

Regular Meeting

Cascade School District 3B

Board of Trustees

October 14, 2025 - 6:00 pm

Board Members Present

High School Board

John Rumney - Chair
Ruth Mortag
Rick Cummings
Chris Wilson
Jeffrey Culp (virtual)
James Lewis

Elementary Board

John Rumney - Chair
Ruth Mortag
Rick Cummings
Chris Wilson
Jeffrey Culp (virtual)

Others Present: Levi Collins, Karsen Floerchinger, and members of the general public.

John Rumney - Board Chair, called the Board of Trustees meeting to order at 6:00 pm. The Board said the Pledge of Allegiance. Mr. Rumney asked for public comment on non-agenda items. There was no public comment.

Public Comment

- A. Eric Tilleman made comment on behalf of the fire department and requested to set up a planning meeting in the case of any future fires or emergencies. The smoke detectors don't match the room numbers in the building, need updated maps. Willing to bring fire department up during a drill.

Informational

- A. Letter of Resignation - Kyle Spinks (Librarian, Activities Director)

Staff Reports

- A. Jen Ward, FFA Advisor
 - a. District Leadership in Choteau
 - b.
- B. Kyle Spinks, Activities Director
 - a. VB Showcase
 - b. Homecoming
 - c. JH Fall sports have concluded
 - d. BPA went to fall leadership conference
 - e. State Cross Country Meet
 - f. District Volleyball Tournament & hosting Divisional Volleyball tournament
 - g. Fall concert

- h. 2 boys top 4 in state, 1 girl top 6
 - i. Football game large score
 - j. Wrestling survey - looking into changing weight class
- C. Michelle Price, Assistant Principal
 - a. Thank you to the fire department
 - b. Behavior data - Aug & Sept
- D. Michael Wilson, Principal
 - a. Short week
 - b. Homecoming
 - c. MAST Testing
 - d. MAP data
 - e. PLC committee
 - f. Para PD
 - g. Title I Reading Night
 - h. Parent Teacher Conferences
- E. Levi Collins, Superintendent
 - a. Science Lab Fire
 - b. Review of Emergency Response procedures
 - c. TEST meeting & walk-through for PA system
 - d. T-Mobile Lease
- F. Karsen Floerchinger, Business Manager
 - a. Fall ANB Count: EK-5: 176, 6-8:57, 9-12: 101
 - b. General fund is 16% expended compared to the 4-year average of 17% for the month of September.

Board Report

- A. Board Evaluation
- B. Board Hours
- C. Policy Committee

Old Business

A. Consideration of Recommendation for New Policies

Rick Cummings moved, seconded by James Lewis to approve and adopt the new policies as presented.

Mr. Collins explained the context of the policies presented. He shared correspondence from MTSBA in regards to the requirements of the board to adopt the policies, which they advised that the district is not required to but they recommend we do, as they are compliant with state law.

Ruth Mortag moved to vote on 5123 separately from 3655 and 8560, seconded by Rick Cummings. Passed unanimously. Policy 3655 and 8560 passed unanimously. Policy 5123 passed with Ruth Mortag opposing.

New Business

A. Consideration of Recommendation for Recommended Policy Updates

Ruth Cummings moved, seconded by Chris Wilson to approve the first reading of the recommended policy updates.

1 reading

Passed unanimously.

B. Consideration of Recommendation for Librarian Contract Amendment, Karen Matteson

Chris Wilson moved, seconded by James Lewis to approve the librarian contract amendment for Karen Matteson for SY2026.

Passed unanimously.

C. Consideration of Recommendation for Librarian SY2026, Claudia Malone

James Lewis moved, seconded by Ruth Mortag to approve the recommendation to hire Claudia Malone as Librarian for SY2026.

Passed unanimously.

D. Consideration of Recommendation for Full-Time Activities Director Position

Ruth Mortag moved, seconded by Rick Cummings to approve the full-time activities director position and annual salary of TBD.

Administration reviewed and discussed the proposal to convert the Activities Director position into a full-time, non-benefited stipend position. The superintendent noted that the previous \$30,000 stipend did not attract internal candidates and that outside candidates showed limited interest, even with broader advertising. He explained that even at the top of the range, the cost remains significantly below a fully burdened teacher salary and would provide stability the district has lacked with frequent turnover. It was stressed that the role often demands significantly more time than a typical stipend position, and previous ADs have faced overwhelming workloads that contributed to burnout and high turnover. The effort to convert this into a structured full-time position is intended to provide adequate compensation, reasonable expectations, and a sustainable workload that better supports the director and the district long-term.

Trustees requested clarity on the estimated work hours, seeking assurance that expectations are realistic and transparent. They emphasized the importance of a comprehensive job description or professional duties list detailing responsibilities for supervision, communication, scheduling, finances, and game/event oversight, as well as a defined evaluation framework.

The Board discussed expectations for daily availability, evening supervision, and presence at home events and select away events. They acknowledged the position must support both athletics and activities. A trustee asked for clarification on the AD's role with clubs; the superintendent explained that the AD would assist with scheduling, communication, and logistical support.

The superintendent reiterated that, per previous OPI guidance, only certified administrators can evaluate. A trustee requested this OPI guidance in writing to ensure the AD's duties do not conflict with evaluation. Board members also discussed how the new AD would support coaches—providing consistency and oversight—while avoiding micromanagement.

Administration noted that if the full-time AD position is not approved, the current administrative team cannot continue absorbing AD duties, especially with the district's growing activities program. A reduction in support, coverage, and quality of programming would likely occur. Trustees acknowledged the strain but maintained the need for clear expectations and accountability.

Public Comment:

Jen Ward made comment about the importance of having an AD that is supportive and organized to help with tasks. She also noted that as a teacher, she doesn't know how a teacher could do both jobs.

Travis Edmundson made a comment about support and morale.

Tom Cummings inquired about administrative duties and whether they had evaluative authority, and expressed his opinion that \$30K is not enough for those requirements.

Nada Cummings made comment to distinguish that the duties cover both athletics and also activities and expressed that the individual needs to be invested and thinks about the big picture of Cascade activities & athletics as a whole.

Liz Edmundson made comment about the amount of time that ADs put in and the importance of them knowing and enforcing policies and rules. She also noted that a good AD takes the pressure and burden off coaches, so they can perform their jobs.

Wiley Aker made public comment and urged the board not to undervalue the work and time that ADs put in.

Rick Cummings moved to amend the motion to set the salary range at \$25K-\$50K. Seconded by Ruth Mortag. Passed unanimously.

Passed unanimously.

E. Consideration of Recommendation for Classified Staff Matrix Revision

Ruth Mortag moved, seconded by James Lewis to approve the Classified Staff Matrix revisions, effective July 1st and allow for back pay at the new rate.

Passed unanimously.

F. Consideration of Recommendation for Bus Aide, Angie Hastings

James Lewis moved, seconded by Chris Wilson to approve the recommendation to hire Angie Hastings as bus aide for SY2026.

Passed unanimously.

G. Consideration of Recommendation for Bus Aide, Sonny Storms

Chris Wilson moved, seconded by James Lewis to approve the recommendation to hire Sonny Storms as bus aide for SY2026.

Passed unanimously.

H. Consideration of Recommendation for SY2026 Winter Coaches

Rick Cummings moved, seconded by James Lewis to approve the recommendation to hire the winter coaches as listed for SY2026.

Passed unanimously.

I. Consideration of Recommendation for Counseling Curriculum, Kelso's Coach

James Lewis moved, seconded by Rick Cummings to approve the curriculum as presented.

Passed unanimously.

J. Consent Agenda (Appendix D)

- a. Minutes of Regular & Organizational Board Meeting, September 16, 2025
- b. Business Claims
- c. Student Activity Account
- d. Sub List

Chris Wilson moved, seconded by Ruth Mortag to approve the consent agenda.

Passed unanimously.

Board Meeting Evaluation (I)

A. Complete evaluation and turn into Mr. Collins.

Quarterly Superintendent Evaluation (I)(E)

Announcements (I)

A. Regular School Board Meeting - November 18, 2025

B. Upcoming Trainings

- a. MCEL - October 15-17
- b. Title IX - November 4, 12, 18
- c. Collective Bargaining - Dec 2

Adjournment (A)

At 8:48 pm Ruth Mortag moved, seconded by Chris Wilson to adjourn. Passed unanimously.

John Rumney, Board Chair

ATTEST: Karsen Floerchinger, District Clerk

Date Signed _____

For additional details on items presented in the minutes of the meeting, please see the coinciding board agenda found on Cascade Public Schools' webpage: www.cascade.k12.mt.us/District/1141-Board-

[Agendas-and-Packet.html](#)

Recordings of the meetings may also be found the webpage:

<https://www.cascade.k12.mt.us/District/2687-Board-Meeting-Recordings.html>