

# AGENDA

Board of Trustees  
Regular Meeting  
February 23, 2026



**Great Falls Public Schools**

1100 Fourth Street South, Great Falls, Montana



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

### *Is this your first meeting?*

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

### *What is the purpose of these meetings?*

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

### *How can I address the Trustees?*

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

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

**– The Great Falls Public Schools Trustees**

# **GREAT FALLS PUBLIC SCHOOLS**

Great Falls, MT



## **BOARD OF TRUSTEES**

Gordon Johnson	Chairperson
Kim Skornogoski	Vice Chairperson
Bill Bronson	Trustee
Craig Duff	Trustee
Paige Henning	Trustee
Marlee Sunchild	Trustee
Amie Thompson	Trustee

## **SUPERINTENDENT'S CABINET**

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



# Great Falls Public Schools Board of Trustees Meeting

## AGENDA

February 23, 2026

5:30 p.m.

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

### *We Successfully Educate Students to Navigate the Future*

		Page
<b>I.</b>	<b>CALL TO ORDER – PUBLIC DECLARATION OF RECORDED MEETING</b>	Chairperson Johnson
<b>II.</b>	<b>ROLL CALL</b>	Luke Diekhans
<b>III.</b>	<b>PLEDGE OF ALLEGIANCE</b>	Chairperson Johnson
<b>IV.</b>	<b>ADOPT AGENDA</b>	Chairperson Johnson
<b>V.</b>	<b>APPROVE CONSENT AGENDA</b>	Chairperson Johnson
 <i>The Consent Agenda consists of routine business items related to the operation of the District. Any trustee may remove an item from the Consent Agenda for discussion. Items so removed will be discussed and acted upon separately under ACTION: OTHER</i>		
<b>A.</b>	Minutes of February 9, 2026 Regular Meeting	Luke Diekhans <a href="#">7</a>
<b>B.</b>	Minutes of February 9, 2026 Closed Session	Heather Hoyer <a href="#">14</a>
<b>C.</b>	Personnel Actions	Heather Spurzem <a href="#">15</a>
<b>D.</b>	Good Apple Awards	Heather Spurzem <a href="#">18</a>
<b>E.</b>	Montana Office of Public Instruction (OPI) TR-35 School Bus Driver Certificates	Luke Diekhans <a href="#">21</a>
<b>F.</b>	Charles M. Russell High School Business Professionals of America (BPA) Travel Request to State Leadership Conference in Billings, Montana	Jackie Mainwaring <a href="#">22</a>
<b>G.</b>	Great Falls High School Travel Request to the Academic World Quest competition in Missoula, Montana	Lance Boyd <a href="#">25</a>
<b>H.</b>	Establish New “Code Girls” Student Activity Account at East Middle School	Lance Boyd <a href="#">27</a>
<b>I.</b>	Great Falls High School Request to Rename Student Activity Account	Luke Diekhans <a href="#">29</a>
<b>J.</b>	Student Activity Monthly Report for January 2026	Luke Diekhans <a href="#">32</a>

## VI. COMMUNICATION

- |   |                      |
|---|----------------------|
| A. Character Strong – Lewis and Clark Elementary School | Jackie<br>Mainwaring |
| B. MAFB Communication                                   | Lisa Sapp            |
| C. Superintendent Report                                | Heather Hoyer        |
| D. Audience Communication                               |                      |

## VII. ACTION ITEMS

- |  |                 |                    |
|--|-----------------|--------------------|
| A. 2024-2025 Financial Statements and Audit Report - Final   | Luke Diekhans   | <a href="#">39</a> |
| B. Financial Report and Check Register for January 2026  | Luke Diekhans   | <a href="#">40</a> |
| C. Declare Reduction in Force (RIF) Process and Criteria to be Used in the Event RIF Becomes Necessary   | Heather Spurzem | <a href="#">45</a> |
| D. Non-Renew Temporary, Non-Tenured Teachers with Positions Expiring June 5, 2026  | Heather Spurzem | <a href="#">58</a> |
| E. Lewis and Clark Elementary School Roof Project  | Luke Diekhans   | <a href="#">60</a> |
| F. Resolution Estimating Changes in Revenues/Mills from Tuition, Adult Education, Building Reserve, Flexibility Fund, Bus Depreciation, and Transportation Levies for School Fiscal Year 2026-27   | Luke Diekhans   | <a href="#">64</a> |
| G. Board Budget Committee Recommendation Regarding an Elementary and/or High School Levy Including the Related Ballot Proposition and Resolution   | Luke Diekhans   | <a href="#">67</a> |
| H. Second Reading of Revised Board Policies <b>1210</b> – <i>Qualifications, Terms, and Duties of Board Officers</i> ; <b>1310</b> – <i>District Policy and Procedures</i> ; <b>1770</b> – <i>Uniform Complaint Procedure</i> ; <b>3510</b> – <i>School-Sponsored Student Activities</i> | Heather Hoyer   | <a href="#">70</a> |

## VIII. ACTION: OTHER

Chairperson  
Johnson

## IX. REPORTS, DISCUSSION, AND POLICIES

- |  |                        |                    |
|--|------------------------|--------------------|
| A. Great Falls Education Association Grant Team Report | Heather Hoyer          | <a href="#">84</a> |
| B. Career and Technical Education (CTE) Report         | Lance Boyd             | <a href="#">85</a> |
| C. Superintendent Evaluation                           | Trustee<br>Thompson    | <a href="#">86</a> |
| D. Discussion, Committee Reports, and Comments         | Chairperson<br>Johnson |                    |

**UPCOMING EVENTS**

Chairperson  
Johnson

Thursday, March 5, 2026	5:30 p.m.	Community Town Hall Budget Meeting	District Offices Building
Monday, March 9, 2026	5:30 p.m.	Regular Meeting	District Offices Building
Monday, March 23, 2026	5:30 p.m.	Regular Meeting	District Offices Building
Monday, April 13, 2026	5:30 p.m.	Regular Meeting	District Offices Building
Monday, April 27, 2026	5:30 p.m.	Regular Meeting	District Offices Building

**ACTION TO ADJOURN**

Chairperson  
Johnson

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Consent

**AGENDA ITEM NUMBER:** V. A.

**CABINET MEMBER:** Luke Diekhans

### TOPIC

Minutes of the February 9, 2026 Regular Board Meeting

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND AND DISCUSSION

The Board is required to approve the minutes of each Board meeting. The minutes of the February 9, 2026 Regular Board Meeting are presented for approval.

### FISCAL IMPLICATIONS

None

### RECOMMENDATION

The District Board is requested to approve the minutes of the February 9, 2026 regular Board meeting as presented.

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

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1 **MINUTES OF THE REGULAR MEETING**  
2 **OF THE BOARD OF TRUSTEES**  
3 **HELD FEBRUARY 9, 2026**  
4

5 A duly called Regular Meeting of the Board of Trustees of the Great Falls Public  
6 Schools was held at the District Offices Building, 1100 4<sup>th</sup> Street South, on the 9<sup>th</sup> Day  
7 of February 2026.

8  
9 At 5:30 pm, Chairperson Johnson called to order the Regular Meeting of the Board of  
10 Trustees and informed the participants and audience that the meeting was being  
11 recorded per Board Policy 1420.  
12

13 **ROLL CALL:** Luke Diekhans took roll call.

14  
15 **Trustees Present:** Gordon Johnson  
16 Kim Skornogoski  
17 Bill Bronson  
18 Marlee Sunchild  
19 Amie Thompson  
20 Paige Turoski  
21

22 **Trustee Excused:** Craig Duff  
23

24 **Others Present:** Heather Hoyer, Superintendent; Luke Diekhans, Director of Business  
25 Operations; Lance Boyd and Jackie Mainwaring, Executive Directors of Student  
26 Achievement; Jeff Williams, Director of Information Technology; Heather Spurzem,  
27 Director of Human Resources; and Stephanie Becker, Director of the Great Falls Public  
28 Schools Foundation.  
29

30 Also present was Tom Cabbage, Great Falls Education Association President.  
31

32 The Pledge of Allegiance was led by Trustee Sunchild.  
33  
34

35 **ADOPT AGENDA**  
36

37 Motion – Kim Skornogoski, Seconded – Paige Turoski. Trustee Bronson requested to  
38 remove VII Action Item A *2024-2025 Financial Statements and Audit Report – Final*  
39 from the agenda as the District is awaiting the final report from the auditors. Trustee  
40 Bronson made an amended motion to adopt the agenda with Action Item A removed.  
41 Motion seconded by Paige Turoski. Motion passed unanimously.  
42  
43

44 **APPROVE CONSENT AGENDA**  
45

46 Motion – Paige Turoski, Seconded – Kim Skornogoski, passed unanimously to approve  
47 the Consent Agenda as presented.

1 Superintendent Hoyer stated she received multiple requests for the Charles M. Russell  
2 HOSA students to provide a report to the Board upon their return from their travel this  
3 summer to Ghana Africa with Medical Squads Abroad.

4  
5 **A. Minutes of the January 26, 2026 Regular Board Meeting** – The Board approved  
6 the minutes of the January 26, 2026 Regular Board Meeting as presented.

7  
8 **B. Personnel Actions** – The Board approved the Personnel Actions as presented.

9  
10 **C. Good Apple Awards** - The Board approved the nominations of Good Apple Awards  
11 for Lora Dimitroff, Food Service Employee, C.M. Russell High School; Sheila Taggart  
12 and Nicole Peterson, Second Grade Teachers, West Elementary School; Ryan Stoll,  
13 Plumber Foreman, Buildings and Grounds; and Becky Bralick, Instructional Coach,  
14 District Office Building.

15  
16 **D. Incoming Student Attendance Agreement for the 2025-2026 School Year** – The  
17 Board approved the incoming student attendance agreement for the 2025-2026 school  
18 year for the student listed in the agenda. Tuition will be paid for by the District of  
19 Residence.

20  
21 **E. Great Falls High School Symphonic Band Tour Travel Request to Salt Lake  
22 City, Utah** – The Board approved the Great Falls High School Symphonic Band travel  
23 request to Salt Lake City, Utah on March 26-28, 2026.

24  
25 **F. Charles M. Russell High School HOSA – Future Health Professionals Medical  
26 Squads Abroad Travel Request to Ghana Africa** – The Board approved the Charles  
27 M. Russell High School HOSA Medical Squads Abroad travel request to Ghana Africa  
28 on June 5-14, 2026.

29  
30 **G. Charles M. Russell High School Chanteur Choir Tour Travel Request to Salt  
31 Lake City, Utah** – The Board approved the Charles M. Russell High School Chanteur  
32 Choir travel request to Salt Lake City, Utah on March 25-29, 2026.

## 33 34 35 **COMMUNICATION**

### 36 37 **A. Report of the Student Representatives**

38 Paris Gibson Education Center (PGEC) student representative Aspen Logan-Schwecke  
39 shared that best-selling author Jamie Ford visited with students to discuss creativity,  
40 writing, trauma, and his current work, sharing a new piece with PGEC students for the  
41 first time. Science students engaged in hands-on learning through a Mousetrap Catapult  
42 Challenge, everyday science explorations, and friendly design competitions. Students  
43 love “Foreign Fridays,” preparing international recipes to broaden cultural awareness.  
44 Technical and applied math students toured the 120th Airlift Wing at the Montana Air  
45 National Guard, gaining hands-on learning exposure through the loadmaster shop and  
46 fire station. The Build MT program continues to provide students from all three high  
47 schools with career exploration, hands-on training, industry-recognized certifications,  
48 and job placement support, and has recently been approved as a dual enrollment

1 course offering two college credits. PGEC hosted a statewide 3D archery tournament  
2 with participation from five schools; Great Falls students earned the top three individual  
3 scores, and the Paris team won first place in the 3D Archery tournament. Aspen also  
4 highlighted a collaborative Art and English course studying *The Princess Bride*, which  
5 allows students to earn credit in both subjects, as well as chemistry lessons featuring  
6 exothermic epoxy resin projects.

7  
8 Charles M. Russell (CMR) High School student representatives Emerson Hamma and  
9 Lydia Comstock highlighted a wide variety of academic, extracurricular, and service  
10 activities. Club updates included HOSA – Future Health Professionals students  
11 preparing for a service trip to Ghana Africa, High School House students progressing on  
12 construction of a community home, all Business Professionals of America (BPA)  
13 members qualifying for the state competition with multiple first-place and gold medal  
14 finishes, and strong performances by Speech and Debate, Orchestra, Band, Choir, and  
15 Advanced Placement Art students at regional, state, and national competitions. The  
16 Peer Mentor group added a new gratitude-focused installation in the commons.  
17 Lessons loved in the classrooms included interdisciplinary and hands-on learning in  
18 world languages, English, culinary arts, and forensics. Students also reported the  
19 success of 8th Grade Parent Night, local career exploration opportunities, recent athletic  
20 achievements across multiple winter sports (including the wrestling team winning the  
21 Crosstown match for the first time in eighteen years), participation in National News  
22 Literacy Week, and Rustler Pride activities welcoming younger students into the school  
23 community.

24 Trustee Skornogoski asked student representative, Lydia Comstock, to provide more  
25 detail on the several photos in the report that contained her image. Lydia shared her  
26 successes in Speech and Debate and stated she and another team member were All-  
27 Americans. The last student crowned an All-American was twelve years ago.

28  
29 Great Falls High School (GFHS) student representatives Seth Royer and Weston Stoll  
30 shared Choir students from both high schools performed with the University of Montana  
31 Chamber Chorale under the direction of Dr. Hirner. The upcoming drama production of  
32 *Grease* was highlighted, along with a related silent auction fundraiser. The Speech and  
33 Debate team performed well at the state tournament, producing two high place finishers  
34 in Humorous Interpretation and Memorized Public Address one state champion in  
35 Informative Speech. Students competed successfully at the Region 3 BPA competition,  
36 with 28 students advancing to the state competition. Several teachers were recognized  
37 for their dedication and impact on students. Classroom highlights included hands-on  
38 lessons in Earth and Space Science and U.S. History. The Introduction to Industrial  
39 Technology program was showcased, noting a complete HVAC system donated from  
40 Falls Mechanical that supports student learning in residential construction and electrical  
41 skills. Winter sports updates included successful seasons for wrestling, swimming, and  
42 boys' and girls' basketball. Career Exploration students also heard from Governor Greg  
43 Gianforte, who shared career advice and personal experiences. Student Recognition  
44 honorees were celebrated for exemplifying core school values. Additionally, three Great  
45 Falls High freshmen were selected to represent Montana's Second Congressional  
46 District in the 2026 Congressional App Challenge and will present their work in  
47 Washington, D.C.

48

1 **B. Superintendent Report**

2 Superintendent Hoyer shared congratulations to PGEC student representative Aspen  
3 Logan-Schwecke for her upcoming graduation, upon finishing one final class. Aspen  
4 will remain on the student Board panel for the remainder of the 2025-26 school year.  
5 Superintendent Hoyer reported that three individuals have filed for trustee positions,  
6 with write-in candidates accepted until March 2<sup>nd</sup>. Counselors and Crossing Guards  
7 were recognized on February 3 for their contributions to student well-being and school  
8 climate. Code Girls United, Montana’s largest computer science education organization,  
9 supports statewide student learning in an area where Montana ranks last nationally. A  
10 Great Falls Middle School team (Lily Kirkaldie, Charlie Kotthoff, and Danica Sabo) won  
11 the Congressional App Challenge and will present their app *Cursive Create* at the U.S.  
12 Capitol in April. Enrollment trends were reviewed, noting a gradual decline that is less  
13 significant than projections made in 2019 and reflects count-day attendance for trend  
14 purposes only. Strategic Plan highlights, concerns, and barriers were summarized from  
15 Buildings & Grounds, West Elementary, and Valley View Elementary, including staffing  
16 supports, family engagement efforts, student mental health initiatives, attendance  
17 improvement, instructional focus, and communication planning. Data for the Day  
18 included an overview of major school threat incidents, with increased numbers  
19 attributed to improved tracking and reporting methods implemented this year.  
20

21 **C. Audience Communication**

22 Community member Judy Mortensen provided an update on her concerns with SJ48 –  
23 an interim study on the public health and safety impacts of marijuana legalization – and  
24 the effects on school-aged children.  
25

26  
27 **ACTION ITEMS**

28  
29 **A. 2024-2025 Financial Statements and Audit Report – Final** – This agenda item was  
30 removed and the final action postponed via prior unanimous Board decision in IV Adopt  
31 Agenda process.  
32

33 **B. Second Reading of Revised Board Policies 1111 – Election; 2131 – Student and**  
34 **Family Privacy Rights; 3410 – Student Health/Physical Screenings/Examinations;**  
35 **7122 – Intent to Increase Non-Voted Levy; and 7122F – Notice of Intent to Impose**  
36 **an Increase in Levies Form** – Superintendent Hoyer reviewed the policies above. It  
37 was noted by Trustee Bronson that HB22 amends the previous version of MCA 20-9-  
38 116, which is already referred to in the reference section for Policy 7122. Therefore, the  
39 legal reference to HB22 (2025) on page 40, line 57 in the agenda, is not needed.  
40 Superintendent Hoyer stated that HB22 (2025) would be stricken from the final version  
41 of Policy 7122. She stated that no further comments or recommendations for changes  
42 to any of the remaining policies listed above were received since the first reading of the  
43 policies at the January 26, 2026 regular Board Meeting.  
44

45 Motion – Bill Bronson, Seconded – Paige Turoski, passed unanimously to approve  
46 Board Policies 1111 – Election; 2131 – Student and Family Privacy Rights; 3410 –  
47 Student Health/Physical Screenings/Examinations; and 7122F – Notice of Intent to

1 *Impose an Increase in Levies Form* as presented and Policy 7122 – *Intent to Increase*  
2 *Non-Voted Levy* approved with the amended edit as listed above.

3  
4  
5 **ACTION: OTHER**

6  
7 There were no items removed from the Consent Agenda to discuss.

8  
9  
10 **REPORTS, DISCUSSION, AND POLICIES**

11  
12 **A. First Reading of Revised Board Policies 1210 – *Qualifications, Terms, and***  
13 ***Duties of Board Officers; 1310 – District Policy and Procedures; 1770 – Uniform***  
14 ***Complaint Procedure; and 3510 – School-Sponsored Student Activities***

15 Superintendent Hoyer reviewed the recommended language revisions from the  
16 Montana School Boards Association (MTSBA) and the Board Policy Committee to each  
17 of the revised Board policies listed. One minor change to replace the word “in” with the  
18 word “on” on page 44, line 29 of Policy 1210 was received. The language changes  
19 proposed bring policies into alignment with legislative directives and/or clarifies  
20 confusing language. She asked if anyone had further questions or concerns regarding  
21 any of the policy revisions to contact her prior to the next regular Board meeting.

22  
23 **B. Discussion, Committee Reports, and Comments**

24 Trustee Sunchild – Expressed appreciation for the Strategic Plan highlights and the  
25 opportunity to see positive work happening across the schools.

26 Trustee Johnson – Noted that he previously thought elementary schools were “cookie  
27 cutter,” and appreciated learning that each school has its own unique strengths.

28 Trustee Skornogoski – Thanked school counselors and crossing guards. Encouraged  
29 the community to review and share the newly released school calendar on Facebook to  
30 increase public awareness and participation.

31 Trustee Turoski – Shared that technology staff are addressing current issues and that  
32 Lexia is supporting phonics and word-sound instruction at the elementary level. Also  
33 noted a personal update that she will miss the next Board meeting due to her upcoming  
34 marriage and name change.

35 Trustee Bronson – Reported on attending MTSBA meeting and emphasized the  
36 importance of closely monitoring state revenue, noting concerns about a general fund  
37 deficit that could impact public school funding in coming years. Encouraged trustees to  
38 provide collective input on the MTSBA annual membership survey to support strategic  
39 planning and collaboration. Also shared a personal moment of being recognized by a  
40 community member whose diploma he had presented.

41 Trustee Thompson – Agreed with Trustee Sunchild regarding appreciation for the  
42 Strategic Plan highlights and commended Superintendent Hoyer for her transparency.

43  
44 **C. Superintendent Evaluation Report** – Trustee Thompson reviewed the approved  
45 process for conducting the yearly Superintendent Evaluation. In accordance with  
46 Montana Code Annotated (MCA) 2-3-203(3), Chairperson Johnson stated this portion of  
47 the evaluation process may be conducted in closed session. Superintendent Hoyer

1 exercised her right to be evaluated in closed session and Chairperson Johnson  
2 recessed the Board meeting at 6:30 p.m. to continue the evaluation in closed session.

3  
4 Chairperson Johnson reconvened the regular Board meeting at 7:50 p.m. He stated  
5 that Trustee Thompson will provide a synopsis of the final evaluation at the next Board  
6 meeting on February 23, 2026.

7  
8  
9 **UPCOMING EVENTS**

10  
11 Upcoming events include a Board Budget Committee meeting on February 17, 2026  
12 and a Board Work Session followed by a regular Board meeting on February 23, 2026.

13  
14  
15 **ACTION TO ADJOURN**

16  
17 With no further comments or items to be discussed, motion by Chairperson Johnson  
18 and seconded by Trustee Skornogoski to adjourn the Regular Meeting of the Board of  
19 Trustees at 7:51 p.m.

20  
21  
22  
23  
24  
25 \_\_\_\_\_  
26 Gordon Johnson, Chairperson

27 \_\_\_\_\_  
28 Luke Diekhans, Clerk

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Consent

**AGENDA ITEM NUMBER:** V. B.

**CABINET MEMBER:** Heather Hoyer

### TOPIC

Minutes of the February 9, 2026 Closed Session – Superintendent Evaluation

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND AND DISCUSSION

The Board is required to approve the minutes of each Board meeting. The minutes of the February 9, 2026 Closed Session – Superintendent Evaluation are presented to each Board member for approval.

### FISCAL IMPLICATIONS

None

### RECOMMENDATION

The District Board is requested to approve the minutes of the February 9, 2026 Closed Session – Superintendent Evaluation as presented.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Superintendent Evaluation Committee Chairperson Amie Thompson at (406) 750-0901.

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

## GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: February 23, 2026

CATEGORY: Consent

AGENDA ITEM NUMBER: V. C.

CABINET MEMBER: Heather Spurzem

### TOPIC

Personnel Actions

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

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

### DISCUSSION

See attached Personnel Action Report to the Board of Trustees.

### FISCAL IMPLICATIONS

Noted on report.

### RECOMMENDATION

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

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

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**New Employee**

**Position: TEACHER**

Name: KROPP, LOGAN ROBERT	Pay: Salary	Rate: \$0.00	Hrs: 0.00	DAC:C M RUSSELL HIGH SCHOOL
Position: ON LEAVE (GENERAL) (06/04/2027)		Amount: \$0.00		Effective Date: 08/24/2026

**Position: SUPPLEMENTAL**

Name: DONOHUE, JULIE MARIE	Pay: Hourly	Rate: \$218.28	Hrs: 1.00	DAC:DISTRICT WIDE
Position: LT SUB TEACHER (3RD GRADE) (06/05/2026)		Amount: \$13,751.64		Effective Date: 03/04/2026
Name: BLESSING, BETHANY MARIE	Pay: Hourly	Rate: \$218.28	Hrs: 1.00	DAC:DISTRICT WIDE
Position: LT SUB TEACHER (INTERVENTION) (06/05/2026)		Amount: \$15,061.32		Effective Date: 02/24/2026
Name: FULGUM, DALE	Pay: Hourly	Rate: \$27.00	Hrs: 0.20	DAC:GREAT FALLS HIGH SCHOOL
Position: HOMEBOUND TEACHER (KG) (06/05/2026)		Amount: \$475.20		Effective Date: 02/04/2026
Name: ARPS, MOLLY JEANNE	Pay: Salary	Rate: \$25.00	Hrs: 2.95	DAC:GREAT FALLS HIGH SCHOOL
Position: SWIMMING COACH (MS)		Amount: \$2,068.00		Effective Date: 02/17/2026
Name: CONRAD, BRIANNA MARIE	Pay: Salary	Rate: \$25.00	Hrs: 3.09	DAC:GREAT FALLS HIGH SCHOOL
Position: SWIMMING COACH (MS)		Amount: \$2,166.00		Effective Date: 02/17/2026
Name: PACE, CHLOE ISABELLA	Pay: Hourly	Rate: \$110.00	Hrs: 0.00	DAC:DISTRICT WIDE
Position: SUB TEACHER		Amount: \$0.00		Effective Date: 02/23/2026
Name: CASEY, ERIN LORRAINE	Pay: Hourly	Rate: \$110.00	Hrs: 0.00	DAC:DISTRICT WIDE
Position: SUB TEACHER		Amount: \$0.00		Effective Date: 02/10/2026

**Position: ENGINEERS**

Name: LANGEL, ADAM CODY	Pay: Hourly	Rate: \$21.49	Hrs: 8.00	DAC:BUILDINGS & GROUNDS
Position: 2ND ENGINEER (SWING)		Amount: \$14,613.20		Effective Date: 02/23/2026

**Position: FOOD SERVICE**

Name: BRUCE, GREGORY	Pay: Hourly	Rate: \$16.22	Hrs: 8.00	DAC:EAST MIDDLE SCHOOL
Position: COOK		Amount: \$10,640.32		Effective Date: 02/09/2026

**Position: LIBRARY/TEACHER AIDES**

Name: FEDDES, BETHANNY	Pay: Hourly	Rate: \$12.84	Hrs: 7.50	DAC:MEADOW LARK ELEMENTARY
Position: CORE TEACHER AIDE		Amount: \$7,511.40		Effective Date: 02/11/2026
Name: HENRY, JORDAN ISABEL	Pay: Hourly	Rate: \$12.84	Hrs: 7.50	DAC:MOUNTAIN VIEW ELEMENTARY
Position: CORE TEACHER AIDE		Amount: \$7,607.70		Effective Date: 02/10/2026
Name: REDYOUNGMAN, KRISTINA RUTH	Pay: Hourly	Rate: \$12.84	Hrs: 7.50	DAC:WHITTIER ELEMENTARY
Position: CORE TEACHER AIDE		Amount: \$7,896.60		Effective Date: 02/05/2026
Name: HALL, NOELLE ELIZABETH	Pay: Hourly	Rate: \$12.84	Hrs: 7.50	DAC:LEWIS & CLARK ELEMENTARY
Position: CORE TEACHER AIDE		Amount: \$7,896.60		Effective Date: 02/05/2026
Name: SPEARSON, ANGELINA NOELLE	Pay: Hourly	Rate: \$12.84	Hrs: 7.00	DAC:GIANT SPRINGS ELEMENTARY
Position: CORE TEACHER AIDE		Amount: \$7,100.52		Effective Date: 02/10/2026

**Position: PARA EDUCATOR (SP ED)**

Name: JOHNSON, CATHERINE ROSE	Pay: Hourly	Rate: \$16.78	Hrs: 7.50	DAC:LEWIS & CLARK ELEMENTARY
Position: PARA EDUCATOR (SP ED)		Amount: \$9,816.30		Effective Date: 02/11/2026
Name: RHODES, JAY MATTHEW	Pay: Hourly	Rate: \$16.78	Hrs: 6.00	DAC:LEWIS & CLARK ELEMENTARY
Position: PARA EDUCATOR (SP ED)		Amount: \$8,054.40		Effective Date: 02/09/2026
Name: GUNDLACH, DANE MITCHELL	Pay: Hourly	Rate: \$16.78	Hrs: 7.50	DAC:GREAT FALLS HIGH SCHOOL
Position: PARA EDUCATOR (SP ED)		Amount: \$10,068.00		Effective Date: 02/09/2026
Name: ROGERS, ASHLYN MCKENZIE	Pay: Hourly	Rate: \$16.78	Hrs: 4.00	DAC:EARLY LEARNING FAMILY CENTE
Position: PARA EDUCATOR (SP ED)		Amount: \$5,369.60		Effective Date: 02/09/2026
Name: HASSAN, DEBORAH LYNN	Pay: Hourly	Rate: \$16.78	Hrs: 6.00	DAC:GREAT FALLS HIGH SCHOOL
Position: PARA EDUCATOR (SP ED)		Amount: \$7,551.00		Effective Date: 02/17/2026

**Resignation**

**Position: TEACHER**

Name: KING, MEGAN LYNN	Pay: Salary	Rate: \$34.66	Hrs: 7.50	DAC:MEADOW LARK ELEMENTARY
Position: 2ND GRADE TEACHER (06/05/2026)		Amount: \$48,615.00		Effective Date: 06/05/2026
Name: WANNER, JAYSON GAREN	Pay: Salary	Rate: \$33.16	Hrs: 7.50	DAC:WEST ELEMENTARY
Position: 5TH GRADE TEACHER (06/05/2026)		Amount: \$46,500.00		Effective Date: 06/05/2026
Name: GRESHAM, JENNIE S	Pay: Salary	Rate: \$33.53	Hrs: 7.50	DAC:GREAT FALLS HIGH SCHOOL
Position: FAMILY & CONS SCIENCE TEACHER (06/05/2026)		Amount: \$47,023.00		Effective Date: 06/05/2026
Name: MCDOWELL, MARY LOUISE	Pay: Salary	Rate: \$33.29	Hrs: 7.50	DAC:EAST MIDDLE SCHOOL
Position: RESOURCE 2 TEACHER (06/05/2026)		Amount: \$46,696.00		Effective Date: 06/05/2026

**Position: SUPPLEMENTAL**

Name: BRENNAN, JAYNE Position: SUB TEACHER (41+) (02/18/2026)	Pay: Hourly	Rate: \$120.00 Amount: \$0.00	Hrs: 0.00	DAC:DISTRICT WIDE Effective Date: 02/18/2026
Name: GOULET, HEIDI Position: SUB TEACHER (02/27/2026)	Pay: Hourly	Rate: \$110.00 Amount: \$0.00	Hrs: 0.00	DAC:DISTRICT WIDE Effective Date: 02/27/2026
Name: LINS, BRADLEY R Position: SUB TEACHER (41+) (02/13/2026)	Pay: Hourly	Rate: \$120.00 Amount: \$0.00	Hrs: 0.00	DAC:DISTRICT WIDE Effective Date: 02/13/2026

**Position: CLERICAL**

Name: BOHLEN, SARAH E Position: ADMIN ASST (03/26/2026)	Pay: Hourly	Rate: \$18.13 Amount: \$22,336.16	Hrs: 8.00	DAC:VALLEY VIEW ELEMENTARY Effective Date: 03/26/2026
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**Position: LIBRARY/TEACHER AIDES**

Name: WYNEGAR, ELIZABETH JUNE Position: OVERLOAD TEACHER AIDE (02/11/2026)	Pay: Hourly	Rate: \$12.96 Amount: \$0.00	Hrs: 0.00	DAC:SACAJAWEA ELEMENTARY Effective Date: 02/11/2026
Name: MIELKE, SANDRA A Position: OVERLOAD TEACHER AIDE (02/09/2026)	Pay: Hourly	Rate: \$13.20 Amount: \$0.00	Hrs: 0.00	DAC:LEWIS & CLARK ELEMENTARY Effective Date: 02/09/2026

**Position: OTHER SUPPORT PERSONNEL (PERS)**

Name: BECKER, STEPHANIE ANN Position: EXECUTIVE DIRECTOR OF THE FOUNDATION (03)	Pay: Salary	Rate: \$52.30 Amount: \$78,239.08	Hrs: 8.00	DAC:DISTRICT OFFICES Effective Date: 03/18/2026
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**Position: PARA EDUCATOR (SP ED)**

Name: MARSHALL, JONATHAN JUSTIN Position: PARA EDUCATOR (SP ED) (02/20/2026)	Pay: Hourly	Rate: \$16.78 Amount: \$14,346.90	Hrs: 7.50	DAC:VALLEY VIEW ELEMENTARY Effective Date: 02/20/2026
Name: KRAMER, KAILYNN Position: EXCEPTIONALITIES STUDENT PARA/CNA (02/20/2)	Pay: Hourly	Rate: \$16.78 Amount: \$16,108.80	Hrs: 3.00	DAC:C M RUSSELL HIGH SCHOOL Effective Date: 02/20/2026

**Retirement**

**Position: ADMINISTRATIVE**

Name: JAQUES, BENJAMIN J Position: ELEMENTARY PRINCIPAL (06/30/2026)	Pay: Salary	Rate: \$67.20 Amount: \$112,892.00	Hrs: 8.00	DAC:LEWIS & CLARK ELEMENTARY Effective Date: 06/30/2026
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**Termination**

**Position: PARA EDUCATOR (SP ED)**

Name: STARK, ANNA MARIE KAY Position: PARA EDUCATOR (SP ED) (02/19/2026)	Pay: Hourly	Rate: \$16.78 Amount: \$1,258.50	Hrs: 7.50	DAC:LONGFELLOW ELEMENTARY Effective Date: 02/19/2026
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 Great Falls Public Schools Great Falls, MT	Thompson	Sunchild	Skomogowski	Johnson	Hening	Duff	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Consent

**AGENDA ITEM NUMBER:** V. D.

**CABINET MEMBER:** Heather Spurzem

### TOPIC

Good Apple Awards

### STRATEGIC PLAN

Healthy, Safe, and Secure Schools

### BACKGROUND

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

### DISCUSSION

**Sabra Wheeler and Pam Underwood, Resource 2 Teachers, C M Russell High School**, were recommended for a Good Apple Award by Sanna Beerman, Occupational Therapist Associate Coordinator TK-12, Paris Gibson Education Center, because of the following:

I am nominating Sabra Wheeler and Pam Underwood for the Good Apple Award in recognition of their dedication and long-standing service to the students at CMR. For more than 20 years, they have worked together as a dynamic duo, consistently demonstrating professionalism, compassion, and unwavering commitment to student success.

Sabra and Pam treat every student with dignity and respect while maintaining high expectations. They play a critical role in teaching essential life skills, including managing personal responsibilities, interacting appropriately within the community, and developing the skills needed to become productive and dependable employees. Their work has had a lasting impact on countless students as they prepare for life beyond the classroom.

Throughout their many years of service, Sabra and Pam have frequently been asked to work short-staffed and support students with significant behavioral and learning needs. Despite these challenges, they remain positive, patient, and deeply dedicated to their work. They consistently go above and beyond to ensure that students feel supported, valued, and capable of success.

I believe that the young men and women who have participated in their program have gone on to achieve greater independence and success because of Sabra and Pam's tireless efforts. Their influence extends far beyond the school day, and their commitment exemplifies the spirit of the Good Apple Award.

**Julie Murray, Resource 2 Teacher, Paris Gibson Education Center**, was recommended for a Good Apple Award by Sanna Beerman, Occupational Therapist Associate Coordinator TK-12, Paris Gibson Education Center, because of the following:

I am pleased to nominate Julie Murray for the Good Apple Award in recognition of her exceptional dedication to the students in her Life Skills program. Julie's quiet, gentle nature is a perfect fit for the students she serves. She has a remarkable ability to balance, challenge, and support, knowing when to allow students the time and space to work through difficulties and when to step in to ensure safety or set them up for success.

Julie treats every student with dignity and respect while maintaining high expectations. She thoughtfully builds upon the skills established at the high school level and expands them to include maintaining a balanced work, class, and leisure schedule; practicing kitchen safety; budgeting; navigating city bus routes and schedules; and developing positive relationships as friends and coworkers. Under Julie's nurturing guidance, I have watched students achieve goals that many would consider unachievable, and her work has had a lasting impact as they prepare for life beyond the classroom.

Throughout her many years of service, Julie has consistently demonstrated professionalism, compassion, and an unwavering commitment to student success. She is often asked to work short-staffed and support students with significant learning needs, yet she remains positive, patient, and deeply dedicated. Julie goes above and beyond to ensure that each student feels supported, valued, and capable of success. Her deep care for her students is especially evident during the bell-ringing (graduation) celebrations, when she thoughtfully shares meaningful moments and highlights the unique strengths of each student.

I firmly believe that the young men and women who have participated in Julie's Life Skills program have achieved greater independence and success because of her tireless efforts. Julie's influence extends far beyond the school day, and her work truly exemplifies the spirit of the Good Apple Award.

**Nichole Newton, Speech and Language Pathologist, C M Russell High School**, was recommended for a Good Apple Award by Melissa DeBruycker, Student Services Specialist 9-12, C M Russell High School, because of the following:

Nichole is a valuable member of our Special Education Team at CMR! She has a positive and proactive approach. She is a dedicated advocate for student success and wellbeing. Nichole is a supportive colleague who always makes time to troubleshoot challenges. Our team is stronger and more effective because of her presence! Thank you for all that you do!

**Mason Shaw, Teacher Aide, Whittier Elementary School**, was recommended for a Good Apple Award by Franklin Gilbert, Principal, Whittier Elementary School, because of the following:

Mason Shaw deserves the Good Apple Award for his outstanding initiative and dedication to improving our school community. He has actively sought ways to strengthen our PTA, pursued multiple grants to enhance student experiences through technology, fund field trips, and beautify our playground, and organized volunteers to bring these projects to life. His leadership and commitment have made a lasting positive impact on our school.

**Heather Mills, Counselor, Whittier Elementary School**, was recommended for a Good Apple Award by Franklin Gilbert, Principal, Whittier Elementary School, because of the following:

Heather Mills deserves the Good Apple Award for her unwavering dedication to supporting both students and staff. She consistently provides a safe and caring space for students facing challenges, balancing compassion with high expectations and encouragement. Colleagues rely on her insight, dependability, and willingness to step in wherever she's needed. Whether offering guidance, filling in for others, or managing multiple roles, she does so with grace and a positive spirit that strengthens our entire school community.

**Cyrilla Carper, Para Educator, C M Russell High School**, was recommended for a Good Apple Award by Nicole Gilbert, Para Educator, C M Russell High School, because of the following:

Ms. C has been a warm, compassionate, friendly, and relational paraprofessional for many years in the GFPS district. She helps with Resource and Life Skill Students on a daily basis, as well as Teacher Aide. Her kindness, empathy, and willingness to learn about how to support others with special needs is shown every day with her years of experience. She is one of the most creative people I know, that shares her talents with staff and students. Ms. C emphasizes with each student's ability by providing support and assistance to others whether it is helping at the bus stop, transitions between the classrooms, or kindness shown in the cafe with lunchroom support. I enjoy watching her converse with students in the Cafe, with laughter and kindness, making everyone feel welcomed.

#### **FISCAL IMPLICATIONS**

N/A

#### **RECOMMENDATION**

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

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

[Return to Agenda](#)

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

## GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: February 23, 2026

CATEGORY: Consent

AGENDA ITEM NUMBER: V. E.

CABINET MEMBER: Luke Diekhans

### TOPIC

Montana Office of Public Instruction (OPI) TR-35 School Bus Driver Certificates

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

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

### DISCUSSION

The following individuals meet the qualifications as school bus drivers: David Chatriand, Donald Paulus, and Kevin Laronde

### FISCAL IMPLICATIONS

None

### RECOMMENDATION

The District Board is requested to approve the Montana Office of Public Instruction TR-35 school bus driver certificates for the individuals listed above.

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

[Return to Agenda](#)

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Consent

**AGENDA ITEM NUMBER:** V. F.

**CABINET MEMBER:** Jackie Mainwaring

### TOPIC

Approval of Charles M. Russell (CMR) High School Business Professionals of America (BPA) Travel Request to the State Leadership Conference in Billings, Montana

### STRATEGIC PLAN

Stewardship and Accountability and Student Achievement

### BACKGROUND

Per [Board Policy 2320](#) *Instruction – Field Trips, Excursions, and Outdoor Education*, field trips which take students out of school two or more days in state, or any trips out of state, require Board approval.

CMR BPA Advisor, Jessica Goosen, is requesting permission to take twenty-three (23) students, one (1) Advisor (Jessica) and one (1) chaperone (Business Education Instructor Conner Schulte), to the Business Professionals of America (BPA) State Leadership Conference in Billings, Montana from March 8-10, 2026.

### DISCUSSION

Students will miss two days of classroom instruction but will learn valuable skills in the world of leadership. Students earned the privilege to attend upon completion and placing at the Regional BPA Leadership Conference held in Great Falls on January 19, 2026. Students who place at this State competition in Billings will advance to the National competition in Nashville, Tennessee on May 6-10, 2026. Ms. Goosen will provide an updated travel request to Nationals upon their return from the State competition.

### FISCAL IMPLICATIONS

BPA Student Activity funds and State Vocational Education (VoEd) funds will pay for registration and room accommodations. Advisor costs will come from Federal money through the Perkins Grant. No district funds will be used for this trip.

### RECOMMENDATION

The District Board is requested to approve Charles M. Russell High School Business Professionals of America (BPA) student and advisor travel to the BPA State Leadership Conference in Billings, Montana taking place March 8-10, 2026.

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

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## C. M. Russell High School

228 17th Ave NW  
Great Falls, MT 59404  
(406)268-6143



February 4, 2026

Jackie Mainwaring, District Office Building  
1100 4<sup>th</sup> Street South  
Great Falls, MT 59405

Dear Mrs. Mainwaring:

I am asking Great Falls Public Schools for permission to take 23 students, myself and one chaperone Connor Schulte to the Business Professionals of America (BPA) State Leadership Conference in **Billings, MT**. It will be held **March 8-- March 10**. These students earned the privilege to attend upon completion and placing at the Regional BPA Leadership Conference held here in Great Falls on January 19<sup>th</sup>.

These students will only miss two days of classroom instruction. We will be traveling with Big Sky Bus Lines with Great Falls High School and staying at the Billings Hotel and Convention Center. It should be an extraordinary learning opportunity for these students.

I would also like to ask in advance, for permission for myself and students to travel to nationals **May 6<sup>th</sup> – May 10<sup>th</sup> in Nashville, TN**. Students advance to this level by placing at State, so I won't have names or numbers until March 20<sup>th</sup>.

BPA and State VoEd monies will pay for registration and room accommodations. Advisor costs will come from Federal money through the Perkins Grant.

Thank you for your time. If you have any questions, please call me at 268-6143.

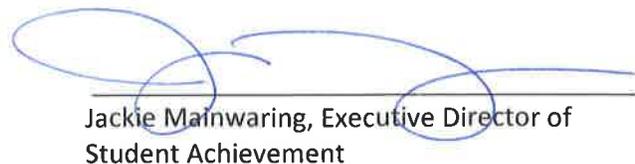
Sincerely



Jessica Goosen  
BPA Advisor/Business Instructor  
CMR High School



Jamie McGraw, C.M. Russell H.S. Principal



Jackie Mainwaring, Executive Director of  
Student Achievement

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Consent

**AGENDA ITEM NUMBER:** V. G.

**CABINET MEMBER:** Lance Boyd

### TOPIC

Approval of Great Falls High School (GFHS) Academic World Quest to Missoula, Montana

### STRATEGIC PLAN

Stewardship and Accountability and Student Achievement

### BACKGROUND

Per [Board Policy 2320 Instruction – Field Trips, Excursions, and Outdoor Education](#), field trips which take students out of school two (2) or more instructional days require Board approval.

Advisors, Erin Bucher, Jana Mora, Mike Hodges, and Chase Koenig are requesting permission to take students to Missoula, MT March 2<sup>nd</sup> through March 3<sup>rd</sup>, 2026. Less than 30 students will be representing GFHS.

### Discussion

Academic WorldQuest is put on by the Montana World Affairs Council. Academic WorldQuest is a nation team-based trivia competition for high school students. Teams of four compete in local, then nations, rounds to test their global knowledge, with winners receiving a trip to Washington, D.C. to represent Montana at the National Academic WorldQuest competition.

### FISCAL IMPLICATIONS

The Academic WorldQuest (Montana World Affairs Council) is paying all expenses. No District funds will be used for this event.

### RECOMMENDATION

The District Board is requested to approve the Great Falls High School Academic World Quest travel to Missoula, MT on March 2-3, 2026.

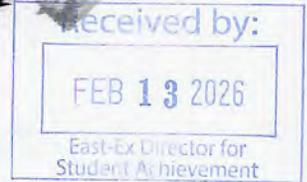
For more information about this matter, please contact Superintendent Heather Hoyer at (406) 268-6001, or Executive Director Lance Boyd at (406) 268-6008.

[Return to Agenda](#)

# Great Falls High School

1900 2<sup>nd</sup> Ave. South  
Great Falls, MT 59405  
406-268-6250  
Fax 406-268-6256

GEOFFRY HABEL, Principal  
PAUL CULBERTSON, Associate Principal  
SHIANNE CURREY, Associate Principal  
TAMI FAULKNER, Associate Principal



February 6, 2026

Dear Superintendent Hoyer,

Great Falls High School has worked to create an Academic Team schoolwide. This team consists of less than 30 students who we believe represent the best of GFHS both academically and behaviorally.

Advisors, Erin Bucher, Jana Mora, Mike Hodges, and Chase Koenig would like to take students to compete in Academic WorldQuest in Missoula, MT on March 2<sup>nd</sup> and 3<sup>rd</sup>. Academic WorldQuest is put on by the Montana World Affairs Council. The students would leave GFHS at 7am on the morning of 3/2/26 and arrive back in Great Falls about 7pm on 3/3/26.

The students and advisors are using school vehicles to travel to and from the event. Each of the advisors has been cleared to drive students in school vehicles.

I am asking for your approval as well as the GFPS School Board's approval to allow these students to go to this event.

Thank you for your consideration.

Sincerely,

Geoff Habel

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

## GREAT FALLS PUBLIC SCHOOLS

MEETING DATE: February 23, 2026

CATEGORY: Consent

AGENDA ITEM NUMBER: V. H.

CABINET MEMBER: Lance Boyd

### TOPIC

Establish New *Code Girls* Student Activity Account at East Middle School

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

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

### DISCUSSION

East Middle School is requesting to open a student activity account “Code Girls”. The purpose of this account would be to deposit funds earned by grants, donations, and fundraising efforts. The funds will be used to support needed equipment purchases, snacks/lunch for practice and competition days.

### FISCAL IMPLICATIONS

Funds collected will be used to finance club projects and activities.

### RECOMMENDATION

The District Board is requested to approve the opening of Student Activity Fund “Code Girls” at East Middle School.

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

[Return to Agenda](#)

**East Middle School**

**To: Luke Diekhans, Executive Director of Business**

**From: Brad Barringer, Principal**

**Date: February 9, 2026**

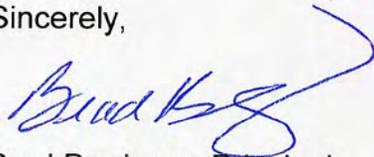
**Re: Opening New Student Activity Account – Code Girls**

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**East Middle School** respectfully requests to open a student activity account for Code Girls. The purpose of this student activity account is for depositing funds earned by grants, donations, and fundraising. The funds will be utilized to support any needed equipment purchases, snacks/lunch for practice and competition days.

Thank you for your consideration in this matter.

Sincerely,



Brad Barringer, Principal

Advisor- Meggie Kotthoff

Officer- Phoebe Lawson



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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Consent

**AGENDA ITEM NUMBER:** V. I.

**CABINET MEMBER:** Luke Diekhans

### TOPIC

Great Falls High School Request to Rename Student Activity Account *Robotics* to *STEM*.

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

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

### Discussion

Great Falls High School is requesting to rename the Student Activity account “Robotics” to “STEM”. The Robotics Club has not participated in events or met as a club since April of 2019. The funds remaining in the Robotics account were generated through fundraising and grant efforts and have remained stagnant since that time. The STEM Club’s mission and vision follow that of the Robotics Club and therefore align with any funds remaining in the account. The STEM Club funds will be used to finance club projects, travel, and activities.

### FISCAL IMPLICATIONS

Funds collected will be used to finance approved club projects.

### RECOMMENDATION

The District Board is requested to approve the renaming of Student Activity Account *Robotics* to *STEM* at Great Falls High School.

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

[Return to Agenda](#)

# Great Falls High School

1900 2<sup>nd</sup> Ave. South  
Great Falls, MT 59405  
406-268-6250  
Fax 406-268-6256

GEOFFRY HABEL, Principal  
PAUL CULBERTSON, Associate Principal  
SHIANNE CURREY, Associate Principal  
TAMI FAULKNER, Associate Principal



February 11<sup>th</sup>, 2026

Dear Mr. Diekhans,

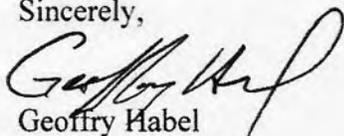
The GFHS Robotics Club and the GFHS Robotics student activity account were created during the 2015-2016 school year. The club remained active through the 2018-2019 school year. This club has not participated in FIRST events or met as a club since April of 2019. The student activity account has remained in the GFHS student accounts and the robotics equipment has been stored at GFH. All funds used to purchase equipment and supplies, as well as in the student activity account were generated through fundraising and grant efforts.

At this point, it is time to move forward and redistribute both the funds and the equipment. The robotics equipment has been transferred to North Middle School and is being utilized within NMS. GFH is requesting to move the remaining funds in the GFH Robotics account to an account for the new STEM Club. This club follows the mission and vision of the Robotics club, aligning to any grant funds remaining in the account.

I am asking to either:

1. Move the money from the Robotics account to a new STEM account (needing to create that account). Or
- ②. Rename the Robotics account at GFHS to the STEM account.

Sincerely,

  
Geoffry Habel



6:35 2.10.26

Purpose to form a club called STEM club

Action 1 a nomination for Charlie Kothhoff

seconded by Lily Kirkaldie the motion passes

Action 2 a nomination for Danica Sabo

seconded by Lily Kirkaldie the motion passes

Action 3 a nomination for Lily Kirkaldie

seconded by Danica Sabo the motion passes

Business Activities we might want to do

- more coding
- school events
- upcoming travel
  - talking to businesses
  - talking on radio
  - tv interview
  - Gofundme
- see if Great Falls High has any funding (talk to Habel)
- look for new members

Lily Kirkaldie made a motion to adjourn meeting  
adjourned at 6:53

Charlie Kothhoff, President

Danica Sabo, Vice President

Lily Kirkaldie, Treasurer / Secretary

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Consent

**AGENDA ITEM NUMBER:** V. J.

**CABINET MEMBER:** Luke Diekhans

### TOPIC

Student Activity Accounts for January 2026

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

The authority to establish an extracurricular fund is found in [MCA 20-9-504](#) *Extracurricular Fund for Pupil Functions*. The Board of Trustees is responsible for the establishment and management of student extracurricular funds. The purpose of student extracurricular funds shall be to account for revenues and disbursements of those funds raised by students through recognized student body organizations and activities. Students shall be involved in the decision-making process related to the use of the funds.

### DISCUSSION

In this section, you will find the student activity accounts for the District. The Student Activity Fund Report will be submitted to the Board on a monthly basis for review and approval.

### FISCAL IMPLICATIONS

There are no immediate fiscal implications.

### RECOMMENDATIONS

The District Board is requested to accept the Student Activity Monthly Report for January 2026.

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

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GREAT FALLS PUBLIC SCHOOLS  
 STUDENT ACTIVITY MONTHLY REPORT  
 January 2026

<u>Account</u>	<u>Beginning</u>	<u>Revenue</u>	<u>Expense</u>	<u>Ending</u>
<b>CHIEF JOSEPH SCHOOL</b>				
Total for CHIEF JOSEPH SCHOOL	\$0.00	\$0.00	\$0.00	\$0.00
<b>GIANT SPRINGS SCHOOL</b>				
ACTIVITY MISC	\$3,531.68	\$5.86	\$0.00	\$3,537.54
Total for GIANT SPRINGS SCHOOL	\$3,531.68	\$5.86	\$0.00	\$3,537.54
<b>LINCOLN SCHOOL</b>				
ACTIVITY MISC	\$373.43	\$0.62	\$0.00	\$374.05
Total for LINCOLN SCHOOL	\$373.43	\$0.62	\$0.00	\$374.05
<b>LONGFELLOW SCHOOL</b>				
ACTIVITY MISC	\$261.46	\$476.22	\$0.00	\$737.68
Total for LONGFELLOW SCHOOL	\$261.46	\$476.22	\$0.00	\$737.68
<b>LOY SCHOOL</b>				
ACTIVITY MISC	\$2,246.80	\$3.73	\$0.00	\$2,250.53
Total for LOY SCHOOL	\$2,246.80	\$3.73	\$0.00	\$2,250.53
<b>MEADOW LARK SCHOOL</b>				
ACTIVITY MISC	\$3,216.53	\$1,686.12	\$0.00	\$4,902.65
Total for MEADOW LARK SCHOOL	\$3,216.53	\$1,686.12	\$0.00	\$4,902.65
<b>MORNINGSIDE SCHOOL</b>				
ACTIVITY MISC	\$2,605.25	\$4.32	\$0.00	\$2,609.57
Total for MORNINGSIDE SCHOOL	\$2,605.25	\$4.32	\$0.00	\$2,609.57
<b>SUNNYSIDE SCHOOL</b>				
ACTIVITY MISC	\$497.63	\$0.83	\$0.00	\$498.46
Total for SUNNYSIDE SCHOOL	\$497.63	\$0.83	\$0.00	\$498.46
<b>VALLEY VIEW SCHOOL</b>				
ACTIVITY MISC	\$311.15	\$0.52	\$0.00	\$311.67
Total for VALLEY VIEW SCHOOL	\$311.15	\$0.52	\$0.00	\$311.67
<b>WHITTIER SCHOOL</b>				
ACTIVITY MISC	\$631.72	\$1.05	\$0.00	\$632.77
Total for WHITTIER SCHOOL	\$631.72	\$1.05	\$0.00	\$632.77
<b>ELEMENTARY TOTAL</b>	<b>\$13,675.65</b>	<b>\$2,179.27</b>	<b>\$0.00</b>	<b>\$15,854.92</b>

GREAT FALLS PUBLIC SCHOOLS  
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 January 2026

<u>Account</u>	<u>Beginning</u>	<u>Revenue</u>	<u>Expense</u>	<u>Ending</u>
<b>EAST MIDDLE SCHOOL</b>				
8TH GRADE CLASS	\$207.07	\$0.34	\$0.00	\$207.41
ART DEPARTMENT	\$337.10	\$0.56	\$0.00	\$337.66
ATHLETIC SCHOLARSHIPS	\$577.27	\$0.96	\$0.00	\$578.23
DYNAMOS	\$5.92	\$0.01	\$0.00	\$5.93
EMMA STRONG	\$3,541.19	\$5.87	\$0.00	\$3,547.06
FISHING CLUB	\$16.53	\$0.03	\$0.00	\$16.56
IMPACT	\$342.25	\$0.57	\$0.00	\$342.82
INSTRUMENTAL ACTIVITIES	\$1,115.61	\$1.85	\$0.00	\$1,117.46
KIDS FIRST	\$112.53	\$0.19	\$0.00	\$112.72
MT ADVANCED OPPORTUNITIES ACT	\$38,407.44	\$6,813.30	(\$355.66)	\$44,865.08
RAM SPIRIT	\$40.64	\$0.07	\$0.00	\$40.71
ROBOTICS	\$136.32	\$0.23	\$0.00	\$136.55
STUDENT COUNCIL/GOVERNMENT	\$59.88	\$0.10	\$0.00	\$59.98
STUDENT STORE	\$819.68	\$40.22	\$0.00	\$859.90
SUPERSONICS	\$158.37	\$0.26	\$0.00	\$158.63
VIP MATH-SCIENCE	\$877.67	\$1.46	\$0.00	\$879.13
XTREME TEAM	\$1,557.74	\$2.58	\$0.00	\$1,560.32
YOUTH ALIVE	\$5.29	\$0.01	\$0.00	\$5.30
Total for EAST MIDDLE SCHOOL	\$48,318.50	\$6,868.61	(\$355.66)	\$54,831.45
<b>NORTH MIDDLE SCHOOL</b>				
ARCHERY CLUB	\$2,842.78	\$4.55	(\$102.45)	\$2,744.88
EMMA STRONG	\$2,926.68	\$4.86	\$0.00	\$2,931.54
EXTREME TEAM	\$347.50	\$0.35	(\$134.78)	\$213.07
FISHING CLUB	\$72.20	\$0.12	\$0.00	\$72.32
GRIZ SPIRIT	\$207.78	\$69.96	\$0.00	\$277.74
HOSA	\$0.10	\$0.00	\$0.00	\$0.10
MT ADVANCED OPPORTUNITIES ACT	\$44,342.45	\$72.58	(\$590.78)	\$43,824.25
NATIONAL JR HONOR SOCIETY	\$632.46	\$1.05	\$0.00	\$633.51
PHOTOGRAPHY CLUB	\$12.64	\$0.02	\$0.00	\$12.66
SCIENCE OLYMPIAD	\$846.82	\$1.40	\$0.00	\$848.22
SENSATIONAL SEVEN'S	\$139.99	\$0.23	\$0.00	\$140.22
SHOP	\$308.86	\$0.51	\$0.00	\$309.37
STUDENT COUNCIL/GOVERNMENT	\$5,664.96	\$9.22	(\$105.84)	\$5,568.34
STUDENT POP	\$438.51	\$0.32	(\$247.25)	\$191.58
TAG TEAM	\$2,239.07	\$3.71	\$0.00	\$2,242.78
THE BUSINESS	\$2,069.86	\$3.43	\$0.00	\$2,073.29
TNT TEAM	\$643.64	\$1.07	\$0.00	\$644.71
URSIDAE TEAM	(\$7.21)	(\$0.01)	\$0.00	(\$7.22)
VIKINGS/GLADIATORS TEAM	\$162.35	\$0.27	\$0.00	\$162.62
YEARBOOK	\$2,558.60	\$29.26	(\$14.52)	\$2,573.34
YOUTH ALIVE	\$99.25	\$0.16	\$0.00	\$99.41
Total for NORTH MIDDLE SCHOOL	\$66,549.29	\$203.06	(\$1,195.62)	\$65,556.73
<b>MIDDLE SCHOOLS TOTAL</b>	<b>\$114,867.79</b>	<b>\$7,071.67</b>	<b>(\$1,551.28)</b>	<b>\$120,388.18</b>

GREAT FALLS PUBLIC SCHOOLS  
 STUDENT ACTIVITY MONTHLY REPORT  
 January 2026

<u>Account</u>	<u>Beginning</u>	<u>Revenue</u>	<u>Expense</u>	<u>Ending</u>
<b>GREAT FALLS HIGH SCHOOL</b>				
FOOTBALL	\$17,545.86	\$0.00	(\$332.28)	\$17,213.58
BOYS BASKETBALL	(\$14,361.00)	\$6,453.00	(\$270.00)	(\$8,178.00)
GIRLS BASKETBALL	\$316.00	\$3,877.00	(\$2,055.16)	\$2,137.84
WRESTLING	(\$9,370.20)	\$19,472.00	(\$3,799.52)	\$6,302.28
SOCCER B&G	(\$3,884.96)	\$0.00	\$0.00	(\$3,884.96)
X COUNTRY B&G	(\$1,187.61)	\$0.00	(\$1,356.60)	(\$2,544.21)
GOLF B&G	(\$6,502.40)	\$0.00	\$0.00	(\$6,502.40)
SWIMMING B&G	(\$180.00)	\$0.00	\$1,033.00	\$853.00
VOLLEYBALL	(\$7,841.01)	\$0.00	(\$147.70)	(\$7,988.71)
1:1 TECHNOLOGY FINES	\$685.22	\$100.09	\$0.00	\$785.31
AP HISTORY BOOKS	\$1,987.02	\$3.30	\$0.00	\$1,990.32
B AND G TRACK FUND	\$22,842.32	\$37.08	(\$489.80)	\$22,389.60
BAND ACTIVITY	\$78,880.03	\$13,676.10	(\$36,946.94)	\$55,609.19
BASEBALL	\$41,884.98	\$82.19	(\$10,446.07)	\$31,521.10
BISON BARISTAS	\$3,380.46	\$250.29	(\$437.83)	\$3,192.92
BISON BUSINESS	\$4,574.82	\$666.81	(\$528.08)	\$4,713.55
BISON DANCE TEAM	\$15,742.03	\$3,621.68	(\$3,317.01)	\$16,046.70
BISON DIGITAL VIDEO	\$230.26	\$0.00	(\$230.26)	\$0.00
BISON LIFE SKILLS	\$256.55	\$60.27	(\$151.49)	\$165.33
BISON WEAR	\$1,824.26	\$123.23	\$0.00	\$1,947.49
BOYS & GIRLS P.E. POP FUND	\$559.72	\$0.93	\$0.00	\$560.65
BOYS BASKETBALL	\$8,455.52	\$18,133.65	(\$6,872.55)	\$19,716.62
BOYS SOCCER	\$15,710.77	\$70.13	\$0.00	\$15,780.90
BUSINESS PROFESSIONALS OF AMER	\$14,883.79	\$24.69	\$0.00	\$14,908.48
CHEERLEADERS	\$15,820.04	\$23.15	(\$1,864.51)	\$13,978.68
CHOIR/DELPHIAN	\$73,619.10	\$7,415.10	(\$23,802.77)	\$57,231.43
CLASS OF 2025	\$3,666.09	\$5.72	(\$219.00)	\$3,452.81
CLASS OF 2026	\$2,777.96	\$196.83	(\$57.92)	\$2,916.87
CLASS OF 2027	\$2,260.43	\$63.85	\$0.00	\$2,324.28
CLASS OF 2028	\$1,098.74	\$1.82	\$0.00	\$1,100.56
CLASS OF 2029	\$379.98	\$0.63	\$0.00	\$380.61
CROCHET CLUB	\$296.60	\$0.49	\$0.00	\$297.09
CROSS COUNTRY	\$7,388.66	\$37.30	\$0.00	\$7,425.96
DECA CLUB	\$15,036.60	\$23.95	(\$600.00)	\$14,460.55
ELECTRICAL IT CLASSES	\$12,384.76	\$20.42	(\$72.77)	\$12,332.41
EMMA STRONG	\$3,621.46	\$6.01	\$0.00	\$3,627.47
ENGLISH NOVELS	\$4,230.78	\$7.02	\$0.00	\$4,237.80
FCCLA	\$1,938.55	\$3.22	\$0.00	\$1,941.77
FOOTBALL FUND	\$69,405.45	\$65.95	(\$29,650.11)	\$39,821.29
FOREIGN LANGUAGE CLUB	\$45.85	\$0.08	\$0.00	\$45.93
FRENCH CLUB	\$43.96	\$0.07	\$0.00	\$44.03
GEOLOGY CLUB	\$1,990.48	\$903.97	(\$500.00)	\$2,394.45
GERMAN CLUB	\$0.03	\$0.00	\$0.00	\$0.03
GFHS CLOTHING CLOSET	\$1,158.36	\$1.92	\$0.00	\$1,160.28
GFHS ROBOTICS CLUB	\$4,617.14	\$7.66	\$0.00	\$4,624.80
GIRLS BASKETBALL	\$15,054.96	\$15,002.93	(\$18,324.85)	\$11,733.04
GIRLS SOCCER	\$21,539.62	\$35.73	\$0.00	\$21,575.35
GOLF TEAM	\$6,401.54	\$10.62	\$0.00	\$6,412.16
GREAT FALLS MUSICALS	\$6,109.42	\$10.14	\$0.00	\$6,119.56
GREEN CLUB	\$139.06	\$0.23	\$0.00	\$139.29
HOSA	\$8,420.06	\$191.20	(\$35.97)	\$8,575.29
ICE RAGE	\$5,312.76	\$8.81	\$0.00	\$5,321.57
INCLUSION AND DIVERSITY CLUB	\$1,783.42	\$2.96	\$0.00	\$1,786.38
INIWA NEWSPAPER	\$15.94	\$0.03	\$0.00	\$15.97
JROTC	\$17,493.35	\$35.14	(\$2,351.95)	\$15,176.54
KEY CLUB	\$775.83	\$60.70	(\$110.95)	\$725.58
LIFE SKILLS STUDENTS 110	\$16.78	\$0.03	\$0.00	\$16.81
MathXL Dual Fees	\$4,958.17	\$8.23	\$0.00	\$4,966.40
MOTOR SPORTS CLUB	\$10,169.37	\$14.19	(\$1,614.17)	\$8,569.39
MT ADVANCED OPPORTUNITIES ACT	\$18,362.32	\$30.46	\$0.00	\$18,392.78
MUSIC FRUIT	\$0.02	\$0.00	\$0.00	\$0.02

GREAT FALLS PUBLIC SCHOOLS  
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<u>Account</u>	<u>Beginning</u>	<u>Revenue</u>	<u>Expense</u>	<u>Ending</u>
NATIONAL HONOR SOCIETY	\$1,217.77	\$1.89	(\$75.70)	\$1,143.96
ORCHESTRA	\$43,698.03	\$15,943.81	(\$31,979.73)	\$27,662.11
PHOTOGRAPHY ART	\$1,086.27	\$1.80	\$0.00	\$1,088.07
POP FUND	\$7,705.95	\$423.12	\$0.00	\$8,129.07
POWDER PUFF FOOTBALL	\$597.43	\$0.99	\$0.00	\$598.42
ROCKETRY CLUB	\$1,231.29	\$0.00	\$0.00	\$1,231.29
ROUNDUP ANNUAL	\$30,508.29	\$270.98	\$0.00	\$30,779.27
SELECT	\$231.71	\$0.38	\$0.00	\$232.09
SOFTBALL	\$20,802.75	\$34.51	\$0.00	\$20,837.26
SPANISH CLUB	\$1,380.48	\$2.29	\$0.00	\$1,382.77
SPIRIT SHIRTS	\$1,455.01	\$2,102.89	\$0.00	\$3,557.90
STUDENT COUNCIL/GOVERNMENT	\$23,615.17	\$38.87	(\$186.60)	\$23,467.44
STUDENT LANDSCAPE PROJECT FUND	\$5,773.91	\$129.78	\$0.00	\$5,903.69
SWIM TEAM	\$15,078.03	\$966.33	(\$9,203.59)	\$6,840.77
TENNIS	\$3,536.42	\$5.87	\$0.00	\$3,542.29
VIDEO PRODUCTIONS	\$2,604.15	\$233.30	(\$1,000.61)	\$1,836.84
VOLLEYBALL	\$39,378.12	\$272.90	\$93.41	\$39,744.43
WRESTLING	\$13,292.21	\$16,762.22	(\$16,030.85)	\$14,023.58
YELLOWSTONE FIELD TRIP	\$1,989.29	\$3.30	\$0.00	\$1,992.59
Total for GREAT FALLS HIGH SCHOOL	\$739,948.35	\$128,044.23	(\$203,936.93)	\$664,055.65
<b>ATLERNATIVE EDUCATION</b>				
COFFEE SHOP	\$37,632.72	\$61.40	(\$619.25)	\$37,074.87
LYNX GRAFIX	\$27,508.18	\$45.63	\$0.00	\$27,553.81
PARIS GIBSON AUTOMOTIVE CLUB	\$3,028.09	\$4.91	(\$68.52)	\$2,964.48
PARIS GIBSON DESIGNS	\$10,992.57	\$17.74	(\$298.00)	\$10,712.31
PARIS SCIENCE CLUB	\$2,894.28	\$4.80	\$0.00	\$2,899.08
STUDENT COUNCIL/GOVERNMENT	\$8,816.94	\$14.63	\$0.00	\$8,831.57
YEAR BOOK	\$18,657.42	\$30.95	\$0.00	\$18,688.37
Total for ATLERNATIVE EDUCATION	\$109,530.20	\$180.06	(\$985.77)	\$108,724.49
<b>CM RUSSELL HIGH SCHOOL</b>				
FOOTBALL	\$9,703.33	\$0.00	\$0.00	\$9,703.33
BOYS BASKETBALL	(\$15,111.40)	\$7,059.00	(\$1,164.60)	(\$9,217.00)
GIRLS BASKETBALL	(\$247.65)	\$2,984.00	(\$413.35)	\$2,323.00
WRESTLING	(\$4,657.54)	\$0.00	(\$12,864.21)	(\$17,521.75)
SOCCER B&G	(\$4,408.69)	\$0.00	\$0.00	(\$4,408.69)
X COUNTRY B&G	(\$1,964.69)	\$0.00	(\$1,198.40)	(\$3,163.09)
GOLF B&G	(\$4,946.16)	\$0.00	\$0.00	(\$4,946.16)
SOFTBALL	\$100.00	\$0.00	\$0.00	\$100.00
VOLLEYBALL	(\$6,189.25)	\$0.00	\$3,902.40	(\$2,286.85)
ACADEMIC BOWL	\$96.48	\$0.16	\$0.00	\$96.64
ANNUAL	\$80,124.80	\$132.37	(\$330.87)	\$79,926.30
AP CHEMISTRY	\$1,294.23	\$2.15	\$0.00	\$1,296.38
ART CLUB	\$1,317.63	\$200.51	(\$1,211.04)	\$307.10
BAND	\$36,751.10	\$29,147.11	(\$3,874.08)	\$62,024.13
BASEBALL	\$49,542.21	\$73.62	(\$5,165.98)	\$44,449.85
BIOLOGY 3-4	\$1,810.61	\$3.00	\$0.00	\$1,813.61
BOYS SOCCER	\$13,279.78	\$22.03	\$0.00	\$13,301.81
BOYS TRACK	\$9,279.90	\$15.39	\$0.00	\$9,295.29
BUSINESS PROFESSIONALS OF AMER	\$23,792.36	\$59.32	(\$110.54)	\$23,741.14
CHEERLEADERS	\$13,133.85	\$19.24	(\$1,533.28)	\$11,619.81
CLASS OF 2026	\$3,460.75	\$5.74	\$0.00	\$3,466.49
CLASS OF 2027	\$2,685.85	\$4.46	\$0.00	\$2,690.31
CLASS OF 2028	\$356.86	\$0.59	\$0.00	\$357.45
CLASS OF 2029	\$1,980.98	\$3.29	\$0.00	\$1,984.27
CMR COFFEE CART	\$10,878.86	\$77.80	(\$8,360.28)	\$2,596.38
CMR DRAFTING	\$1,327.63	\$2.20	\$0.00	\$1,329.83
CMR ELECTRONICS	\$18,196.99	\$30.19	\$0.00	\$18,227.18
CROSS COUNTRY	\$11,414.06	\$18.31	(\$374.99)	\$11,057.38
DECA CLUB	\$11,097.45	\$18.41	\$0.00	\$11,115.86
DRAMATICS CLUB	\$40,649.39	\$35.06	(\$19,516.82)	\$21,167.63
ENGLISH NOVELS	\$1,482.90	\$2.46	\$0.00	\$1,485.36
FAMILY CONSUMER SCIENCE	\$55,066.28	\$3,455.27	(\$18,027.45)	\$40,494.10

**GREAT FALLS PUBLIC SCHOOLS**  
**STUDENT ACTIVITY MONTHLY REPORT**  
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<u>Account</u>	<u>Beginning</u>	<u>Revenue</u>	<u>Expense</u>	<u>Ending</u>
FOOTBALL PROGRAMS	\$50,183.15	\$55.86	(\$16,512.07)	\$33,726.94
FRENCH CLUB	\$1,340.97	\$2.22	\$0.00	\$1,343.19
GIRLS BASKETBALL	\$21,531.78	\$20.54	(\$9,152.57)	\$12,399.75
GIRLS SOCCER	\$15,742.89	\$26.12	\$0.00	\$15,769.01
GOLF TEAM	\$17,257.76	\$26.45	(\$1,313.26)	\$15,970.95
HOSA	\$22,384.41	\$37.13	\$0.00	\$22,421.54
KEY CLUB	\$5,582.65	\$9.26	\$0.00	\$5,591.91
MT ADVANCED OPPORTUNITIES ACT	\$26,964.67	\$38.37	(\$3,833.44)	\$23,169.60
NATIONAL HONOR SOCIETY	\$331.21	\$0.55	\$0.00	\$331.76
NATIVE AMERICAN CLUB	\$1,614.35	(\$1,499.81)	\$0.00	\$114.54
NEWSPAPER	\$2,976.68	\$4.94	\$0.00	\$2,981.62
ORCHESTRA	\$31,192.58	\$25.37	(\$15,901.84)	\$15,316.11
PHYSICS FIELD TRIP	\$1,351.05	\$2.24	\$0.00	\$1,353.29
ROBOTICS	\$918.83	\$1.52	\$0.00	\$920.35
RUSTLER PRIDE	\$33,797.38	\$0.00	(\$1,820.49)	\$31,976.89
RUSTLERS INC	\$2,826.50	\$4.69	\$0.00	\$2,831.19
SCHOOL STORE	\$40,862.11	\$59.96	(\$4,720.04)	\$36,202.03
SCIENCE RESEARCH CLUB	\$302.44	\$0.50	\$0.00	\$302.94
SOFTBALL	\$16,044.38	\$26.62	\$0.00	\$16,071.00
SPANISH CLUB	\$967.75	\$1.56	(\$25.00)	\$944.31
SPEECH & DEBATE	\$7,071.09	\$11.19	(\$325.76)	\$6,756.52
STUDENT COUNCIL/GOVERNMENT	(\$1,171.20)	(\$1.94)	\$0.00	(\$1,173.14)
SWIMMING CLUB	\$4,923.44	\$5.48	(\$1,620.43)	\$3,308.49
T.A.P.E. CLUB	\$7,428.04	\$12.32	\$0.00	\$7,440.36
TENNIS	\$11,105.03	\$18.17	(\$150.00)	\$10,973.20
VICA	\$107.45	\$0.18	\$0.00	\$107.63
VIDEO PRODUCTIONS	\$454.81	\$0.75	\$0.00	\$455.56
VOCAL MUSIC	\$48,546.19	\$26.54	(\$32,545.88)	\$16,026.85
VOCATIONAL RESOURCE	\$6,177.85	\$10.25	\$0.00	\$6,188.10
VOLLEYBALL	\$35,648.55	\$54.54	(\$2,769.16)	\$32,933.93
WRANGLERS	\$5,101.80	\$6.12	(\$1,413.32)	\$3,694.60
WRESTLING	\$23,260.52	\$20.70	(\$10,781.53)	\$12,499.69
Total for CM RUSSELL HIGH SCHOOL	\$804,126.01	\$42,380.07	(\$173,128.28)	\$673,377.80
<b>HIGH SCHOOLS TOTAL</b>	<b>\$1,653,604.56</b>	<b>\$170,604.36</b>	<b>(\$378,050.98)</b>	<b>\$1,446,157.94</b>

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<u>Account</u>	<u>Beginning</u>	<u>Revenue</u>	<u>Expense</u>	<u>Ending</u>
<b>INDIAN EDUCATION</b>				
INDIAN EDUCATION DRUM GROUP	\$468.09	\$0.78	\$0.00	\$468.87
POW WOW'S	(\$9,175.99)	\$1,487.27	\$0.00	(\$7,688.72)
Total for INDIAN EDUCATION	(\$8,707.90)	\$1,488.05	\$0.00	(\$7,219.85)
<b>INDEPENDENT PROGRAMS TOTAL</b>	<b>(\$8,707.90)</b>	<b>\$1,488.05</b>	<b>\$0.00</b>	<b>(\$7,219.85)</b>
<b>DISTRICT TOTAL</b>	<b>\$1,773,440.10</b>	<b>\$181,343.35</b>	<b>(\$379,602.26)</b>	<b>\$1,575,181.19</b>

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Action

**AGENDA ITEM NUMBER:** VII. A.

**CABINET MEMBER:** Luke Diekhans

### TOPIC

2024-2025 Final Financial Statements and Audit Report

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

Each year, as per [MCA 2-7-503](#) (State of Montana Single Audit Act) and [MCA 2-7-506](#) (Audit by Independent Auditor), the district is audited. Eide Bailly, LLP has completed the 2024-25 audit.

### DISCUSSION

At the regularly scheduled December 15, 2025 meeting of the Board of Trustees, Mr. Brian Stavenger of Eide Bailly, LLP presented a draft of the District's Annual Audit Report. At that time, Mr. Stavenger indicated that the audit remained in draft form pending the release of the compliance supplement for audits of Montana local government entities. The compliance supplement has since been finalized. Since the last Board meeting on February 9, 2026, the Eide Bailly auditor was able to verify Comprehensive School and Community Treatment (CSCT) revenue with the State of Montana. Eide Bailly, LLP has finalized the District's 2024-2025 Audit Report for the Board to review and approve.

### FISCAL IMPLICATIONS

None

### RECOMMENDATION

The District Board is requested to approve the General-Purpose Financial Statements with Auditors Report for Fiscal Year ended June 30, 2025, as presented.

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

[Return to Agenda](#)

 Great Falls Public Schools Great Falls, MT	Thompson	Sunchild	Skornogoski	Johnson	Henning	Duff	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Action

**AGENDA ITEM NUMBER:** VII. B.

**CABINET MEMBER:** Luke Diekhans

### TOPIC

Financial Report and Check Register for January 2026.

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

The check register and bank reconciliation are available in the Business Office. Trustees Bronson, Skornogoski and Henning act as the Board's liaisons and review the financial data.

### DISCUSSION

This monthly update on the fiscal business of the District is designed to provide Trustees and the public with up-to-date and timely information on revenue and expenditures, fiscal operations, and the overall financial position of the Great Falls Public Schools.

### FISCAL IMPLICATIONS

See attached reports.

### RECOMMENDATIONS

The District Board is requested to accept the monthly financial report and approve the register of payments for January 2026.

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

[Return to Agenda](#)

**Great Falls Public Schools  
Fund Budget Report  
January 2026**

<u>Account</u>	<u>Budget</u>	<u>MTD</u>	<u>YTD</u>	<u>Balance</u>	<u>% Budget Remaining</u>
<b>101</b>	<b>ELEMENTARY GENERAL</b>				
<b>REVENUE</b>					
1XXX Local	(\$14,035,051.93)	(\$108,570.67)	(\$7,577,431.27)	(\$6,457,620.66)	46.01
3XXX State	(\$43,765,621.15)	(\$2,941,536.86)	(\$21,882,810.54)	(\$21,882,810.61)	50.00
5XXX Other	\$0.00	\$0.00	\$0.00	\$0.00	0.00
6XXX Adjustments	\$0.00	\$0.00	\$0.00	\$0.00	0.00
7XXX CARES	\$0.00	\$0.00	\$0.00	\$0.00	0.00
9XXX Transfers	\$0.00	\$0.00	\$0.00	\$0.00	0.00
Subtotal:	(\$57,800,673.08)	(\$3,050,107.53)	(\$29,460,241.81)	(\$28,340,431.27)	49.03
<b>EXPENDITURE</b>					
1XX Salaries	\$43,357,413.34	\$3,564,701.03	\$19,762,141.10	\$23,595,272.24	54.42
2XX Benefits	\$5,521,262.00	\$432,012.78	\$2,276,746.64	\$3,244,515.36	58.76
3XX Contracted	\$903,005.21	\$52,065.24	\$358,267.31	\$544,737.90	60.33
4XX Utilities/Repair	\$2,398,250.00	\$253,747.57	\$1,376,101.21	\$1,022,148.79	42.62
5XX Other Services	\$1,330,087.11	\$24,070.94	\$147,755.50	\$1,182,331.61	88.89
61X Supplies	\$1,603,325.60	\$61,354.74	\$530,421.38	\$1,072,904.22	66.92
62X Energy Supplies	\$56,500.00	\$4,335.63	\$26,957.73	\$29,542.27	52.29
64X Books	\$394,234.20	\$3,033.26	\$108,143.74	\$286,090.46	72.57
66X Minor Equipment	\$224,422.60	\$3,293.34	\$40,026.18	\$184,396.42	82.16
68X Software	\$541,720.31	\$15,067.69	\$485,952.53	\$55,767.78	10.29
7XX Capital Outlay	\$225,619.29	\$0.00	\$0.00	\$225,619.29	100.00
8XX Misc	\$574,272.00	\$0.00	\$224,827.00	\$349,445.00	60.85
9XX Transfers	\$670,561.42	\$0.00	\$0.00	\$670,561.42	100.00
Others					
Subtotal:	\$57,800,673.08	\$4,413,682.22	\$25,337,340.32	\$32,463,332.76	56.16
<b>201</b>	<b>HIGH SCHOOL GENERAL</b>				
<b>REVENUE</b>					
1XXX Local	(\$6,686,259.81)	(\$51,835.16)	(\$3,664,606.01)	(\$3,021,653.80)	45.19
3XXX State	(\$21,072,849.85)	(\$1,410,897.82)	(\$10,536,424.94)	(\$10,536,424.91)	50.00
5XXX Other	\$0.00	\$0.00	\$0.00	\$0.00	0.00
6XXX Adjustments	\$0.00	\$0.00	\$0.00	\$0.00	0.00
7XXX CARES	\$0.00	\$0.00	\$0.00	\$0.00	0.00
9XXX Transfers	\$0.00	\$0.00	\$0.00	\$0.00	0.00
Subtotal:	(\$27,759,109.66)	(\$1,462,732.98)	(\$14,201,030.95)	(\$13,558,078.71)	48.84
<b>EXPENDITURE</b>					
1XX Salaries	\$19,711,558.27	\$1,521,808.56	\$8,738,871.77	\$10,972,686.50	55.67
2XX Benefits	\$2,582,439.00	\$217,493.74	\$1,161,204.82	\$1,421,234.18	55.03
3XX Contracted	\$699,122.18	\$28,284.58	\$277,709.23	\$421,412.95	60.28
4XX Utilities/Repair	\$1,512,100.00	\$134,002.89	\$750,783.84	\$761,316.16	50.35
5XX Other Services	\$1,367,125.58	\$46,320.08	\$304,423.48	\$1,062,702.10	77.73
61X Supplies	\$912,203.00	\$52,735.91	\$417,956.87	\$494,246.13	54.18
62X Energy Supplies	\$31,600.00	\$2,063.40	\$12,601.23	\$18,998.77	60.12
64X Books	\$181,347.00	\$18,590.56	\$20,479.69	\$160,867.31	88.71
66X Minor Equipment	\$101,874.00	\$1,756.69	\$25,983.05	\$75,890.95	74.49
68X Software	\$295,998.04	\$7,421.40	\$232,822.61	\$63,175.43	21.34
7XX Capital Outlay	\$180,470.59	\$0.00	\$523,577.30	(\$343,106.71)	-190.12
8XX Misc	\$183,272.00	\$7.87	\$70,692.29	\$112,579.71	61.43
9XX Transfers	\$0.00	\$0.00	\$0.00	\$0.00	0.00
Subtotal:	\$27,759,109.66	\$2,030,485.68	\$12,537,106.18	\$15,222,003.48	54.84
<b>110</b>	<b>ELEMENTARY TRANSPORTATION</b>				
<b>REVENUE</b>					
Subtotal:	(\$3,999,987.00)	(\$14,328.13)	(\$1,071,484.25)	(\$2,928,502.75)	73.21
<b>EXPENDITURE</b>					
Subtotal:	\$3,999,987.00	\$23,893.03	\$1,178,440.65	\$2,821,546.35	70.54

**Great Falls Public Schools  
Fund Budget Report  
January 2026**

<u>Account</u>		<u>Budget</u>	<u>MTD</u>	<u>YTD</u>	<u>Balance</u>	<u>% Budget Remaining</u>
<b>210</b>	<b>HIGH SCHOOL TRANSPORTATION</b>					
<b>REVENUE</b>						
	Subtotal:	(\$1,991,939.00)	(\$9,318.28)	(\$692,512.29)	(\$1,299,426.71)	65.23
<b>EXPENDITURE</b>						
	Subtotal:	\$1,991,939.00	\$5,108.34	\$611,494.89	\$1,380,444.11	69.30
<b>112</b>	<b>ELEMENTARY SCHOOL FOOD SERVICE</b>					
<b>REVENUE</b>						
	Subtotal:	(\$5,391,275.00)	(\$442,723.83)	(\$2,973,374.56)	(\$2,417,900.44)	44.85
<b>EXPENDITURE</b>						
	Subtotal:	\$5,391,275.00	\$837,413.15	\$3,143,967.93	\$2,247,307.07	41.68
<b>114</b>	<b>ELEMENTARY RETIREMENT</b>					
<b>REVENUE</b>						
	Subtotal:	(\$8,673,165.49)	(\$21,034.95)	(\$4,571,389.68)	(\$4,101,775.81)	47.29
<b>EXPENDITURE</b>						
	Subtotal:	\$8,673,165.49	\$676,864.81	\$3,852,550.20	\$4,820,615.29	55.58
<b>214</b>	<b>HIGH SCHOOL RETIREMENT</b>					
<b>REVENUE</b>						
	Subtotal:	(\$6,882,947.50)	(\$17,500.20)	(\$3,617,670.29)	(\$3,265,277.21)	47.44
<b>EXPENDITURE</b>						
<b>Others</b>						
	Subtotal:	\$6,882,947.50	\$267,388.60	\$1,621,616.19	\$5,261,331.31	76.44
<b>117</b>	<b>ELEMENTARY ADULT EDUCATION</b>					
<b>REVENUE</b>						
	Subtotal:	(\$565,880.00)	(\$1,776.62)	(\$102,996.48)	(\$462,883.52)	81.80
<b>EXPENDITURE</b>						
	Subtotal:	\$565,880.00	\$35,103.36	\$200,693.30	\$365,186.70	64.53
<b>217</b>	<b>HIGH SCHOOL ADULT EDUCATION</b>					
<b>REVENUE</b>						
	Subtotal:	(\$594,845.00)	(\$1,125.03)	(\$47,543.33)	(\$547,301.67)	92.01
<b>EXPENDITURE</b>						
	Subtotal:	\$594,845.00	\$18,935.33	\$142,269.33	\$452,575.67	76.08
<b>128</b>	<b>ELEMENTARY TECHNOLOGY</b>					
<b>REVENUE</b>						
	Subtotal:	(\$398,010.33)	(\$1,337.82)	(\$122,189.27)	(\$275,821.06)	69.30
<b>EXPENDITURE</b>						
	Subtotal:	\$398,010.33	(\$6,223.50)	(\$4,275.56)	\$402,285.89	101.07
<b>228</b>	<b>HIGH SCHOOL TECHNOLOGY</b>					
<b>REVENUE</b>						
	Subtotal:	(\$96,876.45)	(\$547.03)	(\$60,106.05)	(\$36,770.40)	37.96
<b>EXPENDITURE</b>						
	Subtotal:	\$96,876.45	\$0.00	\$31,191.73	\$65,684.72	67.80
<b>129</b>	<b>ELEMENTARY FLEX</b>					
<b>REVENUE</b>						
	Subtotal:	(\$911,910.67)	(\$4,222.80)	(\$126,648.60)	(\$785,262.07)	86.11
<b>EXPENDITURE</b>						
	Subtotal:	\$911,910.67	\$6,907.15	\$40,275.93	\$871,634.74	95.58

**Great Falls Public Schools  
Fund Budget Report  
January 2026**

<u>Account</u>		<u>Budget</u>	<u>MTD</u>	<u>YTD</u>	<u>Balance</u>	<u>% Budget Remaining</u>
<b>229</b>	<b>HIGH SCHOOL FLEX</b>					
<b>REVENUE</b>						
	Subtotal:	(\$519,904.82)	(\$318.53)	(\$260,561.46)	(\$259,343.36)	49.88
<b>EXPENDITURE</b>						
	Subtotal:	\$519,904.82	\$762.76	\$132,452.71	\$387,452.11	74.52
<hr/>						
<b>160</b>	<b>ELEMENTARY BUILDING</b>					
<b>REVENUE</b>						
	Subtotal:	(\$752,129.27)	(\$13,474.51)	(\$63,491.26)	(\$688,638.01)	91.56
<b>EXPENDITURE</b>						
	Subtotal:	\$752,129.27	\$4,250.00	\$95,561.80	\$656,567.47	87.29
<hr/>						
<b>260</b>	<b>HIGH SCHOOL BUILDING</b>					
<b>REVENUE</b>						
	Subtotal:	(\$123,334.59)	(\$996.27)	(\$2,212.99)	(\$121,121.60)	98.21
<b>EXPENDITURE</b>						
	Subtotal:	\$123,334.59	\$6,250.00	\$17,250.00	\$106,084.59	86.01
<hr/>						
<b>161</b>	<b>ELEMENTARY BUILDING RESERVE</b>					
<b>REVENUE</b>						
	Subtotal:	(\$4,016,872.92)	(\$5,025.11)	(\$151,729.00)	(\$3,865,143.92)	96.22
<b>EXPENDITURE</b>						
	Subtotal:	\$4,016,872.92	\$2,000.00	\$139,233.79	\$3,877,639.13	96.53
<hr/>						
<b>261</b>	<b>HIGH SCHOOL BUILDING RESERVE</b>					
<b>REVENUE</b>						
	Subtotal:	(\$1,826,180.06)	(\$2,257.95)	(\$79,753.43)	(\$1,746,426.63)	95.63
<b>EXPENDITURE</b>						
	Subtotal:	\$1,826,180.06	\$0.00	\$11,901.55	\$1,814,278.51	99.35

Printed:  
2/18/2026

**Great Falls Public Schools**  
**Check Register**  
January 2026  
Action Item

**Accounts Payable**

Starting Check No: 142816  
Ending Check No: 143206  
  
Total: \$ 1,800,248.68

**Payroll**

Starting Check No: 85361  
Ending Check No: 85539  
  
Total: \$ 783,302.99

**Direct Deposit**

Total: \$ 3,958,032.58

**Payroll ACH Payments**

Total: \$ 3,725,624.53

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Action

**AGENDA ITEM NUMBER:** VII. C.

**CABINET MEMBER:** Heather Spurzem

### TOPIC

Declare Reduction in Force (RIF) Process and Criteria to be Used in the Event RIF Becomes Necessary

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

The Great Falls Public Schools (GFPS) Budget Committee will be developing budget recommendations. After considering the Budget Committee's recommendation, the Board may set budgetary levels that necessitate a cutting of programs, non-essential activities and/or staff. It is necessary to have the process declared and in place, should a RIF be necessary.

### DISCUSSION

See attached pages that outline definitions, rationale, process timelines, criteria and supporting guidance.

### FISCAL IMPLICATIONS

A RIF would result in cost savings; the actual savings would be determined by the final budget adopted.

### RECOMMENDATIONS

The District Board is requested to declare the possibility of a Reduction in Force and to adopt the attached process and criteria.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Human Resources Director Heather Spurzem at (406) 268-6011.

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## Reduction in Force (RIF) Process and Criteria

**Definition:** A Reduction in Force (RIF), or lay-off, is an action to reduce the number of tenured, non-probationary employees in the District. It is separate from retirement, resignation, non-renewal, discharge, dismissal or termination.

**Declaration:** The Board declares the possibility of a RIF. This document outlines the process and criteria for a RIF if it becomes necessary.

**Rationale:** A RIF for the upcoming school year may be necessary due to the following:

- Revenue reductions from local, state, federal or other sources
- State and local revenue shortfalls
- Insufficient budget growth to match increasing costs
- Statutory mandates
- Changes in the size or nature of the student population to include declining enrollment
- Efficiency of operations (examples to include but not limited to: class size considerations, class sign-up/enrollments, etc.) which requires staff realignment
- Budget caps that require increasing costs be absorbed without any additional revenue
- Changes in the education program

### Process/Timelines:

Feb./March	Board adopts RIF process and criteria Administration, Budget Committee and Board work to set the budget and any related cuts if necessary Seniority lists are finalized Administration utilizes criteria established in this document to determine if a RIF is necessary and if so, who it will affect Board acts on list of staff that will be non-renewed because they hold temporary positions District receives retirement and resignation notifications as well as leave requests from teaching staff
April/May	Letters to those employees who have been identified by the RIF criteria set forth below as being potentially part of the RIF Contracts delivered to those teachers who have <u>not</u> been identified by the RIF criteria Board hearing for those employees affected by RIF wishing to be heard by the Board Official Board action, if necessary, to non-renew employees due to RIF Reasonable assurance letters sent to classified staff returning for the upcoming school year.
June 1	Statutory requirement that non-tenured and tenured teachers be notified by this date of non-renewal, termination or lay off or be considered re-elected or rehired for the following year

### Objective criteria to identify employees for RIF:

1. The procedures outlined in each Collective Bargaining Agreement will be followed. See attached.
2. If no collective bargaining agreement is in place then the following will be used:
  - Grades PK-6, Grades 7-8 and Grades 9-12 are considered separate units so that the layoff procedure with respect to one unit shall not apply to the other unit.
  - Each position classification on the non-union classified personnel list is a unit and the RIF rules will be applied to each unit separately.
  - The Board shall consider performance evaluations, staff needs, and other reasons deemed relevant by the Board, in order to determine the order of dismissal.

**Supporting Guidance:** Excerpts from the following documents are attached. These have been utilized to set forth the process and criteria for the RIF:

- Collective Bargaining Agreements between Board of Trustees and the Great Falls Education Association, the Great Falls Association of Educational Office Personnel, the Local 400 International Union of Operating Engineers, the Craft Council (Carpenters' Local Union #286, the Painters' Local Union #260, the Plumbers and Fitters Local #41, the International Brotherhood of Electricians Local Union #233), the Teamsters Warehouse Local #2, the Teamsters Food Service Local #2, and the Great Falls Technology Association/MFPE.
- GFPS Board Policy
- Montana Code Annotated

In addition, accreditation standards will be consulted in order to determine if the potential RIF would have an effect on the GFPS accreditation status.

## **5256 PERSONNEL - REDUCTION IN FORCE**

### Reduction in Force

The Board has the exclusive authority to determine the appropriate number of employees. A reduction of certified employees may occur as a result of, but not be limited to, changes in the education program, staff realignment, changes in the size or nature of the student population, financial situation considerations, or other reasons deemed relevant by the Board.

The Board shall follow the procedures stated in the current collective bargaining agreements when considering a reduction in force. Generally, the reduction of employees, other than administrators, will be done through normal attrition if possible. The Board may terminate licensed employees, if normal attrition does not meet the required reduction in force.

For those staff members not covered by a collective bargaining agreement, the Board shall consider performance evaluations, staff needs, and other reasons deemed relevant by the Board, in order to determine the order of dismissal if it reduces non-covered staff.

Cross Reference: 5250 Nonrenewal or Termination of Contract  
Legal Reference: § 20-4-206, MCA Notification of Nontenure Teacher Reelection  
§ 39-2-912, MCA Exemptions (Wrongful Discharge)

### Policy History:

Adopted on: July 1, 2000

Revised on: August 23, 2010

Revised on: August 20, 2018

Revised on: August 19, 2019

**MCA 20-3-324 (1-2 of 30). Powers and duties.** As prescribed elsewhere in this title, the trustees of each district shall exercise supervision and control of the schools of the district in providing its educational program pursuant to Article X, section 8, of the Montana constitution, and shall:

(1) employ or dismiss a teacher, principal, or other assistant upon the recommendation of the district superintendent, the county high school principal, or other principal as the board considers necessary, accepting or rejecting any recommendation as the trustees in their sole discretion determine, in accordance with the provisions of Title 20, chapter 4;

(2) employ and dismiss administrative personnel, clerks, secretaries, teacher's aides, custodians, maintenance personnel, school bus drivers, food service personnel, nurses, and any other personnel considered necessary to carry out the various services of the district;

**MCA 39-31-303. Management rights of public employers.** Public employees and their representatives shall recognize the prerogatives of public employers to operate and manage their affairs in such areas as, but not limited to:

(1) direct employees;

(2) hire, promote, transfer, assign, and retain employees;

(3) relieve employees from duties because of lack of work or funds or under conditions where continuation of such work be inefficient and nonproductive;

(4) maintain the efficiency of government operations;

(5) determine the methods, means, job classifications, and personnel by which government operations are to be conducted;

(6) take whatever actions may be necessary to carry out the missions of the agency in situations of emergency;

(7) establish the methods and processes by which work is performed.

**History:** En. Sec. 3, Ch. 441, L. 1973; amd. Sec. 1, Ch. 244, L. 1974; R.C.M. 1947, 59-1603(2).

**MCA 20-4-206. Notification of nontenure teacher reelection -- acceptance -- termination.** (1) The trustees shall provide written notice by June 1 to each nontenure teacher employed by the district regarding whether the

nontenure teacher has been reelected for the ensuing school fiscal year. A teacher who does not receive written notice of reelection or termination is automatically reelected for the ensuing school fiscal year.

(2) A nontenure teacher who receives notification of reelection for the ensuing school fiscal year shall provide the trustees with written acceptance of the conditions of reelection within 20 days after the receipt of the notice of reelection. Failure to notify the trustees within 20 days constitutes conclusive evidence of the nontenure teacher's nonacceptance of the tendered position.

(3) Subject to the June 1 notice requirements in this section, the trustees may nonrenew the employment of a nontenure teacher at the conclusion of the school fiscal year with or without cause.

**History:** En. Sec. 1, Ch. 324, L. 1973; amd. Sec. 1, Ch. 87, L. 1975; amd. Sec. 1, Ch. 142, L. 1975; R.C.M. 1947, 75-6105.1; amd. Sec. 2, Ch. 510, L. 1987; amd. Sec. 2, Ch. 439, L. 1991; amd. Sec. 5, Ch. 438, L. 1997; amd. Sec. 2, Ch. 697, L. 2025.

**MCA 20-4-205. Notification of teacher reelection -- acceptance.** (1) The trustees shall provide written notice by June 1 to all teachers who have been reelected. Any teacher who does not receive notice of reelection or termination is automatically reelected for the ensuing school fiscal year.

(2) Any teacher who receives notification of reelection for the ensuing school fiscal year shall provide the trustees with written acceptance of the conditions of the reelection within 20 days after the receipt of the notice of reelection, and failure to notify the trustees within 20 days constitutes conclusive evidence of the teacher's nonacceptance of the tendered position.

**History:** En. 75-6105 by Sec. 86, Ch. 5, L. 1971; R.C.M. 1947, 75-6105; amd. Sec. 1, Ch. 574, L. 1989; amd. Sec. 4, Ch. 438, L. 1997.

## Teachers' CBA

### Article 6 HOURS & OTHER CONDITIONS OF EMPLOYMENT

#### N. REDUCTION IN FORCE:

1. A Reduction in Force and the term "layoff" as used herein shall mean any suspension from employment arising out of a reduction in the teacher work force of the District, and shall be separate and distinct from the terms retirement, resignation, nonrenewal, discharge, dismissal, or termination.
2. Grades 7-12 and Grades K-6 shall be considered as separate units for purposes of this section so that the layoff procedure with respect to one such unit shall not apply to other units.
3. Non-tenured teachers shall be excluded from this Reduction in Force provision.
4. If the layoff affects a particular educational program or unit, layoffs will be confined to personnel employed in such program or unit. However, nothing shall be interpreted or applied so as to prohibit the Board from assigning laid off personnel to positions in other units or programs, for which they are qualified, held by less senior teachers.
5. Definition - Seniority shall be defined as the total length of continuous service, including full credit for service of less than a full duty day or service of less than a full contract year, if a teacher has signed a contract for the ensuing school year with the District. Seniority shall accrue from the date of employment. Seniority will not be broken by approved leaves of absence. Seniority will not be broken by employment by the Board in a position outside the appropriate unit if the Board required certification/license for employment in that position. In the event of identical dates of employment, those holding advanced preparation as of November 15, 1985, shall have precedent. In the event of both identical dates of employment and advanced preparation, rank shall be determined by lot. This order once established shall not change. Teachers hired after November 15, 1985, shall accrue seniority solely by date of hire.
6. Loss of Seniority - A teacher shall lose his/her seniority for any of the following reasons:
  - a) if a teacher is dismissed and not subsequently reinstated.
  - b) if a teacher retires.
  - c) if a teacher resigns.
  - d) if a teacher overstays a leave of absence without obtaining an extension of the leave.
  - e) if a teacher declines an offer of recall to the previous-held positions or an equivalent position.
7. Seniority List - A seniority list shall be prepared by the Board at least once a year not later than January 1. Needed corrections to this list shall be presented to the Board in writing prior to January 20. All uncontested data will be considered accurate from that point and for subsequent years. Corrections after this date may be made only with the written agreement of the Board. A copy of this list shall be provided to the Association and shall be available in all buildings for review during regular working hours.
8. When a reduction in force takes place, the least senior teacher shall be laid off first, provided that the least senior teacher does not have experience and qualifications that are substantially greater than a more senior teacher does. If the less senior teacher has such experience and qualifications, a more senior teacher shall be laid off first.
9. Recall:
  - a) Grievance rights for violation of recall shall exist for up to twenty-one months from the last day of work, but in no event can a grievance be filed beyond the time limits established for Level 1 of the Grievance Procedure if the aggrieved party becomes aware of the occurrence of the grievance, or, with reasonable diligence, should have become aware of the occurrence of the grievance.
  - b) When recalling to the former teacher's District assignment, the most senior teacher shall be the first recalled, provided that a less senior teacher does not have experience and qualifications that are substantially greater than the more senior teacher does. In such event, the less senior teacher shall be recalled first.

- c) When recalling to a teaching position other than the previous District assignment, the most senior teacher must have experience and qualifications that are substantially greater than all other personnel.
  - d) The Board shall give written notice of recall from layoffs by sending a registered or certified letter, return receipt requested, to said teacher at the teacher's last known address. The teacher's address as it appears on the Board's record shall be conclusive when used in connection with layoffs, recalls, or other notices to the teacher. It shall be the responsibility of each teacher to notify the Board of any changes of address. If the Board is not able to cause delivery of the notice of recall within fifteen days of the date that such notice was sent, it shall result in forfeiture on the part of the teacher to any further rights to reinstatement.
  - e) The teacher on recall who signs a contract with another school district shall notify the District immediately or shall forfeit all rights to recall.
  - f) If the District has knowledge that any teacher on recall is under contract with another school district, the District is under no requirement to offer a contract to a teacher on recall unless the District has received notice that the other employer is aware of the possibility of recall to District employment, and the other employer has agreed to release the teacher upon recall by the District.
  - g) If a teacher declines or does not accept an offer of recall to the previous-held position or an equivalent position within seven days of the notice of recall, it shall result in the forfeiture on the part of the teacher to any future rights of recall under this article.
10. The Board shall be the sole determinant of: the number of teachers employed in each school program(s); the continuation, elimination, or modification of each school program(s); and of the quality of each school program(s).
11. The arbitrator shall not have the power to modify, add to, correct, or substitute his/her judgment for that of the Board unless the record of the arbitration hearing clearly demonstrates that the Board acted in an arbitrary and capricious manner.

**Craft Council CBA**

**ARTICLE XVI SENIORITY, LAYOFF**

***Section 1. - Seniority***

For the purposes of this Article, accrual of seniority is defined as time worked under the jurisdiction of this Agreement. Seniority shall only be earned in the employees appropriate union i.e. an Electrician will only accrue seniority in IBEW. Seniority shall not be effective until after the probationary period has been completed. After the probationary period, seniority shall date back to the date of last hiring. Seniority shall be broken by: (a) quit; (b) retirement; (c) discharge for cause.

***Section 2. - Layoff***

Seniority shall be recognized insofar as layoffs are concerned. All layoffs shall occur by union; for example in the unfortunate event an electrician position is cut the affected electrician shall not be able to bump a painter. The least senior employee in the union being reduced shall be the first laid off. Recall for employment shall be on seniority basis. Failure to report back within seven (7) work days to the District after certified mail, return receipt requested of recall sent to the last address known address on file for the employee shall result in all loss of benefits under this provision. It is the employee's responsibility to notify the district of his/her current address. An employee may remain on layoff status for a period of up to five (5) years without losing recall rights.

## Clerical CBA

### **ARTICLE XIII – SENIORITY**

Section 1 – Definition: Seniority in the appropriate unit means the total length of continuous fulltime service in the unit while employed with the District commencing with the first day of actual service, including authorized leave of absences approved by the Board. The District will compile a seniority list of those affected by a lay-off at the time of the layoff.

Section 2 – Process: If the District elects to reduce staff, the order of reduction shall be in order of seniority, i.e., the employee last hired shall be the first released unless there is no one on the work force who is equally capable of fulfilling that person's responsibilities, or in meeting or exceeding that person's experience and/or capabilities at the time of layoff. Employees who are scheduled to be released shall be given at least thirty (30) calendar days' notice.

Section 3 – Recall: All recall rights to employment shall likewise be in order of seniority (subject to comparability in performance as indicated in number 2 above), i.e., the last employee released as a result of a reduction in force shall be the first hired when the employer, within 120 calendar days of the notification of reduction in force, needs additional employees. The employer shall notify by registered or certified letter such employees to return to work and furnish the Association one copy of such notification. If the employee fails to notify the employer within seven (7) calendar days of the mailing date of the employee's intention to return to work, the employee shall be considered as having forfeited the employee's right of employment. It is the employee's responsibility to notify the District of his/her whereabouts at all times.

Section 4 – Forfeiture: An employee shall lose seniority for any of the following reasons:

1. If dismissed and not subsequently reinstated
2. Retirement
3. Resignation.
4. Overstaying a leave of absence

**Food Service CBA**

**ARTICLE VIII - SENIORITY**

**8.1 Lay-off**

- A. A reduction in force or a layoff, as used herein, shall mean any suspension from employment arising out of a reduction in the work force (other than normal breaks in the school calendar such as summer and holidays).
- B. Seniority shall be defined as the total length of continuous service. After the successful completion of probation, seniority shall accrue from the last date of hire.
- C. Seniority will not be broken by approved leaves of absence, accident, illness or layoff of less than twelve (12) months.
- D. An employee shall lose his/her seniority for any of the following reasons: Termination for just cause, retirement, resignation, layoff in excess of twelve (12) months, failure to report for work after notice of recall or failure to report for work at the completion of an approved leave of absence.
- E. In the event a reduction in force takes place, the District will identify the positions to be discontinued. An employee whose position has been/will be discontinued, within five (5) days of notice of discontinuance, and after establishing his/her qualifications and capabilities, may displace the least senior employee on the seniority list if he/she is qualified and capable to perform in that position. When recalling employees from layoff (other than normal breaks in the school calendar), the most senior employee on layoff shall be first recalled if he/she is qualified and capable to perform in the available position.
- F. Grievance rights for violation of recall shall exist for up to twenty-one (21) months from the last day of actual work, but in no event shall a grievance be filed beyond the time limits described for the first level of the grievance procedure if the aggrieved party becomes aware of the occurrence of the grievance or, with reasonable diligence, should have become aware of the occurrence of the grievance.
- G. The District shall give written notice of recall by certified letter, return receipt requested, to said employee's last known address. The address as it appears on the District's records shall be conclusive when used in connection with recalls or other notices to the employee. It is the sole responsibility of the employee to notify the District of any change of address. If the District is not able to cause delivery of the notice of recall within fifteen (15) days of the date that such notice was sent, it shall result in a forfeiture of the employee's rights to recall.

**Engineers' CBA**

**ARTICLE V--LAYOFF/RECALL**

**5.1** Seniority rights shall apply to layoffs, i.e. the last employee hired shall be the first laid off.

**5.2** No new employee shall be hired until all laid off employees who still have seniority and who are qualified (which includes license and classification) to fill the open job have been given an opportunity to return to work.

Tech CBA

ARTICLE VIII - REDUCTION IN WORK FORCE

**Lay-off**

Should the District determine to reduce the number of employees or to reduce the number of hours worked, the District shall select the employees to be affected and notify them accordingly pursuant to the following:

- A. A reduction in force or a layoff, as used herein, shall mean any suspension from employment arising out of a reduction in the work force (other than normal breaks in the school calendar such as summer and holidays).
- B. Seniority shall be defined as the total length of continuous service since the most recent date of hire. Seniority shall accrue back to the date of hire following the successful completion of probation.
- C. Seniority will not be broken by approved leaves of absence or layoff of less than twelve (12) months.
- D. An employee shall lose his/her seniority for any of the following reasons: termination, retirement, resignation, layoff in excess of twelve (12) months, failure to report for work after notice of recall or failure to report for work at the completion of an approved leave of absence.
- E. In the event a reduction in force takes place, the District will identify the positions or jobs to be discontinued, make appropriate reassignments and then lay-off the least senior employee provided there is a more senior employee qualified (with minimal or no re-training) to do the work. When recalling employees from layoff (other than normal breaks in the school calendar), the most senior employee on layoff shall be first recalled if he/she is qualified and capable to perform in the available position.
- F. Grievance rights for violation of recall shall exist for up to twenty-one (21) months from the last day of actual work, but in no event shall a grievance be filed beyond the time limits described for the first level of the grievance procedure if the aggrieved party becomes aware of the occurrence of the grievance or, with reasonable diligence, should have become aware of the occurrence of the grievance.
- G. The District shall give written notice of recall by certified letter, return receipt requested, to said employee's last known address. The address as it appears on the District's records shall be conclusive when used in connection with recalls or other notices to the employee. It is the sole responsibility of the employee to notify the District of any change of address. If the District is not able to cause delivery of the notice of recall within fifteen (15) days of the date that such notice was sent, it shall result in a forfeiture of the employee's rights to recall.

Warehouse CBA

**ARTICLE 6. SENIORITY, LAYOFF AND REDUCTION IN FORCE**

- A.** A reduction in force or a layoff as used herein shall mean any suspension from employment arising out of a reduction in the work force.
- B.** Seniority shall be defined as the total length of continuous service. After the successful completion of probation, seniority shall accrue from the last date of hire.
- C.** Seniority will not be broken by approved leaves of absence or employment in a position outside the unit.
- D.** An employee shall lose his/her seniority for any of the following reasons: Termination for just cause; retirement; resignation; layoff in excess of twelve (12) months; failure to report for work after notice of recall; or failure to report for work at the completion of an approved leave of absence.
- E.** In the event a reduction in force takes place, the least senior employee shall be laid off first. When recalling to the former employee's assignment, the most senior employee shall be first recalled.
- F.** Grievance right for violation of recall shall exist for up to twenty-one (21) months from the last day of actual work, but in no event shall a grievance be filed beyond the time limits described for the first level of the grievance procedure if the aggrieved party becomes aware of the occurrence of the grievance or, with reasonable diligence, should have become aware of the occurrence of the grievance.
- G.** The District shall give written notice of recall by registered letter, return receipt requested, to said employee's last known address. The address as it appears on the District's records shall be conclusive when used in connection with recalls or other notices to the employee. It is the sole responsibility of the employee to notify the District of any change of address. If the District is not able to cause delivery of the notice of recall within fifteen (15) days of the date that such notice was sent, it shall result in a forfeiture of the employee's rights to recall.

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Action

**AGENDA ITEM NUMBER:** VII. D.

**CABINET MEMBER:** Heather Spurzem

### TOPIC

Non-Renew Temporary, Non-Tenured Teachers with Positions Expiring June 5, 2026.

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

The non-renewal of this group of non-tenured teachers is required because they were hired for positions on a temporary basis. These employees may apply for available positions for which they are qualified through the in-district transfer process.

### DISCUSSION

These positions may be temporary for one of the following reasons:

- The currently held position was held for less than a full year.
- The currently held position is held in lieu of a tenured teacher on leave.
- The currently held position was filled after the August cut-off date for permanent positions.
- The currently held position is funded as a one-year only position.
- The currently held position is needed in order to place tenured teachers because of enrollment shifts resulting in class or course changes, assignments, and transfers.

### FISCAL IMPLICATIONS

None

### RECOMMENDATION

The District Board is requested to non-renew the teachers listed as they are in temporary positions that expire June 5, 2026.

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Human Resources Director Heather Spurzem at (406) 268-6011.

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*Non-Renewal of Temporary, Non-Tenured Teachers with positions  
expiring June 5, 2026, as presented to the Board of Trustees*

The following non-tenured teachers are recommended for non-renewal at the end of the current school fiscal year because their position was temporary due to being hired during the school year or due to being hired after the August date that determines one-year-only positions.

<b>Name</b>	<b>Description</b>	<b>DAC</b>	<b>REASON</b>
CURADA, BENJIE	RESOURCE 3 TEACHER (OYO)(06/05/2026)	SACAJAWEA ELEMENTARY	LATE HIRE
HERRMANN, SYDNEY R	1ST GRADE TEACHER (OYO) (06/05/2026)	RIVERVIEW ELEMENTARY	LATE HIRE
JOHNSON, JILLIAN	1ST GRADE TEACHER (OYO) (06/05/2026)	RIVERVIEW ELEMENTARY	LATE HIRE
MOON, NICOLE DORINE	RESOURCE 1/2 TEACHER (OYO) (06/05/2026)	LOY ELEMENTARY	LATE HIRE
PATTERSON, TAMARA JOY	STUDENT SUPPORT SPECIALIST (OYO) (06/05/2026)	WEST ELEMENTARY	FUNDING
WILSON, MARGARET ISABEL	FLOAT TEACHER (OYO) (06/05/2026)	GREAT FALLS HIGH SCHOOL	LATE HIRE

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Action

**AGENDA ITEM NUMBER:** V. E.

**CABINET MEMBER:** Luke Diekhans

### TOPIC

Lewis & Clark Elementary School Roof Project

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

The Lewis and Clark Elementary School roof needs replacement. This project has been bid by the District according to Montana Law and Board Policy 7320 since the estimate is over \$80,000. All bid requirements have been reviewed by the roofing envelope consultant from Cushing Terrell Architects (CTA).

### DISCUSSION

This project was advertised in the Great Falls Tribune on January 18, 2026, and January 25, 2026. The bid opening was held on February 5, 2026. CTA Architects has completed a study of all the building roofs in the District. The District is working with Brady Gauer, CTA roofing envelope consultant, for the bid specification and logistics of the project.

The bid consisted of the Base Bid, Alternate #1 and Alternate #2. Seven (7) sealed bids were delivered by the bid opening, and the lowest qualified bid was:

Contractor	Base Bid	Alternate #1-E	Alternate #2-F	Total
Jimmy's Roofing	\$719,400	\$293,000	\$287,000	\$1,299,400

### FISCAL IMPLICATIONS

The project will be paid for by the Elementary School General Fund (201), Interlocal Fund (182), and Building Reserve Fund (161) Fund or any combination of the listed funds.

### RECOMMENDATION

The District Board is requested to award the Lewis and Clark Elementary School Roof Project Base Bid, Alternate Bid #1 and Alternate Bid #2 scheduled for the summer of 2026. The lowest qualified bidder was Jimmy's Roofing with a Base Bid of \$719,400. The Alternate Bid # 1 to include Section E for \$293,000 and Alternate Bid #2 to include Section F for \$287,000. Total cost for the project is \$1,299,400.00.

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

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February 18, 2026



Great Falls Public Schools  
1100 4<sup>th</sup> Street South  
Great Falls, Montana 59405

Re: Lewis and Clark Elementary School 2026 Roof Replacement Project

Dear Great Falls Public Schools,

In January, Cushing Terrell completed the design for and publicly bid out a project to replace the roofing system throughout the roof areas of the Lewis and Clark Elementary School. The project is in response to ongoing leaks being observed at the internal roof drains within the roofing system. The project addresses these concerns by replacing both the roof system along with all the roof drains of the building.

Bids were received for the 2026 Lewis and Clark Elementary School Roof Replacement Project the morning of February 5, 2026. In total, seven bids were opened and read aloud. All the bids received were determined to be complete and have been recorded on the official bid tabulation sheet.

The lowest qualified bid was submitted to the School District by Jimmy's Contractor Services Inc. dba Jimmy's Roofing. Jimmy's Roofing is a State of Washington based contractor that has been performing roof replacement work in Montana since 2023.

Cushing Terrell has not previously worked with Jimmy's Roofing and does not have firsthand experience with the contractor. Management at Jimmy's Roofing did, however, provide several in-state references from previous projects along with assurances they intend to make the School District's project's success their top priority.

Attached is the bid tabulation sheet which further outlines Jimmy's Roofing's submitted bid for the project.

Cushing Terrell recommends the school district award the contract for the 2026 Lewis and Clark Elementary School Roof Replacement Project to Jimmy's Contractor Services Inc.

Sincerely,

A handwritten signature in black ink that reads "Brady J. Gauer". The signature is written in a cursive, flowing style.

**Brady J. Gauer,**  
Building Envelope Specialist | Associate

Attch: Project Bid Tab

# Cushing Terrell

**Project: Lewis and Clark Elementary  
2026 Roof Replacement Project**

**Date: 2/5/2026  
Location: District Office**

**Project Ref: GFPS26\_LCRR**

**Time: 10:00 AM**

CONTRACTOR	Red'd 10% Bid Bond	Addend #1	Base Bid	Alternate #1 (Section E)	Alternate #2 (Section F)	TOTAL
Metal Works of Montana Contractor Registration #8192	Yes	Yes	\$ 1,130,738.00	\$ 448,698.00	\$ 445,968.00	\$ 2,025,404.00
Timber Ridge BEC LLC dba Advanced Roofing Contractor Registration #276563	Yes	Yes	\$ 849,706.00	\$ 363,885.00	\$ 359,163.00	\$ 1,572,754.00
Summit Roofing Contractor Registration #55897	Yes	Yes	\$ 1,181,850.00	\$ 461,900.00	\$ 447,100.00	\$ 2,090,850.00
Empire Roofing (Fax Modifier Submitted) Contractor Registration #10451	Yes	Yes	\$ 1,000,000.00 \$ (231,434.00) \$ 768,566.00	\$ 500,000.00 \$ (187,489.00) \$ 312,511.00	\$ 500,000.00 \$ (186,078.00) \$ 313,922.00	\$ 1,394,999.00
Centimark Contractor Registration #31442	Yes	Yes	\$ 989,130.00	\$ 402,333.00	\$ 400,186.00	\$ 1,791,649.00
Jimmy's Contractor Servics Inc dba Jimmy's Roofing Contractor Registration #203975	Yes	Yes	\$ 719,400.00	\$ 293,000.00	\$ 287,000.00	\$ 1,299,400.00
A&R Construction Contractor Registration #264244	Yes	Yes	\$ 990,116.38	\$ 402,176.73	\$ 398,139.35	\$ 1,790,432.46
Contractor Registration #						
Contractor Registration #						

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Action

**AGENDA ITEM NUMBER:** VII. F.

**CABINET MEMBER:** Luke Diekhans

### TOPIC

Resolution Estimating Changes in Revenues/Mills from Tuition, Adult Education, Building Reserve, Flexibility Fund, Bus Depreciation, and Transportation Levies for School Fiscal Year 2026-27

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

Montana State Law [20-9-116 MCA](#), requires school boards adopt a resolution whenever the trustees intend to impose an increase in a non-voted levy in the ensuing fiscal year. The description, including the amounts of the increase and the impact on a \$100,000, \$300,000, and \$600,000 home, is required to be published in a paper of general circulation in the District and posted on the District website not later than March 31<sup>st</sup>. The notice is required as a pre-condition before the Board can impose an increase in permissive mills during the next fiscal year. The amounts in the attached resolution are estimates only because there are many factors that affect the actual mills levied during the next budget year. Many of these items are not determined until the end of the fiscal year in late June. This legislation does not change the official budget adoption process that occurs annually at the Budget Meeting in August other than not being able to increase mills without this resolution.

### DISCUSSION

As an important component of our transparent budgeting process, the trustees are required to notify the public about the possibility that permissive levies may increase during the upcoming budget year.

To address facility conditions, the law allows districts to permissively levy a school facilities maintenance amount in the sum of \$15,000 per district plus \$110 per budgeted Average Number Belonging (ANB) for the prior fiscal year. In determining the amount to be levied, the District must identify and list school facility maintenance projects anticipated as part of the resolution.

The Tuition Fund is estimated to experience an overall increase. The projection is for an increase in the Elementary District and a significant increase in the High School District. There continues to be an increase in the numbers and severity of students with special needs that the District is serving. As a result of legal cases, the District is now responsible for special education students, that did not receive a regular diploma, through the age of 22. As a result, the significant costs are associated with these high need students. The Office of Public Instruction (OPI) provides a calculator that helps identify allowable increases for this fund.

The recommendation is for a slight increase in the Bus Depreciation levy. The purpose of this fund is to replace existing District owned Type E buses.

The Adult Education Fund will experience an increase in the budget to support Transformational Learning.

There is an estimated increase in the Flexibility Fund to support the Advanced Opportunity Act program.

The Elementary Tuition Fund is experiencing an increase of \$178,939.85, or approximately 1.13 mills, while the High School Tuition Fund is experiencing an increase of \$216,097.64, or approximately 1.34 mills This is due to increased services for high needs students along with more students needing specialized services.

## **FISCAL IMPLICATIONS**

The estimated impact for each fund is listed on the attached sheet. The estimated impact for all combined funds is an increase of 6.63 mills. The impact on taxes for a home with an estimated taxable valuation of \$100,000 is an **increase** of \$8.95 per year, a home valued at \$300,000 is an **increase** of \$26.85 per year, while a home valued at \$600,000 is an **increase** of \$53.10 per year. The information will be advertised in the local paper and on the District website. Exact fiscal implications will not be known until August as these are estimates only.

## **RECOMMENDATION**

The Board Budget Committee reviewed the estimated permissive levies at a work session held on January 8, 2026. The recommendation from the committee is to adopt the resolution estimating changes in revenues/mills to the Adult Education, Building Reserve, Flexibility Fund, Bus Depreciation, Transportation and Tuition levies for the school fiscal year 2026-2027.

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

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## Resolution of Intent to Impose an Increase in Levies

As an important component of our transparent budgeting process, the Great Falls Public Schools Board of Trustees is authorized by law to impose levies to support its budget. The Great Falls Public School Board of Trustees estimates the following increases/decreases in revenues and mills for the funds noted below for the next school fiscal year beginning July 1, 2026, using certified taxable valuations from the current school fiscal year as provided to the district:

Fund Supported	Estimated Change in Revenues*	Estimated Change in Mills*	Estimated Impact, Home of \$100,000*	Estimated Impact, Home of \$300,000*	Estimated Impact, Home of \$600,000*
<b>Adult Education</b>	Elementary \$14,068 High School \$35,971	Elementary .09 High School 0.22	Elementary \$0.12 High School \$0.30	Elementary \$0.36 High School \$0.90	Elementary \$0.72 High School \$1.80
<b>Bus Depreciation</b>	Elementary \$11,217 High School \$6,857	Elementary .07 High School .04	Elementary \$.10 High School \$.06	Elementary \$0.29 High School \$0.17	Elementary \$0.57 High School \$0.34
<b>Transportation</b>	Elementary \$120,000 High School \$75,958	Elementary 0.76 High School 0.47	Elementary \$1.02 High School \$0.63	Elementary \$3.06 High School \$1.90	Elementary \$6.12 High School \$3.80
<b>Tuition</b>	Elementary \$178,939 High School \$216,097	Elementary 1.13 High School 1.34	Elementary \$1.52 High School \$1.80	Elementary \$4.56 High School \$6.57	Elementary \$9.12 High School \$10.82
<b>Building Reserve</b>	Elementary \$262,798.08 High School \$139,982.75	Elementary 1.65 High School .87	Elementary \$2.23 High School \$1.17	Elementary \$6.70 High School \$3.50	Elementary \$13.39 High School \$7.01
<b>Total</b>	Elementary \$587,023 High School \$447,867	Elementary 3.69 High School 2.94	Elementary \$4.99 High School \$3.96	Elementary \$14.96 High School \$11.89	Elementary \$29.32 High School \$23.78

**\*Impacts are based on** the certified taxable valuations from the 2025-26 school fiscal year. These taxable valuations may change in August.

Regarding the Building Reserve levy, the following are school facility maintenance projects identified in the Facilities Condition Inventory (FCI) anticipated to be completed:

Elementary: Mechanical, Electrical, Plumbing, and Roof Upgrades & window replacements as per the Facilities Condition Inventory (FCI).

High School: Mechanical, Electrical, Plumbing and Roof Upgrades & window replacements at CMR and Great Falls High School as per the Facilities Condition Inventory (FCI).

 Great Falls Public Schools Great Falls, MT	Thompson	Sunchild	Skornogoski	Johnson	Henning	Duff	Bronson
Motion							
Second							
Ayes							
Nays							
Abstain							

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Action

**AGENDA ITEM NUMBER:** VII. G.

**CABINET MEMBER:** Luke Diekhans

### TOPIC

Board Budget Committee Recommendation Regarding an Elementary and/or High School Levy Including the Related Ballot Proposition and Resolution

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

The Board Budget Committee meetings have been held on October 21, 2025, December 2, 2025, January 8, 2026, and February 17, 2026. Trustee Paige Henning serves as the Chair of the Committee with Trustees Bill Bronson and Kim Skornogoski as members. The Committee met several times to review financial data and develop the community budget setting process and agendas.

The Trustees must pass a resolution stating exact levy amounts not less than forty (40) days before the election for the clerk to certify the ballot. The resolution must include the durational limit, if any, on the levy. If a levy election is approved via a majority vote of the Board, it would be scheduled to be held on May 5, 2026, in conjunction with the annual Trustee election. The estimated cost of an election is \$65,000 if the only item on the ballot is the school election. The annual trustee election for the 2026-27 year will be via mail ballot conducted by Cascade County Elections Department.

The Board Budget Committee deliberated after hearing administrative options and comment on February 17, 2026. The Board Budget Committee recommendation to the full Board is to forego asking for any additional support of District programs via a levy for the 2026-27 fiscal year.

### DISCUSSION

With reserves available to address the budget shortfall, the Board Budget Committee recommends to the full board to forego running a levy election. Currently there are three open seats on the Board with three candidates who have currently filed. The attached official ballot language is included for informational purposes.

## FISCAL IMPLICATIONS

The tax impacts of a levy must include the tax impact on a house with a taxable valuation of \$100,000, \$300,000, and \$600,000. The maximum amount allowed under law in the Elementary District to levy is \$1,100,439. The maximum amount available for high school is \$1,070,470. The estimate tax impact is listed below.

District	Amount	Mills	Taxable Valuation	Taxable Valuation	Taxable Valuation
			\$ 100,000.00	\$ 300,000.00	\$ 600,000.00
<b>Elementary</b>	\$ 1,100,439.00	6.92	\$ 9.35	\$ 28.04	\$ 56.08
<b>High School</b>	\$ 1,070,470.00	6.62	\$ 8.93	\$ 26.80	\$ 53.60

## RECOMMENDATION

The Board Budget Committee's recommendation to the full board is to not request a levy for the 2026-27 fiscal year. A sample ballot proposition and resolution calling for a levy election is included as a part of this agenda item for informational purposes only.

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

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This ballot should be marked with an “X” in the square before the words “FOR the Additional Levy” if you wish to vote for the additional levy or mark an “X” in the square before the words “AGAINST the Additional Levy” if you oppose the additional levy.

Click here to enter text. School District No. Click here to enter text. of Click here to enter text. County

---

### PROPOSITION

Shall the board of trustees be authorized to impose an increase in local taxes to support the general fund in the amount of Click here to enter text. DOLLARS (\$Click here to enter text. ) per year which is approximately Click here to enter text. mills, for the purpose of: Click here to enter text.?

Passage of this proposal will increase the taxes on a home with a market value of \$100,000 by approximately \$Click here to enter text., on a home with a market value of \$300,000, and on a home with a market value of \$600,000 by approximately \$Click here to enter text.. An increase in property taxes may lead to an increase in rental costs.

The durational limit of the levy is permanent once approved by the voters, assuming the district levies that amount at least once in the next five years.

FOR the Additional Levy

AGAINST the Additional Levy

---

School districts must obtain voter approval for an increase in the number of dollars budgeted for the over-BASE tax levy. The ballot language above contains all information required to be included per [15-10-425](#), MCA. As long as the information listed in [15-10-425](#), MCA is included in the ballot language, trustees are allowed to use their discretion in formulating ballot language for general fund elections.

**NOTE:** The proposition lists an approximate number of mills, since taxable valuation and other information necessary to determine an exact number of mills are not available at the time of the election. Actual mills will commonly differ from this estimate.

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Action

**AGENDA ITEM NUMBER:** VII. H.

**CABINET MEMBER:** Heather Hoyer

### TOPIC

Second Reading of Revised Board Policies **1210** – *Qualifications, Terms, and Duties of Board Officers*; **1310** – *District Policy and Procedures*; **1770** – *Uniform Complaint Procedure*; and **3510** – *School-Sponsored Student Activities*.

### STRATEGIC PLAN

Stewardship and Accountability

### BACKGROUND

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

### DISCUSSION

- Policy 1210** Language Changes as recommended by MTSBA and the Committee
- Policy 1310** Language Changes as recommended by MTSBA and the Committee
- Policy 1770** Language Changes as recommended by MTSBA and the Committee
- Policy 3510** Language Changes as recommended by MTSBA and the Committee

The first reading of the Board policies listed above was at the February 9, 2026 regular Board meeting.

### FISCAL IMPLICATIONS

None

### RECOMMENDATION

The District Board is requested to approve revised Board Policies **1210** – *Qualifications, Terms, and Duties of Board Officers*; **1310** – *District Policy and Procedures*; **1770** – *Uniform Complaint Procedure*; and **3510** – *School-Sponsored Student Activities* as presented.

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

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3 **THE BOARD OF TRUSTEES**

5 Qualifications, Terms and Duties of Board Officers

7 The Board officers are the Chairperson and Vice-Chairperson. These officers are elected at the  
8 annual organizational meeting.

10 Chairperson

12 The Board elects a Chairperson from its members for one (1)-year term. The duties of the  
13 Chairperson are:

- 15 • Preside at all meetings and conduct meeting in the manner prescribed by the Board’s
- 16 policies;
- 17 • Make all Board committee appointments;
- 18 • Sign all papers and documents as required by law and as authorized by the action of the
- 19 Board;
- 20 • Close Board meetings as authorized by Montana law; and
- 21 • Act as a spokesperson for the Board.

23 ~~The Chairperson is permitted to participate in all Board meetings in a manner equal to all other~~  
24 ~~Board members, including the right to participate in debate and to vote. The Chairperson may~~  
25 ~~not make a motion, but may second motions.~~

27 *The Chairperson has the right to participate in all the Board meetings in a manner equal to all*  
28 *other Trustees, including the right to make and second motions, participate in debate, and vote*  
29 *in on all motions before the Board.*

31 Vice-Chairperson

33 The Vice-Chairperson shall preside at all Board meetings in the absence of the Chairperson, and  
34 shall perform all the duties of the Chairperson during the Chairperson’s absence or  
35 unavailability. The Vice-Chairperson shall work closely with the Chairperson and shall assume  
36 whatever duties the Chairperson may delegate.

38 Cross Reference:

39 Policy 1120	Annual Organizational Meeting
40 Policy 1332	Authorization of Signatures

42 Legal References:

43 § 2-3-203, MCA	Meeting of Public Agencies to be Open to the Public Exceptions
44 § 20-32-321(2), MCA	Organization and Officers
45 § 20-3-351(1) (a), MCA	Number of trustee Positions in High School Districts

1 § 20-3-352(2), MCA

2

3 Policy History:

4 Adopted on:

5 Revised on:

6 Revised on:

7 *Revised on:*

Request and Determination of Number of High School Additional  
Trustee Positions – Nonvoting Trustee

July 1, 2000

November 25, 2013

December 13, 2021

2  
3 **THE BOARD OF TRUSTEES**

4  
5 District Policy and Procedures

6  
7 The policies contained in this manual are adopted, implemented, and enforced in accordance  
8 with the supervisory authority vested with the Board of Trustees in accordance with Article X,  
9 Section 8 of the Montana Constitution and related statues, regulations and court decisions.

10  
11 Adoption and Amendment of Policies

12 Proposed new policies and proposed changes to existing policies shall be presented in writing for  
13 reading and discussion at a regular or special Board meeting. Interested parties may submit  
14 views, present data or arguments, orally or in writing, in support of or in opposition to proposed  
15 policy. ~~Any written statement by a person, relative to a proposed policy or amendment, should be~~  
16 ~~directed to the District Clerk prior to the final reading. The final vote for adoption shall take~~  
17 ~~place not earlier than at the second (2<sup>nd</sup>) reading of the particular policy. New or revised policies~~  
18 ~~that are required, or have required language changes based on State or Federal law, or are~~  
19 ~~required changed by administrative rule, may be adopted after the first (1<sup>st</sup>) reading if sufficient~~  
20 ~~notice has been given through the board agenda.~~

21  
22 *The final vote for adoption shall take place not earlier than the second reading of the particular*  
23 *policy. New or revised policies that include required language changes based on State or*  
24 *Federal law or are required changes by administrative rule may be adopted after the first*  
25 *reading if sufficient notice has been given through the Board agenda.*

26  
27 All new or amended policies shall become effective on adoption; unless a specific effective date  
28 is stated in the motion for adoption.

29  
30 Policies, as adopted or amended, shall be made a part of the minutes of the meeting at which  
31 action was taken and also shall be included in the District’s policy manual. Policies of the  
32 District shall be reviewed on a regular basis.

33  
34 Policy Manual

35 The Superintendent or designee shall develop and maintain a current policy manual which  
36 includes all policies of the District. Every administrator, as well as staff, students, and other  
37 residents, shall have ready access to District policies.

38  
39 Suspension of Policies

40 Under circumstances that require waiver of a policy, the policy may be suspended by a majority  
41 vote of the Trustees present. To suspend a policy, however, all Trustees must have received  
42 written notice of the meeting, which includes the proposal to suspend a policy and an explanation  
43 of the purpose of such proposed suspension.

1 Administrative Procedures

2 The Superintendent or designee shall develop such administrative procedures as necessary to  
3 ensure consistent implementation of policies adopted by the Board.

4  
5 When written procedure is developed, the Superintendent or designee will make it available to  
6 the Board as information item. Such regulations need not be approved by the Board, though they  
7 may be revised when it appears that they are not consistent with the Board’s intentions as  
8 expressed in its policies. On controversial topics, the Superintendent may request prior Board  
9 approval.

10  
11 Cross Reference:

12 *Policy 5121* *Applicability of Personnel Policies*  
13 *Policy 6121* *District Organization*

14  
15 Legal Reference:

16 Article X, Section 8, Montana Constitution *School District Trustees*  
17 §20-3-323, MCA District Policy and Record of Acts  
18 10.55.701, ARM Board of Trustees

19  
20 Policy History

21 Adopted on: July 1, 2000  
22 Revised on: November 25, 2013  
23 Revised on: November 11, 2019  
24 Revised on: May 24, 2021  
25 Revised on: January 27, 2025  
26 *Revised on:*

2  
3 **THE BOARD OF TRUSTEES**

4  
5 Uniform Complaint Procedure

6  
7 The Board establishes this Uniform Complaint Procedure as the process for addressing  
8 complaints arising within the District. This Uniform Complaint Procedure is intended to  
9 be used for all complaints except those governed by a specific process in state or federal  
10 law that supersedes this process or *governed by a* collective bargaining agreement.  
11 Matters covered by a collective bargaining agreement will be reviewed in accordance  
12 with the terms of the applicable agreement.

13  
14 This ~~grievance~~ *uniform complaint* procedure shall be made available on the District's  
15 website ~~and the~~ *at a* location of which shall be included in all handbooks issued by the  
16 District.

17  
18 ~~The District requests all individuals to use this complaint procedure, when the individual~~  
19 ~~believes the Board or its employees or agents have violated the individual's rights under~~  
20 ~~state or federal law or Board policy. Attempts to bypass this Uniform Complaint~~  
21 ~~Procedure at any of its Levels shall be redirected by District officials to the appropriate~~  
22 ~~Level.~~

23  
24 When a complaint is made directly to the Board or to an individual Board member, it will  
25 generally be referred to the administration for study and possible solution.

26  
27 See section below pertaining to complaints related to sexual harassment or a violation of  
28 Title IX of the Education Amendments of 1972 (the Civil Rights Act), Title II of the  
29 Americans with Disabilities Act of 1990, or Section 504 of the Rehabilitation Act of  
30 1973.

31  
32 The District will seek to respond to and resolve complaints at the lowest level, and if a  
33 complaint is formally filed, to address the complaint promptly and equitably. The right of  
34 a person to prompt an equitable resolution of a complaint filed hereunder will not be  
35 impaired by a person's pursuit of other remedies. Use of this complaint procedure is not a  
36 prerequisite to the pursuit of other remedies, and use of this complaint procedure does not  
37 extend any filing deadline related to the pursuit of other remedies.

38  
39 *A complaint is appropriate under this policy when an individual believes the District, its*  
40 *Board of Trustees, or an employee of the District, has violated the individual's rights or*  
41 *the rights of their child under state or federal law or Board policy. A complaint is not*  
42 *appropriate and therefore subject to dismissal when the basis for the complaint is*  
43 *disagreement with an action or omission of the District under circumstances where there*  
44 *has been no violation of the individual's rights or the rights of their child. Complaints*  
45 *against a building administrator shall be filed with the Superintendent or designee.*  
46 *Complaints against the Superintendent shall be filed with the Board. Attempts to bypass*

1 *this Uniform Complaint Procedure at any of its Levels shall be redirected by District*  
2 *officials at the appropriate Level.*

3  
4 Deadlines requiring District action in this procedure may be extended for reasons related  
5 but not limited to the District’s retention of legal counsel and District investigatory  
6 procedures.

7  
8 **Level 1: Informal Problem Solving**

9  
10 An individual with a complaint ~~should~~ *is strongly encouraged to first attempt to resolve*  
11 *the complaint by first discussing it with the appropriate employee, supervisor or*  
12 *administrator with the objective of resolving the matter promptly and informally in*  
13 *accordance with requirements of Policy 2158. If such resolution is not possible, the*  
14 *individual may choose to file a formal written complaint in accordance with*  
15 *specifications at Level 3. ~~An exception to attempts at informal resolution is that~~*  
16 *complaints of sexual harassment should be discussed with an administrator who is not*  
17 *involved in the alleged harassment. See section related to Sexual Harassment below. If,*  
18 *however, the complaint involves allegations of sexual harassment, informal resolution*  
19 *with the alleged harasser is not encouraged, a sexual harassment complaint should be*  
20 *submitted instead.*

21  
22 **Level 2: Informal Principal District Administrator Problem Solving**

23  
24 If the complaint is not resolved at Level 1, the individual should consult with the  
25 principal of the school, or supervisor of the program/department. The principal or  
26 supervisor shall investigate and attempt to resolve the complaint.

27  
28 If the principal or supervisor is not able to remedy the situation satisfactorily, the  
29 individual should contact the appropriate District Administrator. The District  
30 Administrator may meet with the parties involved and seek support from other staff and  
31 administration as appropriate in working to resolve the matter.

32  
33 **Level 3: Formal Written Complaint**

34  
35 If the complaint is not remedied successfully at Level 2, the individual may file a formal  
36 written complaint stating: ~~1) the nature of the complaint, including the complaining~~  
37 ~~individual’s position to assert legal rights; 2) a description of the event or incident giving~~  
38 ~~rise to the complaint, including any school personnel involved; 1) a description of the~~  
39 *event(s) or incident(s) giving rise to the complaint, including the approximate date, time,*  
40 *and location of the event(s) or incident(s); 2) and explanation of the rights the*  
41 *complaining party believes to have been violated; and 3) the remedy or resolution*  
42 *requested. The written complaint must be signed and filed with the appropriate District*  
43 *Administrator within thirty (30) calendar days of the event or incident, or within thirty*  
44 *(30) calendar days from the date the complainant could reasonably become aware of the*  
45 *matter. The applicability of the deadline is subject to review by the Superintendent to*  
46 *ensure the intent of this Uniform Complaint Procedure is honored.*

1  
2 The District Administrator shall further study and attempt to resolve the complaint.

3  
4 If either the complainant or the person against whom the complaint is filed has reason to  
5 believe the administrator's *Level 3* decision was made in error, the complaint may  
6 advance to Level 4 by requesting in writing that the Superintendent review the decision.  
7 This request must be submitted in writing to the Superintendent within fifteen (15)  
8 calendar days of the District Administrator's decision.

9  
10 **Level 4: Superintendent Review and Decision**

11  
12 If either the complainant or the person against whom the complaint is filed appeals the  
13 administrator's decision provided for in Level 3, the Superintendent will review the  
14 complaint and the administrator's decision. The Superintendent will respond in writing to  
15 the appeal, within thirty (30) calendar days of the Superintendent's receipt of the written  
16 appeal. In responding to the appeal, the Superintendent may: 1) meet with the parties  
17 involved in the complaint; 2) conduct a separate or supplementary investigation; 3)  
18 engage an outside investigator or other District employees to assist with the appeal;  
19 and/or; 4) take other steps appropriate or helpful in resolving the complaint.

20  
21 If either the complainant or the person against whom the complaint is filed has reason to  
22 believe the Superintendent's decision was made in error, either may request in writing  
23 that the Board consider an appeal of the Superintendent's decision. See Level 5 below.  
24 This request must be submitted in writing to the Superintendent, within fifteen (15)  
25 calendar days of the Superintendent's written response to the complaint, for transmission  
26 to the Board.

27  
28 **Level 5: The Board**

29  
30 Upon written appeal of a complaint alleging a violation of the individual's rights under  
31 state or federal law or Board policy upon which the Board of Trustees has authority to  
32 remedy, the Board may consider the Superintendent's decision ~~in Level 4~~. *It is the role of*  
33 *the Board to review the decision of the Superintendent for compliance with applicable*  
34 *District policies. It is not the role of the Board to reinvestigate the matter, and the Board*  
35 *is entitled to rely upon the facts determined during an investigation conducted at Level 4.*  
36

37 Upon receipt of written request of appeal, the Chairperson will either: (1) place the  
38 appeal on the agenda of a regular or special Board meeting, (2) appoint an appeals panel  
39 of not less than three Trustees to hear the appeal and make a recommendation to the  
40 Board, or (3) respond to the complaint with an explanation of why the appeal will not be  
41 heard by the Board of Trustees in accordance with this policy.

42  
43 If the Chairperson appoints a panel to consider the appeal, the panel will meet to consider  
44 the appeal and then make a written recommendation to the full Board. The Board will  
45 report its decision on the appeal, in writing, to all parties, within thirty (30) calendar days  
46 of the Board meeting at which the Board considered the appeal or the recommendation of

1 the panel. ~~A decision of the Board is final, unless it is appealed pursuant to Montana law~~  
2 ~~within the period provided by law. If the matter is heard by the Board or by an appeals~~  
3 ~~panel, the Board shall have the authority to uphold the decision of the Superintendent; to~~  
4 ~~reverse the decision of the Superintendent; to remand the case back to the Superintendent~~  
5 ~~for further investigation; or any combination of the above.~~

6  
7 **Complaint of Sexual Harassment, or Violations of Title IX, Title II or Section 504:**

8  
9 If a complaint alleges sexual harassment or a violation of Title IX of the Education  
10 Amendments of 1972 (the Civil Rights Act), Title II of the Americans with Disabilities  
11 Act of 1990, or Section 504 of the Rehabilitation Act of 1973, the building administrator  
12 or Executive Director may turn the complaint over to a District nondiscrimination  
13 coordinator. The coordinator will complete an investigation and file a report and  
14 recommendation with the Superintendent. A coordinator may request of the  
15 Superintendent that an independent investigator be hired to conduct the investigation.  
16 Within fifteen (15) calendar days of the Superintendent's receipt of the coordinator's or  
17 independent investigator's report and recommendation, the Superintendent will respond  
18 to the complaint and take such administrative steps as the Superintendent deems  
19 appropriate and necessary. If either the complainant or the person against whom the  
20 complaint is filed feels the Superintendent's decision was made in error, either may  
21 request, in writing, that the Board consider an appeal of the Superintendent's decision.  
22 This request must be submitted in writing to the Superintendent, within fifteen (15)  
23 calendar days of the Superintendent's written response to the complaint, for transmission  
24 to the Board.

25  
26 Cross Reference:

27 <i>Policy 1400</i>	<i>Board Meetings</i>
28 <i>Policy 1420</i>	<i>School Board Meeting Procedure</i>
29 <i>Policy 1420P</i>	<i>Notice Regarding Public Comment</i>
30 <i>Policy 2131</i>	<i>Student and Family Privacy Rights</i>
31 <i>Policy 2158</i>	<i>Family Engagement Policy</i>
32 <i>Policy 2309</i>	<i>School Library Program</i>
33 <i>Policy 2310F1</i>	<i>Citizens Request for Reconsideration of Library Material</i>
34 <i>Policy 2311</i>	<i>Instructional Materials</i>
35 <i>Policy 2314</i>	<i>Instructional or Library Material Review</i>
36 <i>Policy 2314F</i>	<i>School/Library Request for Reconsideration of Material</i>
37	<i>Form</i>
38 <i>Policy 2330</i>	<i>Controversial Issues and Academic Freedom</i>
39 <i>Policy 3125</i>	<i>Education of Homeless Children</i>
40 <i>Policy 3125NF</i>	<i>Dispute Resolution Form - Homeless</i>
41 <i>Policy 3210</i>	<i>Equal Education, Nondiscrimination and Sex Equity</i>
42 <i>Policy 3215</i>	<i>Uniform Complaint Procedure</i>
43 <i>Policy 4310</i>	<i>Public Complaints</i>
44 <i>Policy 3225</i>	<i>Sexual Harassment of Students</i>

1	<i>Policy 3225P</i>	<i>Sexual Harassment Grievance Procedure</i>
2	<i>Policy 3226</i>	<i>Hazing/Harassment/Intimidation/Bullying</i>
3	<i>Policy 4310</i>	<i>Public Complaints</i>
4	<i>Policy 4316</i>	<i>Accommodating Individuals with Disabilities</i>
5	<i>Policy 5002</i>	<i>Accommodating Individuals with Disabilities</i>
6	<i>Policy 5010</i>	<i>Equal Employment Opportunity Non-Discrimination</i>
7	<i>Policy 5012</i>	<i>Sexual Harassment Complaints</i>
8	<i>Policy 5125</i>	<i>Whistleblowing and Retaliation</i>
9	<i>Policy 5215</i>	<i>Uniform Complaint Procedure</i>
10	<i>Policy 5240</i>	<i>Resolution of Staff Complaints</i>

11

12 Legal Reference:

13	Title IX of the Education Amendments of 1972 (Civil Rights Act)	
14	Title II of the Americans with Disabilities Act of 1990	
15	Section 504 of the Rehabilitation Act of 1973	
16	<del>Chapter 305 (2023)</del>	<del>Require Trustees to Adopt a Grievance Policy</del>
17	§20-20-108, MCA	<i>Rescheduling of School Election Canceled Due to Declaration of State of Emergency or Disaster</i>
18		
19	§20-3-210, MCA	<i>Controversy Appeals and Hearings</i>
20	§ 20-3-323, MCA	<i>District Policy and Records of Acts</i>
21	10.55.701, ARM	<i>Board of Trustees</i>
22	Title 10 Chapter 6 ARM	<i>Rules of Procedure for All School Controversy Contested Cases Before the County Superintendent</i>
23		

24 Procedure History:

25	Adopted on:	January 14, 2013
26	Revised on:	June 26, 2017
27	Revised on:	June 24, 2019
28	Revised on:	August 21, 2023
29	<i>Revised on:</i>	

2  
3 **STUDENTS**

4  
5 School-Sponsored Student Activities

6  
7 This policy shall be made available to all interested individuals upon request and posted on the  
8 District’s website. Information about the nature and purpose of student clubs and groups meeting  
9 at the school and methods to consent to participation or opt out of participation will be provided  
10 to parents and families in print or electronic format, consistent with parent/family rights.

11 1. Student Organizations:

- 12  
13 • All curricular student clubs or organizations must be approved by the  
14 administration. Secret or clandestine organizations or groups will not be  
15 permitted.  
16 • Bylaws and rules of curricular student clubs or organizations must not be contrary  
17 to Board policy or to administrative rules and regulations.  
18 • Procedures in curricular student clubs or organizations must follow generally  
19 accepted democratic practices in the acceptance of members and nomination and  
20 election of officers.  
21 • Student led and initiated non-curricular student groups may meet at school in  
22 accordance with District Policy without the sponsorship of the District.

23  
24 2. Social Events:

- 25  
26 • Social events must have prior approval from the administration.  
27 • Social events must be held in school facilities unless approved by the  
28 Superintendent or designee.  
29 • Social events must be chaperoned at all times.  
30 • Attendance at high school social events and dances shall be limited to high school  
31 students, and middle school social events shall be limited to middle school  
32 students, unless prior permission is received from the principal.

33  
34 3. Extracurricular Activities:

- 35  
36 • Academic and behavior eligibility rules are established by MHSA rules and  
37 District policy.  
38 • High School activities are for students enrolled in grades 9-12 consistent with  
39 MHSA rules *and District policy*.  
40 • Any student convicted of a criminal offense may, at the discretion of school  
41 officials, become ineligible for such a period of time as the school officials may  
42 decide.  
43 • In establishing an interscholastic program, the Board directs the administration to:  
44 ○ Open all sports to all students enrolled in the District, with an equal  
45 opportunity for participation.

- Open all sports to residents of the District and who are at least *five* (5) years of age and not more than *nineteen* (19) on or before September 10 of the year in which participation in extracurricular activities is sought by such child in accordance with the provisions of this policy.
- Recommend sports activities based on interest inventories completed by the students.

4. Participation in District Extracurricular Activities by Unenrolled Children:

- Any child identified in Section 3.c.ii of this policy who is attending a nonpublic or home school meeting the requirements of section §20-5-109, MCA:
  - Is eligible to seek to participate in any extracurricular activity of the District that is offered to students of the District who are of the same age.
  - Is subject to the same standards for participation as those required of full-time students enrolled in the school and the same rules of any interscholastic organizations of which the school of participation is a member as specified in Section 3.a. and 3.b. of this policy and any related student or activity handbook provisions.
  - Will be assessed for purposes of placement, team formation and cuts using the same criteria as used for full-time students enrolled in the District.
- *The District may prohibit or restrict the participation in extracurricular activities of a student attending a home school based on one or both of the following factors:*
  - *The student's status as a United States citizen; and*
  - *The student's status as a Montana resident, as determined under the provision of §1-1-215, MCA.*
- In cases where there is more than one school serving the same age group within District boundaries, a child under Section 4 of this policy shall be subject to the same school zone rules applicable to full-time students of the District. Participation for one school for one sport and another school for another sport is prohibited.
- The academic eligibility for extracurricular participation for a student attending a nonpublic school as specified under Section 4.a.ii of this policy shall be attested by the head administrator of the nonpublic school. No further verification shall be required.
- The academic eligibility for extracurricular participation for a student attending a home school as specified under Section 4.a.ii shall be attested in writing by the educator providing the student instruction with verification by the school principal for the school of participation. The verification may not include any form of student assessment.
- Students participating in extracurricular activities under Section 4 of this policy may be considered part-time enrollees for the purposes of ANB in accordance with Policy 3150, 3121, and 3121P.

1        5. Designation of Athletic Teams:

2  
3        ~~Unless otherwise prohibited by Policy 3210 or federal law, District sponsored athletic teams or~~  
4        ~~sports designated for females, women, or girls may not be open to students who are biologically~~  
5        ~~of the male sex. District sponsored athletic teams or events may be designated as one of the~~  
6        ~~following based on biological sex in accordance with applicable MHSA rules, this Policy,~~  
7        ~~federal law, Policy 3210, or the provisions of Section 6 of Chapter 405 (2021):~~

8  
9        *In accordance with §20-7-1306, MCA, the District shall designate all District-sponsored athletic*  
10       *teams or sports as one of the following based on biological sex:*

- 11
- 12            • Males, men, or boys;
- 13            • Females, women, or girls; or
- 14            • Coed or mixed.
- 15

16        *Athletic teams or sports designated for females, women, or girls may not be open to students of*  
17        *the male sex.*

18  
19        ~~This section of this Policy is void 21 days after the date of the United States Secretary of~~  
20        ~~Education files a written report with the proper committees of the United States House of~~  
21        ~~Representatives and the United States Senate as required by 34 C.F.R. 100.8(c) due to the~~  
22        ~~enforcement of Chapter 405 (2021).~~

23  
24        Cross References:

25 <i>Policy 2158</i>	<i>Family Engagement Policy</i>
26 <i>Policy 2332</i>	<i>Religion and Religious Activities</i>
27 <i>Policy 3121-3121P</i>	<i>Enrollment and Attendance</i>
28 <i>Policy 3150</i>	<i>Part Time Attendance</i>
29 <i>Policy 3210</i>	<i>Equal Education, Nondiscrimination and Sex Equity</i>
30 <i>Policy 3222</i>	<i>Distribution and Posting Materials</i>
31 <i>Policy 3233</i>	<i>Student Use of Buildings – Equal Access</i>
32 <i>Policy 3530</i>	<i>Student Fundraising Activities</i>
33 <i>Policy 3550</i>	<i>Student Clubs</i>
34 <i>Policy 4331</i>	<i>Use of School Property for Posting Materials</i>
35 <i>Policy 5430</i>	<i>Volunteers</i>

36  
37        Legal References:

38 <del>Chapter 693 (2023)</del>	<i>Parental Rights</i>
39 <i>§1-1-215, MCA</i>	<i>Residence – Rules for Determining</i>
40 <i>§20-5-109, MCA</i>	<i>Nonpublic School Requirements for Compulsory Enrollment Exemption</i>
41 <i>§20-5-112, MCA</i>	<i>Participation in Extracurricular Activities</i>
42 <i>§20-7-1306, MCA</i>	<i>Designation of Athletic Teams</i>
43 <i>§20-9-311, MCA</i>	<i>Calculation of Average Number of Belonging</i>
44 <i>§40-6-701, MCA</i>	<i>Interference with Fundamental Parental Rights Restricted</i>
45 <i>§40-6-703, MCA</i>	<i>Increase Parental Involvement in Education</i>
46 <i>34 C.F.R. 100.8(c)</i>	<i>Procedure for Effecting Compliance</i>

1 Bostock v. Clayton County Georgia, 140 S.Ct. 1731 (2020)

2

3 Policy History:

4 Adopted on: June 22, 2015

5 Revised on: August 23, 2021

6 Revised on: August 21, 2023

7 *Revised on:*

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Report

**AGENDA ITEM NUMBER:** IX. A.

**BOARD MEMBER:** Heather Hoyer

### TOPIC

Great Falls Education Association (GFEA) STAR Grant Team Report

### STRATEGIC PLAN

Student Achievement

- Teacher Professional Development

Stewardship and Accountability

- Recruitment and Retention of Staff

### BACKGROUND

Great Falls Public Schools turns over approximately 10% of their teaching staff each year. Teachers new to the District, referred to as Early Career Educators (ECEs), account for about 37% of the current teaching staff. Research indicates the first five (5) years of teaching are critical, and those who receive support and professional development tend to stay in the profession.

### DISCUSSION

GFEA received its first National Education Association (NEA) grant in 2023 to provide support and training for ECEs and this report summarizes the activities that GFEA has been doing over the last three (3) years as well as collaboration with Great Falls Public Schools (GFPS) to continue this effort after this final year of grant funding.

### FISCAL IMPLICATIONS

Costs associated with GFEA's STAR Program have been provided through an NEA Professional Excellence Grant as well as GFEA budget funds and in-kind work. GFEA and GFPS collaborative work on Mentorship has begun this year but without further grant funding, GFEA will be unable to continue much of this work.

### RECOMMENDATION

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

For more information about this item, please contact Superintendent Heather Hoyer at (406) 268-6001 or Great Falls Education Association President Tom Cubbage at (406) 727-4233.

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Report

**AGENDA ITEM NUMBER:** IX. B.

**CABINET MEMBER:** Lance Boyd

### TOPIC

Career and Technical Education (CTE) Update by Great Falls Public Schools (GFPS) Career Pathway Advisor Derik Senger and Data Specialist / Career Pathway Advisor Veronica Griffith.

### STRATEGIC PLAN

Stewardship and Accountability and Student Achievement

### BACKGROUND

This report will highlight the CTE courses that will be offered to students in the 2026-2027 school year.

### Discussion

Career Pathway Advisor Derik Senger and Data Specialist/Career Pathway Advisor Veronica Griffith will be providing the Board with updates of what CTE classes will be offered to students in the 2026-2027 school year.

### FISCAL IMPLICATIONS

None

### RECOMMENDATION

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

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

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

## GREAT FALLS PUBLIC SCHOOLS

**MEETING DATE:** February 23, 2026

**CATEGORY:** Report

**AGENDA ITEM NUMBER:** IX. C.

**BOARD MEMBER:** Trustee Thompson

### TOPIC

Superintendent's Evaluation

### BACKGROUND

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

### DISCUSSION

In accordance with [Montana Code Annotated 2-3-203\(3\)](#), the Board met with Superintendent Hoyer in closed session on Monday, February 9, 2026. Individual Board members had the opportunity to discuss their scores and comments with Superintendent Hoyer. The public survey garnered four (4) submissions and the results from that survey were also discussed, giving Superintendent Hoyer and the Board members the opportunity to reflect on the feedback from the public comments.

An evaluation summary will be provided by Superintendent Evaluation Committee Chairperson Amie Thompson and a formal letter regarding the results will be made public prior to the next regular Board meeting on March 9, 2026.

### FISCAL IMPLICATIONS

None

### RECOMMENDATION

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

For more information about this item, please contact Superintendent Hoyer at (406) 268-6001 or Superintendent Evaluation Committee Chairperson Amie Thompson at (406) 750-0901.

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