



BOZEMAN SCHOOL DISTRICT NO. 7
ELECTRONIC
MONDAY -- November 8, 2021 -- 5:45 PM

Regular Board Meeting

- 5:45 1. **Call to Order -- Roll Call -- Pledge of Allegiance** Red = Not an Agenda Item (Placeholder)
2. **BSD7 Experience** Black = Agenda Item
- 2.1 Student Representatives Report
 - 2.2 Board Education - Humanex K-5 Culture and Climate Surveys
The Board Education Opportunity is a 15-minute segment that allows our Board to receive an educational snippet of what is happening in our District.
 - 2.3 Recognition and Awards
 - 2.3.1 2021 AA Cross Country State Championship Team and All-State Individuals
 - 2.3.2 ASBO Meritorious Budget Award for the 2021-22 budget
3. **Action Items -- Consent**
- 3.1 Policy 2nd Reading
 - 3.2 Minutes
 - 3.2.1 Consider Approval of Board Meeting Minutes
 - 3.3 High School District
 - 3.3.1 Consider Approval of High School Bond Projects Update
 - 3.4 Both Districts
 - 3.4.1 Consider Approval of Personnel Actions
 - 3.4.2 Consider Approval of Financial Reports, Warrant Approval, and Donations
 - 3.4.3 Consider Approval of Resolution and Agreement to Move Banking Relationship Outside the County Treasurer
 - 3.5 Elementary District
 - 3.5.1 Consider Approval of an Individual Transportation Contract
4. **Action Items -- Singular**
- 4.1 Both Districts
 - 4.1.1 Consider Approval of District COVID Leave for Employees
 - 4.1.2 Consider Approval of Learning Loss Stipends for Bozeman Education Association employees for the 2021-22 and 2022-23 School Year
 - 4.2 High School District
 - 4.3 Elementary District
5. **Board Discussion**
- 5.1 Policy 1st Reading
 - 5.1.1 Discuss Proposed Revisions to Policy 3610
 - 5.2 Committee Reports
 - 5.3 Review 2021-22 Enrollment and Projections
 - 5.4 Interim Superintendent Evaluation - Formative Assessment Meeting #2

6. Public Comment on Non-Agenda Items

Recognition of visitors and explanation of procedures to be followed when addressing the Board. Members of the community are given the opportunity to make brief comments to the Board on any matter that is not included in the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.

7. Reports

[7.1](#) Executive Cabinet Report

[7.2](#) Board of Trustees

Requests, Calendar, Concerns, Reports, Future Agenda Items, Open Meeting Topics for Next Meeting

_____ ADJOURN

Public comment may be submitted electronically to trustees@bsd7.org

PLEASE TURN OFF CELL PHONES

The Board meeting will be exclusively using Zoom. There will not be an on site in person meeting.

[Join Zoom Meeting](#)

Montana Code Annotated 2019

TITLE 45. CRIMES

CHAPTER 8. OFFENSES AGAINST PUBLIC ORDER

Part 1. Conduct Disruptive of Public Order

Disorderly Conduct

45-8-101. Disorderly conduct. (1) A person commits the offense of disorderly conduct if:

- (a) the person knowingly disturbs the peace by:
 - (i) quarreling, challenging to fight, or fighting;
 - (ii) making loud or unusual noises;
 - (iii) using threatening, profane, or abusive language;
 - (iv) rendering vehicular or pedestrian traffic impassable;
 - (v) rendering the free ingress or egress to public or private places impassable;
 - (vi) disturbing or disrupting any lawful assembly or public meeting;
 - (vii) transmitting a false report or warning of a fire or other catastrophe in a place where its occurrence would endanger human life;
 - (viii) creating a hazardous or physically offensive condition by any act that serves no legitimate purpose; or
 - (ix) transmitting a false report or warning of an impending explosion in a place where its occurrence would endanger human life; or
 - (b) in the course of engaging in any of the conduct prohibited by subsections (1)(a)(i) through (1)(a)(vi), a peace officer recognizes the person's conduct creates an articulable public safety risk.
- (2)
 - (a) Except as provided in subsections (2)(b), (3), and (4), a person convicted of the offense of disorderly conduct shall be fined an amount not to exceed \$100.
 - (b) A person convicted of a second or subsequent violation of subsections (1)(a)(i) through (1)(a)(vi) within 1 year shall be fined an amount not to exceed \$100 or be imprisoned in the county jail for a term not to exceed 10 days, or both.
 - (3) A person convicted of a violation of subsections (1)(a)(vii) through (1)(a)(ix) shall be fined an amount not to exceed \$1,000 or be imprisoned in the county jail for a term not to exceed 1 year, or both.
 - (4) A person convicted of a violation of subsection (1)(b) shall be fined an amount not to exceed \$500 or be imprisoned in the county jail for a term not to exceed 1 day, or both.

History: En. 94-8-101 by Sec. 1, Ch. 513, L. 1973; R.C.M. 1947, 94-8-101; amd. Sec. 1, Ch. 508, L. 1989; amd. Sec. 8, Ch. 415, L. 1991; amd. Sec. 1693, Ch. 56, L. 2009; amd. Sec. 1, Ch. 250, L. 2013; amd. Sec. 16, Ch. 321, L. 2017; amd. Sec. 2, Ch. 372, L. 2019.

[Double Click to Return to Agenda](#)



| | |
|-------------------------|---|
| Meeting Date: | November 8, 2021 |
| Category: | Recognition and Awards |
| Agenda Item #: | 2.3.1 |
| Originated By: | Mark Ator, Activities Director |
| Others Involved: | Casey Jermyn, BHS Head Coach Graydon Curry, GHS Head Coach |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

2021 AA Cross Country State Championship Team and All-State Individuals

Fiscal Impact:

N/A

Recommendation:

It is recommended that the Board of Trustees adopt the following resolution:

WHEREAS: The Bozeman High and Gallatin High Cross Country teams participated in the 2021 State AA Cross Country meet in Missoula on October 23, 2021; and

WHEREAS: The Bozeman High Girls' Cross Country Team took 1st place, which is the program's 14th title in 15 years; and

WHEREAS: Earning All-State honors by finishing in the Top 15 were:

Bozeman High:

| | | |
|------------------|------|-----|
| Hayley Burns | 3rd | BHS |
| Natalie Nicholas | 6th | BHS |
| Luci McCormick | 11th | BHS |
| Serena Sproles | 15th | BHS |
| KJ Popiel | 11th | BHS |
| Joe Johns | 12th | BHS |
| Connor Neil | 15th | BHS |

Gallatin High:

| | | |
|--------------------|------|-----|
| Alexis Holton | 7th | GHS |
| Lily MacFarlane | 11th | GHS |
| Carson Steckelberg | 3rd | GHS |

THEREFORE: Be it resolved that the Board of Trustees recognize and honor the 2021 Girls' AA State Championship Cross Country Team: Hayley Burns, Nomi Friedman, Lucia McCormick, Natalie Nicholas, Natalie Patch, Serena Sproles and Sarah Wheeler; and Bozeman High All-State Individuals: Hayley Burns, Lucia McCormick, Natalie Nicholas, Serena Sproles, KJ Popiel, Joe Johns and Connor Neil; and

Gallatin High All-State Individuals: Alexis Holton, Lily MacFarlane and Carson Steckelberg.



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|-------------------------|--|
| Meeting Date: | November 8, 2021 |
| Category: | Recognition and Awards |
| Agenda Item #: | 2.3.2 |
| Originated By: | Casey Bertram, Interim Superintendent |
| Others Involved: | Mike Waterman, Executive Director of Business and Operations; Lacy Clark, Budget and Risk Management Coordinator |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

[ASBO Meritorious Budget Award](#) for the 2021-22 budget.

Fiscal Impact:

N/A

Recommendation:

It is recommended that the Board of Trustees adopt the following resolution:

- WHEREAS: Objective 3.01 of the District Long Range Strategic Plan calls for the District to “Enhance District transparency and accountability through effective communication with our community”; and
- WHEREAS: The Association of School Business Officials International (ASBO) awards a Meritorious Budget Award (MBA) for excellence in budget presentation; and
- WHEREAS: The MBA promotes and recognizes best budget presentation practices in school districts and Districts that apply to the MBA program recognize the importance of presenting a high-quality, easy-to-understand budget internally and to the community; and
- WHEREAS: The attainment of this award represents a significant accomplishment by the District and its management; and
- WHEREAS: Bozeman School District received the award for the 6th consecutive year for our [FY2021-22 budget document](#); and
- WHEREAS: Executive Director of Business and Operations Mike Waterman and Budget and Risk Management Coordinator Lacy Clark are primarily responsible for overseeing the completion of the budget;
- THEREFORE: Be it resolved that the Board of Trustees recognize and honor Mike Waterman, Lacy Clark, and the entire Business Services staff for excellence in preparation of the District’s budget document.



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|------------------|--|
| Meeting Date: | November 8, 2021 |
| Category: | Action Item - Consent - Both Districts |
| Agenda Item #: | 3.2.1 |
| Originated By: | Mike Waterman, Executive Director of Business and Operations |
| Others Involved: | Lori Ross, Executive Assistant |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider Approval of Board Meeting Minutes

Facts & Discussion:

1. Minutes of the [October 11, 2021 Regular Board Meeting](#) and the [October 25, 2021 Special Board Meeting](#).
2. Minutes of the [October 12, 2021 District Ongoing Collaborative Committee \(DOCC\)](#).
3. Upon approval, the minutes represent the official actions of the Board of Trustees of School District No. 7.

Fiscal Impact:

N/A

Superintendent's Recommendation:

It is recommended the Board of Trustees approve as presented, the minutes of the Regular Board Meeting on [10-11-2021](#), Special Board Meeting on [10-25-2021](#) and the District Ongoing Collaborative Committee (DOCC) Meeting on [10-12-2021](#).

Other Alternatives:

1. Do not approve the recommendation and request administration to propose changes.



| | |
|-------------------------|--|
| Meeting Date: | November 8, 2021 |
| Category: | Action Item - Consent - High School District |
| Agenda Item #: | 3.3.1 |
| Originated By: | Steve Johnson, Owner's Construction Representative |
| Others Involved: | Matt Stark, Director of Facilities; Nathan Helfrich, CT Architects Engineers and Roger Davis, Langlas and Associates |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider Approval of [High School Bond Projects Update](#)

Facts & Discussion:

The attached report has been developed by the Owner's Construction Representative, along with project architects and contractors to reflect the most recent status of the projects.

Fiscal Impact:

\$125,000,000 Bond Proceeds

Superintendent's Recommendation:

It is recommended the Board of Trustees approve the [High School Bond Projects Update](#).

Other Alternatives:

1. Do not approve the recommendation and request administration to propose changes.

Discussion:**Project: BHS Renovation**

The Board of Trustees selected CT Architects Engineers for design services along with Langlas and Associates to perform GC/CM services for the renovation efforts at BHS. Construction bids were approved at the January 27, 2020 board meeting with a not to exceed Guaranteed Maximum Price of \$29,555,890. The construction schedule was accelerated and construction was able to begin in May 2020. The contractor's short term schedule is included in the [High School Bond Projects Update](#).

Guaranteed Maximum Price

| | |
|-----------------------------------|----------------|
| Original Guaranteed Maximum Price | \$29,555,890 |
| Change Order #1 | 802,756 |
| Change Order #2 | <u>507,992</u> |
| Adjusted Guaranteed Maximum Price | \$30,866,638 |

Overall the project is approximately 83% Complete.



Meeting Date: November 8, 2021

Category: Action Item - Consent - Both Districts

Agenda Item #: 3.4.1

Originated By: Pat Strauss, Director of Human Resources

Others Involved:

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider Approval of Personnel Actions

Facts:

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

Fiscal Impact:

Noted on report

Superintendent's Recommendation:

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

Other Alternatives:

1. Do not approve the recommendation and request that the administration propose changes.

**Bozeman Public Schools
Human Resources**

November 8, 2021

REQUIRES BOARD ACTION

Confirmation of Employment (Certified)

| Name | Position | Level/Step | Effective | Salary |
|--------------------|-----------------------------------|------------|-----------|-------------|
| Engel, Molly | Elementary Teacher, 1.0 FTE, EMDI | BA, Step 1 | 10/4/2021 | \$37,200.43 |
| McGuinn, Roger | Art Teacher, 1.0 FTE, BHS | BA, Step 2 | 8/25/2021 | \$44,869.00 |
| Weinert, Elizabeth | Elementary Teacher, 1.0 FTE, HYL | BA, Step 1 | 9/27/2021 | \$38,362.94 |

Confirmation of Employment (Classified)

| Name | Position | Level/Step | Effective | Hourly Rate |
|--------------------|--|------------|------------|-----------------|
| Amundson, Mariann | Executive Secretary, 1.0 FTE, WHIT, 10 mos. | H05 | 10/4/2021 | \$18.73 |
| Blair, Hannah | Before/After School PARA, .3438 FTE, WHIT, 9.25 mos | B01 | 10/7/2021 | \$14.23 |
| Hash, Mackenzie | SPED PARA, .875 FTE, MDL, 9.25 mos. | D01 | 10/6/2021 | \$15.97 |
| James, Carly | Before/After School PARA, .375 FTE, EMDI, 9.25 mos | B01 | 10/25/2021 | \$14.23 |
| Jessop, Denise | FS Specialist, .625 FTE, GHS, 9.25 mos. | FB5 | 11/8/2021 | \$16.04 |
| Timmer, Tasha | SPED PARA, .9375 FTE, Transportation PARA, .125 FTE, LONG, 9.25 mos. | B/D01 | 11/1/2021 | \$14.23/\$15.97 |
| Wickett, Gwendolyn | SPED Prek PARA, .50 FTE, HYL, 9 mos. | D01 | 9/13/2021 | \$14.52 |
| Wright, Anika | Roving Custodian, .50 FTE, FAC, 12 mos. | G01 | 10/12/2021 | \$17.08 |

Confirmation of Request for Leave of Absence (Certified)

| Name | Position | Reason | Effective Dates |
|-------------------|---|-------------------|-------------------|
| Edelen, Sean | Elementary Teacher, 1.0 FTE, LONG | FMLA | 1/31/22 - 4/8/22 |
| Gibson, Kirstin | Guidance Counselor, 1.0 FTE, EMDI | FMLA | 1/31/22 - 5/2/22 |
| Houston, Todd | Health Enhancement Teacher, 1.0 FTE, WHIT | Intermittent FMLA | 9/28/21 - 6/10/22 |
| O'Shea, Christine | Elementary Teacher, 1.0 FTE, HYL | LOA | 10/4/21 - 6/10/22 |
| Quinones, Chelsea | Music Teacher, 1.0 FTE, MOST | FMLA | 3/21/22 - 6/10/22 |

REPORT OF ADMINISTRATIVE ACTIONS

Confirmation of Resignations/Terminations (Classified)

| Name | Position | Reason | Effective | Years of Service |
|-------------------------|---|-------------|------------|------------------|
| Assante, Michael "Tony" | Library & Software Specialist, 1.0 FTE, H16, \$22.27/hr., TECH, 12 mos. | Retirement | 11/30/2021 | 15.8 |
| Bennett, Laura | Elementary PARA, .6563 FTE, B21, \$17.68/hr., EMDI, 9.25 mos. | Retirement | 10/31/2021 | 23.2 |
| Coursey, Jason | Custodian, 1.0 FTE, G06, \$18.82/hr., CJMS, 12 mos. | Resignation | 11/5/2021 | 1 |
| Denman, Quaid | Elementary PARA, .9375 FTE, B02, \$12.71/hr., EMDI, 9.25 mos. | Resignation | 6/10/2021 | 1.8 |
| Gilbert, Treyton | Discretionary PARA, .4875 FTE, B04, \$13.23/hr., MDL, 9.25 mos. | Resignation | 6/10/2021 | 7 mos. |
| Herrington, Caleb | Custodian, 1.0 FTE, G05, \$18.45/hr., GHS, 12 mos. | Resignation | 10/15/2021 | 11.15 mos. |
| Hickman, Gaydeanna | FS Specialist, .625 FTE, FB5, \$16.04/hr., SMS, 9.25 mos. | Resignation | 10/21/2021 | 2 mos. |
| Hojnacki, Sophia | SPED PARA, .35 FTE, D01, \$14.52/hr., IRVG, 9.25 mos. | Resignation | 9/17/2021 | 1 day |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Confirmation of Resignations/Terminations (Classified) (con't)

| Name | Position | Reason | Effective | Years of Service |
|----------------------|--|-------------|--|------------------|
| Jensen, Lane | SPED PARA, .875 FTE, D01, \$15.97/hr., BHS, 9.25 mos. | Resignation | 10/21/2021 | 2 mos. |
| Jorenby, Tamara | Before/After School PARA, .3125 FTE, B01, \$14.23/hr., HYL, 9.25 mos. | Resignation | 10/31/2021 | 1.65 mos. |
| Jupka, Amber | Elementary PARA, .625 FTE, B03, \$14.79/hr., MDLK, 9.25 mos. | Resignation | 10/29/2021 | 2 |
| Locricchio, Eric | Head Custodian, 1.0 FTE, I05, \$21.59/hr., BHS, 12 mos. | Resignation | 9/6/2021 | 1 mos. |
| Kenney, Codi | Transportation PARA, .125 FTE, B01, \$14.23/hr., SPED PARA, .75 FTE, D01, \$15.97/hr., LONG, 9.25 mos. | Resignation | 10/20/2021 | 14 days |
| Micklewright, Laurie | Secretary, .50 FTE, F09, \$18.96/hr., ADED, 12 mos. | Resignation | 12/3/2021 Correction to Resignation Date | 8.6 |
| Shanok, Jeremy | Before/After School PARA, .225 FTE, B01, \$14.23/hr., HAWT, 9.25 mos. | Resignation | 10/31/2021 | 1 mos. |

Changes and Revisions in Contracts (Certified)

| Name | From | To | Effective | Reason |
|------------------|----------------------------------|--|-----------|---|
| Burke, Jennifer | 3rd Gr Teacher, 1.0 FTE, EMDI | Combo Teacher, 1.0 FTE, BOCS | 8/25/2021 | Internal Transfer |
| Vauthier, Amanda | 4th Grade Teacher, .50 FTE, IRVG | 4th Grade Teacher, .50 FTE, IRVG, SPED Teacher, .50 FTE, BOCS | 8/25/2021 | Additional Assignment, Increase in FTE |

Changes and Revisions in Contracts (Classified)

| Name | From | To | Effective | Reason |
|-------------------|--|---|-----------|--|
| Acker, Nicolaus | Transportation PARA, .0625 FTE, SPED PARA, .875 FTE, D02, \$14.80/hr, BHS, 9.25 mos. | Transportation PARA, .0625 FTE, SPED PARA, .875 FTE, D02, \$16.32/hr, BHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Ashcraft, Harva | SPED PARA, .875 FTE, D18, \$18.42/hr., WHIT, 9.25 mos. | SPED PARA, .875 FTE, D18, \$19.23/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Austiguy, Cynthia | Transportation PARA, .050 FTE, B20, \$17.52/hr., SPED PARA, .65 FTE, D20, \$18.74/hr, HYL, 9.25 mos. | Transportation PARA, .050 FTE, B20, \$17.52/hr., SPED PARA, .65 FTE, D20, \$19.56/hr, HYL, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Barker, Eric | SPED PARA, .875 FTE, D10, \$17.10/hr., SMS, 9.25 mos. | SPED PARA, .875 FTE, D10, \$17.92/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Bishop, Chloe | SPED PARA, .375 FTE, D01, \$14.52/hr., WHIT, 9.25 mos. | SPED PARA, .375 FTE, D01, \$15.97/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Bishop, Chloe | SPED PARA, .375 FTE, D01, \$15.97/hr., WHIT, 9.25 mos. | Discretionary PARA, .0625 FTE, Transportation PARA, .0625 FTE, B01, \$14.23/hr., SPED PARA, .375 FTE, D01, \$15.97/hr., WHIT, 9.25 mos. | 11/3/2021 | Additional Assignment, Increase in FTE/Hrs. |
| Bishop, Stephanie | Temp SPED PARA, .50 FTE, D02, \$14.80/hr., WHIT, 9.25 mos. | Temp SPED PARA, .625 FTE, D02, \$14.80/hr., WHIT, 9.25 mos. | 9/13/2021 | Increase in FTE/Hrs. |
| Bishop, Stephanie | Temp SPED PARA, .625 FTE, D02, \$14.80/hr., WHIT, 9.25 mos. | Temp SPED PARA, .625 FTE, D02, \$16.32/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Classified) (con't)

| Name | From | To | Effective | Reason |
|-----------------------|--|--|------------------|-------------------------------------|
| Bitters, Debra | FS Specialist, 1.0 FTE, FB7, \$15.64/hr., SMS, 9.25 mos. | FS Specialist, 1.0 FTE, FB7, \$16.33/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Blanksma, Deborah | Instructional PARA, .0625 FTE, B15, \$16.80/hr., SPED PARA, .875 FTE, D15, \$17.92/hr., CJMS, 9.25 mos. | Instructional PARA, .0625 FTE, B15, \$16.80/hr., SPED PARA, .875 FTE, D15, \$18.74/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Bowman, Kelly | Discretionary PARA, .125 FTE, B06, \$15.58/hr., SPED PARA, .75 FTE, D06, \$15.97/hr., WHIT, 9.25 mos. | Discretionary PARA, .125 FTE, B06, \$15.58/hr., SPED PARA, .75 FTE, D06, \$17.28/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Brown, Ami | FS Head Cashier, .75 FTE, FC5, \$15.57/hr., GHS, 9.25 mos. | FS Head Cashier, .75 FTE, FC5, \$16.65/hr., GHS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Buchanan, Lisa | Transportation PARA, .0625 FTE, B05, \$15.28/hr., SPED PARA, .875 FTE, \$15.68/hr., SMS, 9.25 mos. | Transportation PARA, .0625 FTE, B05, \$15.28/hr., SPED PARA, .875 FTE, \$17.10/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Cornell, Deborah | Discretionary PARA, .375 FTE, Transportation PARA, .125 FTE, B09, \$15.94/hr., SPED PARA, .4375 FTE, D09, \$16.96/hr., WHIT, 9.25 mos. | Discretionary PARA, .375 FTE, Transportation PARA, .125 FTE, B09, \$15.94/hr., SPED PARA, .4375 FTE, D09, \$17.77/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Criscoe, Mikayla | FS Central Kitchen Specialist, 1.0 FTE, FC4, \$15.26/hr., SUPT SVCS, 9.5 mos. | FS Central Kitchen Specialist, 1.0 FTE, FC4, \$16.48/hr., SUPT SVCS, 9.5 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Deas, Cynthia | SPED PARA, .75 FTE, D06, \$15.97/hr., BHS, 9.25 mos. | SPED PARA, .75 FTE, D06, \$17.28/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Dixon, Debbie | Non Instructional PARA, .3125 FTE, B13, \$16.49/hr., SPED PARA, .3438 FTE, D13, \$17.61/hr., SMS, 9.25 mos. | Non Instructional PARA, .3125 FTE, B13, \$16.49/hr., SPED PARA, .3438 FTE, D13, \$18.42/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Dixon, Debbie | Non Instructional PARA, .3125 FTE, B13, \$16.49/hr., SPED PARA, .3438 FTE, D13, \$18.42/hr., SMS, 9.25 mos. | Non Instructional PARA, .25 FTE, B13, \$16.49/hr., SPED PARA, 50 FTE, D13, \$18.42/hr., SMS, 9.25 mos. | 10/25/2021 | Increase in FTE/Hrs. |
| Ebbert-Moore, Kristen | SPED PARA, .875 FTE, D07, \$16.32/hr., BHS, 9.25 mos. | SPED PARA, .875 FTE, D07, \$17.43/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Emborg, Kirsten | SPED PARA, .875 FTE, D10, \$17.10/hr., MDLK, 9.25 mos. | SPED PARA, .875 FTE, D10, \$17.92/hr., MDLK, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Erickson, Katherine | Discretionary PARA, .25 FTE, Transportation PARA, .125 FTE, B13, \$16.49/hr., SPED PARA, .53125 FTE, D13, \$17.61/hr., HAWT, 9.25 mos. | Discretionary PARA, .25 FTE, Transportation PARA, .125 FTE, B13, \$16.49/hr., SPED PARA, .53125 FTE, D13, \$18.42/hr., HAWT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Fairbanks, Gwen | FS Expediter, 1.0 FTE, FE17, \$19.72/hr., SUPT SVCS, 9.5 mos. | FS Expediter, 1.0 FTE, FE17, \$20.62/hr., SUPT SVCS, 9.5 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Fracchiolla, Yvonne | FS Specialist, .625 FTE, FB16, \$16.93/hr., CJMS, 9.25 mos. | FS Specialist, .625 FTE, FB16, \$17.68/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Classified) (con't)

| Name | From | To | Effective | Reason |
|----------------------|--|--|------------------|---|
| Fronek, Rebecca | Printshop Asst., .25 FTE, F07, \$17.07/hr., FS Central Kitchen Specialist, FC7, \$16.18/hr., SUPT SVCS, 9.5 mos. | Printshop Asst., .25 FTE, F07, \$17.07/hr., FS Central Kitchen Specialist, FC7, \$16.97/hr., SUPT SVCS, 9.5 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Gamer, Lynn | SPED PARA, .875 FTE, D05, \$15.68/hr., CJMS, 9.25 mos. | SPED PARA, .875 FTE, D05, \$17.10/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Ghode, Scott | SPED PARA, .9375 FTE, D02, \$14.80/hr., EMDI, 9.25 mos. | SPED PARA, .9375 FTE, D02, \$16.32/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Greene, Juliana | SPED PARA, .875 FTE, D02, \$14.80/hr., SMS, 9.25 mos. | SPED PARA, .875 FTE, D02, \$16.32/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Grigalunas, Hannah | FS Asst. Manager, .8125 FTE, FD6, \$15.97/hr., SMS, 9.25 mos. | FS Asst. Manager, .8125 FTE, FD6, \$17.28/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Gunselman, Stephanie | SPED PARA, .6375 FTE, D04, \$15.38/hr., IRVG, 9.25 mos. | SPED PARA, .6375 FTE, D04, \$16.96/hr., IRVG, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Hardin, Gloria | FS Cook III, .6563 FTE, FC13, \$17.11/hr., BHS, 9.25 mos. | FS Cook III, .6563 FTE, FC13, \$17.90/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Harris, Jane | SPED PARA, .9375 FTE, D24, \$19.40/hr., EMDI, 9.25 mos. | SPED PARA, .9375 FTE, D24, \$19.92/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Hastert, Michael | ISS PARA, .875 FTE, B08, \$15.80/hr., SMS, 9.25 mos. | ISS PARA, .875 FTE, Peer Mediation PARA, .125 FTE, B08, \$15.80/hr., SMS, 9.25 mos. | 9/20/2021 | Additional Assignment, Increase in FTE/Hrs. |
| Henry, Amanda | Transportation PARA, .125 FTE, B05, \$15.28/hr., SPED PARA, .8125 FTE, \$15.68/hr., MOST, 9.25 mos. | Transportation PARA, .125 FTE, B05, \$15.28/hr., SPED PARA, .8125 FTE, \$17.10/hr., MOST, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Herzog, Amber | FS Cook II, 1.0 FTE, FD5, \$15.68/hr., BHS, 9.25 mos. | FS Cook II, 1.0 FTE, FD5, \$17.10/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Hickman, Gaydeana | FS Specialist, .625 FTE, FB5, \$15.28/hr., SMS, 9.25 mos. | FS Specialist, .625 FTE, FB5, \$16.04/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Higman, Amy | SPED PARA, .625 FTE, D03, \$15.10/hr., LONG, 9.25 mos. | SPED PARA, .625 FTE, D03, \$16.61/hr., LONG, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Huntsinger, Nicole | FS Head Cashier, .75 FTE, FC6, \$15.88/hr., BHS, 9.25 mos. | FS Head Cashier, .75 FTE, FC6, \$16.81/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Huston, Kate | Overflow PARA, .10625 FTE, Non Unit, \$12.48/hr., Before/After School Program Director, .125 FTE, Non Unit, \$17.45/hr., Discretionary PARA, .3938 FTE, Transportation PARA, .125 FTE, B07, \$15.64/hr., SPED PARA, .1875 FTE, \$16.32/hr., HYL, 9.25/9.5 mos. | Overflow PARA, .10625 FTE, Non Unit, \$12.48/hr., Before/After School Program Director, .125 FTE, Non Unit, \$17.45/hr., Discretionary PARA, .3938 FTE, Transportation PARA, .125 FTE, B07, \$15.64/hr., SPED PARA, .1875 FTE, \$17.43/hr., HYL, 9.25/9.5 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Hutchins, Carolee | FS Specialist, .125 FTE, SUPT SVCS, .875 FTE, GHS, FB6, \$15.58/hr., 9.25 mos. | FS Specialist, .125 FTE, SUPT SVCS, .875 FTE, GHS, FB6, \$16.17/hr., 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Classified) (con't)

| Name | From | To | Effective | Reason |
|------------------------|--|--|------------------|--|
| Jacobs-Forster, Carson | Before/After School Program Director, .50 FTE, Non Unit, \$17.45/hr., Discretionary PARA, .21875 FTE, Transportation PARA, .03125 FTE, B01, \$14.23/hr., FS Cashier, FB1, \$14.23/hr., MOST, 9.25/9.5 mos. | Before/After School Program Director, .50 FTE, Non Unit, \$17.45/hr., Discretionary PARA, .21875 FTE, Transportation PARA, .03125 FTE, B01, \$14.23/hr., FS Cashier, FB1, \$15.58/hr., MOST, 9.25/9.5 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Janssen, Caroline | SPED PARA, .875 FTE, D02, \$14.80/hr., SMS, 9.25 mos. | SPED PARA, .875 FTE, D02, \$16.32/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Jensen, Lane | SPED PARA, .875 FTE, D01, \$14.52/hr., BHS, 9.25 mos. | SPED PARA, .875 FTE, D01, \$15.97/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Johnson, Maia | FS Elementary Cook II, .5625 FTE, LONG, .25 FTE, WHIT, FB12, \$16.33/hr., 9.25 mos. | FS Elementary Cook II, .5625 FTE, LONG, .25 FTE, WHIT, FB12, \$17.08/hr., 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Keifer, Kimberly | Transportation PARA, .03125 FTE, Discretionary PARA, .21875 FTE, B05, \$15.28/hr., Elementary Cook I, .5625 FTE, FC5, \$15.57/hr., MOST, 9.25 mos. | Transportation PARA, .03125 FTE, Discretionary PARA, .21875 FTE, B05, \$15.28/hr., Elementary Cook I, .5625 FTE, FC5, \$16.65/hr., MOST, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Kelly, Elizabeth | FS Cashier, .28125 FTE, FB5, \$15.28/hr., SPED PARA, .3125 FTE, D05, \$15.68/hr., HAWT, 9.25 mos. | FS Cashier, .28125 FTE, FB5, \$16.04/hr., SPED PARA, .3125 FTE, D05, \$17.10/hr., HAWT, 9.25 mos. | 10/1/2021 | Increase in SPED and Food Service Hrly. Rate |
| Kenney, Codi | Transportation PARA, .125 FTE, B01, \$14.23/hr., SPED PARA, .75 FTE, \$14.52/hr., LONG, 9.25 mos. | Transportation PARA, .125 FTE, B01, \$14.23/hr., SPED PARA, .75 FTE, \$15.97/hr., LONG, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Kurowski, Sara | Transportation PARA, .03125 FTE, B07, \$15.64/hr., SPED PARA, .96875 FTE, \$16.32/hr., LONG, 9.25 mos. | Transportation PARA, .03125 FTE, B07, \$15.64/hr., SPED PARA, .96875 FTE, \$17.43/hr., LONG, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Lara, Rynee | SPED PARA, .875 FTE, D06, \$15.97/hr., BHS, 9.25 mos. | SPED PARA, .875 FTE, D06, \$17.28/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Largess, Michael | SPED PARA, .96875 FTE, D03, \$15.10/hr., IRVG, 9.25 mos. | SPED PARA, .96875 FTE, D03, \$16.61/hr., IRVG, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Lingman, Debra | SPED PARA, .875 FTE, D09, \$16.96/hr., GHS, 9.25 mos. | SPED PARA, .875 FTE, D09, \$17.77/hr., GHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Locke, Kathryn | Running Start PARA, .70 FTE, B01, \$14.48/hr., HYL, 9.25 mos. | Running Start PARA, .6625 FTE, Before/After School PARA, .3375 FTE, B02, \$14.51/hr., HYL, 9.25 mos. | 8/30/2021 | Additional Assignment, Increase in FTE/Hrs. |
| Lowery, Angie | SPED PARA, .50 FTE, D08, \$16.61/hr., EMDI, 9.25 mos. | SPED PARA, .50 FTE, D08, \$17.61/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Malczyk, Robyn | FS Cashier, .3125 FTE, FB2, \$14.51/hr., HYL, 9.25 mos. | FS Cashier, .3125 FTE, FB2, \$15.64/hr., HYL, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Martin, Janece | SPED PARA, .875 FTE, D01, \$14.52/hr., EMDI, 9.25 mos. | SPED PARA, .875 FTE, D01, \$15.97/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Classified) (con't)

| Name | From | To | Effective | Reason |
|---------------------|--|--|------------------|-------------------------------------|
| May, Heather | SPED PARA, .875 FTE, D06, \$15.97/hr., CJMS, 9.25 mos. | SPED PARA, .875 FTE, D06, \$17.28/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| McCormack, Kaitlin | SPED PreK PARA, .4875 FTE, B03, \$15.10/hr., WHIT, 9 mos. | SPED PreK PARA, .50 FTE, B03, \$15.10/hr., WHIT, 9 mos. | 9/2/2021 | Increase in FTE/Hrs. |
| McCormack, Kaitlin | SPED PreK PARA, .50 FTE, B03, \$15.10/hr., WHIT, 9 mos. | SPED PreK PARA, .50 FTE, B03, \$16.61/hr., WHIT, 9 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| McMahan, Caprice | FS Cook/Chill Tech II, 1.0 FTE, FE8, \$17.38/hr., SUPT SVCS, 9.5 mos. | FS Cook/Chill Tech II, 1.0 FTE, FE8, \$18.98/hr., SUPT SVCS, 9.5 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| McQuestion, Barrett | SPED PARA, .875 FTE, D01, \$14.52/hr., EMDI, 9.25 mos. | SPED PARA, .875 FTE, D01, \$15.97/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Meade, Christine | FS Elementary Cook II, .78125 FTE, FB18, \$17.23/hr., IRVG, 9.25 mos. | FS Elementary Cook II, .78125 FTE, FB18, \$17.97/hr., IRVG, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Medina, Marissa | SPED PARA, .875 FTE, D03, \$15.10/hr., CJMS, 9.25 mos. | SPED PARA, .875 FTE, D03, \$16.61/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Meadors, Alexandra | SPED PARA, .875 FTE, D02, \$14.80/hr., BHS, 9.25 mos. | SPED PARA, .875 FTE, D02, \$16.32/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Meyer, Betsy | Transportation PARA, .0375 FTE, B02, \$14.51/hr., SPED PreK PARA, .50 FTE, SPED PARA, .175 FTE, D02, \$14.80/hr., HYL T, 9/9.25 mos. | Transportation PARA, .0375 FTE, B02, \$14.51/hr., SPED PreK PARA, .50 FTE, SPED PARA, .175 FTE, D02, \$16.32/hr., HYL T, 9/9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Meyer, Pamela | Discretionary PARA, .125 FTE, Clerical PARA, .25 FTE, B10, \$16.04/hr., SPED PARA, .50 FTE, D10, \$17.10/hr., HAWT, 9.25 mos. | Discretionary PARA, .125 FTE, Clerical PARA, .25 FTE, B10, \$16.04/hr., SPED PARA, .50 FTE, D10, \$17.92/hr., HAWT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Miller, Susan | Discretionary PARA, .3338 FTE, Transportation PARA, .0625 FTE, B06, \$15.58/hr., SPED PARA, .4475 FTE, \$15.97/hr., HAWT, 9.25 mos. | Discretionary PARA, .3338 FTE, Transportation PARA, .0625 FTE, B06, \$15.58/hr., SPED PARA, .4475 FTE, \$17.28/hr., HAWT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Monastiere, Joanne | Transportation PARA, .125 FTE, B09, \$15.94/hr., SPED PARA, .875 FTE, \$16.96/hr., HYL T, 9.25 mos. | Transportation PARA, .125 FTE, B09, \$15.94/hr., SPED PARA, .875 FTE, \$17.77/hr., HYL T, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Naughton, Olivia | Before/After School PARA, .34375 FTE, B03, \$14.79/hr., MDLK, 9.25 mos. | Before/After School PARA, .2063 FTE, B03, \$14.79/hr., MDLK, 9.25 mos. | 9/13/2021 | Decrease in FTE/Hrs |
| Nelson, Kristine | SPED PreK PARA, .3375 FTE, D13, \$17.10/hr., WHIT, 9 mos. | SPED PreK PARA, .50 FTE, D13, \$17.10/hr., WHIT, 9 mos. | 9/2/2021 | Increase in FTE/Hrs. |
| Nelson, Kristine | SPED PreK PARA, .50 FTE, D13, \$17.10/hr., WHIT, 9 mos. | SPED PreK PARA, .50 FTE, D13, \$18.58/hr., WHIT, 9 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Neumann, Lisa | Discretionary PARA, .3125, Transportation PARA, .0625 FTE, B10, \$16.04/hr., SPED PARA, .50 FTE, D10, \$17.10/hr., HAWT, 9.25 mos. | Discretionary PARA, .3125, Transportation PARA, .0625 FTE, B10, \$16.04/hr., SPED PARA, .50 FTE, D10, \$17.92/hr., HAWT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Newcombe, Lucy | SPED PARA, .875 FTE, D05, \$15.68/hr., CJMS, 9.25 mos. | SPED PARA, .875 FTE, D05, \$17.10/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Classified) (con't)

| Name | From | To | Effective | Reason |
|-----------------------|--|---|------------------|--|
| O'Connor, Kimberly | SPED PARA, .875 FTE, D08, \$16.61/hr., HYLT, 9.25 mos. | SPED PARA, .875 FTE, D08, \$17.61/hr., HYLT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Odt, Anika | Before/After School PARA, .1875 FTE, B01, \$14.23/hr., LONG, 9.25 mos. | Before/After School PARA, .1875 FTE, Discretionary PARA, .0813 FTE, B01, \$14.23/hr., LONG, 9.25 mos. | 9/20/2021 | Additional Assignment, Increase in FTE/Hrs. |
| Ojeda-Wagner, Ramanda | SPED PARA, .875 FTE, D01, \$14.52/hr., EMDI, 9.25 mos. | SPED PARA, .875 FTE, D01, \$15.97/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Packer, Alicia | SPED PARA, .875 FTE, D03, \$15.10/hr., WHIT, 9.25 mos. | SPED PARA, .875 FTE, D03, \$16.61/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Palmer, Dawn | SPED PARA, .8437 FTE, D05, \$15.68/hr., EMDI, 9.25 mos. | SPED PARA, .8437 FTE, D05, \$17.10/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Pate-Terry, Hunter | SPED PARA, .875 FTE, D11, \$17.28/hr., BHS, 9.25 mos. | SPED PARA, .875 FTE, D11, \$18.10/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Peters, Danielle | Transportation PARA, .0625 FTE, B10, \$16.04/hr., SPED PARA, .875 FTE, D10, \$17.10/hr., LONG, 9.25 mos. | Transportation PARA, .0625 FTE, B10, \$16.04/hr., SPED PARA, .875 FTE, D10, \$17.92/hr., LONG, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Poulsen, Cean | FS Elementary Cook I, .5313 FTE, FC6, \$15.88/hr., EMDI, 9.25 mos. | FS Elementary Cook I, .5313 FTE, FC6, \$16.81/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Radovich, Carla | Transportation PARA, .0625 FTE, B10, \$16.04/hr., SPED PARA, .6563 FTE, D10, \$17.10/hr., MOST, 9.25 mos. | Transportation PARA, .0625 FTE, B10, \$16.04/hr., SPED PARA, .6563 FTE, D10, \$17.92/hr., MOST, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Rath, Kathleen | SPED PARA, .875 FTE, D06, \$15.97/hr., MDLK, 9.25 mos. | Before/After School PARA, .10 FTE, B06, \$15.58/hr., SPED PARA, .875 FTE, D06, \$15.97/hr., MDLK, 9.25 mos. | 9/14/2021 | Additional Assignment, Increase in FTE/Hrs. |
| Rath, Kathleen | Before/After School PARA, .10 FTE, B06, \$15.58/hr., SPED PARA, .875 FTE, D06, \$15.97/hr., MDLK, 9.25 mos. | Before/After School PARA, .10 FTE, B06, \$15.58/hr., SPED PARA, .875 FTE, D06, \$17.28/hr., MDLK, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Reardon, Jami | FS Cook III, .75 FTE, FC10, \$16.65/hr., GHS, 9.25 mos. | FS Cook III, .75 FTE, FC10, \$17.43/hr., GHS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Rehbein, Kathleen | Transportation PARA, .0625 FTE, B09, \$15.94/hr., SPED PARA, .875 FTE, D09, \$16.96/hr., EMDI, 9.25 mos. | Transportation PARA, .0625 FTE, B09, \$15.94/hr., SPED PARA, .875 FTE, D09, \$17.77/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Robinson, Debra | SPED PARA, .875 FTE, D05, \$15.68/hr., GHS, 9.25 mos. | SPED PARA, .875 FTE, D05, \$17.10/hr., GHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Robinson, Kristen | Discretionary PARA, .6875 FTE, Transportation PARA, .0625 FTE, B01, \$14.23/hr., SPED PARA, .125 FTE, D01, \$14.52/hr., MOST, 9.25 mos. | Discretionary PARA, .6875 FTE, Transportation PARA, .0625 FTE, B01, \$14.23/hr., SPED PARA, .125 FTE, D01, \$15.97/hr., MOST, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Classified) (con't)

| Name | From | To | Effective | Reason |
|-----------------------------|---|---|------------------|---|
| Rodriguez, Peyton | SPED PARA, .8125 FTE, D04, \$15.38/hr., DTC1, 9.25 mos. | SPED PARA, .8125 FTE, Temp SPED PARA, .0625 FTE, D04, \$15.38/hr., DTC1, 9.25 mos. | 9/15/2021 | Additional Assignment, Increase in FTE/Hrs. |
| Rodriguez, Peyton | SPED PARA, .8125 FTE, Temp SPED PARA, .0625 FTE, D04, \$15.38/hr., DTC1, 9.25 mos. | SPED PARA, .8125 FTE, Temp SPED PARA, .0625 FTE, D04, \$16.96/hr., DTC1, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Ruud, Jonathan | Transportation PARA, .0375 FTE, B02, \$14.51/hr., SPED PARA, .45 FTE, D02, \$14.80/hr., HYL, 9.25 mos. | Transportation PARA, .0375 FTE, B02, \$14.51/hr., SPED PARA, .45 FTE, D02, \$16.32/hr., HYL, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Schauers, Robin | Transportation PARA, .0625 FTE, B08, \$15.80/hr., SPED PARA, .8125 FTE, D08, \$16.61/hr., EMDI, 9.25 mos. | Transportation PARA, .0625 FTE, B08, \$15.80/hr., SPED PARA, .8125 FTE, D08, \$17.61/hr., EMDI, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Schomberg-Sanchez, Isabelle | SPED PARA, .875 FTE, D01, \$14.52/hr., SMS, 9.25 mos. | SPED PARA, .875 FTE, D01, \$15.97/hr., SMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Schomer, James | SPED PARA, .875 FTE, D09, \$16.96/hr., BHS, 9.25 mos. | SPED PARA, .875 FTE, D09, \$17.77/hr., BHS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Shea, Shannon | Before/After School PARA, .1125 FTE, B03, \$14.79/hr., SPED PARA, D03, \$15.10/hr., LONG, 9.25 mos. | Before/After School PARA, .1125 FTE, B03, \$14.79/hr., SPED PARA, D03, \$16.61/hr., LONG, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Skocypiec, Brytne | SPED PARA, .875 FTE, D03, \$15.10/hr., MDLK, 9.25 mos. | SPED PARA, .875 FTE, D03, \$16.61/hr., MDLK, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Smith, Rachel | SPED PARA, .875 FTE, D01, \$14.52/hr., MDLK, 9.25 mos. | SPED PARA, .875 FTE, D01, \$15.97/hr., MDLK, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Spear, Cortnee | Health Aide, .375 FTE, SPED PARA, .4375 FTE, D08, \$16.61/hr., HAWT, 9.25 mos. | Health Aide, .375 FTE, D08, \$16.61/hr., SPED PARA, .4375 FTE, D08, \$17.61/hr., HAWT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Stanek, Maryjo | Discretionary PARA, .1563 FTE, Transportation PARA, .0313 FTE, B06, \$15.58/hr., SPED PARA, D06, \$15.97/hr., HAWT, 9.25 mos. | Discretionary PARA, .1563 FTE, Transportation PARA, .0313 FTE, B06, \$15.58/hr., SPED PARA, D06, \$17.28/hr., HAWT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Stoltzfus, Cathy | FS Asst. Manager, 1.0 FTE, FD6, \$15.97/hr., CJMS, 9.25 mos. | FS Asst. Manager, 1.0 FTE, FD6, \$17.28/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Tansy, Sandra | FS Specialist, 1.0 FTE, FB6, \$15.58/hr., GHS, 9.25 mos. | FS Specialist, 1.0 FTE, FB6, \$16.17/hr., GHS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Taylor-Bigelow, Gayla | Discretionary PARA, .125 FTE, B03, \$14.79/hr., SPED PARA, .75 FTE, D03, \$14.10/hr., WHIT, 9.25 mos. | Discretionary PARA, .125 FTE, B03, \$14.79/hr., SPED PARA, .75 FTE, D03, \$16.61/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Thomas, Joshua | FS Cook III, .75 FTE, FC5, \$15.57/hr., CJMS, 9.25 mos. | FS Cook III, .75 FTE, FC5, \$16.65/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |
| Tracy, Jessica | SPED PARA, .875 FTE, D03, \$15.10/hr., MDLK, 9.25 mos. | SPED PARA, .875 FTE, D03, \$16.61/hr., MDLK, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Vollmer, Viki | FS Cashier, .3125 FTE, FB5, \$15.28/hr., WHIT, 9.25 mos. | FS Cashier, .3125 FTE, FB5, \$16.04/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Changes and Revisions in Contracts (Classified) (con't)

| Name | From | To | Effective | Reason |
|--------------------|--|--|-----------|-------------------------------------|
| Waldo, Nicole | SPED PARA, .875 FTE, D05, \$15.68/hr. SMS, 9.25 mos. | SPED PARA, .875 FTE, D05, \$17.10/hr. SMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Weber, Becky | Elementary PARA, .4688 FTE, B09, \$15.94/hr., SPED PARA, .3438 FTE, D09, \$16.96/hr., MOST, 9.25 mos. | Elementary PARA, .4688 FTE, B09, \$15.94/hr., SPED PARA, .3438 FTE, D09, \$17.77/hr., MOST, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Welsh, McKenzie | SPED PARA, .875 FTE, D06, \$15.97/hr., CJMS, 9.25 mos. | SPED PARA, .875 FTE, D06, \$17.28/hr., CJMS, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Wickett, Gwendolyn | SPED PreK PARA, .50 FTE, D01, \$14.52/hr., HYL, 9 mos. | SPED PreK PARA, .50 FTE, D01, \$15.97/hr., HYL, 9 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Wright, Margaret | Discretionary PARA, .25 FTE, B07, \$15.64/hr., SPED PARA, .6875 FTE, D07, \$16.32/hr., WHIT, 9.25 mos. | Discretionary PARA, .25 FTE, B07, \$15.64/hr., SPED PARA, .6875 FTE, D07, \$17.43/hr., WHIT, 9.25 mos. | 10/1/2021 | Increase in SPED Hrly. Rate |
| Zhou He, Xiaoling | FS Cook II, 1.0 FTE, FD15, \$17.92/hr., GHS, 9.25 mos. | FS Cook II, 1.0 FTE, FD15, \$18.74/hr., GHS, 9.25 mos. | 10/1/2021 | Increase in Food Service Hrly. Rate |

Stipends - Extracurricular

| Name | Authorized Position | Stipend | Level | Effective |
|--------------------------|---|------------|-------|--------------------|
| Albrecht, Claudia | Club - German - GHS | \$1,370.00 | 6 | 2021-2022 |
| Baller, Joel | Football - 7th Gr Asst. Coach - SMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Barton, Candy | Weight Room Supervisor - Fall - BHS | \$2,152.00 | 5 | 9/13/21 - 11/29/21 |
| Bowen, Chandler | Soccer - Asst. Girls Coach - GHS | \$3,226.00 | 4 | 8/13/21 - 11/8/21 |
| Bradbury, Joseph "Glenn" | Club - TSA - Engineering - GHS (Longevity) | \$2,238.08 | 5 | 2021-2022 |
| Brown, McKenna | Dance - Head Coach - BHS | \$4,013.00 | 3 | 8/12/21 - 11/18/21 |
| Brown, Rebecca | Club - SkillsUSA & Woodworking - BHS | \$3,226.00 | 4 | 2021-2022 |
| Browne, Lacy | Cheer - Fall - Head Coach - BHS (.50) (Longevity) | \$3,316.55 | 2 | 8/12/21 - 11/18/21 |
| Chandler, Hunter | Football - Head Coach - GHS | \$6,656.00 | 1 | 8/12/21 - 11/20/21 |
| Clark, Matt | Golf - Head Coach - GHS (Longevity) | \$4,173.52 | 3 | 8/12/21 - 11/20/21 |
| Cobb, Kerri | Club - SAGA - Co-Advisor - GHS (.50) | \$685.00 | 6 | 2021-2022 |
| Cobb, Kerri | Tech Mentor - GHS (Longevity) | \$1,424.80 | 6 | 2021-2022 |
| Codding, Logan | Football - Asst. Coach - GHS (Longevity) Revised | \$4,173.52 | 3 | 8/12/21 - 11/20/21 |
| Crowther, Ajah | Dance - Head Coach - GHS | \$4,013.00 | 3 | 8/12/21 - 11/18/21 |
| Curey, Colter | Club - Art - Head - GHS | \$3,226.00 | 4 | 2021-2022 |
| Curey, Tanner | Club - DECA/PBA - BHS | \$3,226.00 | 4 | 2021-2022 |
| Detzi, Gabrielle | Volleyball - 7th Gr Asst. Coach - SMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Donahoe, Emily | Club - Hawk Talk - BHS (Longevity) | \$4,173.52 | 3 | 2021-2022 |
| Donahoe, Emily | Club - Hawk Theater Company - Head - BHS | \$3,226.00 | 4 | 2021-2022 |
| Flynn, John | Football - Asst. Coach - GHS | \$4,013.00 | 3 | 8/12/21 - 11/20/21 |
| Greiner, Katrina | Tech Mentor - GHS | \$1,370.00 | 6 | 2021-2022 |
| Greiner, Katrina | Club - Prom Advisor - GHS | \$726.00 | 7 | 2021-2022 |
| Greissler, Jamie | Club - Project X*2 - Co-Advisor - GHS (.50) | \$685.00 | 6 | 2021-2022 |
| Guettler, Kevin | Intramurals - Fall Co-ed - 6th Gr VB - CJMS (.50) | \$1,076.00 | 5 | 9/8/21 - 10/13/21 |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|----------------------|---|----------------|--------------|--------------------|
| Hatch, Jenna | Volleyball - 8th Gr Asst. Coach - CJMS | \$2,152.00 | 5 | 8/25/21 - 10/15/21 |
| Hatten, Charles | Speech & Debate - Asst. Coach - BHS | \$4,013.00 | 3 | 10/1/21 - 1/30/22 |
| Haught, Ryan | Football - 8th Gr Asst. Coach - SMS | \$2,152.00 | 5 | 8/25/21 - 10/15/21 |
| Hawthorne, Elliot | Cross Country - Asst. Coach - BHS | \$3,226.00 | 4 | 8/13/21 - 11/1/21 |
| Herbeck, Journey | Soccer - Asst. Boys Coach - BHS (.6667) (Longevity) | \$2,322.84 | 4 | 8/13/21 - 11/8/21 |
| Herman, Elias | Soccer - Asst. Boys Coach - BHS (.6667) (Longevity) | \$2,236.81 | 4 | 8/13/21 - 11/8/21 |
| Heusel, Troy | Football - 7th Gr Asst. Coach - CJMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Hickey, Jacob | Club - National Honor Society - GHS | \$1,370.00 | 6 | 2021-2022 |
| Hoffman, Patrick | Club - Art - Head - BHS | \$3,225.00 | 4 | 2021-2022 |
| Hoffman, Patrick | Club - Art - Asst. - BHS (Longevity) | \$1,548.10 | 6 | 2021-2022 |
| Holland, Dana | Club - Spanish - BHS (Longevity) | \$1,424.80 | 6 | 2021-2022 |
| Howard, Elyssa | Volleyball - 7th Gr Asst. Coach - CJMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Huber, Barbie | Volleyball - 7th Gr Asst. Coach - SMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Huse, Kelly | Intramurals - Fall Co-ed - 6th Gr VB - CJMS (.50) | \$1,076.00 | 5 | 9/8/21 - 10/13/21 |
| Jackson, Ryan | Football - 7th Gr Asst. Coach - CJMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Jeske, Emily | Volleyball - 8th Gr Asst. Coach - SMS | \$2,152.00 | 5 | 8/25/21 - 10/15/21 |
| Jessop, Justin | Football - 8th Gr Asst. Coach - CJMS | \$2,152.00 | 5 | 8/25/21 - 10/15/21 |
| Johnson, Nate | Club - Class Advisor - Co-Advisor - GHS (.50) | \$685.00 | 6 | 2021-2022 |
| Johnson, Nate | Student Council - Co-Advisor (.50) | \$1,076.00 | 5 | 2021-2022 |
| Kleinhans, Maggie | Volleyball - 8th Gr Asst. Coach - SMS | \$2,152.00 | 5 | 8/25/21 - 10/15/21 |
| Knodel, Shannon | Club - HOSA - BHS | \$2,152.00 | 5 | 2021-2022 |
| Krogstad, Joanna | Club - FCCLA - BHS | \$2,152.00 | 5 | 2021-2022 |
| Matosich, Adrian | Football - 7th Gr Asst. Coach - CJMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Maurer, Michelle | Choirs - GHS Revised | \$5,870.00 | 2 | 2021-2022 |
| Maurer, Michelle | Jazz Choir - GHS Revised | \$3,226.00 | 4 | 2021-2022 |
| Maxwell, James | Club - National Honor Society - BHS (Longevity) | \$1,424.80 | 6 | 2021-2022 |
| McKelvy, Kevin | Club - German - BHS | \$1,370.00 | 6 | 2021-2022 |
| McKiernan, Stacie | Club - Raptor Theater Company - Head - GHS (Longevity) | \$3,645.38 | 4 | 2021-2022 |
| McKinney, Kori | Cheer - Fall - Asst. Coach - BHS (.50) (Longevity) | \$1,677.52 | 4 | 8/12/21 - 11/18/21 |
| Mehr, Brad | Club - DECA - GHS (Longevity) | \$3,355.04 | 4 | 2021-2022 |
| Melton, Drew | Football - 7th Gr Asst. Coach - SMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Merriman, Steve | Bands - SMS (Longevity) | \$3,645.38 | 4 | 2021-2022 |
| Milkovich-Kamp, Mary | Intramurals - Fall Tennis 6-8 Gr - CJMS/ SMS | \$2,152.00 | 5 | 9/7/21 - 10/14/21 |
| Miller, Abigail | Volleyball - 8th Gr Asst. Coach - CJMS | \$2,152.00 | 5 | 8/25/21 - 10/15/21 |
| Moldan, Allison | Volleyball - Asst. Coach - BHS | \$4,013.00 | 3 | 8/13/21 - 11/22/21 |
| Moore, Johnna | Club - Yearbook - GHS | \$3,226.00 | 4 | 2021-2022 |
| Newman, Kyle | Club - Class Advisor - Co-Advisor - GHS (.50) | \$685.00 | 6 | 2021-2022 |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|----------------------|---|----------------|--------------|--------------------|
| Newman, Kyle | Student Council - Co-Advisor (.50) | \$1,076.00 | 5 | 2021-2022 |
| Ramos, Ricardo | Cross Country - Asst. Coach - BHS | \$3,226.00 | 4 | 8/13/21 - 11/1/21 |
| Ringer, Bethany | Club - FCCLA - GHS | \$2,152.00 | 5 | 2021-2022 |
| Robison, Heidi | Club - Project X*2 - BHS | \$1,370.00 | 6 | 2021-2022 |
| Rodriguez, Joseph | Football - 8th Gr Asst. Coach - CJMS (Longevity) | \$2,238.08 | 5 | 8/25/21 - 10/15/21 |
| Rook, Kimi | Volleyball - 7th Gr Asst. Coach - CJMS | \$1,370.00 | 6 | 8/25/21 - 10/15/21 |
| Rosenbloom, Bradford | Speech & Debate - Asst. Coach - GHS | \$4,013.00 | 3 | 10/1/21 - 1/30/22 |
| Scheiterman, Aaron | Football - 8th Gr Asst. Coach - SMS (Longevity) | \$2,238.08 | 5 | 8/25/21 - 10/15/21 |
| Sheehan, Kenneth | Intramurals - Fall Tennis 6-8 Gr - CJMS/ SMS | \$2,152.00 | 5 | 9/7/21 - 10/14/21 |
| Swinford, Michelle | Club - Aerie-Yearbook - BHS | \$3,226.00 | 4 | 2021-2022 |
| Wallner-Drake, Amy | Club - MUN - Head - BHS (Longevity) | \$2,238.08 | 5 | 2021-2022 |
| Weirs, Jason | Football - 8th Gr Asst. Coach - SMS (Longevity) | \$2,238.08 | 5 | 8/25/21 - 10/15/21 |
| Wright, Shawna | Tech Mentor - BHS | \$1,370.00 | 6 | 2021-2022 |

Stipends - Not Extracurricular

| Name | Authorized Position | Stipend | Level | Effective |
|--------------------------|--|----------------|--------------|------------------|
| Albrecht, Claudia | Travel Stipend - 2 Sites - BHS/GHS | \$325.00 | | 2021-2022 |
| Alexander, Jean Terese | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Aytes, Tracy | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Barghini, Gina | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Barton, Candy | Department Head - HE - BHS | \$3,000.00 | | 2021-2022 |
| Barton, Candy | Department Head - Health Science - BHS | \$1,500.00 | | 2021-2022 |
| Berdahl, Kelly | Department Head - Music - BHS | \$1,500.00 | | 2021-2022 |
| Berdahl, Kelly | Travel Stipend - 2 Sites - BHS/SMS | \$325.00 | | 2021-2022 |
| Bertelsen, Tayler | Substitute Referral Stipend for Lauren Whiddon | \$100.00 | | 10/11/2021 |
| Bradbury, Joseph "Glenn" | Department Head - ICTE - GHS | \$3,000.00 | | 2021-2022 |
| Breault, Joanna | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Bridwell, Jourdan | Department Head - English - GHS | \$6,000.00 | | 2021-2022 |
| Brumwell, Ashley | Department Head - Math - GHS | \$6,000.00 | | 2021-2022 |
| Budt, Dave | Department Head - Social Studies - GHS | \$6,000.00 | | 2021-2022 |
| Bunkers, Mary | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Butterfield, Tanner | ESY Teacher - Elementary - Up to 20 hrs./wk. (Hrly. Rate) | \$32.00 | | 8/1/21 - 8/25/21 |
| Butterfield, Tanner | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Catalano, Jessica | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|---------------------|--|----------------|--------------|------------------|
| Certalic, Michael | Department Head - Music - GHS | \$1,500.00 | | 2021-2022 |
| Chacon, Alena | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Chocholousek, Anna | Travel Stipend - 2 Sites - BHS/GHS | \$325.00 | | 2021-2022 |
| Cobb, Kerri | Department Head - Library - GHS | \$1,500.00 | | 2021-2022 |
| Couture, Laura | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Croghan, Sara | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Curey, Tanner | Travel Stipend - 2 Sites - BHS/GHS | \$325.00 | | 2021-2022 |
| Dahlke, Aimee | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| DeFrance, Amy | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Dore, Mary | National Board Certification - Teaching - MOST | \$2,000.00 | | 2021-2022 |
| Drahos, Dawn | Travel Stipend - 2 Sites - BHS/GHS | \$325.00 | | 2021-2022 |
| Edelen, Sean | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Evans, Kathleen | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| Evans, Kathleen | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Evenhuis, Elizabeth | Substitute Referral Stipend for Julia Breker | \$100.00 | | 10/5/2021 |
| Evenhuis, Elizabeth | Substitute Referral Stipend for Abigail Zagnoli | \$100.00 | | 10/14/2021 |
| Evenhuis, Elizabeth | Travel Stipend - 2 Sites - BHS/GHS | \$325.00 | | 2021-2022 |
| Ferguson, Genevieve | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Fisher, Heather | Terminal Degree - CJMS | \$2,000.00 | | 2021-2022 |
| Fraser, Amy | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Gaines, Kristi | National Board Certification - Teaching - MDLK | \$2,000.00 | | 2021-2022 |
| Gaines, Kristi | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Gallagher, John | Department Head - Math - BHS | \$6,000.00 | | 2021-2022 |
| Garton, Christina | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Gibson, Kirstin | National Board Certification - Counseling - EMDI | \$2,000.00 | | 2021-2022 |
| Gilbert, Jennifer | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Glynn, Samantha | Department Head - SPED - BHS | \$3,000.00 | | 2021-2022 |
| Goodman, Heidi | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|-------------------------|--|----------------|--------------|------------------|
| Graf, Jessica | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Gullickson, Hannah | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Gustavsen, Erika | Department Head - HE - GHS | \$3,000.00 | | 2021-2022 |
| Hall, Pamela | National Board Certification - Psychology - SPED | \$2,000.00 | | 2021-2022 |
| Hall, Pamela | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Hancock, Karen | Substitute Referral Stipend for Tasha Timmer | \$100.00 | | 9/8/2021 |
| Hancock, Karen | Substitute Referral Stipend for Jamie Cochernour | \$100.00 | | 9/7/2021 |
| Hardin, Elizabeth | National Board Certification - Teaching - CJMS | \$2,000.00 | | 2021-2022 |
| Harper, Wade | Terminal Degree - SPED | \$2,000.00 | | 2021-2022 |
| Hartman, Jessica | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Hilton-Taylor, Eleanora | Terminal Degree - SPED | \$2,000.00 | | 2021-2022 |
| Hirsch, Tara | National Board Certification - Teaching - HYL T | \$2,000.00 | | 2021-2022 |
| Hoffman, Patrick | Department Head - Art - BHS | \$1,500.00 | | 2021-2022 |
| Holman, Andrew | Travel Stipend - 2 Sites - BHS/GHS | \$325.00 | | 2021-2022 |
| Holquist, Wes | MT Digital Academy (MTDA) - Sports Officiating - Fall 2021 - Section 1 | \$3,778.90 | | Fall 2021 |
| Hopkins, Kristin | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| James, Elizabeth | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Kaufman, Alyssa | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Kelly, Shawna | National Board Certification - Psychology - SPED | \$2,000.00 | | 2021-2022 |
| Kelly, Shawna | Crisis Response Team Stipend (.5 of \$1,000) | \$500.00 | | 2021-2022 |
| Kickingwoman, Casey | Custodian Referral Stipend for James Aldridge | \$100.00 | | 9/13/2021 |
| Kimble, Jill | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| King, Kim | K-5 Learning by Doing Summer Reading - Gifted | \$200.00 | | Summer 2021 |
| Klug, Hilary | National Board Certification - Teaching - CURR | \$2,000.00 | | 2021-2022 |
| Kristiansen, Meghan | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Krogstad, Joanna | Department Head - FCS - BHS | \$1,500.00 | | 2021-2022 |
| LaForge, Georgia | National Board Certification - Teaching - HYL T | \$2,000.00 | | 2021-2022 |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|----------------------|--|----------------|--------------|------------------|
| Langin, Jolene | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Largess, Stephanie | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Laslovich, Nate | Dean of Students - GHS | \$1,500.00 | | 2021-2022 |
| Lea, Jill | National Board Certification - Psychology - SPED | \$2,000.00 | | 2021-2022 |
| Lea, Jill | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Lee, Jessie | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| Lee, Justin | National Board Certification - Psychology - SPED | \$2,000.00 | | 2021-2022 |
| Lorenz, Leanne | National Board Certification - Teaching - BOCS | \$2,000.00 | | 2021-2022 |
| Luedtke, Dacia | Department Head - Counseling - BHS | \$1,500.00 | | 2021-2022 |
| Luedtke, Dacia | Liaison - Bridger Charter | \$1,000.00 | | 2021-2022 |
| Lycan, Barb | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Martin, Amanda | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| McBride, Erin | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| McCausland, Lucinda | National Board Certification - Teaching - HAWT | \$2,000.00 | | 2021-2022 |
| McGeehan, Kathryn | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| McGeehan, Miles | Department Head - Science - BHS | \$3,000.00 | | 2021-2022 |
| McPherson, Kelsey | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Mehr, Brad | Department Head - Business - GHS | \$1,500.00 | | 2021-2022 |
| Miller, Brittany | Department Head - Library - BHS | \$1,500.00 | | 2021-2022 |
| Miller, Drew | Department Head - Counseling - GHS | \$1,500.00 | | 2021-2022 |
| Milodragovich, Steve | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Moellenkamp, Lisa | K-5 Learning by Doing Summer Reading - BOCS | \$200.00 | | Summer 2021 |
| Morris, Jonathan | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Nash, Steve | Terminal Degree - WHIT | \$2,000.00 | | 2021-2022 |
| Nash, Steve | Substitute Referral Stipend for Laura Keenan | \$100.00 | | 10/4/2021 |
| Nash, Steve | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Nave, Elizabeth | National Board Certification - Psychology - SPED | \$2,000.00 | | 2021-2022 |
| Neely, Carl | Dean of Students - BHS | \$1,500.00 | | 2021-2022 |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|----------------------|--|----------------|--------------|------------------|
| Nelson, Emma | Substitute Referral Stipend for Victoria Edwards | \$100.00 | | 9/8/2021 |
| Nelson, Kara | National Board Certification - Teaching - CJMS | \$2,000.00 | | 2021-2022 |
| Nickelson, Susan | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Nutt, Marguerite | Department Head - SPED - GHS | \$3,000.00 | | 2021-2022 |
| Olson, Kathleen | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| Pafford, Baerbel | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Parent, Samantha | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Pauletti, Gretchen | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Paynich, Kathleen | Department Head - English - BHS | \$6,000.00 | | 2021-2022 |
| Perry, Dawn | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Pfaff, Elizabeth | Department Head - Art - GHS | \$1,500.00 | | 2021-2022 |
| Pfaff, Theresa | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| Powell, Rebecca | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Quinton, Sandra | National Board Certification - Psychology - SPED | \$2,000.00 | | 2021-2022 |
| Rasmussen, Christine | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Reed, Rachael | Travel Stipend - 2 Sites - BHS/GHS | \$325.00 | | 2021-2022 |
| Rice, Nina | National Board Certification - Psychology - SPED | \$2,000.00 | | 2021-2022 |
| Rice, Nina | Substitute Referral Stipend for Jennifer Brick | \$100.00 | | 9/24/2021 |
| Ringer, Bethany | Department Head - FCS - GHS | \$1,500.00 | | 2021-2022 |
| Samardich, Lisa | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| Schultz, Jessica | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Schwartz, Karl | Department Head - ICTE - BHS | \$3,000.00 | | 2021-2022 |
| Screnar, Rachel | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Seiger, Lynn | Substitute Referral Stipend for Tatiyana Grotbo | \$100.00 | | 10/12/2021 |
| Shafer, Whitney | K-5 Learning by Doing Summer Reading - LONG | \$200.00 | | Summer 2021 |
| Sigler, Sarah | Department Head - World Language - GHS | \$3,000.00 | | 2021-2022 |
| Sloane, Michelle | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|---------------------|--|----------------|--------------|------------------|
| Smith, Katherine | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Smith, Lauren | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Sorg, Dana | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| Sorg-Hackler, Cheri | National Board Certification - Speech Pathologist - SPED | \$2,000.00 | | 2021-2022 |
| Spieker, Taylor | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Stoddart, Jack | Department Head - Social Studies - BHS | \$6,000.00 | | 2021-2022 |
| Struckman, April | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Sullivan, Anne | National Board Certification - Counseling - BHS | \$2,000.00 | | 2021-2022 |
| Tetrault, Jenny | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Thorn, Ambure | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Underhill, Cherryl | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Waldo, Danny | Activities Coordinator - SMS | \$9,000.00 | | 2021-2022 |
| Waldo, Danny | Activities Coordinator Stipend - (10 days at daily rate) - SMS | \$4,078.10 | | 2021-2022 |
| Wallner-Drake, Amy | MT Digital Academy (MTDA) - AP Human Geography A - Fall 2021 - Section 1 | \$1,706.60 | | Fall 2021 |
| Washtak, Amy | Department Head - Health Science - GHS | \$1,500.00 | | 2021-2022 |
| Washtak, Amy | Travel Stipend - 2 Sites - BHS/GHS | \$325.00 | | 2021-2022 |
| Watkins, Dennis | Department Head - Science - GHS | \$3,000.00 | | 2021-2022 |
| Wemple, Christine | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Wertman, Beth | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Wesche, Abbey | Department Head - Business - BHS | \$1,500.00 | | 2021-2022 |
| Wessel, Lena | K-5 Learning by Doing Summer Reading - Gifted | \$200.00 | | Summer 2021 |
| West, Cynthia | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Wiers, Nicoles | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Wild, Matt | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |
| Wolf, Sierra | K-5 Learning by Doing Summer Reading - WHIT | \$200.00 | | Summer 2021 |
| Wong, Megan | Terminal Degree - BHS | \$2,000.00 | | 2021-2022 |
| Woods, Kathryn | National Board Certification - Teaching - HAWT | \$2,000.00 | | 2021-2022 |

**Bozeman Public Schools
Human Resources**

November 8, 2021

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

| Name | Authorized Position | Stipend | Level | Effective |
|------------------|--|----------------|--------------|------------------|
| Wright, Shawna | Custodian Referral Stipend for Anika Wright | \$100.00 | | 10/12/2021 |
| Wyatt, Jane | National Board Certification - Teaching - GHS | \$2,000.00 | | 2021-2022 |
| Ybarra, Evelyn | K-5 Learning by Doing Summer Reading - IRVG | \$200.00 | | Summer 2021 |
| Zimney, Adrienne | K-5 Learning by Doing Summer Reading - MDLK | \$200.00 | | Summer 2021 |



| | |
|------------------|---|
| Meeting Date: | November 8, 2021 |
| Category: | Action Item - Consent - Both Districts |
| Agenda Item #: | 3.4.2 |
| Originated By: | Mike Waterman, Executive Director of Business and Operations |
| Others Involved: | R.J. Tvedt, Accounting Supervisor Brenda Livingston, District Bookkeeper |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider approval of [Financial Reports](#), Warrant Approval, and [Donations](#)

Facts & 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 Bozeman Public Schools. Included with this report is a breakdown of district invested funds. Any time there is a transfer in these funds, the activity is included as a part of this report.

The Warrant Registers are available in the Business Office and have been sent to the Trustees. October 2021 warrants are as follows: Operational warrants were \$2,874,874.45; net Payroll, taxes and deductions were \$5,834,344.83; Total warrants disbursed for October 2021 were \$8,709,219.28.

Fiscal Impact:

Refer to attached reports

Superintendent's Recommendation:

It is recommended the Board of Trustees approve the [Financial Reports](#), Warrants, and [Donations](#).

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.



Meeting Date:

November 8, 2021

Category:

Action Item - Consent - Both Districts

Agenda Item #:

3.4.3 - Consider Approval of Resolution and Agreement to Move Banking Relationship Outside the County Treasurer

Originated By:

Mike Waterman, Executive Director of Business and Operations

Others Involved:

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Shall the Board approve a [resolution](#) to begin the process of moving its banking relationship outside the County Treasurer?

Facts & Discussion:

1. State law generally assigns the County Treasurer the duties of receipting and disbursing school district funds within their county. On [May 5, 2021](#), the Gallatin County Treasurer delegated duties related to the receipt and disbursement of school district funds to the Gallatin County Commission.
2. Under this traditional structure, the County must track each school's individual banking transactions, and essentially duplicate each district's books on their own. This process is very labor-intensive and does not provide additional value for either organization.
3. The existing structure also ties the District's financial operations to those of the County. Due to ongoing complications with a software conversion, school district reporting from the County is currently behind schedule.
4. Another state statute provides mechanisms for interested school districts to assume increased control over their investment and banking processes. About 20 districts across the state currently bank outside the treasurer's office.
5. To increase efficiency, eliminate redundancies, decrease reliance on outside entities, and achieve greater control over the District's finances, administration recommends an independent banking relationship outside of the County's umbrella. The proposed resolution details that intent, and is the first step of the transition process.
6. MTSBA has reviewed the proposed document. An agreement with Gallatin County is also required, and that document is awaiting review from the Gallatin County Attorney's office. The agreement will be brought to the Board as a separate action item following this review.
7. An RFP for banking services is under development, and will soon be released. Administration will evaluate the proposals and recommend awarding the bid as a future Board action item--likely this coming winter or early spring.
8. State law limits banking changes of this nature to the end of a fiscal year only. As a result, the District is targeting July 1, 2022 as a 'go live' date for them.

Fiscal Impact:

No additional costs are expected from this change.

Superintendent's Recommendation:

It is recommended that the Board of Trustees approve the proposed resolution.

Other Alternatives:

1. Do not approve the recommendation.



| | |
|------------------|--|
| Meeting Date: | November 8, 2021 |
| Category: | Action Item - Consent - Elementary District |
| Agenda Item #: | 3.5.1 |
| Originated By: | Mike Waterman, Executive Director of Business and Operations |
| Others Involved: | Douglas Kellie, Transportation Coordinator |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider Approval of an Individual Transportation Contract

Facts:

1. Board and Transportation Committee approval is required for all home-to-school bus routes, Individual Transportation Contracts, and out-of-district transportation agreements.
2. On July 12, 2021, the Board approved the initial 2021-22 home-to-school transportation routes.
3. Recently, a student moved into the District who will require an Individual Transportation Contract in accordance with the McKinney-Vento Homeless Education Act.

Fiscal Impact:

The cost of the contract is \$12.95 per day for 135 days--\$1,748.25 total, paid from the Elementary Transportation Fund.

Discussion:

Gallatin County Transportation Committee approval is also required for this change. Pending Board passage on November 8, we will seek this approval at the Committee's next meeting (date TBD).

Superintendent's Recommendation:

It is recommended the Board approve the Individual Transportation Contract as presented.

Other Alternatives:

1. Do not approve the recommendation and request administration propose changes.



| | |
|-------------------------|--|
| Meeting Date: | November 8, 2021 |
| Category: | Action Items - Singular - Both Districts |
| Agenda Item #: | 4.1.1- Consider Approval of District COVID Leave for Employees |
| Originated By: | Pat Strauss, Director of Human Resources |
| Others Involved: | COVID Leave Committee |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Shall the Board approve the Superintendent's recommendation to create up to 10 days of District COVID Leave for all employees during the 2021-2022 School Year?

Facts & Discussion:

1. Covid-19 transmission rates continue to be in the high range for both Gallatin County as well as in all three grade level bands of the Bozeman School District Pk-5, 6-8 and 9-12.
2. The high rate of new cases has resulted in approximately 16 elementary school classrooms being recommended for quarantine.
3. The District is currently at 307 combined student/staff cases of COVID as of 11/3/2021. Last year we did not reach 300 cases until the winter break. During our peak covid period last year we had three consecutive weeks of over 30 cases in a week. As of 11/3/2021 we have experienced seven consecutive weeks of over 30 cases per week. We are seeing significantly more elementary school Covid-19 cases than high school cases this year.
4. The high number of Covid-19 cases is impacting our employees' ability to attend work, both in person and remotely. Employees with Preschool through Fifth grade students in our schools have been impacted the most.
5. A Covid Leave Committee was formed to discuss these issues and recommend solutions to the Superintendent/Board of Trustees. The committee, comprised of District and Bozeman Education Association leadership, recommends the District:
 - a. Match up to 10 days of COVID Leave that can be used by employees in conjunction/coordination with their own accumulated sick leave. The first day of COVID-related sick leave will be coded either Personal Sick or Family Sick Leave. The next day will be District provided COVID Leave, etc. up to a potential maximum of 20 days per employee for the 2021-22 school year (10 District provided COVID leave days).
 - b. Retroactively code leave taken for COVID-related purposes between July 1, 2022 and the date of this agreement as appropriate to reflect the shared and matched nature of the agreement.
 - c. Limit COVID leave time to situations where the employee is unable to work (or unable to telework/work remotely) because the employee:
 - i. is subject to a local quarantine or isolation recommendation related to COVID-19;
 - ii. has been advised by a health care provider to self-quarantine related to COVID-19;
 - iii. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
 - iv. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
 - v. is caring for a child whose school/classroom or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19.

- d. Continue to allow employees in the situations listed above to work remotely when possible, meaning no leave time is required.
6. The rationale for this recommendation is based on the facts that: 1) Employees who can work remotely during a quarantine are not required to use any leave. 2) It creates 10 days of District Covid leave that, when used in conjunction with individual sick leave, allows an employee to receive paid leave for up to 20 days if they are subject to quarantine.

Superintendent's Recommendation:

The Superintendent recommends the District contribute and administer up to 10 days of Covid Leave as described in Fact #5 above.

Other Alternatives:

1. Do not approve the recommendation and request that the administration propose changes.



| | |
|------------------|---|
| Meeting Date: | November 8, 2021 |
| Category: | Action Item - Singular - Both Districts |
| Agenda Item #: | 4.1.2 |
| Originated By: | Executive Cabinet |
| Others Involved: | |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Consider Approval of Learning Loss Stipends for Bozeman Education Association employees for the 2021-22 and 2022-23 School Years.

Facts:

1. The Bozeman School District Long Range Strategic Plan includes Goal Area 2 which states that the District will hire, develop and retain highly qualified and effective personnel to meet program needs.
2. Like many school districts across the nation, our student achievement data affirms that COVID-19 has negatively impacted student learning across all grade levels and, in some cases, increased the achievement gap.
3. In accordance with the current BEA collective bargaining agreement, the teacher workday begins at 8 am and ends at 4pm. However, teachers are often working hours above and beyond their contract time to effectively plan for and address the COVID-19 related learning loss.
4. To compensate staff for this additional time outside of their contracted work day, District and BEA leadership have tentatively agreed to a \$1,000 stipend per full-time certified educator during both the 2021-2022 and 2022-2023 school years.
5. The stipends are gross amounts and appropriate taxes and retirement deductions will be withheld as required by law.
6. Eligible employees must be currently employed by the District on November 8, 2021 for the 2021-22 payment and on the first day of the 2022-23 school year for the 2022-23 payment. If approved, the 2021-22 and 2022-23 payments will be made available on December 17, 2021 and with the September 2022 payroll, respectively.

Discussion:

The District recognizes that our certified staff will be investing significant time and energy outside of the typical contract day to effectively plan for and address the COVID-19 related learning loss. The District is investing in our certified teachers to address the COVID-19 related learning loss and associated social emotional impacts by providing a \$1,000 stipend per full-time certified educator, prorated by FTE, during both the 2021-2022 and 2022-2023 school years.

Fiscal Impact:

Approximately 526 employees will be eligible for the Learning Loss Stipend, for an approximate total cost of \$1,250,000. This amount will be paid out of the District's ESSER III grant.

Superintendent Recommendation:

It is recommended the Board approve the Learning Loss Stipends as described.

Other Alternatives:

1. Do not approve the Learning Loss Stipends.



| | |
|-------------------------|---|
| Meeting Date: | November 8, 2021 |
| Category: | Discussion |
| Agenda Item #: | 5.1.1 |
| Originated By: | Casey Bertram, Interim Superintendent |
| Others Involved: | Executive Cabinet, Montana School Board Association |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:

Discuss Proposed Revisions to Policy 3610

Discussion:

1. District Policy 3610, Programs for At-Risk/Disadvantaged Students was adopted October 12, 2020. The adoption of this policy necessitated the formation of the Student Inclusion and Resiliency Initiative (SIRI) Committee, made up of district and school staff, students and parents/community members. The committee is charged with ensuring all our students graduate and are prepared for a pathway of post-secondary success of their choosing. Part of that work is overseeing the development of a robust early warning system with associated support mechanisms for students.
2. On June 28, 2021, the second reading of revisions to Policy 3610 was tabled by the Board of Trustees due to heightened community attention and scrutiny related to language in the draft policy and associated procedure, as well as the existence and role of the Equity Advisory Committee, a standing Board committee..
3. The District engaged the community via eight formal listening sessions during the months of August and September. The reports from the listening sessions were shared with community members and published on the District website.
4. Key takeaways from the eight listening sessions include:
 - a. The community has many and varied opinions and definitions regarding the term ‘equity’.
 - b. The community has broad agreement in the District striving to meet the individual needs of all students.
 - c. The community embraces the District choosing language that will decrease polarization.
5. Suggested revisions to policy 3610 include:
 - a. A focus on the Montana Constitution's goal of the people to develop a system of education that will develop the full potential of each person.
 - b. A clear focus on student success and ‘all means all’ regarding student achievement.
 - c. A commitment to eliminating identified or perceived achievement gaps.
 - d. Solidifying a multi-tiered system of supports (MTSS) structure as the primary system to ensure the success of each student.
 - e. A commitment to accountability and transparency.
 - f. Removal of polarizing language.

These revisions will appear on the December 13, 2021 Consent Agenda for final consideration and approval.

Bozeman Public Schools

STUDENTS

3610

Student Success

“It is the goal of the people to establish a system of education which will develop the full educational potential of each person.” - Article X, section 1 Montana Constitution

Overview

In alignment and accordance with the Montana Constitution, Bozeman Public Schools is committed to student success and developing the full educational potential of each student.

The District is committed to:

- Providing all students with access to resources, opportunities, supports and interventions to maximize the success of each student.
- Assuring that all BSD7 staff members, with deliberate effort, continue to examine and eliminate beliefs, policies, practices, and teaching that may perpetuate disparities in achievement.
- Raising the achievement of each student while eliminating any identified or perceived opportunity or achievement gaps.
- Filtering programs, initiatives, and budget supports to maximize student success.

The Bozeman Public Schools provide a PK-12 district-wide, general education process that identifies individual student needs, provides high quality, relies on research-informed universal instruction and interventions, and monitors student progress through data driven systems. Adjustments to instruction and interventions are based on each students’ performance and rate of success.

A Multi-Tiered System of Supports (MTSS) is a systemic, continuous-improvement framework in which data-based problem solving and decision making is practiced across all levels of the educational system for supporting students. MTSS provides high-quality, standards-based instruction and intervention that is matched to students’ academic, social, emotional, and behavioral needs.

Accountability

Each school year, the Superintendent (or designee) will prepare a report on progress toward the Long Range Strategic Plan. District and site level goals and action plans will detail programs, resources, and strategies to be used during the school year. The Board will review and approve the plan and will make it available to the public.

Programs and District Plan

The District will provide intervention and support programs for any student who shows need within the MTSS framework.

The District will have a plan designed to close any identified opportunity or achievement gaps and support students so that the student feels safe and included, and is engaged in school. The plan will emphasize a comprehensive team approach and consist of school and district supports as well as community resources.

Legal Reference: [Article X, Section 1](#), Montana Constitution
10.55.701(2)(g), ARM Board of Trustees

Policy History:

Adopted on: 10/12/2020

Reviewed on:

Revised on:

[Double Click to Return to Agenda](#)

Programs for At-Risk/Disadvantaged Students *Student Success*

“It is the goal of the people to establish a system of education which will develop the full educational potential of each person.” - Article X, section 1 Montana Constitution

Overview

In alignment and accordance with the Montana Constitution, Bozeman Public Schools is committed to student success and developing the full educational potential of each student.

The District is committed to:

- *Providing all students with access to resources, opportunities, supports and interventions to maximize the success of each student.*
- *Assuring that all BSD7 staff members, with deliberate effort, continue to examine and eliminate beliefs, policies, practices, and teaching that may perpetuate disparities in achievement.*
- *Raising the achievement of each student while eliminating any identified or perceived opportunity or achievement gaps.*
- *Filtering programs, initiatives, and budget supports to maximize student success.*

The Bozeman Public Schools provide a PK-12 district-wide, general education process that identifies individual student needs, provides high quality, relies on research-informed universal instruction and interventions, and monitors student progress through data driven systems. Adjustments to instruction and interventions are based on each students’ performance and rate of success.

A Multi-Tiered System of Supports (MTSS) is a systemic, continuous-improvement framework in which data-based problem solving and decision making is practiced across all levels of the educational system for supporting students. MTSS provides high-quality, standards-based instruction and intervention that is matched to students’ academic, social, emotional, and behavioral needs.

~~The District will designate one (1) at-risk coordinator to collect and disseminate data regarding dropouts in the District and to coordinate the District’s program for students who are at high risk of dropping out of school.~~

Accountability

Each school year, the Superintendent **(or designee)** ~~at-risk coordinator~~ will prepare *a report on progress toward the Long Range Strategic Plan. District and site level goals and action plans will detail*

- ~~1. The number of District students who dropped out in the preceding regular school term;~~
- ~~2. The number of students in grades 1-12 who are at risk of dropping out;~~
- ~~3. The District’s dropout rate goal for the next school year;~~
- ~~4. The dropout reduction programs **programs**, resources, and strategies to be used during the school year. The Board will review and approve the plan and will make it available to the public.~~

~~The District is not required to prepare a dropout reduction plan if fewer than five percent (5%) of its students are identified as “at risk” of dropping out.~~

At-Risk Students

In determining whether a student is at high risk of dropping out of school, the District will consider the student's academic performance as well as whether the student is adjudged delinquent; abuses drugs or alcohol; is a student of limited English proficiency; receives compensatory or remedial education; is sexually, physically, or psychologically abused; is pregnant; is a slow learner; enrolls late in the school year; stops attending school before the end of the school year; is an underachiever; is unmotivated; or exhibits other characteristics that indicate the student is at high risk of dropping out of school.

Programs and District Plan

The District will provide a remedial and *intervention and* support programs for any student who *shows need within the MTSS framework*. is at risk of dropping out of school.

The District will have a plan designed to close any identified opportunity or achievement gaps and support students so that the student feels safe and included, and is engaged in school. retain students in a school setting. The District plan will be the responsibility of the Superintendent or the designated at-risk coordinator and will: *The plan will emphasize a comprehensive team approach and consist of school and district supports as well as community resources.*

1. Emphasize a comprehensive team approach that includes the Superintendent, principal, parent/guardian, teacher, student, community service provider, business representative, or others;
2. Include objectives designed to meet the identified needs of at-risk students and to retain those students in school;
3. Be designed to use community resources that are available to serve at-risk youth;
4. Provide for parental involvement, such as participation in developing student academic plans and training programs for parents; and
5. Provide for review of individual profiles for at-risk students.

The District plan may also:

1. Include alternatives; and
2. Provide for the referral of students who drop out to programs such as adult basic education, Job Training Partnership Act programs, or other options.

Legal Reference: [Article X, Section 1, Montana Constitution](#)
 [10.55.701\(2\)\(g\), ARM Board of Trustees](#)

Policy History:

Adopted on: 10/12/2020

Reviewed on:

Revised on:



| | |
|------------------|---|
| Meeting Date: | November 8, 2021 |
| Category: | Discussion |
| Agenda Item #: | 5.3 |
| Originated By: | Mike Waterman, Executive Director of Business and Operations |
| Others Involved: | RJ Tvedt, Accounting Supervisor; Lacy Clark, Budget and Risk Management Coordinator |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:
Review [2021-22 School Enrollment and Projections](#).

Discussion:
Pursuant to LRSP Strategic Objectives 2.01 and 2.02, the first official enrollment count for the 2021-22 school year is complete and the future enrollment projections are available. This discussion will allow the Board to ask questions about the report and to strategize about dealing with continued growth.



| | |
|------------------|---------------------------------------|
| Meeting Date: | November 8, 2021 |
| Category: | Discussion Item |
| Agenda Item #: | 5.4 |
| Originated By: | Casey Bertram, Interim Superintendent |
| Others Involved: | |

Topic:

Interim Superintendent Evaluation - Formative Assessment Meeting #2

Background:

- The Interim Superintendent contract states the following regarding evaluation, “The District shall meet with the Superintendent, to discuss and agree upon, an evaluation procedure as outlined in District Policy.”
- Superintendent Evaluation is described in revised policy #6110, “At least annually, and in accordance with the Superintendent’s contract, the Board will evaluate the performance of the Superintendent, using standards and objectives developed by the Superintendent and the Board, which are consistent with District mission and goal statements. A specific time shall be designated for a formal evaluation session. The evaluation will include a discussion of professional strengths, as well as performance areas needing improvement.”
- A draft Interim Superintendent evaluation process and tool, inclusive of both formative and summative components, was presented by the Interim Superintendent and discussed by the Board of Trustees on June 28, 2021.
- The Board of Trustees approved [THIS](#) evaluation tool and process on July 26, 2021. Additionally, the approved evaluation tool/process was further discussed and walked through at the Trustee Retreat on July 28, 2021.
- A small working group of Trustees has been established to identify the “Trustee Look Fors” related to the ten standards in the evaluation tool.
- Formative assessment conversation #1 occurred at a Board meeting on September 13, 2021.
- The Interim Superintendent is beginning to document evidence to support the self-assessment scores in the evaluation rubric [HERE](#) to aid Trustees in completing the final summative evaluation.
- Trustee feedback regarding formative assessment conversation #2 will be captured by the District Clerk in the evaluation document.



| | |
|------------------|---------------------------------------|
| Meeting Date: | November 8, 2021 |
| Category: | Reports |
| Agenda Item #: | 7.1 |
| Originated By: | Casey Bertram, Interim Superintendent |
| Others Involved: | Executive Cabinet |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:
The Executive Cabinet will provide updates of current issues in their respective areas of responsibility. Since the topics that may come up have not been properly noticed, these reports should not result in extensive discussion by the Board and public at this meeting. They may, however, lead to future agenda items that have been properly noticed.



| | |
|------------------|------------------|
| Meeting Date: | November 8, 2021 |
| Category: | Reports |
| Agenda Item #: | 7.2 |
| Originated By: | Trustees |
| Others Involved: | |

| MOTION | SECOND | AYES | NAYS | ABSTAIN |
|--------|--------|------|------|---------|
| | | | | |

Topic:
Individual Trustees will be provided the opportunity to make requests, express concerns, give reports and request future agenda items. Since the topics that may come up have not been properly noticed, these reports should not result in extensive discussion by the Board and public at this meeting. They may, however, lead to future agenda items that have been properly noticed.



Bozeman School District 7

404 West Main

Bozeman, Montana 59715

Core Purpose

“Bozeman Public Schools exist to provide an outstanding education that inspires and ensures high achievement so every student can succeed and make a difference in a rapidly changing world community.”

Core Values

- ☐ **High Student Achievement:** We are committed to ensuring that all students achieve at high levels.
- ☐ **Committed, Quality Staff:** We employ and retain well qualified and talented staff members who demonstrate a commitment to the core purpose of the District.
- ☐ **Community and Family Engagement:** We believe that parents and the community are essential contributors in the achievement of our goals.
- ☐ **Climate:** We operate in a climate of respect, honesty and hard work, recognizing the need to be adaptable and open to change.
- ☐ **Fiscal Responsibility:** We are fiscally responsible in the management and expenditure of all District resources.
- ☐ **Decision Making:** We rely on best practices research to guide our decision-making.

Big Audacious Goal – Envisioned Future

“The Bozeman Public School District is widely recognized as a vibrant, flexible and progressive educational system that generates student excellence and engages students to succeed and positively contribute in a global community.”

Goals of the Bozeman Public School District

Goal Area 1: Academic Performance:

Every student meets or exceeds the high academic standards of the Bozeman Public School District.

Goal Area 2: Operations and Capacity Building:

District operations, facilities and human resources support an efficient and progressive educational system.

Goal Area 3: Community Engagement and External Relations:

Bozeman Public Schools has created an environment in which parents, community, legislators and all education stakeholders are supportive, engaged, and contribute to successfully educate our students.

Goal Area 4: Student Success/Safety/Health/Welfare:

Bozeman Public Schools has effective systems in place for students to learn and staff to work in a safe and healthy environment.



Welcome to the Bozeman Public Schools Board of Trustees meeting!

If this is 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 Bozeman trustees facilitate school business.

What is the purpose of these meetings?

The meetings of the Bozeman Public Schools Board of Trustees are always open to the public. 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 of 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?

Public Participation on Non-Agenda Items is the time for comment on public matters that are not on the agenda. Members of the audience are encouraged to briefly address the trustees on an issue that is not on the agenda. The Chair of the Board will seek comments from the audience on significant items as they occur. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.

Remember our Disclaimer:

This is the time for comment on public matters that are not on the agenda. Members of the audience are encouraged to briefly address the trustees on an issue that is not on the agenda. The Chair of the Board will seek comments from the audience on significant items as they occur. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.

**BOARD OF TRUSTEES****TERM**

| | |
|------------------------------------|------|
| Sandra Wilson -- Board Chair | 2024 |
| Greg Neil -- Vice Chair | 2023 |
| Lei-Ann Bertelsen | 2024 |
| Kevin Black | 2023 |
| Douglas Fischer | 2024 |
| Gary Lusin | 2024 |
| Tanya Reinhardt | 2022 |
| Lisa Weaver | 2022 |

EXECUTIVE CABINET**POSITION**

| | |
|---------------------|--|
| Casey Bertram | Interim Superintendent |
| Chad Berg | Director of Special Education and Student Health |
| Marilyn King | Deputy Superintendent Instruction |
| Matt Stark | Director of Facilities |
| Pat Strauss | Director of Human Resources |
| Mike VanVuren | Deputy Superintendent Curriculum & Technology |
| Mike Waterman | Executive Director Business and Operations |

Public comment can be submitted electronically to trustees@bsd7.org

[Double Click to Return to Agenda](#)

BOARD OF TRUSTEE STANDING COMMITTEE ASSIGNMENTS

Equity Advisory Committee

Trustees

Lei-Anna Bertelsen
Kevin Black

Long-Range Strategic Planning (LRSP)

Trustees

Douglas Fischer
Sandy Wilson

Long-Range Facilities Planning (LRFP)

Trustees

Kevin Black
Gary Lusin
Tanya Reinhardt

Long-Range Collaboration Plan via the District Ongoing Collaborative Committee (DOCC)

Trustees

Gary Lusin
Douglas Fischer - Alternate

District Safety

Trustees

Tanya Reinhardt
Sandy Wilson

Student Inclusion and Resiliency Initiative (SIRI)

Trustees

Douglas Fischer
Lisa Weaver

Wellness Advisory Council (WAC)

Trustees

Gary Lusin

BOARD OF TRUSTEE AD-HOC OR AS NEEDED COMMITTEES

Certified (BEA) Negotiations

Trustees

Lei-Anna Bertelsen
Douglas Fischer
Gary Lusin
Sandy Wilson, Alternate

Classified (CBEA) Negotiations

Trustees

Kevin Black

Bozeman High School Construction Liaison

Trustees

Kevin Black

BOARD OF TRUSTEE REPRESENTATION ON COMMITTEES/COUNCILS ASSOCIATED WITH BSD7

Bozeman Schools Foundation (BSF)

Trustees

Greg Neil

MTSBA Municipal Director and Delegates

Trustees

Gary Lusin, Director

Lei-Anna Bertelsen

Greg Neil, Delegate

Tanya Reinhardt, Delegate

Sandy Wilson, Delegate

SCHOOL LIAISONS

Bozeman High School/Bridger Charter Academy

Kevin Black

Gallatin High School

Sandy Wilson

Chief Joseph Middle School

Lei-Anna Bertelsen

Sacajawea Middle School

Kevin Black

Emily Dickinson Elementary School

Gary Lusin

Hawthorne Elementary School

Tanya Reinhardt

Hyalite Elementary School

Douglas Fischer

Irving Elementary School

Douglas Fischer

Longfellow Elementary School

Lisa Weaver

Meadowlark Elementary School

Sandy Wilson

Morning Star Elementary School

Greg Neil

Whittier Elementary School

Greg Neil

Bozeman Online Charter School (BOCS)

Gary Lusin

Bozeman School District #7

BOARD REOCCURRING CALENDAR



JULY

- Approve Bus Routes
- LRSP Annual Report
- Learning Materials Review Committee
- Preliminary Budget Review
- Set Health and Dental Insurance Price Tags
- Supplemental Book Adoption-One Book-One Bozeman and Bozeman Schools Foundation

AUGUST

- Opening School Activities
- Approve Final Budgets (on 2nd Monday)

SEPTEMBER

- One Book-One Bozeman Participation
- LRSP Implementation Framework and Reporting
- Approval to Enroll Students with Exceptional Circumstances

OCTOBER

- Attend Montana School Boards Association Annual Meeting
- Budget Development Calendar

NOVEMBER

- LRSP: Annual Facilities Master Plan Review
- Preliminary Enrollment and Projection Reports

DECEMBER

- High School New Course Proposals
- Hold Board/Employee Holiday Celebration
- Annual Facilities Master Plan Adoption/Capital Projects

JANUARY

- CAFR and Audit Report for prior year
- Consider MHSA Resolutions
- Building Reserve Allocation/Capital Projects
- Evaluate the Superintendent

FEBRUARY

- Call for Annual School Elections
- School District Calendar Approval

MARCH

- National Merit Awards
- Hold Budget Review Meetings
- Finalize Ballot Language
- Notice of Permissive Levy Increase
- Professional Development Plan Approval
- Board Resolution for Screen Free Week
- Out of State Field Trips and Travel
- Preliminary Budget Discussion

APRIL

- National School Boards' Association Annual Conference
- Hold Budget Review Meetings
- Teacher Appreciation Week
- District Technology Plan Approval
- RIF Notification

MAY

- Approve or Non-renewal of Teachers
- Hold Trustee Election (first Tuesday following first Monday)
- Reorganize the Board and Recognize Outgoing Members
- Request County Conduct Ensuing Year Elections
- Consider MSBA Resolutions
- Administrator Compensation Policy
- Federal Grant Applications
- Appointment of Bozeman Public Schools Foundation Directors

JUNE

- Recognize Retiring Staff
- Financial Approvals and Fund Balance Assignment and Commitments

MONTH VARIES

- Approve Employee Contracts
- Consider Policy Changes
- LRSP Mega Issues Dialogues
- Approve Curriculum Adoptions
- Approve Instructional Material Purchases
- Approve Memorandum of Understanding for Services
- Board Luncheon LRSP Reports

BOARD OF TRUSTEES

- Sandra Wilson, Chair
- Greg Neil, Vice Chair
- Lei-Anna Bertelsen
- Kevin Black
- Douglas Fischer
- Gary Lusin
- Tanya Reinhardt
- Lisa Weaver



Bozeman Public Schools Upcoming Board Meetings

| | | | |
|--------------|--------|-----------------------|---------|
| November 8 | Monday | Regular Board Meeting | 5:45 PM |
| *November 22 | Monday | Special Board Meeting | 5:45 PM |
| December 13 | Monday | Regular Board Meeting | 5:45 PM |
| January 10 | Monday | Regular Board Meeting | 5:45 PM |
| *January 24 | Monday | Special Board Meeting | 5:45 PM |
| February 14 | Monday | Regular Board Meeting | 5:45 PM |
| *February 28 | Monday | Special Board Meeting | 5:45 PM |
| March 7 | Monday | Regular Board Meeting | 5:45 PM |
| *March 28 | Monday | Special Board Meeting | 5:45 PM |
| April 11 | Monday | Regular Board Meeting | 5:45 PM |
| *April 25 | Monday | Special Board Meeting | 5:45 PM |
| May 16 | Monday | Regular Board Meeting | 5:45 PM |
| *May 23 | Monday | Special Board Meeting | 5:45 PM |
| June 13 | Monday | Regular Board Meeting | 5:45 PM |
| *June 27 | Monday | Special Board Meeting | 5:45 PM |

*The second meeting of every month is considered a “special board meeting” and will take place at the discretion of the Board Chair and Vice Chair if the agenda warrants holding a meeting.



**Bozeman Public Schools
Upcoming Board Luncheons
12:00 PM - 1:30 PM**

| | | |
|-------------|---------|-------------------------------|
| November 16 | Tuesday | Bridger Charter Academy |
| November 30 | Tuesday | Emily Dickinson |
| December 7 | Tuesday | Sacajawea |
| January 18 | Tuesday | Hyalite |
| February 1 | Tuesday | Gallatin High |
| February 8 | Tuesday | Hawthorne |
| February 22 | Tuesday | Longfellow |
| March 1 | Tuesday | Bozeman Online Charter School |
| March 22 | Tuesday | Whittier |
| March 29 | Tuesday | Morning Star |
| April 5 | Tuesday | Meadowlark |
| April 19 | Tuesday | Irving |
| May 10 | Tuesday | Chief Joseph |



Bozeman Public Schools Calendar 2021-2022

PIR Dates & Conferences – No School

| | |
|---------------|---------------------|
| August 25-27 | K-12 PIR Day |
| September 27 | K-12 PIR Day |
| October 21-22 | Flex K-12 PIR Day |
| October 28-29 | K-5 P/T Conferences |
| January 17 | K-12 PIR Day |
| January 24-25 | 9-12 PIR Day |
| April 7-8 | K-5 P/T Conferences |
| April 7 | K-8 PIR Day |
| April 8 | K-12 PIR Day |
| May 27 | K-12 PIR Day |
| June 10 | K-12 PIR Day |

Holidays & School Closures– No School

| | |
|----------------|------------------------|
| September 6 | Labor Day |
| November 24-26 | Thanksgiving |
| December 20-31 | Winter Break |
| January 17 | Martin Luther King Jr. |
| February 21 | President's Day |
| March 14-18 | Spring Break |
| May 30 | Memorial Day |

Important Dates

| | |
|-------------|---|
| August 30 | School Begins 1-12 |
| September 2 | Kindergarten Begins |
| June 4 | HS Graduation! |
| June 9 | Last Day of School, Students released at 12:45 PM |

Grading Periods

| | |
|-------|---|
| K-5: | January 21 June 9 |
| 6-8: | Trimester 1: November 19 Trimester 2: March 4 Trimester 3: June 10 |
| 9-12: | Period 1 – October 8 Period 2 – November 19 1st Semester – January 21 Period 1 – March 4 Period 2 – April 22 2nd Semester – June 9 |

| JULY • 2021 | | | | | | |
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| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| AUGUST • 2021 | | | | | | |
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| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

| SEPTEMBER • 2021 | | | | | | |
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| OCTOBER • 2021 | | | | | | |
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| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
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| NOVEMBER • 2021 | | | | | | |
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| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
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| DECEMBER • 2021 | | | | | | |
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| JANUARY • 2022 | | | | | | |
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| FEBRUARY • 2022 | | | | | | |
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| MARCH • 2022 | | | | | | |
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| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
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| APRIL • 2022 | | | | | | |
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| MAY • 2022 | | | | | | |
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| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
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| JUNE • 2022 | | | | | | |
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| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

Revised: 08/12/2021

Please note that our individual schools might have additional important dates related to other school functions.
Please check with your local school for these dates and events.

[Double Click to Return to Agenda](#)