

AGENDA

**Board of Trustees
Columbia Falls School District Six
Special Meeting / Work Session
Monday, May 18, 2026
6:00 p.m.
School District Six Board Room**

1. Call to Order

2. Pledge to the Flag

3. Approval of Agenda

4. Public Participation

5. Action/Discussion Items:

- Consideration of the ratification of the CFEA Tentative Agreement for SY 26-27. -Pgs. 1-3
- Consideration of the high school non-tenure teacher hires for SY 26-27. – Pg. 4
- Consideration of the elementary non-tenure teacher hires for SY 26-27. – Pg. 5
- Discussion/consideration of a virtual option for the Columbia Falls High School.

6. Miscellaneous and Future Planning

- Negotiations Committee Meeting – CFCEA – May 20, 2026 – 4:30 PM
- HS Bond Steering Committee- May 21, 2026 – 11:00 AM
- Retirement Party – May 28, 2026 – 5:00 PM
- Graduation – June 6, 2026 – 11:00 AM

7. Adjournment

The next Regular Board Meeting will be held at 6:00 p.m.,
Monday, Monday, June 8, 2026, in the School District #6 Board Room.

Tentative Agreement

1.3.1 The Union hereby ~~recognized~~ recognizes the Board as the exclusive collective bargaining representative of School District No. 6, for the term of this professional Agreement.

ARTICLE 2 - DEFINITIONS

Part Time Employees: An Employee whose work duty equates to less than 1.0 FTE.

Vacancy/Opening:a period of ten (10) working days

4.2.2 The teacher shall provide a minimum ~~to~~ of two weeks (10 school days) advance notice, beginning on the effective resignation date.

4.2.3 ~~A T~~Teacher wishing to be released from his/her....

12.1.1 The basic Employee duty day shall be one-half hour before the beginning of classes through one-half hour after classes dismiss, exclusive of lunch period. ~~On days preceding holidays and breaks, the teachers' day may end after the school buses leave and at the discretion of the building principal.~~

12.7.1 related to ~~his/her~~ his/her assignment.....

~~18.2.1.8 Employees hired before 2023 who were not initially granted credits for a Master's Degree will be allowed to move fifteen credits per year for three years to receive correct compensation, expiring at the end of the 2025-2026 school year.~~

18.5.1service in ~~District Six~~ District No. 6 or 20 years in teaching.

18.5.2beyond of continuous service in ~~District Six~~ District No. 6.

18.6.5 ASHA Certification Compensation: An Employee completing the ASHA National ~~Certification~~ Certification subsequent to July 1, 2024, shall receive .04 (4%) of base salary.

19.3 Long Term Extra Duty Pay Schedule

~~CATEGORY I (0.36) \$13,949.28~~
~~Activities Director~~
~~Athletic Trainer~~

CATEGORY III (0.17) \$6,587.16
High School Choral/~~Instrumental~~ Instrumental
~~Baseball~~ Baseball

CATEGORY VII (0.10) \$3,874.80
Soccer ~~Assistant~~ JV Coach

CATEGORY X (0.06) \$2,518.62
Soccer ~~JV~~ Assistant Coach

22.2.5 Upon approval of the Superintendent, additional paid sick leave may be granted for extenuating circumstances. The employee reserves the right to unpaid leave in accordance to the Family ~~medical~~ Medical Leave Act (FMLA).

22.5.3 The District may refuse Personal Leave if the grant would result in more than 10% of the Employees being absent on such leave in an individual building or if the leave is requested during the first five (5) or last five (5) days of ~~any school semester~~ the school year.

24.2.1.1 During the ~~2025-2026~~ 2026-2027 school year, the District will contribute one thousand ~~one-hundred~~ twenty-eight dollars ~~(1,128.00)~~ (\$1,028.00) toward the cost of a participating Employee's monthly insurance premium per month. With any future premium increases, the District will contribute the same amount as during the ~~2025-2026~~ 2026-2027 school year plus fund 80% of any additional annual premium increase that is not offset by plan reserves.

25.1.1at least 15 years of full-time service with Columbia Falls School ~~District Six~~ District No. 6, the last ten (10)

25.1.2 Any bargaining unit member who elects to retire and meets the eligibility criteria defined in article 25.1.1 shall be eligible for compensation payable September 10 in the school year following their retirement for their unused sick leave balance in accordance to the following:

- Member with accumulated sick leave balance exceeding ~~ninety (90)~~ seventy-five (75) days shall be paid ~~\$57~~ \$65 per day.

The calculation for this compensation shall take the total hours of unused sick leave divided by 8 and round to the nearest day.

25.1.4 Any bargaining unit member who elects to retire prior to July 1 proceeding the effective date retirement (one-year advance notice) shall receive the payments identified in 25.1.2 ~~and 25.1.3~~ in June and reported ~~(as allowable)~~ as termination pay for TRS purposes. ~~This election provided prior to July of the preceding year is not binding.~~

~~With the exception of employees in cell BA+75(17), all employees shall receive a minimum compensation increase of 3.00% in FY2026 as compared to 2025. Compensation for this purpose is defined as salary schedule placement plus all applicable stipends defined within Article 18~~

Employees who were moved off-schedule in FY2026 as a result of the 3% minimum increase (as compared to FY2025) shall be considered in their own unique cell. The increased settlement of 2.15% during 2026-2027 shall also be applied to each of the unique off-schedule cells.

Years	BA+0	BA+15	BA+30	BA+45	BA+60	BA+75
Base	38,748					
0	46,274	48,125	50,050	52,052	54,135	56,299
1	47,245	49,096	51,020	53,022	55,105	57,270
2	48,215	50,066	51,991	53,993	56,076	58,240
3	49,186	51,037	52,961	54,963	57,046	59,211
4	50,156	52,007	53,932	55,934	58,017	60,181
5	51,127	52,978	54,902	56,904	58,987	61,152
6	52,097	53,948	55,872	57,875	59,957	62,122
7	53,067	54,918	56,843	58,845	60,928	63,092
8	54,038	55,889	57,813	59,815	61,898	64,063
9	55,008	56,859	58,784	60,786	62,869	65,033
10	55,979	57,830	59,754	61,756	63,839	66,004
11	56,949	58,800	60,725	62,727	64,810	66,974
12		60,077	61,695	63,697	65,780	67,945
13			62,665	64,668	66,750	68,915
14				65,638	67,721	69,885
15					68,691	70,856
16						74,170
17						77,941

First Name	Last Name	Primary Worksite	Seniority Date
AMY	CAUDILL	HIGH SCHOOL	8/24/2023
JESSICA	VICTOR	HIGH SCHOOL	8/24/2023
MANOLO	VICTOR	HIGH SCHOOL	8/24/2023
CARLY	WEBER	HIGH SCHOOL	8/24/2023
CHERIE	MACK	HIGH SCHOOL	8/21/2024
CASEY	COPELAND	HIGH SCHOOL	8/26/2024
ANDRIA	HENDRICKS	HIGH SCHOOL	8/26/2024
JESSICA	MOULTRAY	HIGH SCHOOL	8/26/2024
CONNOR	WERDEL	HIGH SCHOOL	8/28/2025

First Name	Last Name	Primary Worksite	Seniority Date
AMANDA	DOUGLAS	GLACIER GATEWAY	8/24/2023
SAMUEL	KAVANAGH	JUNIOR HIGH	8/24/2023
CAITLIN	MCCLURE	JUNIOR HIGH	8/24/2023
LEA	SHANKS	JUNIOR HIGH	8/24/2023
AMIE	DZIWGO	RUDER	8/24/2023
LAUREN	LENZNER	RUDER	8/24/2023
ALYSSA	MORALES	RUDER	8/24/2023
BAILEY	VUKONICH	RUDER	8/24/2023
ELLEN	JANKIEWICZ	RUDER	8/21/2024
SARAH	BRIGGS	GLACIER GATEWAY	8/26/2024
ALYSSA	DREW	GLACIER GATEWAY	8/26/2024
EMILY	HAGREEN	GLACIER GATEWAY	8/26/2024
ANNA	PICKARD	GLACIER GATEWAY	8/26/2024
STEPHANNIE	GREGORASH	RUDER	8/26/2024
SARAH	ROSENBAUM	RUDER	8/26/2024
ALON	GOLAN	GLACIER GATEWAY	8/26/2025
LACEY	IGITOL	GLACIER GATEWAY	8/26/2025
KYLIE	ROCKER	GLACIER GATEWAY	8/26/2025
JOHN	COX	JUNIOR HIGH	8/26/2025
ZACHARY	FORMAN	JUNIOR HIGH	8/26/2025
KEVIN	REDFIELD	JUNIOR HIGH	8/26/2025
MOLLY	FRISSELL	RUDER	8/26/2025
MCKENNA	RENSEL	RUDER	8/26/2025