~

~~11.1.1.2 If a satisfactory resolution is not reached between the parties, the complaint will be reduced to writing and signed by the complainant or administrator who will include the complainant's name.~~

## CFEA Negotiations 2025-2026

~~11.1.1.2.1 Citizen Complaint Form (Appendix C) Shall be used.~~

~~11.1.1.2.2 The Employee may include a written rebuttal that will be attached to the Review of Services Form.~~

~~11.1.1.3 The complaint will follow a three (3) step appeal process in which both the complainant and Employee may petition:~~

~~A. Building Principal/Supervisor.~~

~~B. Superintendent.~~

~~C. Board.~~

### 12.1 Basic Day

~~12.1.2 Certified staff hours will be calculated by taking the assigned hours (not including preparation period) and dividing that by eight hours. This time would then be added to the assigned hours in order to calculate the total FTE of the employees.~~

### 12.6 Work Year

~~12.6.3 Parent Teacher Conferences: Parent teacher conferences are included within the required seven PIR days. Necessary absences from PIR days require hours to be made up. Make-up PIR hours must be pre-approved by the building administrator.~~

### 12.7 Preparation Periods

~~12.7.1 Each Employee employed half time or greater, shall have an uninterrupted period of time during the basic Employee Duty day for the purpose of planning and preparation related to his/her assignment. Employees who are working less than .50 FTE will receive a prorated preparation period according to the FTE.~~

~~12.7.2 The minimum preparation period for employees teaching grades K-5 shall not be less than an average of 40 minutes per day during a regular five-day work week. The minimum preparation period for Employees teaching grades six (6) through twelve (12) will be forty-five (45) minutes per day.~~

### 18.5 Career Incentive

~~18.5.1 A stipend of 5.00% 7.50% of the base salary cell will be provided to employees who have reached 17 14 years of continuous service in District Six or 20 total years in teaching. This applies only to employees with a minimum of BA+45.~~

~~18.5.2 A stipend of 15.00% of the base salary cell will be provided to employees who have reached 18 years and beyond of continuous service in District six.~~

~~18.5.3 The Stipend paid pursuant to 18.5.2 is in lieu of and not in addition to the stipend paid pursuant to 18.5.1.~~

### 18.6 National Board Certification Stipend

~~18.6.1 Pursuant to 20-4-134, MCA, an annual stipend of 85% of the quality educator payment provided by 20-9-306 for the applicable year A National Board Certification Stipend of 10% of the base salary schedule cell will be provided for full-time Employees serving in an assignment covered~~

## CFEA Negotiations 2025-2026

by National Board certification assessment who have completed and passed National Board Certification. Full-time equivalency is required for newly hired employees and employees who voluntarily reduce FTE after July 1, ~~2024~~2025.

18.6.2 Any employee receiving the National Board Stipend prior to 2025-2026 will receive the above amount or 10% of the base salary schedule, whichever is greater.

~~18.6.2 The amount provided within 18.6.1 shall be reduced by the amount of the state funded stipend provided pursuant to 20-4-134, MCA so as the employee only receives an amount that equates to 10% of the base salary.~~

### 18.8 Professional Compensation Salary Schedule

The following pay matrix governs compensation for this collective bargaining agreement. If an employee's position on the matrix does not meet the minimum salary standards set by the Quality Educator Act, that cell will be disregarded, and the employee will instead receive the minimum salary required to comply with the Act

With the exception of employees in cell BA75(17), all employees shall receive a minimum compensation increase of 3.00% in FY 2026 as compared to 2025. Compensation for this purpose is defined as salary schedule placement plus all applicable stipends defined within Article 18.

#### 2025-26

	BA+0	BA+15	BA+30	BA+45	BA+60	BA+75
BASE	\$38,748					
0	\$45,300	\$47,112	\$48,996	\$50,956	\$52,995	\$55,114
1	\$46,250	\$48,062	\$49,946	\$51,906	\$53,945	\$56,064
2	\$47,200	\$49,012	\$50,896	\$52,856	\$54,895	\$57,014
3	\$48,150	\$49,962	\$51,846	\$53,806	\$55,845	\$57,964
4	\$49,100	\$50,912	\$52,796	\$54,756	\$56,795	\$58,914
5	\$50,050	\$51,862	\$53,746	\$55,706	\$57,745	\$59,864
6	\$51,000	\$52,812	\$54,696	\$56,656	\$58,695	\$60,814
7	\$51,950	\$53,762	\$55,646	\$57,606	\$59,645	\$61,764
8	\$52,900	\$54,712	\$56,596	\$58,556	\$60,595	\$62,714
9	\$53,850	\$55,662	\$57,546	\$59,506	\$61,545	\$63,664
10	\$54,800	\$56,612	\$58,496	\$60,456	\$62,495	\$64,614
11	\$55,750	\$57,562	\$59,446	\$61,406	\$63,445	\$65,564
12		\$58,512	\$60,396	\$62,356	\$64,395	\$66,514
13			\$61,346	\$63,306	\$65,345	\$67,464

## CFEA Negotiations 2025-2026

14				\$64,256	\$66,295	\$68,414
15					\$67,245	\$69,364
16						\$72,608
17						\$76,300

Masters	7.10%	\$ 2,751.10
Career 14-17	7.50%	\$ 2,906.10
Career 18 and beyond	15.00%	\$ 5,812.20
National Board Certificate-grandfathered	10.00%	\$3,874.80
National Board Certificate-2026 and beyond	85% FY26 QEP	\$3,215.55

### 19.3 Long Term Extra Duty Pay Schedule

~~CATEGORY XII (0.05) ————— \$1,937.40~~  
CFEA President

**CATEGORY XIV (0.03)                      \$1,162.44**  
FCCLA Advisor

### 22.5 Personal Leave

22.5.4 Personal Leave is granted on a first request, first granted basis. **Personal leave shall be granted in increments of .25 hours.**

### 22.9 Maternity Leave

22.9.2 During the time the Employee is on paid sick leave or covered under FMLA as a result of disability due to pregnancy, the Employee shall retain and accrue all leaves, insurance, tenure, years of service, etc. **Leave of Absence beyond the period covered by accumulated sick leave credits or FMLA, shall be treated as Leave without Pay - Extended Leave for Childcare pursuant to 23.1.**

### 22.11 Other Leaves

22.11.1 The District has the right to establish additional lengths and/or additional benefits thereto, and to establish other forms of leave, at the sole discretion of the District and without establishing precedent.

## CFEA Negotiations 2025-2026

### 24.2 Health Insurance

#### 24.2.1 District Contributions

24.2.1.1 During the ~~2024-2025~~ 2025-2026 school year, the District will contribute one thousand one-hundred ~~four~~ twenty-eight dollars (1,104~~28~~.00) toward the cost of a participating Employee's monthly insurance premium per month. With any future premium increases, the District will contribute the same amount as during the ~~2024-2025~~ 2025-2026 school year plus fund 80% of any additional annual premium increase that is not offset by plan reserves.

### 25.1 Retirement

25.1.1 Any bargaining unit member who elects to retire during the term of this Agreement, and who has at least 15 years of ~~full time~~ service with Columbia Falls School District Six, the last ten (10) of which must be consecutive years of service, and who has notified the District in writing by April 10 of the year of retirement shall be eligible for a District's insurance contribution upon retirement. The District will contribute 2 years (twenty-four months) of insurance premiums following retirement as a certified employee in the District. The District will pay toward the premium an amount equal to the District's monthly premium contribution paid pursuant to section 24.2.1 during the retiree's first retirement year, unless this amount is reduced during the first retirement year, the contribution amount will remain unchanged from the amount during their last year of active employment. ~~The duration of health insurance contributions shall be pro-rated based on full-time equivalency for members employed less than full-time. Retirement for purposes of this section shall require submission of form 108 to the Montana Teachers Retirement Program-application for retirement.~~

25.1.3 Any bargaining unit member who elects to retire, and who qualifies for continued years of insurance coverage may opt for an annual cash payment equal to \$10,000 payable on August 10. ~~Cash in lieu of health insurance coverage shall be pro-rated based on full-time equivalency as per 25.1.1 for members employed less than full-time.~~

25.1.4 Any bargaining unit member who elects to retire prior to July 1 proceeding the effective date of retirement (one-year advance notice) shall receive the payments ~~identified in 25.1.2 and 25.1.3~~ in June and reported (as allowable) as termination pay for TRS purposes.

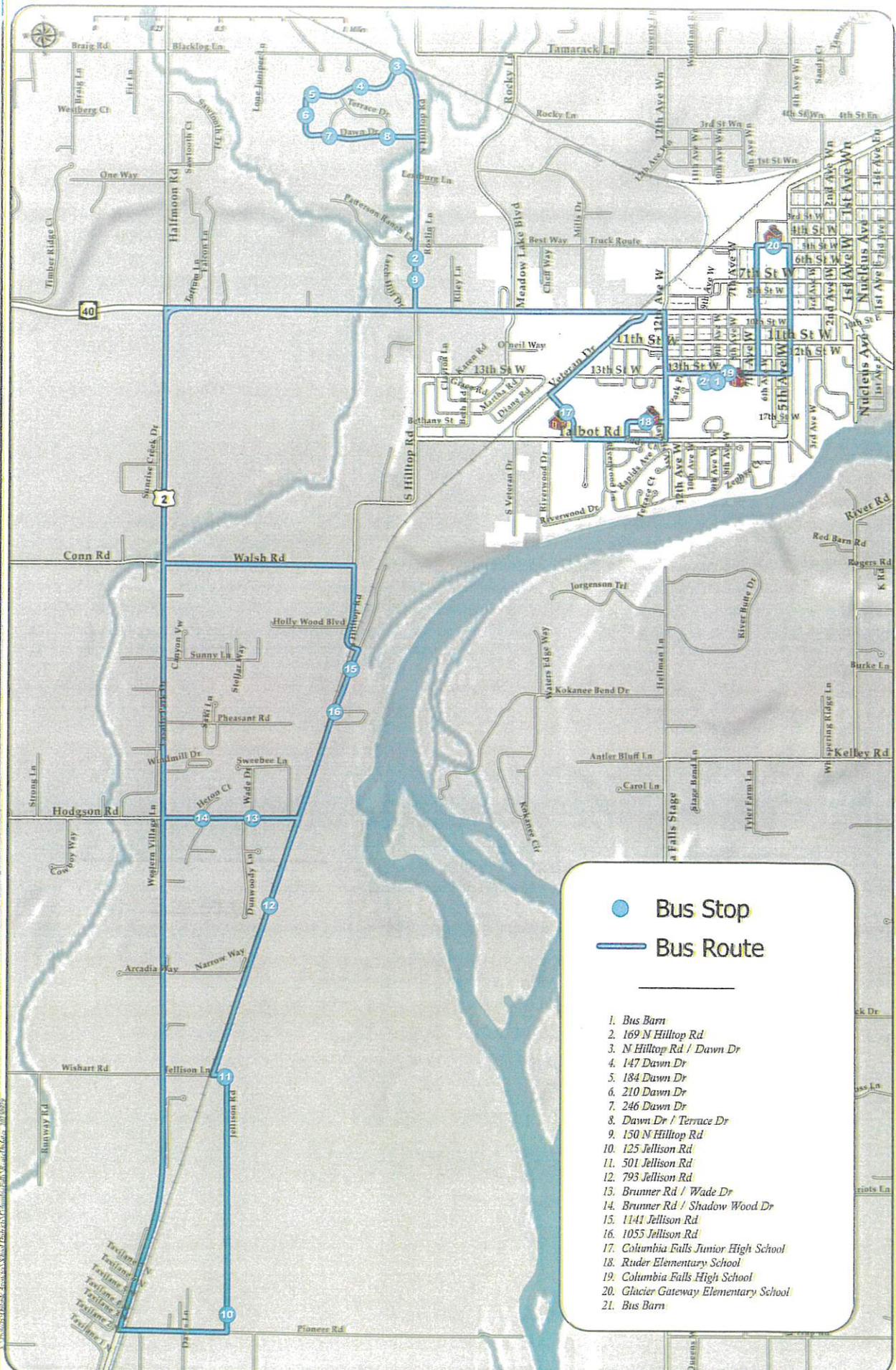
## Route 11 AM

**AIDE:**  
**DRIVER NAME:** LaTray, Ron  
**BUS NUMBER:** 11

**START TIME:** 07:05 am  
**FINISH TIME:** 08:07 am  
**TOTAL TIME:** 1:01

**DISTANCE:** 22.01  
**NO STUDENTS:** 68  
**NO STOPS:** 21

TIME	LOCATION/COMMENT	COUNT	
1 7:05 AM	BUS BARN	0	----- PICK UP -----
2 7:10 AM	169 N HILLTOP RD	1	----- PICK UP -----
3 7:13 AM	N HILLTOP RD & DAWN DR	9	----- PICK UP -----
4 7:14 AM	147 DAWN DR	1	----- PICK UP -----
5 7:15 AM	184 DAWN DR	2	----- PICK UP -----
6 7:16 AM	210 DAWN DR	2	----- PICK UP -----
7 7:17 AM	246 DAWN DRIVE	3	----- PICK UP -----
8 7:18 AM	DAWN DR & TERRACE DR	5	----- PICK UP -----
9 7:21 AM	150 N HILLTOP RD	3	----- PICK UP -----
10 7:28 AM	125 JELLISON RD	3	----- PICK UP -----
11 7:30 AM	501 JELLISON RD	2	----- PICK UP -----
12 7:33 AM	793 JELLISON RD	5	----- PICK UP -----
13 7:35 AM	BRUNNER / WADE	13	----- PICK UP -----
14 7:35 AM	BRUNNER & SHADOW WOOD	4	----- PICK UP -----
15 7:39 AM	1141 JELLISON RD	4	----- PICK UP -----
16 7:40 AM	1055 JELLISON RD	11	----- PICK UP -----
17 7:51 AM	COLUMBIA FALLS JUNIOR HIGH	-21	----- DROP OFF -----
18 7:54 AM	RUDER ELEMENTARY	-20	----- DROP OFF -----
19 7:59 AM	COLUMBIA FALLS HIGH SCHOOL	-12	----- DROP OFF -----
20 8:02 AM	GLACIER GATEWAY ELEMENTARY	-15	----- DROP OFF -----
21 8:07 AM	BUS BARN	0	----- DROP OFF -----



- Bus Stop
  - Bus Route
1. Bus Barn
  2. 169 N Hilltop Rd
  3. N Hilltop Rd / Dawn Dr
  4. 147 Dawn Dr
  5. 184 Dawn Dr
  6. 210 Dawn Dr
  7. 246 Dawn Dr
  8. Dawn Dr / Terrace Dr
  9. 150 N Hilltop Rd
  10. 125 Jellison Rd
  11. 501 Jellison Rd
  12. 793 Jellison Rd
  13. Brunner Rd / Wade Dr
  14. Brunner Rd / Shadow Wood Dr
  15. 1141 Jellison Rd
  16. 1055 Jellison Rd
  17. Columbia Falls Junior High School
  18. Ruder Elementary School
  19. Columbia Falls High School
  20. Glacier Gateway Elementary School
  21. Bus Barn

The areas depicted on these maps herein are for illustration purposes only and do not constitute a warranty, representation, or agreement of any kind. Drawing information from this map is shown as it exists at the time of the map's creation.

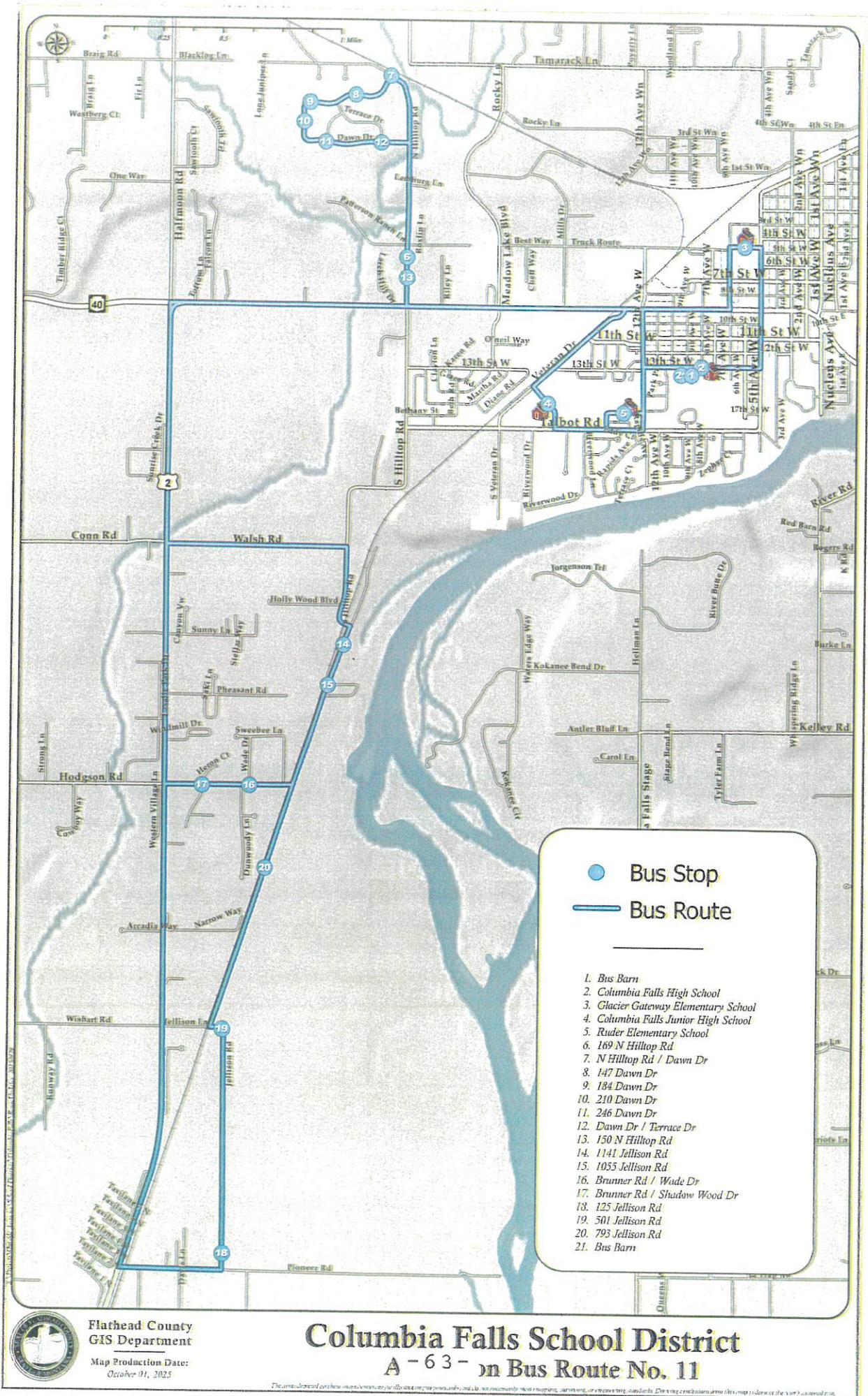
## Route 11 PM

**AIDE:**  
**DRIVER NAME:** Bates, Michelle  
**BUS NUMBER:** 11

**START TIME:** 03:00 pm  
**FINISH TIME:** 04:21 pm  
**TOTAL TIME:** 1:21

**DISTANCE:** 20.36  
**NO STUDENTS:** 61  
**NO STOPS:** 21

TIME	LOCATION/COMMENT	COUNT	
1 3:00 PM	BUS BARN	0	----- PICK UP -----
2 3:15 PM	COLUMBIA FALLS HIGH SCHOOL	10	----- PICK UP -----
3 3:25 PM	GLACIER GATEWAY ELEMENTARY	16	----- PICK UP -----
4 3:36 PM	COLUMBIA FALLS JUNIOR HIGH	16	----- PICK UP -----
5 3:40 PM	RUDER ELEMENTARY	19	----- PICK UP -----
6 3:46 PM	169 N HILLTOP RD	-1	----- DROP OFF -----
7 3:49 PM	N HILLTOP RD & DAWN DR	-9	----- DROP OFF -----
8 3:50 PM	147 DAWN DR	-2	----- DROP OFF -----
9 3:51 PM	184 DAWN DR	-2	----- DROP OFF -----
10 3:52 PM	210 DAWN DR	-2	----- DROP OFF -----
11 3:53 PM	246 DAWN DRIVE	-4	----- DROP OFF -----
12 3:54 PM	DAWN DR & TERRACE DR	-5	----- DROP OFF -----
13 3:57 PM	150 N HILLTOP RD	-3	----- DROP OFF -----
14 4:01 PM	1141 JELLISON RD	-4	----- DROP OFF -----
15 4:02 PM	1055 JELLISON RD	-11	----- DROP OFF -----
16 4:05 PM	BRUNNER / WADE	-7	----- DROP OFF -----
17 4:06 PM	BRUNNER & SHADOW WOOD	-3	----- DROP OFF -----
18 4:09 PM	125 JELLISON RD	-3	----- DROP OFF -----
19 4:11 PM	501 JELLISON RD	0	----- DROP OFF -----
20 4:13 PM	793 JELLISON RD	-5	----- DROP OFF -----
21 4:21 PM	BUS BARN	0	----- DROP OFF -----



Flathead County  
GIS Department  
Map Production Date:  
October 01, 2025

# Columbia Falls School District

## A - 63 - on Bus Route No. 11

This map is derived from the following sources: aerial photography, GIS data, and other sources. It is not intended to be used for navigation or other purposes. The user assumes all responsibility for the use of this map.

# Route 14 AM

**AIDE:**  
**DRIVER NAME:** CDL , CFSD6 DRIVER  
**BUS NUMBER:** 14

**START TIME:** 07:13 am  
**FINISH TIME:** 08:13 am  
**TOTAL TIME:** 1:00

**DISTANCE:** 26.88  
**NO STUDENTS:** 55  
**NO STOPS:** 19

TIME	LOCATION/COMMENT	COUNT	
1 7:13 AM	BUS BARN	0	----- PICK UP -----
2 7:16 AM	MOUNTAIN & 2ND	7	----- PICK UP -----
3 7:18 AM	MOUNTAIN & 4TH	21	----- PICK UP -----
4 7:24 AM	1ST AND 1ST MARTIN CITY	2	----- PICK UP -----
5 7:25 AM	2ND STREET S / 3RD AVENUE SOUTH MC	2	----- PICK UP -----
6 7:26 AM	3RD AVE S & 4TH ST S - MC	3	----- PICK UP -----
7 7:27 AM	4TH ST S & CENTRAL AVE MC	7	----- PICK UP -----
8 7:28 AM	CENTRAL AVE & 3RD ST N - MC	8	----- PICK UP -----
9 7:29 AM	OLD HWY 2 / DEER LICK	2	----- PICK UP -----
10 7:36 AM	HWY 2 / KICKBUSCH	0	----- DROP OFF -----
11 7:39 AM	FIREHALL @ SEVILLE LANE	1	----- PICK UP -----
12 7:42 AM	10190 HWY 2 E	0	----- DROP OFF -----
13 7:47 AM	US HIGHWAY 2 E & WINDY RDG	2	----- PICK UP -----
14 7:50 AM	US HIGHWAY 2 E & RIVER RD (E)	0	----- DROP OFF -----
15 7:55 AM	GLACIER GATEWAY ELEMENTARY	-18	----- DROP OFF -----
16 8:00 AM	COLUMBIA FALLS HIGH SCHOOL	-13	----- DROP OFF -----
17 8:05 AM	COLUMBIA FALLS JUNIOR HIGH	-14	----- DROP OFF -----
18 8:09 AM	RUDER ELEMENTARY	-10	----- DROP OFF -----
19 8:13 AM	BUS BARN	0	----- DROP OFF -----



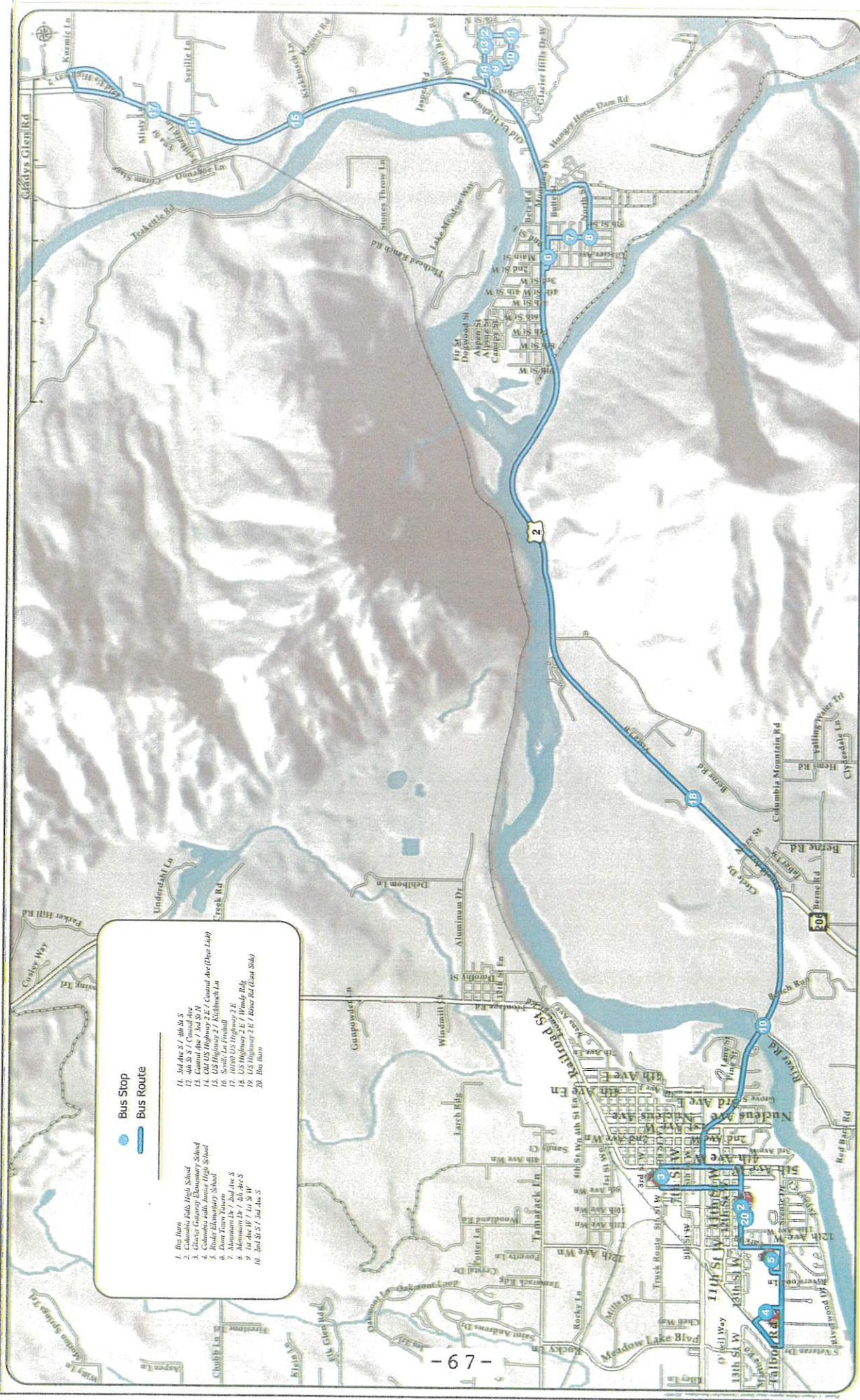
## Route 14 PM

**AIDE:**  
**DRIVER NAME:** CDL , CFSD6 DRIVER  
**BUS NUMBER:** 14

**START TIME:** 03:14 pm  
**FINISH TIME:** 04:20 pm  
**TOTAL TIME:** 1:06

**DISTANCE:** 28.46  
**NO STUDENTS:** 22  
**NO STOPS:** 19

TIME	LOCATION/COMMENT	COUNT	
1 3:14 PM	BUS BARN	0	----- PICK UP -----
2 3:14 PM	COLUMBIA FALLS HIGH SCHOOL	5	----- PICK UP -----
3 3:17 PM	GLACIER GATEWAY ELEMENTARY	15	----- PICK UP -----
4 3:24 PM	COLUMBIA FALLS JUNIOR HIGH	0	----- DROP OFF -----
5 3:27 PM	RUDER ELEMENTARY	2	----- PICK UP -----
6 3:40 PM	MOUNTAIN & 2ND	-4	----- DROP OFF -----
7 3:41 PM	MOUNTAIN & 4TH	-8	----- DROP OFF -----
8 3:45 PM	1ST AND 1ST MARTIN CITY	0	----- DROP OFF -----
9 3:46 PM	2ND STREET S / 3RD AVENUE SOUTH MC	-1	----- DROP OFF -----
10 3:47 PM	3RD AVE S & 4TH ST S - MC	0	----- DROP OFF -----
11 3:47 PM	4TH ST S & CENTRAL AVE MC	-1	----- DROP OFF -----
12 3:48 PM	CENTRAL AVE & 3RD ST N - MC	-4	----- DROP OFF -----
13 3:48 PM	OLD HWY 2 / DEER LICK	0	----- DROP OFF -----
14 3:50 PM	HWY 2 / KICKBUSCH	-2	----- DROP OFF -----
15 3:55 PM	FIREHALL @ SEVILLE LANE	-2	----- DROP OFF -----
16 3:57 PM	10190 HWY 2 E	0	----- DROP OFF -----
17 4:10 PM	US HIGHWAY 2 E & WINDY RDG	0	----- DROP OFF -----
18 4:15 PM	US HIGHWAY 2 E & RIVER RD (E)	0	----- DROP OFF -----
19 4:20 PM	BUS BARN	0	----- DROP OFF -----



- Bus Stop** ●
- Bus Route** —
1. Bus Barn
  2. Columbia Falls High School
  3. Columbia Falls Elementary School
  4. Columbia Falls Middle School
  5. Columbia Falls Junior High School
  6. Dora Fawn Tavern
  7. Mountain Dr / 2nd Ave S
  8. Mountain Dr / 3rd Ave S
  9. 10th Ave W / 1st St W
  10. 2nd St S / 3rd Ave S
  11. 3rd Ave S / 4th St S
  12. 4th St S / Central Ave
  13. Central Ave / 3rd St N
  14. US Highway 2 E / Campus Ave (Over Lido)
  15. US Highway 2 E / Ketchikan Ln
  16. Spruce Lane Freeway
  17. 10090 US Highway 2 E
  18. US Highway 2 E / Windup Rd
  19. US Highway 2 E / 4th Ave S (Fair Side)
  20. Bus Barn

## Columbia Falls School District Afternoon Bus Route No. 14

## SPECIAL SERVICES

### COLUMBIA FALLS School District# 6 Columbia Falls, Montana 59912 SPEECH-LANGUAGE PATHOLOGIST CONTRACT

This agreement is made as of the 6th of October, 2025, by and between Columbia Falls School District and Virginia Paulson, certified Speech Language Pathologist. This contract shall become effective beginning October 27th, 2025 and remain in effect through June 12th, 2026.

#### IT IS AGREED TO AS FOLLOWS:

1. Virginia Paulson shall provide the District with the services of a Speech-Language Pathologist within the realm of her expertise and licensure. It is understood that Virginia Paulson is licensed by the State of Montana. Both parties recognize Virginia Paulson as an independent contractor providing these services.
2. It is agreed that Virginia Paulson will be responsible for maintaining pathologist's malpractice liability insurance, workers' compensation insurance, all other similar employee insurance coverage, tax deductions and benefits.
3. Prior to the Effective Date, Virginia Paulson shall provide a copy of a current Independent Contractor Exemption Certificate issued by the Montana Department of Labor, a copy of current malpractice liability coverage, a completed W-9 tax form and a copy of a current State License (collectively, the "Required Documents") to the District. If any of the Required Documents are renewed during the contract period, updated copies must be provided to the District.
4. From the Effective Contract date, the District shall compensate Virginia Paulson at a rate of \$67.00 per hour for any and all training hours required in connection with this contract. Compensation for any training hours accrued before the Effective Date may be disbursed with the initial payment made in accordance with Section 8.
5. From the Effective Date, the District shall compensate Virginia Paulson at a rate of \$67.00 per hour for the combined services of Speech Therapy and Documentation Preparation. Virginia Paulson shall have the right to work up to sixteen (16) hours per week starting from the Effective Date, until June 12, 2026. These hours must be completed during student instruction days. It is acknowledged that any hours exceeding the specified sixteen (16) hours per week (the "Additional Hours") must receive prior written approval from the Director of Special Services. Absent such pre-approval, no compensation will be granted for any Additional Hours worked.
6. Virginia Paulson shall be responsible for her transportation to and from 1500 12th Ave West Columbia Falls, MT 59912 (Ruder Elementary School) and insurance costs.
7. From the Effective Date, Virginia Paulson shall submit to the Director of Special Services an invoice by the 5th of each month following services indicating the hours served. The District shall remit payment to Virginia Paulson no later than the 25th of each month following services.

8. It is further expressly understood and agreed that Virginia Paulson shall ensure that the Speech Therapy is provided in accordance with each student's Individualized Education Program (IEP) and she shall prepare all documentation appropriate to the practice of speech and language pathologist in the school setting (the "Documentation Preparation"), comply with confidentiality standards, school district policy and the Family Educational Rights and Privacy.

9. This contract shall remain in effect through the duration of the contract unless terminated by either party by providing thirty (30) days advance written notice to the other party.

Dated this 6th day of October, 2025

Virginia Paulson  
Virginia Paulson, SLP

Jill Rocksund, S.D. #6 Board Chairman

Dustin Zuffelato, Clerk

## SPECIAL SERVICES

### COLUMBIA FALLS School District# 6 Columbia Falls, Montana 59912 SPEECH-LANGUAGE PATHOLOGIST CONTRACT

This agreement is made as of the 24th of June, 2025, by and between Columbia Falls School District and Susan Hartman, certified Speech Language Pathologist. This contract shall become effective beginning Sept 2nd, 2025 and remain in effect through June 12th, 2026.

#### IT IS AGREED TO AS FOLLOWS:

1. Susan Hartman shall provide the District with the services of a Speech-Language Pathologist within the realm of her expertise and licensure. It is understood that Susan Hartman is licensed by the State of Montana. Both parties recognize Susan Hartman as an independent contractor providing these services.
2. It is agreed that Susan Hartman will be responsible for maintaining pathologist's malpractice liability insurance, workers' compensation insurance, all other similar employee insurance coverage, tax deductions and benefits.
3. Prior to the Effective Date, Susan Hartman shall provide a copy of a current Independent Contractor Exemption Certificate issued by the Montana Department of Labor, a copy of current malpractice liability coverage, a completed W-9 tax form and a copy of a current State License (collectively, the "Required Documents") to the District. If any of the Required Documents are renewed during the contract period, updated copies must be provided to the District.
4. From the Effective Contract date, the District shall compensate Susan Hartman at a rate of \$67.00 per hour for any and all training hours required in connection with this contract. Compensation for any training hours accrued before the Effective Date may be disbursed with the initial payment made in accordance with Section 8.
5. From the Effective Date, the District shall compensate Susan Hartman at a rate of \$67.00 per hour for the combined services of Speech Therapy and Documentation Preparation. Susan Hartman shall have the right to work up to eight (8) hours per week starting from the Effective Date, until June 12, 2026. These hours must be completed during student instruction days; however, Susan Hartman shall have the flexibility to work these hours either on the Premises or remotely. It is acknowledged that any hours exceeding the specified eight (8) hours per week (the "Additional Hours") must receive prior written approval from the Director of Special Services. Absent such pre-approval, no compensation will be granted for any Additional Hours worked.
6. Susan Hartman shall be responsible for her transportation to and from 440 4th Ave West Columbia Falls, MT 59912 (Glacier Gateway Elementary School) and insurance costs.
7. From the Effective Date, Susan Hartman shall submit to the Director of Special Services

an invoice by the 5th of each month following services indicating the hours served. The District shall remit payment to Susan Hartman no later than the 25th of each month following services.

8. It is further expressly understood and agreed that Susan Hartman shall ensure that the Speech Therapy is provided in accordance with each student's Individualized Education Program (IEP) and she shall prepare all documentation appropriate to the practice of speech and language pathologist in the school setting (the "Documentation Preparation"), comply with confidentiality standards, school district policy and the Family Educational Rights and Privacy.

9. This contract shall remain in effect through the duration of the contract unless terminated by either party by providing thirty (30) days advance written notice to the other party.

Dated this 24th day of June, 2025

Susan Hartman  
Susan Hartman, SLP

Jill Rocksund, S.D. #6 Board Chairman

Dustin Zuffelato, Clerk

**Substitute Hires  
Oct 2025**

**Teacher**

LNAME	FNAME	Teacher
Blankenship	Jonathan	Teacher or Aide
		Teacher
		Teacher or Aide
		Teacher or Aide
		Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide
		Teacher or Aide

**Secretary / Nurse**

LNAME	FNAME	Other
		Nurse
		Nurse
		Secretary

**Bus Driver**

LNAME	FNAME	Other
		Bus Driver
		Bus Driver
		Bus Driver

**Hot Lunch**

LNAME	FNAME	Other
		Hot Lunch

**Custodian**

LNAME	FNAME	Other
		Custodian

10/6/2025

## CFHS Choir Trip to Spokane Proposal

Dates: Thursday March 19- Saturday March 21

Who: Columbia Chorale and selected students (sophomores and up) from other choirs

Tour Company: Bob Rogers

Cost: \$750 per person (to be paid by students via fundraising and family contributions)

Tentative Itinerary:

THURSDAY, MARCH 26

7:30 AM Depart for Spokane, WA on Wildcat activity bus

12:00 PM Arrive at Gonzaga University

12:30- PM Columbia Falls HS Choir **participate in a clinic at Gonzaga University**

2:00 (based on availability and scheduling, \$500 honorarium included)

Afterward Enjoy a campus tour

3:00 PM Load motor coach; depart for the Hampton by Hilton Spokane Airport (or similar)

3:30 PM Arrive and check in; freshen up for the evening

5:00 PM Load motor coach; depart for Rock City Grill

5:30 PM Enjoy a group dinner at Rock City Grill

6:45 PM Depart for the First Interstate Theatre

7:30 PM The curtain rises on The Notebook (based on 2026 scheduling, \$50 allotted)

9:30 PM Depart for hotel

10:00 PM Arrive

FRIDAY, MARCH 27

8:00 AM Enjoy breakfast at the hotel

9:00 AM Load motor coach; depart for Whitworth University

10:00- AM Columbia Falls HS Choir **participate in a clinic at Whitworth**

11:30 (based on availability and scheduling, \$500 honorarium included)

Afterward Enjoy a campus tour and lunch on campus (\$20 jassby card included)

2:30 PM Arrive and **explore the Northwest Museum of Arts and Culture**

Enjoy exhibits of art and history from our region and beyond including the largest collection of Plateau Indian art and artifacts.

4:00 PM Load motor coach; depart for Triple Play Family Fun Park

4:30 PM Group dinner and 4 hours of play at Triple Play Family Fun Park

8:30 PM Depart for hotel

SATURDAY, MARCH 28

8:00 AM Enjoy breakfast at the hotel

9:00 AM Check out of hotel; begin loading

9:30 AM Depart for Riverfront Park

10:00 AM Enjoy time exploring Riverfront Park

11:30 AM Enjoy a boxed lunch

12:30 PM Depart for the Cataldo Mission Church

31732 S Mission Rd., Cataldo, ID 83810

1:30 PM Arrive at Cataldo Mission Church and unload **CFHS Choir performs at Cataldo Mission Church**

3:00 PM Load motor coach; depart for home Dinner en route (student cost)

8:00 PM Approximate arrival at Columbia Falls HS

**PD Grant Applications 25-26**  
(proposed set aside \$50,000)

**For September Review**

Bridget Chiarito - **National Council of Teachers of Mathematics Conference**,  
2/11-2/13, Indianapolis, IN. \$1,420

■ **Professional Development Grant Application w Budget .docx.pdf**

Dawn Wheeler - **National Council of Teachers of Mathematics Conference**,  
2/11-2/13, Indianapolis, IN. \$1,420

■ **Professional Development Grant Application w Budget .docx**

Alicia Hakes - **Get Your Teach On Conference**, 1/17-1/19, Las Vegas NV. \$1,542

■ **Final Professional Development Grant Application w Budget (Generic).docx**

Emily Hagreen - **Get Your Teach On Conference**, 1/17-1/19, Las Vegas NV. \$1,649

■ **Hagreen Fall PD Grant.docx**

Tricia Hall - **Get Your Teach On Conference**, 1/17-1/19, Las Vegas NV. \$1,646

■ **Final Professional Development Grant Application w Budget**

Callie Moore - **Get Your Teach On Conference**, 1/17-1/19, Las Vegas NV. \$1,542

■ **Callie Moore Professional Dev. Grant.docx**

Alia Hanson - **National Council for Teachers of English Annual Conference**,  
November 20-23, Denver CO. \$2,246

■ **Hanson - Professional Development Grant Application w Budget 2025-26.docx**

**For December Review**

**For May Review**