



Align your governance with the 8 characteristics of effective school boards through MTSBA model policy:

1.	2.	3.	4.	5.	6.	7.	8.
Commit to a vision of high expectations for student achievement and quality instruction. Define clear goals for that vision.	Share strong beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels.	Accountability driven, spending less time on operational issues and more time focused on policies to improve student achievement.	Collaborative relationships with staff and the community. Establish a strong communications structure to inform and engage both internal and external stakeholders in setting end achieving district goals.	Data savvy. Embrace and monitor data, even when the information is negative, and use it to drive continuous improvement.	Align and sustain resources, such a professional development, to meet district goals.	Lead as a united team with the superintendent, each from their respective roles, with strong collaboration and mutual trust.	Take part in team development and training to build shared knowledge, values and commitments for their improvement efforts.



CASCADE PUBLIC SCHOOLS

Regular Monthly Meeting of the Cascade Board of Trustees
Cascade Public Schools Conference Room #123
321 Central Avenue West, Cascade MT 59421
May 21, 2024 at 6:00 p.m.

Agenda

<https://zoom.us/j/95075657618?pwd=NzJPUk9iOEFuL280YXV2UmxOLzczUT09>

Meeting ID: 950 7565 7618

Passcode: 531hp6

Call to Order

6:00

Reading of Notice Regarding Public Comment and procedures to be followed when addressing the Board.

Pledge of Allegiance

Public Comment on Non-Agenda Items

Members of the community are given opportunity to make brief comments to the Board on any matters not included in the agenda. By law the Board cannot deliberate, debate or take any action on any matter presented during Public Comment. **Comments about any staff, student, or member of public are not allowed due to rights of privacy laws.**

Public Comment on action (A) agenda items is to be addressed when the item is being considered on the agenda. Informational and Staff Reports are reported to Board of Trustees as information only.

REGULAR MONTHLY MEETING

Informational (I)

- A. Letter of Resignation, Alezandria Guariglia (XCELL Director)
- B. Letter of Resignation, Amanda Brown (HS Social Studies)
- C. Letter of Resignation, Rocket Durham (Custodian)
- D. Letter of Resignation, Jeff Mortag (HS Girls Basketball Head Coach)
- E. Letter of Resignation, Billy Shirley (Sub Bus Driver)
- F. Letter of Resignation, Larry Cummings (Bus Driver)
- G. Resignation, Rocky Day (Custodian)

Staff Reports (I)

- A. Jennifer Ward, FFA Advisor
- B. Jason Raether, Activities Director
- C. Michael Wilson, K1-12 Principal
- D. Levi Collins, Superintendent
- E. Karsen Floerchinger, Business Manager

Board Report (I)

- A. Board Evaluation
- B. Board Training Hours

New Business (A)

- A. Consideration of SY2024-2025 Calendar Revisions
- B. Consideration of Recommendation for K1-12 Counselor SY2024-2025, Kelsey Brown
- C. Consideration of Recommendation for HS Social Studies Teacher SY2024-2025, Abigail Sites
- D. Consideration of Recommendation for K1-12 Librarian SY2024-2025, Savannah Collins

- E. Consideration of Recommendation for XCELL Summer Director, Paige Dickinson
- F. Consideration of Recommendation for Winter Coaches SY2024-2025
- G. Consideration of SY2024-2025 Classified Salary Matrix Revisions
- H. Consideration of Superintendent Contract SY2024-2025, Levi Collins
- I. Consideration of K1-12 Principal Contract SY2024-2025, Michael Wilson
- J. Consideration of Business Manager/District Clerk Contract SY2024-2025, Karsen Floerchinger
- K. Consideration of Schoolhouse IT Contract Renewal, SY2024-2025
- L. Consideration of Annual MHSA Application, Catastrophic Insurance & Concussion Insurance, SY2024-2025
- M. Consent Agenda

District Clerk Annual Evaluation (possible executive session)

Board Meeting Evaluation (I)

- A. Complete the evaluation and turn into Mr. Collins

Announcements (I)

- A. Regular School Board Meeting – June 25, 2024

Adjournment (A)

7:30

REGULAR MONTHLY MEETING

Informational (I) (Appendix A)

- A. Letter of Resignation, Alezandria Guariglia (XCELL Director)
- B. Letter of Resignation, Amanda Brown (HS Social Studies)
- C. Letter of Resignation, Rocket Durham (Custodian)
- D. Letter of Resignation, Jeff Mortag (HS Girls Basketball Head Coach)
- E. Letter of Resignation, Billy Shirley (Sub Bus Driver)
- F. Letter of Resignation, Larry Cummings (Bus Driver)
- G. Resignation, Rocky Day (Custodian)

Staff Reports (I) (Appendix B)

- A. Jennifer Ward, FFA Advisor – *Appendix B, Section I (pg. 10)*
- B. Jason Raether, Activities Director – *Appendix B, Section II (pg. 11)*
- C. Michael Wilson, K1-12 Principal – *Appendix B, Section III (pg. 13)*
- D. Levi Collins, Superintendent – *Appendix B, Section IV (pg. 14)*
- E. Karsen Floerchinger, Business Manager – *Appendix B, Section V (pg. 15)*

Board Report (I) (Appendix C)

- A. Board Evaluation - *Appendix C, Section I (pg. 18)*
- B. Board Training Hours – *Appendix C, Section I (pg. 22)*

New Business (A) (Appendix D)

A. Consideration of FY2024-2025 Calendar Revisions

Category: Policy

Presented by: Levi Collins

Attachments: SY2024-2025 Calendar – *Appendix D, Section I (pg. 24)*

Facts to Consider: The previously approved calendar had an incorrect date. The calendar committee changed the February day off from the 13th to the 20th and switched the PIR dates to coincide.

Superintendent Recommendation: Approve the revisions to SY2024-2025 Calendar.

Sample Motion: I move to approve the revisions to SY2024-2025 Calendar.

B. Consideration of Recommendation for K1-12 Counselor SY2024-2025, Kelsey Brown

Category: Personnel

Presented by: Levi Collins

Attachments: Cover Letter – *Appendix D, Section II (pg. 25)*

Superintendent Recommendation: Hire Kelsey Brown as K1-12 Counselor for SY2024-2025, pending background check.

Sample Motion: I move to approve the recommendation to hire Kelsey Brown as K1-12 Counselor for SY2024-2025, pending background check.

C. Consideration of Recommendation for HS Social Studies Teacher SY2024-2025, Abigail Sites

Category: Personnel

Presented by: Levi Collins

Attachments: Cover Letter – *Appendix D, Section II (pg. 26)*

Superintendent Recommendation: Hire Abigail Sites as HS Social Studies Teacher for SY2024-2025, pending background check.

Sample Motion: I move to approve the recommendation to hire Abigail Sites as HS Social Studies Teacher for SY2024-2025, pending background check.

D. Consideration of Recommendation for K1-12 Librarian SY2024-2025, Savannah Collins

Category: Personnel

Presented by: Levi Collins

Attachments: Cover Letter – *Appendix D, Section II (pg. 27)*

Superintendent Recommendation: Hire Savannah Collins as K1-12 Librarian for SY2024-2025.

Sample Motion: I move to approve the recommendation to hire Savannah Collins as K1-12 Librarian for SY2024-2025.

E. Consideration of Recommendation for XCELL Summer Director, Paige Dickinson

Category: Personnel

Presented by: Levi Collins

Superintendent Recommendation: Hire Paige Dickinson as XCELL Summer Director.

Sample Motion: I move to approve the recommendation to hire Paige Dickinson as XCELL Summer Director.

F. Consideration of Recommendation for SY2024-2025 Winter Coaches

Category: Personnel

Presented by: Levi Collins

Facts to Consider:

Nick Ethridge – HS Boys Basketball Head

Superintendent Recommendation: Hire the winter coaches, as listed, for SY2024-2025.

Sample Motion: I move to approve the recommendation to hire the winter coaches, as listed, for SY2024-2025.

G. Consideration of SY2024-2025 Classified Salary Matrix Revisions

Category: Personnel

Presented by: Levi Collins

Attachments: Classified Salary Matrix 2023 & 2024 – *Appendix D, Section III (pg. 28)*

Facts to Consider: In an effort to recruit and retain classified employees, the administration is proposing the following revisions to the classified salary matrix. Amounts reflect starting wages.

Aide – from \$15.00 to \$15.50

Custodian - \$15.00 to \$15.50

Bus Driver - \$20.00 to \$25.00

Secretary - \$15.25 to \$16.00

Admin Assistant - \$15.75 to \$19.00

Kitchen Aide - \$14.00 to \$15.50

Head Kitchen - \$17.00 to \$19.00

Superintendent Recommendation: Approve the revisions to the classified salary matrix, effective July 1, 2024.

Sample Motion: I move to approve the revisions to the classified salary matrix, effective July 1, 2024.

H. Consideration of Superintendent Contract SY2024-2025, Levi Collins

Category: Personnel

Presented by: Negotiations Committee

Attachments: Superintendent Contract – *Appendix D, Section IV (pg. 30)*

Facts to Consider: Mr. Collins' contract reflects a 5.34% raise to his annual salary for a total salary of \$103,339. Additionally, language was added that granted Mr. Collins the ability to be out of the office on days there is not school scheduled for breaks during the school year, without the loss of vacation days. A 3-year contract was offered to Mr. Collins, with the ability negotiate terms annually. The liquidated damages clause was renegotiated with the committee. Language will be presented at the board meeting.

Negotiations Committee Recommendation: Approve the Superintendent Contract for Levi Collins for SY2024-2025.

Sample Motion: I move to approve the Superintendent Contract for Levi Collins for SY2024-2025.

I. Consideration of K1-12 Principal Contract SY2024-2025, Michael Wilson

Category: Personnel

Presented by: Negotiations Committee

Attachments: K1-12 Principal Contract – *Appendix D, Section IV (pg. 36)*

Facts to Consider: Mr. Wilson's contract reflects the removal of the employer paid health insurance cause and an additional \$15,000 added to annual salary in its place, for a total salary of \$80,000.

Negotiations Committee Recommendation: Approve the K1-12 Principal Contract for Michael Wilson for SY2024-2025.

Sample Motion: I move to approve the K1-12 Principal Contract for Michael Wilson for SY2024-2025.

J. Consideration of Business Manager/District Clerk Contract SY2024-2025, Karsen Floerchinger

Category: Personnel

Presented by: Negotiations Committee

Attachments: Business Manager/District Clerk Contract – *Appendix D, Section IV (pg. 38)*

Facts to Consider: Mrs. Floerchinger's contract reflects a restructure of the insurance clause that states if a lesser premium is selected, the difference between the highest premium and premium selected will be deposited into an HSA or Flex account. Additionally, language was added that granted Mr. Floerchinger the ability to be out of the office on days there is not school scheduled for breaks during the school year, without the loss of vacation days. The board also granted Mrs. Floerchinger the ability to work remotely, when appropriate, during the summer break. Finally, Mrs. Floerchinger was given a 5.34% raise to her salary for a total annual salary of \$67,186.

Negotiations Committee Recommendation: Approve the Business Manager/District Clerk Contract for Karsen Floerchinger for SY2024-2025.

Sample Motion: I move to approve the Business Manager/District Clerk Contract for Karsen Floerchinger for SY2024-2025.

K. Consideration of Schoolhouse IT Contract Renewal, SY2024-2025

Category: Technology

Presented by: Levi Collins

Attachments: SY2024-2025 Renewal Letter – *Appendix D, Section V (pg. 40)*

Facts to Consider: Schoolhouse IT has been providing contracted tech services in our District since 2019. The annual renewal for SY2025 is an increase of 3% for a total of \$52,794.

Negotiations Committee Recommendation: Approve the renewal of services with Schoolhouse IT for SY2024-2025.

Sample Motion: I move to approve the renewal of services with Schoolhouse IT for SY2024-2025.

L. Consideration of Annual MHSА Application, Catastrophic Insurance & Concussion Insurance, SY2024-2025

Category: Policy/Extracurriculars

Presented by: Levi Collins

Attachments: SY2024-2025 MHSА Documents – *Appendix D, Section VI (pg. 42)*

Facts to Consider: MHSА requires an annual renewal in order to participate. The total dues for SY2025 will be \$3,618.00, to include 6 boys sports (football, cross country, basketball, wrestling, track & golf), 6 girl sports (volleyball, cross country, basketball, wrestling, track & golf), 2 combined activities (band & choir) (\$3,250), liability catastrophe plan insurance (\$302) and concussion insurance (\$66).

Negotiations Committee Recommendation: Approve the annual MHSА Application, Catastrophic Insurance & Concussion Insurance for SY2024-2025.

Sample Motion: I move to approve the annual MHSА Application, Catastrophic Insurance & Concussion Insurance for SY2024-2025.

M. Consent Agenda (A) (Appendix E)

- A. Minutes of Regular Board Meeting, April 16, 2024 – *Appendix D, Section I (pg. 49)*
- B. Business Claims – *Appendix D, Section II (pg. 55)*
- C. Student Activity Account – *Appendix D, Section III (pg. 66)*
- D. Sub List – *Appendix D, Section IV (pg. 67)*

Business Manager/District Clerk Annual Evaluation (possible executive session)

Board Meeting Evaluation (I)

- A. Complete evaluation and turn into Mr. Collins

Announcements (I)

- A. Regular School Board Meeting, June 25, 2024