

CULBERTSON SCHOOL DISTRICT #17 J/R/C
RICHLAND/ROOSEVELT COUNTIES
CULBERTSON, MONTANA

NOTICE OF REGULAR SCHOOL BOARD MEETING

Tuesday—April 15, 2025, 6:30 PM

PREVIEW BILLS.....6:20 PM

CALL TO ORDER.....6:30 PM

ROLL CALL

01. Action, establish quorum

RECOGNITION OF VISITORS

- 02.

APPROVE AGENDA

03. Action, approve agenda

PUBLIC COMMENT FOR AGENDA ITEMS

- 04.

MINUTES OF PREVIOUS MEETINGS

05. Action, approve minutes from the following meeting(s)
- a. March 18, 2025 (Athletic Committee Meeting)
 - b. March 18, 2025 (Regular Board Meeting)
 - c. March 27, 2025 (Negotiations Committee Meeting)
 - d. April 3, 2025 (Negotiations Committee Meeting)

FINANCE REPORT

06. Action, pay bills, approve investments, and note cash & extra-curricular balances

REPORTS

- 07. Information, Student Representative Report—BPA Officers
- 08. Information, Teacher Report
- 09. Information, Activities Director Report
- 10. Information, Technology Systems Administrator Report
- 11. Information, JH/HS Principal Report
- 12. Information, Elementary Principal Report
- 13. Information, District Clerk Report
- 14. Information, Superintendent Report

* Items listed on the agenda do not necessarily indicate the order in which they will be addressed.

Mission

Culbertson Public Schools are committed to providing opportunities for students in a safe and productive environment, to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in an ever-changing world.

UNFINISHED BUSINESS

15. Action, 2nd Reading Policies:
 - Policy 2165: Early Literacy Targeted Intervention
 - Policy 2165F: Early Literacy Targeted Intervention Form

NEW BUSINESS (Continued)

16. Action, Guest Teacher Addition
17. Action, 2025-2026 Classified Contracts
18. Action, Certified Contract Bargaining Agreement
19. Action, 2024-2025 Calendar—Use of Flex Day #2
20. Action, Recommendations from the Athletic Committee
21. Action, Request from Yearbook Advisor
22. Action, Math Curriculum
23. Action, Winter Extra-Curricular Contracts 2025-2026
24. Action, 2025-2026 Technology Budget
25. Action, 2025-2026 Professional Development Plan
26. Action, 2025 Summer Custodial Staff
27. Action, 2025 Summer Computer Cleaning Staff
28. Action, 2025-2026 MUST Insurance Renewal
29. Action, JH/HS Principal Contract
30. Action, Elementary Principal Contract
31. Action, Superintendent Contract
32. Action, Certified Contract

PUBLIC COMMENT FOR NON-AGENDA ITEMS

- 33.

REPORTS (Continued)

34. Information, Trustees Reports/Requests

DATE/TIME FOR NEXT MEETING

35. Date: Tuesday, May 20, 2025
Time: 6:30 mtg.
Potential Conflicts:
Suggested Changes:

ADJOURNMENT

36. Time of adjournment: _____

Mission

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SCHOOL BOARD MINUTES
COMMITTEE MEETING
March 18, 2025
Tuesday – 5:30 p.m.

The Athletic Committee met on March 18, 2024, at 5:31 p.m. Trustee present was: Lisa Stepler, Ian Walker. Representatives were: Nicole Simonsen, Dave Solem, and Lora Finnicum.

No visitors were recognized. Notice for public comment not read. Dave Solem opened discussion on adding 8th graders to HS Golf. MHSA treats 8th Graders as high school students, and they are already allowed in Cheer and Speech & Drama. Only four students can comprise a team and the best four scores are taken. Committee in favor of adding 8th Graders to HS Golf and will be making that recommendation at the April board meeting.

Committee discussed 8th Grade Dual-Participation which allows students to run in concurrent programs in JH and HS JV, primarily in basketball. Question asked which practice to attend. Current procedures are students complete their JH season and then get pulled up to HS JV. Committee agreed to keep current practice.

Process for hiring coaches discussed compared to language in the Athletic Handbook. Have been from re-opening all positions to re-hiring if no issues. Timeframes should be established. Allow coaches 30 days to determine if they want to continue as coach. Consider another 30 days to allow for time to provide comments and concerns regarding the season. Contracts would be offered 60 days after the conclusion of the season. If coach is not in the school system, contracts will be mailed certified. Changes to the Athletic Handbook will be presented at the April board meeting.

Meeting adjourned at 6:16 p.m.

Chairman of the Board


Clerk

SCHOOL BOARD MINUTES
REGULAR MEETING
March 18, 2025
Tuesday – 6:30 p.m.

The Board met in regular session on Tuesday, March 18, 2025, at 6:31 p.m. Trustees present were: Ian Walker, Chair, Wendy Becker, Amber Fox, Chris Petersen, and Lisa Steppler. Representatives were Nicole Simonsen, Mike Olson, Janessa Parenteau, Dave Solem, and Lora Finnicum. Visitors were recognized.

Wendy Becker made motion to approve the agenda. Chris Petersen seconded motion. Motion carried unanimously. Notice for public comment was given.

Change February 18th minutes to an amended motion for after-prom fuel costs. Wendy Becker made motion to approve the minutes of February 18th (regular board), and March 11, 2025 (negotiations committee) meeting(s) as amended. Amber Fox seconded motion. Motion carried unanimously.

Chris Petersen made motion to pay the March bills, approve investments, note cash and extra-curricular balances. Lisa Steppler seconded motion. Motion carried unanimously. Payroll warrants #3132 to #3173 and claims warrants #12522 to #12580 were written.

Reports were presented. BPA State Convention was held and five students qualified for Nationals. Two students placed 1st and 2nd in the Nyquist Foundation Essay Contest. Missoula Childrens' Theatre was held last week, 5th Graders made bread today, and 90 kids head to Froid for JH Music Festival. Water has been restored to the Old Armory. Lots of education bills to watch for in the legislature.

Lisa Steppler made motion to approve Policy 3630, 5334-P(1), and 3141. Amber Fox seconded motion. Motion carried unanimously.

A second option for the 2025-2026 school calendar was presented that ends before Memorial Day. Chris Petersen made motion to approve Option #1 calendar. Amber Fox seconded motion. Option #2 was not favored by the calendar committee or CEA. Motion carried unanimously.

Wendy Becker made motion to hire Kristin Petersen as Guest Teacher, pending background check. Lisa Steppler seconded motion. For motion: Becker, Fox, Steppler. Recused: Petersen. Motion carried.

Chris Petersen made motion to approve the resignation of Shannon O'Brien. Amber Fox seconded motion. Motion carried unanimously.

Wendy Becker made motion to open and advertise for the Vo-Ag position. Chris Petersen seconded motion. Nicole Simonsen is working on a few leads. Motion carried unanimously.

Wendy Becker made motion to approve a cooperative for Speech & Drama with Froid/Lake for 2025-2026. Chris Petersen seconded motion. Froid/Lake would only be responsible for their students' meals. All other transportation costs will be on Culbertson. Motion carried unanimously.

SCHOOL BOARD MINUTES
REGULAR MEETING
March 18, 2025
Tuesday – 6:30 p.m.

Wendy Becker made motion to approve a summer 2025 Driver's Education course with Dave Solem as teacher. Amber Fox seconded motion. Motion carried unanimously.

Chris Petersen made motion to hire Jenna Bowker as EL/JH Track Assistant Coach for 2024-2025. Wendy Becker seconded motion. Motion carried unanimously.

Wendy Becker made motion to approve resolution for disposal of property of obsolete computers as presented. Amber Fox seconded motion. Motion carried unanimously.

Wendy Becker made motion to approve a declaration of a flex day on April 22nd in the 2024-2025 School Calendar. Chris Petersen seconded motion. CEA supports the declaration. Motion carried unanimously.

Chris Petersen made motion to approve the Resolution of Intent to Impost an Increase in Levies of \$5,987 for the 2025-2026 High School Tuition Budget. Lisa Stepler seconded motion. Motion carried unanimously. Amber Fox made motion to approve the Resolution of Intent to Impost an Increase in Levies of \$15,157 for the 2025-2026 Elementary Tuition Budget. Lisa Stepler seconded motion. Motion carried unanimously.

Amber Fox made motion to renew tenure teaching contracts for Janelle Ator, Amy Berwick, Courtney Forbregd (10 day extended), Jeri Gustafson, Angela Iverson, Theresa McDonald, Darla Mogga, Jimie Lou Morris, Wendy Nickoloff, Brad Nielsen, Tiffany Nielsen, Christina Olson, Shelly Panasuk, Russell Pfeifer, David Solem, Jennesy Taberna, Lee Vandall, Pam Welch, and Rhett Wilson; to offer non-tenure teaching contracts for Milt Apple, Bill Carlisle, Kelly Evenson, Alyssa Hatlestad, Shelby Manning, Clayton Marchwick, Sara Schmidt, Elizabeth Standley, and April Wills; and to offer an elementary teaching contract to Sarah Helmuth for the 2025-2026 School Year. Chris Petersen seconded motion. Motion carried unanimously.

Wendy Becker made motion to approve 2025-2026 Technology Systems Coordinator Contract for Mike Olson. Chris Petersen seconded motion. Motion carried unanimously.

Wendy Becker made motion to offer JH/HS Principal Contract for 2025-2026 for Mike Olson. Amber Fox seconded motion. Motion carried unanimously.

Amber Fox made motion to approve 2025-2026 Curriculum Director Contract for Janessa Parenteau. Lisa Stepler seconded motion. Motion carried unanimously.

Chris Petersen made motion to offer EL Principal Contract for 2025-2026 for Janessa Parenteau. Lisa Stepler seconded motion. Motion carried unanimously.

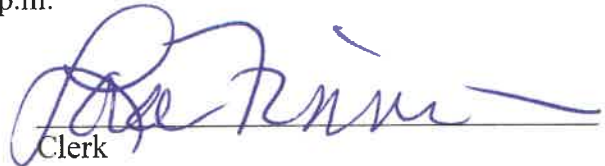
Wendy Becker made motion to approve reconditioning of 60 football helmets. Chris Petersen seconded motion. Motion carried unanimously.

SCHOOL BOARD MINUTES
REGULAR MEETING
March 18, 2025
Tuesday – 6:30 p.m.

Wendy Becker made motion to post Policy 2165 and 2165F for early literacy. Amber Fox seconded motion. These policies set the groundwork for early literacy. Hiring a teacher would be slated for a future date. Motion carried unanimously.

Notice for public comment for non-agenda items was given. Next meeting scheduled for April 15th at 6:30 p.m. Amber Fox made motion to adjourn. Chris Petersen seconded motion. Motion carried unanimously. Meeting adjourned at 7:07 p.m.

Board Chair


Clerk

SCHOOL BOARD MINUTES
COMMITTEE MEETING
March 27, 2025
Thursday – 6:30 p.m.

The Negotiations Committee met for master agreement negotiations on March 27, 2025 at 6:31 p.m. Trustees present were: Ian Walker, Wendy Becker, Amber Fox, and Chris Petersen and Lora Finnicum, Clerk. Teacher representatives were: Amy Berwick, Theresa McDonald, Jimie Lou Morris, and Chris Olson.

No visitors were present. Notice for public comment waived. Committee met to continue discussions on bargaining the master agreement. Union did not accept the last Board proposal in its entirety. Pay scale starting at Year 5 was accepted but the STARS percentage was increased to 100 percent and wording was changed to follow existing master agreement language more closely. Union proposed 100 percent of STARS remaining balance for FY26 for certified staff and 100 percent for FY27 and beyond for certified staff and administration.

Board rejected proposed percentage. Stated that if the 80/20 offer was not acceptable, STARS discussions could be dropped with the District not qualifying. The 80 percent offer was a fair proposal. Administrative portion does not necessarily go directly to them even though they are included in the double quality ed payment. The District would use the remaining 20 percent at their discretion.

Union proposal gave STARS money equally to everyone. It feels like administration would be getting bigger perks. The STARS act was intended for both recruitment and retention and could be faced with losing teachers to other districts. If Board agrees to compromise, then negotiations could be done. If Board does not agree, then will want another meeting. Board rejected offer and remained with the 80/20 percentages. Union stated that the Board has only agreed to one item that the Union has presented. With Board not agreeing to the compromise, Union will present additional items up for negotiation. Union countered with 100 percent in FY26 and 90/10 in FY27 and beyond. Negotiations could be over if counter would be accepted.

Board stated they had not negotiated administrative contracts yet. Union questioned how it's wrong if the money is given out fairly. If the Board has the opportunity to give teacher salary increases, they should take it. Board countered with \$2,800 flat rate. Union questioned if that offer is considered regressive bargaining. Union doesn't understand why the Board would be against giving raises where it's intended to go. STARS act language has changed often. Union feels the Board is allocating too big a chunk to administration. Make it fair and split equally overall.

Board needs to consider the District as a whole and 80/20 was a fair offer and rejects the 90/10 percent proposal. Union having hard time understanding why the teachers could not receive the full payment and why the District needs 20 percent. If the Board agreed to the Union's proposal, the STARS money with the previously agreed salary would be about the same as requested at the beginning of negotiations. Board remains at the 80/20 offer and rejects Union's proposal.

Email options for another meeting. Union can't meet before Easter break. Concept of an MOU was offered, and Union declined. Chris Petersen made motion to adjourn. Amber Fox seconded motion. Motion carried unanimously. Meeting adjourned at 7:29 p.m.

SCHOOL BOARD MINUTES
COMMITTEE MEETING
March 27, 2025
Thursday – 6:30 p.m.

Board Chair



Clerk

SCHOOL BOARD MINUTES
COMMITTEE MEETING
April 3, 2025
Thursday – 4:30 p.m.

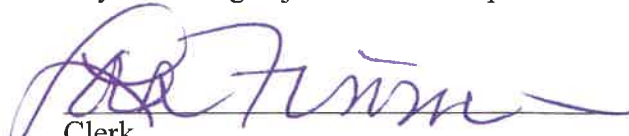
The Negotiations Committee met for master agreement negotiations on April 3, 2025 at 4:30 p.m. Trustees present were: Ian Walker, Amber Fox, and Chris Petersen and Lora Finnium, Clerk. Teacher representatives were: Amy Berwick, Theresa McDonald, Jimie Lou Morris, and Chris Olson.

Visitors were recognized. Notice for public comment given. Committee met to continue discussions on bargaining the master agreement. Union presented STARS proposal for 85/15 split between teachers and administration with payments payable in December and April. District will receive STARS revenue on the same OPI schedule for direct state payments at 10% monthly. Due to unknown variables in future years, Board felt a set percentage would not be best and presented a co-proposal for teachers to receive all of the teacher-driven STARS payment. Union felt MtSBA model language left wording open for interpretation and removed some teacher rights. Janelle Ator entered meeting at 4:41 p.m. Meeting recessed at 4:55 p.m.

Meeting reconvened at 5:24 p.m. District and Union collaborated wording for net educator revenue instead of remaining net balance and among instead of between. Original b. and c. were removed from Board proposal, d. became new b, and e. became new c. Under c., incoming replaced with certified and “with less than five years’ experience” added after teachers. Master agreement changes would be drafted and presented to Union for review. Committee would recommend approval for the April 15th board meeting.

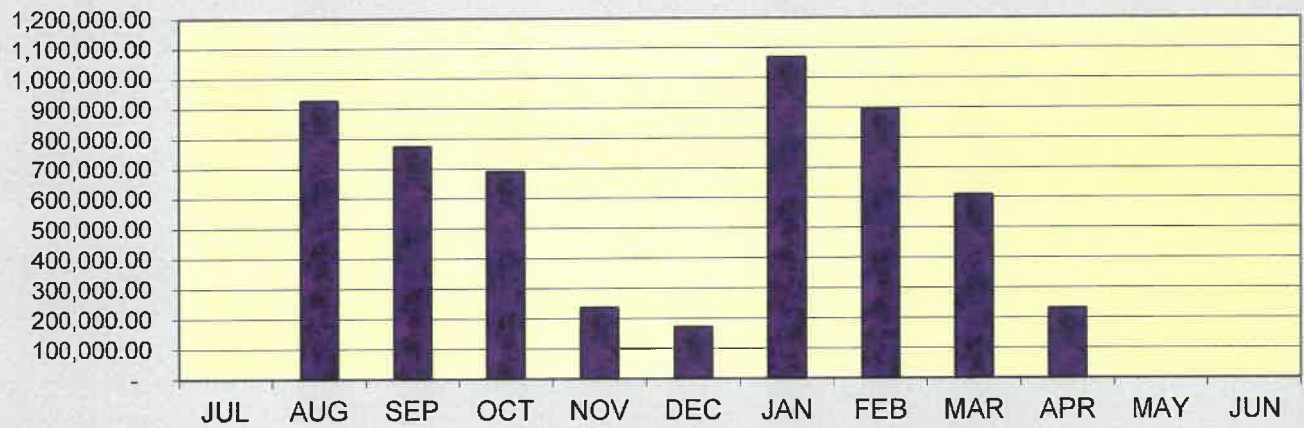
Public comment for non-agenda items given. Amber Fox made motion to adjourn. Chris Petersen seconded motion. Motion carried unanimously. Meeting adjourned at 5:41 p.m.

Board Chair

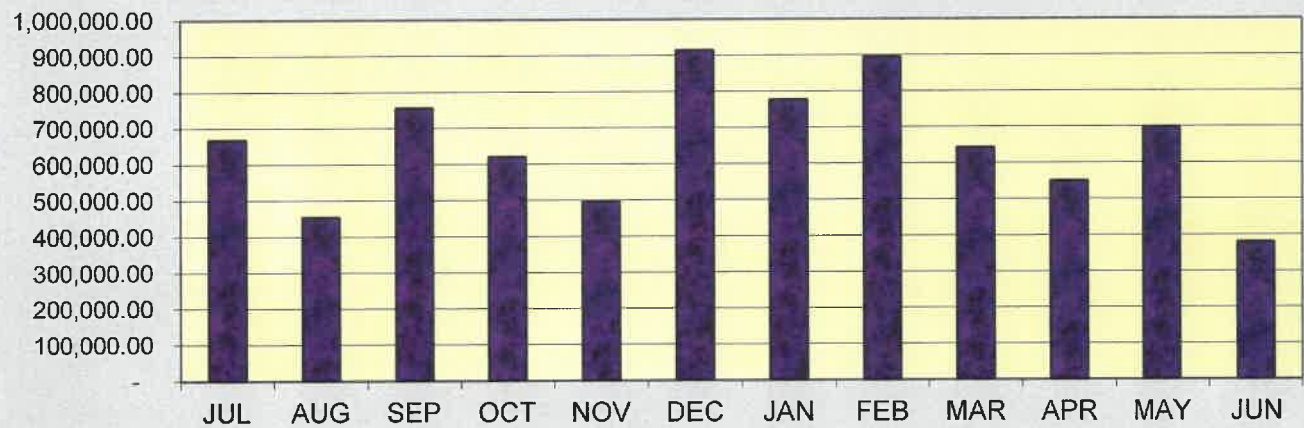

Clerk

		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2022	101 General		199,165.00	211,434.00	229,898.00			144,732.00	104,828.00	46,125.00	-		
	110 Transport		85,714.00	102,969.00	75,842.00	40,326.00	13,227.00	149,850.00	134,304.00	108,016.00	16,174.00		
	114 Retirement		123,934.00	111,475.00	86,292.00	60,820.00	50,709.00	178,132.00	172,017.00	147,940.00	-		
	117 Adult Ed		5,453.00	3,932.00	2,653.00	996.00	349.00	6,422.00	5,968.00	5,476.00	-		
	121 Comp Abs		3,897.00	3,897.00	3,897.00	3,897.00	3,897.00	3,961.00	3,977.00	3,988.00	-		
	126 Impact Aid							4,573.00	-	-	-		
	128 Technology		11.00	1,253.00	1,253.00			10.00	10.00	10.00	-		
	129 Flex							-	-	-	-		
	201 General		128,569.00	125,075.00	60,931.00			99,554.00	100,530.00	35,774.00	-		
	210 Transport		38,079.00	47,257.00	29,950.00	9,617.00	-	85,300.00	75,429.00	58,957.00	41,933.00		
	212 Hot Lunch		2,602.00				4,023.00	9,152.00	11,204.00	16,351.00	20,129.00		
	214 Retirement		95,888.00	90,900.00	77,260.00	70,017.00	54,318.00	131,782.00	127,981.00	105,836.00	90,063.00		
	217 Adult Ed		5,509.00	13,801.00	12,518.00	1,034.00	378.00	3,589.00	6,297.00	5,796.00	6,282.00		
	218 Drivers Ed		1,475.00	1,475.00	5,300.00	5,300.00	5,300.00	4,719.00	4,060.00	2,953.00	2,623.00		
	221 Comp Abs		3,785.00	3,782.00	3,782.00	3,793.00	3,793.00	3,572.00	3,572.00	3,582.00	3,582.00		
	226 Impact Aid							-	-	-	-		
	228 Technology		12.00	886.00				4.00	4.00	4.00	4.00		
	229 Flex		3.00	3.00	3.00	3.00	3.00	41,990.00	31,814.00	6,213.00	4,150.00		
	281 Endow		232,905.00	56,528.00	100,304.00	40,358.00	35,358.00	201,839.00	114,425.00	62,526.00	45,957.00		
	TOTAL	-	927,001.00	774,667.00	689,883.00	236,161.00	171,355.00	1,069,181.00	896,420.00	609,547.00	230,897.00	-	-
		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2023	101 General	116,622.00	147,007.00	119,072.00	-	-	10,456.00	18,027.00	-	-	-	4,800.00	122,944.00
	110 Transport	52,089.00	90,486.00	119,075.00	117,350.00	90,669.00	133,725.00	153,959.00	129,045.00	105,732.00	91,862.00	67,297.00	43,497.00
	114 Retirement	-	54,866.00	54,694.00	77,558.00	71,693.00	91,624.00	104,884.00	138,827.00	117,850.00	105,841.00	82,332.00	7,332.00
	117 Adult Ed	13,194.00	11,439.00	11,734.00	10,655.00	10,160.00	10,177.00	10,565.00	9,099.00	9,111.00	8,800.00	8,618.00	7,618.00
	121 Comp Abs	-	4,285.00	4,451.00	4,474.00	4,474.00	4,489.00	4,165.00	4,162.00	4,181.00	4,198.00	4,216.00	156.00
	126 Impact Aid	86,264.00	-	15,062.00	11,541.00	65,317.00	64,207.00	61,028.00	57,731.00	12,580.00	9,300.00	75,324.00	3,324.00
	128 Technology	11.00	9.00	807.00	301.00	301.00	304.00	306.00	179.00	12.00	11.00	11.00	11.00
	129 Flex	-	-	-	-	-	19,016.00	19,016.00	19,097.00	183.00	106,898.00	106,898.00	-
	201 General	71,010.00	16,912.00	11,762.00	-	-	45,125.00	94,628.00	86,144.00	31,484.00	-	10,680.00	-
	210 Transport	18,916.00	22,414.00	41,014.00	39,077.00	19,550.00	74,797.00	67,261.00	65,865.00	48,543.00	38,414.00	20,278.00	17,978.00
	212 Hot Lunch	3,083.00	4,299.00	5,207.00	-	-	180.00	1,538.00	23,536.00	16,871.00	17,233.00	18,264.00	-
	214 Retirement	39,445.00	84,647.00	84,815.00	115,152.00	-	100,765.00	104,239.00	119,355.00	102,731.00	106,489.00	93,710.00	44,710.00
	217 Adult Ed	13,500.00	11,425.00	11,750.00	10,672.00	9,476.00	10,077.00	9,909.00	8,478.00	7,783.00	7,471.00	7,281.00	7,656.00
	218 Drivers Ed	4,569.00	4,044.00	7,229.00	7,251.00	7,251.00	7,275.00	6,425.00	4,438.00	4,370.00	4,297.00	4,246.00	6,946.00
	221 Comp Abs	153.00	2,537.00	2,586.00	2,600.00	2,600.00	2,609.00	2,268.00	2,256.00	1,565.00	1,574.00	1,571.00	71.00
	226 Impact Aid	107,848.00	-	16,895.00	13,511.00	32,727.00	46,995.00	24,605.00	40,591.00	44,940.00	41,361.00	91,332.00	21,332.00
	228 Technology	12.00	10.00	925.00	602.00	510.00	321.00	418.00	179.00	11.00	12.00	12.00	12.00
	229 Flex	2.00	2.00	2.00	2.00	2.00	2.00	2.00	3.00	3.00	3.00	3.00	3.00
	281 Endow	142,211.00	-	249,360.00	209,517.00	182,289.00	292,067.00	94,123.00	185,716.00	134,842.00	6,302.00	102,121.00	97,121.00
	TOTAL	668,929.00	454,382.00	756,440.00	620,263.00	497,019.00	914,211.00	777,366.00	894,701.00	642,792.00	550,066.00	698,994.00	380,711.00
		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2024	101 General	233,993.00	178,970.00	221,514.00	114,586.00	114,586.00	359,087.00	390,971.00	308,948.00	260,587.00	246,914.00	114,842.00	-
	110 Transport	82,263.00	90,990.00	85,848.00	85,951.00	85,951.00	130,138.00	140,062.00	129,302.00	93,367.00	80,508.00	57,266.00	45,855.00
	114 Retirement	165,012.00	150,687.00	131,310.00	149,310.00	149,310.00	156,545.00	155,870.00	172,805.00	171,921.00	131,491.00	109,062.00	26,614.00
	117 Adult Ed	11,051.00	10,560.00	10,525.00	10,528.00	10,528.00	11,980.00	12,830.00	13,733.00	13,856.00	12,832.00	12,892.00	14,267.00
	121 Comp Abs	6,869.00	13,222.00	13,223.00	13,224.00	13,224.00	13,226.00	13,265.00	13,304.00	13,347.00	13,356.00	13,401.00	10,200.00
	126 Impact Aid	86,023.00	1,590.00	1,598.00	1,598.00	1,598.00	1,598.00	1,603.00	1,608.00	1,613.00	1,614.00	794.00	43,529.00
	128 Technology	5.00	5.00	892.00	774.00	774.00	452.00	133.00	136.00	459.00	7.00	7.00	9.00
	129 Flex	89,864.00	156,885.00	143,973.00	134,020.00	134,020.00	134,043.00	134,432.00	134,821.00	198,268.00	198,364.00	198,826.00	68,814.00
	201 General	89,546.00	-	25,055.00	-	-	109,422.00	169,709.00	211,198.00	160,644.00	68,808.00	33,175.00	-
	210 Transport	21,774.00	20,013.00	17,495.00	17,662.00	17,662.00	58,769.00	58,902.00	43,622.00	17,220.00	15,664.00	-	7,001.00
	212 Hot Lunch	14,089.00	35,814.00	74.00	10,873.00	10,873.00	3,917.00	8,840.00	16,741.00	21,509.00	18,928.00	20,366.00	19,799.00
	214 Retirement	112,557.00	100,492.00	91,388.00	133,833.00	133,833.00	147,694.00	150,666.00	165,345.00	178,380.00	150,835.00	139,427.00	88,037.00
	217 Adult Ed	11,488.00	10,441.00	10,666.00	10,669.00	10,669.00	12,273.00	12,905.00	13,589.00	13,707.00	12,902.00	12,964.00	14,535.00
	218 Drivers Ed	5,704.00	7,148.00	7,726.00	7,726.00	7,726.00	7,728.00	7,134.00	5,953.00	3,683.00	3,966.00	3,980.00	4,010.00
	221 Comp Abs	8,242.00	10,928.00	10,928.00	10,929.00	10,929.00	10,931.00	10,963.00	10,995.00	11,030.00	11,038.00	11,076.00	11,162.00
	226 Impact Aid	124,293.00	79,003.00	59,649.00	59,656.00	59,656.00	78,603.00	78,776.00	57,550.00	-	83,042.00	83,239.00	98,509.00
	228 Technology	-	-	501.00	501.00	501.00	501.00	502.00	503.00	505.00	6.00	8.00	10.00
	229 Flex	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
	281 Endow	227,112.00	157,276.00	227,186.00	242,039.00	242,039.00	266,778.00	247,481.00	223,184.00	199,954.00	244,242.00	244,286.00	216,275.00
	TOTAL	1,289,887.00	1,024,026.00	1,059,553.00	1,003,881.00	1,003,881.00	1,503,687.00	1,595,046.00	1,523,339.00	1,360,052.00	1,294,519.00	1,055,613.00	668,628.00

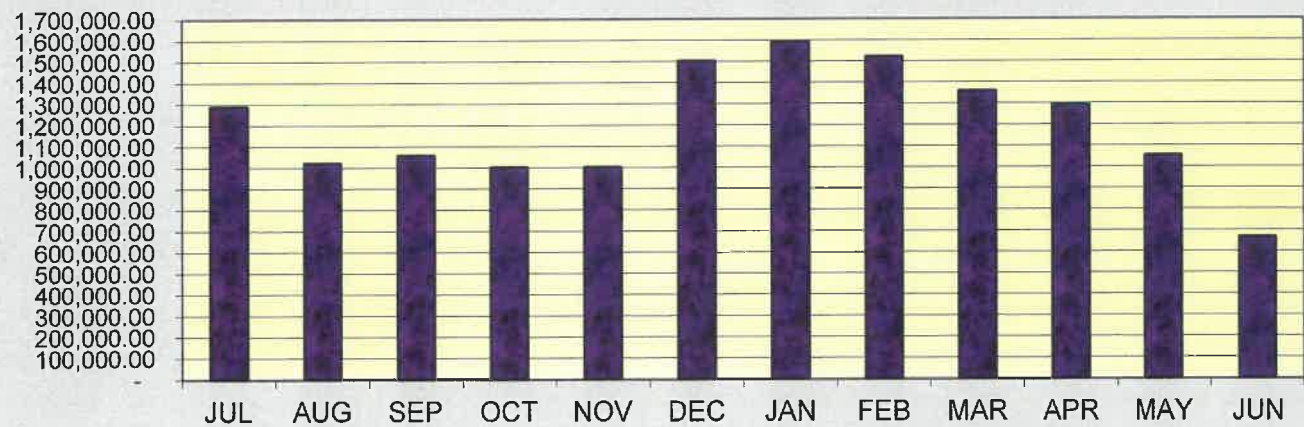
2024-25 INVESTMENTS



2023-24 INVESTMENTS



2022-23 INVESTMENTS



CULBERTSON SCHOOL DISTRICT CASH FLOW REPORT
for the month of MARCH 31, 2025

A	B	C	D	E	F	G	H	I
FUND	BEGINNING BALANCE	RECEIPTS	INVESTMENTS IN	INVESTMENTS OUT	DISBURSEMENTS	ENDING BALANCE	TREASURER BALANCE	VARIANCE
GENERAL	(70,792.50)	83,368.98	104,828.00	46,125.00	151,504.63	(80,225.15)	(80,225.15)	-
TRANSF	(26,287.23)	1,027.06	134,304.00	108,016.00	27,008.44	(25,980.61)	(25,980.61)	(0.00)
RETIRED	(24,076.88)	784.20	172,017.00	147,940.00	24,843.48	(24,059.16)	(24,059.16)	-
MISC	(46,310.80)	4,355.00	-	-	16,046.29	(58,002.09)	(58,002.09)	-
Misc	15,884.37		-		998.16	14,886.21		
Title	(71,172.29)				11,914.11	(83,086.40)		
ESSER II	-					-		
ESSER III	-					-		
Ind Ed	36.36				3,134.02	(3,097.66)		
JMG	-					-		
SRS	-					-		
JOM	8,940.76	4,355.00				13,295.76		
AD ED	(491.37)	42.41	5,968.00	5,476.00	14.31	28.73	28.73	0.00
COMPA	11.47	14.16	3,977.00	3,988.00		14.63	14.63	0.00
IMPACT	(18,249.74)		-	-	17,261.82	(35,511.56)	(35,511.56)	-
TECH	0.74	0.04	10.00	10.00		0.78	0.78	0.00
FLEX	(120,464.32)		-	-	17,959.28	(138,423.60)	(138,423.60)	-
PR	22,543.30	324,650.81	-	-	333,059.81	14,134.30	14,134.30	-
CL	14,778.88	122,571.08	-	-	111,231.13	26,118.83	26,118.83	(0.00)
ELEM	(269,338.45)	536,813.74	421,104.00	311,555.00	698,929.19	(321,904.90)	(321,904.90)	(0.00)
GENERAL	(61,883.63)	56,213.27	100,530.00	35,774.00	101,221.87	(42,136.23)	(42,136.23)	-
TRANSF	(16,471.31)	708.12	75,429.00	58,957.00	17,023.82	(16,315.01)	(16,315.01)	-
LUNCH	5,147.17	12,641.53	11,204.00	16,351.00	8,823.61	3,818.09	3,818.09	(0.00)
RETIRED	(19,358.84)	553.13	127,981.00	105,836.00	15,772.96	(12,433.67)	(12,433.67)	0.00
MISC	27,240.76	-	-	-	844.49	26,396.27	26,396.27	-
Misc	24,426.00		-			24,426.00		
AG	1,208.76					1,208.76		
BUS	1,606.00					1,606.00		
FCS	-					-		
JMG	-					-		
Perkins	-				844.49	(844.49)		
AD ED	(500.51)	47.44	6,297.00	5,796.00	14.31	33.62	33.62	0.00
DR ED	(1,106.80)	14.46	4,060.00	2,953.00	329.52	(314.86)	(314.86)	(0.00)
COMPA	10.64	12.72	3,572.00	3,582.00		13.36	13.36	0.00
IMPAC	(35,190.78)		-	-	6,113.97	(41,304.75)	(41,304.75)	-
TECH	0.03	0.01	4.00	4.00		0.04	0.04	0.00
FLEX	(28,768.63)	113.31	31,814.00	6,213.00	2,062.24	(5,116.56)	(5,116.56)	-
ENDOW	138,494.02	407.54	114,425.00	62,526.00		190,800.56	190,800.56	-
HS	7,612.12	70,711.53	475,316.00	297,992.00	152,206.79	103,440.86	103,440.86	0.00
TOTAL	(261,726.33)	607,525.27	896,420.00	609,547.00	851,135.98	(218,464.04)	(218,464.04)	(0.00)

Culbertson Public School
Totals Report for March 2025 through March 2025
2024-2025

04/09/2025
11:52:15 AM

Checking
Savings
Investments

Account	Beginning	Receipts	Expenditures	Transfers	Ending
	+	-	+	=	
1 - ANNUAL	-1,254.40	150.00	0.00	0.00	-1,104.40
2 - ATHLETICS	2,735.98	1,061.23	988.35	0.00	2,808.86
3 - 8TH GRADE CLASS	2,855.19	230.00	330.60	0.00	2,754.59
4 - Used for Future - Was Graduated Class of 2024 -	0.00	0.00	0.00	0.00	0.00
5 - SENIOR CLASS 2025	4,037.54	0.00	0.00	0.00	4,037.54
6 - JUNIOR CLASS 2026	9,418.54	1,415.00	1,239.92	0.00	9,593.62
7 - FRESHMAN CLASS 2028	3,182.36	0.00	0.00	0.00	3,182.36
8 - CHEERLEADER	645.00	75.00	247.50	0.00	472.50
9 - FFA	14,299.28	280.00	923.49	-410.50	13,245.29
10 - BAND/CHOIR	4,616.91	0.00	623.26	0.00	3,993.65
11 - STUDENT COUNCIL	5,813.04	0.00	0.00	410.50	6,223.54
12 - SPEECH AND DRAMA	1,362.45	15.00	0.00	0.00	1,377.45
13 - VO-AG REVOLVING	1,895.49	0.00	0.00	0.00	1,895.49
14 - SOPHOMORE CLASS 2027	3,437.89	0.00	0.00	0.00	3,437.89
15 - PLAY	5,477.35	1,191.00	2,513.14	0.00	4,155.21
16 - JMG	0.00	0.00	0.00	0.00	0.00
17 - BFA	5,663.66	796.61	590.00	0.00	5,870.27
18 - EXPLORE AMERICA	44,358.05	7,248.50	853.01	0.00	50,753.54
19 - MUSIC PARENTS	5,347.02	0.00	0.00	0.00	5,347.02
20 - ART	2,119.68	0.00	0.00	0.00	2,119.68
21 - LIBRARY	1,319.64	0.00	0.00	0.00	1,319.64
22 - 6TH GRADE CLASS	0.00	0.00	0.00	0.00	0.00
23 - 7TH GRADE CLASS	1,096.51	0.00	0.00	0.00	1,096.51
24 - SCIENCE OLYMPIAD	5,487.56	0.00	0.00	0.00	5,487.56
	123,914.74	+ 12,462.34	- 8,309.27	+ 0.00	= 128,067.81



Dear Culbertson Board of Trustees,

This year our BPA officers are as follows:

President = Jazzmin Fugere
Vice President = Leandra Perkins
Secretary = Ayden Ator
Treasurer = Ivy Colvin
Communications Director = Isabella Apple

Regionals & State:

This year Regionals were held in Lambert again and the State BPA Convention was in Billings. Our top 10 finishers from Billings are listed below:

Felixe

8th Place - Financial Math and Analysis Concepts - Open
3rd Place - Digital Media Production

Ivy

4th Place - Parliamentary Procedure Concepts - Open
8th Place - Management, Marketing, and Human Resources Concepts - Open
9th Place - Extemporaneous Speech
4th Place - Linux Operating System Fundamentals

Jazz

5th Place - Server Administration Using Microsoft
8th Place - SQL Database Fundamentals
7th place - Linux Operating System Fundamentals

Ayden

6th Place - Network Administration Using Cisco
4th Place - SQL Database Fundamentals

Leandra

2nd Place - Network Administration using Cisco
5th Place - SQL Database Fundamentals
8th Place - Linux Operating System Fundamentals

Payton

7th Place - SQL Database Fundamentals

Delyla

6th Place - Linux Operating System

We had 5 people qualify for the National BPA Conference: Jazzmin, Leandra, Ayden, Ivy, and Felixe. The National BPA Conference is in Orlando, Florida, in May. These 5 have done a Krispy Kreme Donut fundraiser and will do Indian Tacos on a weekend as a fundraiser as well.

Student Rep. Report Submitted by,

-BPA Communications Director, *Isabella Apple*

A handwritten signature in purple ink that reads "Isabella Apple". The signature is written in a cursive, flowing style.

Culbertson School Fall Sports Schedules

2025-2026

Volleyball

<u>Date</u>	<u>Opponent</u>	<u>Location</u>	<u>Time</u>	<u>Teams</u>
Sat. Aug 30	Culbertson Invite	Culbertson	8:00 am	Varsity
✈ Thurs. Sept 4	Richey/Lambert	Culbertson	4:30 pm	JH, JV, V
Tues. Sept 9	Fairview	Culbertson	4:30 pm	JH, JV, V
Thurs. Sept 11	Froid/Lake	Culbertson	4:30 pm	JH, JV, V
Sat. Sept 13	Scobey Invite	Scobey	TBA	Varsity
Thurs. Sept 18	Mondak	Culbertson	4:30 pm	JH,JV, V
Fri. Sept 19	Brockton	Brockton	4:30 pm	JH, V
Sat. Sept 20	Lustre	Culbertson	4:30 pm	JH and V
Fri. Sept 25	Bainville	Bainville	4:30 pm	JH, JV, V
Tues. Sept 30	Lustre	Lustre	4:30 pm	JH, V
Thur. Oct 2	Savage	Culbertson	4:30 pm	JH, JV, V
Sat.Oct 4	Ekalaka Invite	Ekalaka		Varsity
Sat. Oct 4	JH Districts	?	8:00 am	JH only
Thurs. Oct 9	Froid/Lake	?	5:00 pm	JV, V
Sat. Oct 11	Richey/Lambert	Richey	5:30 pm	JV, V
Thurs. Oct 16	Brockton	Culbertson	5:30 pm	V
Fri. Oct 17	Mondak	Grenora	4:00 pm	JV, V
Thurs. Oct 23	Bainville	Culbertson	5:30 pm	JV, V.

Oct. 30-Nov 1 District 1C Tournament Culbertson

Nov. 6-8 Eastern C Div. Tournament Sidney

Nov. 13-15 State C Tournament Bozeman

*Homecoming +Pink Night and Senior Recognition

Updated April 8, 2025

Culbertson School 2025-2026 Cross Country

<u>Date</u>	<u>Meet</u>	<u>Location</u>	<u>Who</u>	<u>Start Time</u>
Aug 29 (Fri)	Wolf Point	Golf Course	Ele/JH/HS	10:00 am
7/2 Sept 6 (Sat)	Poplar	Tribal Building	Ele/JH/HS	10:00 am
Sept 16 (Tues)	Circle	Football Field	ELE/JH/HS	5:00 pm
Sept 12 (Fri)	Scobey	Pioneer Town	ELE/JH/HS	9:30 am
Sept 20 (Sat)	Brockton		ELE/JH/HS	10:00 am
Sept 25 (Thurs)	Frazer	South of Frazer	EIE/JH/HS	4:30 pm
Sept 27 (Sat)	Plentywood	Golf Course	Ele/JH/HS	10:00 am
Oct 4 (Sat)	Glasgow	Fort Peck: Kiwannas Camp Ground	ELE//JH/HS	10:00 am
Oct 11 (Sat)	Sidney	Fairgrounds	ELE/JH/HS	10:00 am
Oct 18 (Fri)	Culbertson	Legion Park	ELE/JH/HS	10:00am

October 25 All Class State XC Missoula

Updated April 9, 2025

Culbertson School

2025-2026

Football

<u>Date</u>	<u>Opponent</u>	<u>Location</u>	<u>Time</u>	
Fri. Aug 29	Fairview	Fairview	7:00 pm	Varsity
			4:30 pm	JH
* Tues. Sept 2	Scobey	Culbertson	4:30 pm	JV
* Fri. Sept 5	Forsyth	Culbertson	7:00 pm	Varsity
			4:30 pm	JH
Mon. Sept 8			5:00 pm	JV
Fri. Sept 12	Poplar	Culbertson	7:00 pm	Varsity
			4:30 pm	JH
Mon. Sept 15			4:30 pm	JV
Fri. Sept 19	Circle	Circle	6:00 pm	Varsity
			4:00 pm	JH
Mon. Sept 22	Scobey	Scobey	4:30 pm	JV
Fri. Sept 26	Plentywood	Plentywood	7:00 pm	Varsity
			4:30 pm	JH
Mon. Sept 29		4:30 pm	JV	
Fri. Oct 3	Ekalaka	Culbertson	7:00 pm	Varsity
			4:30 pm	JH
Mon. Oct 5			4:30 pm	JV
Fri. Oct 10	Scobey	Culbertson	7:00 pm	Varsity
Fri. Oct 17	Mondak	Grenora	7:00 pm	Varsity
Fri. Oct 24	Wibaux	Culbertson	7:00 pm	Varsity
Sat. Nov 1	Playoffs First Round		1:00 pm	Varsity
Sat. Nov 8	Playoffs Second Round		1:00 pm	Varsity
Sat. Nov 15	Playoffs Semi-Finals		1:00 pm	Varsity
Sat. Nov 22	State Championship		1:00 pm	Varsity

Culbertson School Sports Schedules

HS Basketball 2025-2026

<u>Date</u>	<u>Opponent</u>	<u>Location</u>	<u>Time</u>	<u>Teams</u>
Fri. Dec 5	TBD	Miles City	TBD	JV-V
Sat. Dec 6	TBD	Miles City	TBD	JV-V
Fri. Dec 12	TBD	Lambert	TBD	JV-V
Sat. Dec 13	TBD	Lambert	TBD	JV-V
Fri. Dec 19	Savage	Savage	3:00 pm	JV-V
Sat. Dec 20	Richey/Lambert	Culbertson	1:00 pm	JV-V
Fri. Jan 2	Froid/Lake	Culbertson	3:00 pm	JV-V
Sat. Jan 3	Fairview	Culbertson	1:00 pm	JV-V
Fri. Jan 9	Mondak	Culbertson	3:00 pm	JV-V
Sat. Jan 10	Brockton	Brockton	1:00 pm	JV-V
Fri. Jan 16	Bainville	Bainville	3:00 pm	JV-V
Fri. Jan 23	Savage	Culbertson	3:00 pm	JV-V
Sat. Jan 24	Richey/Lambert	Lambert	1:00 pm	JV-V
Fri. Jan 30	Froid/Lake	Med Lake	3:00 pm	JV-V
Fri. Jan 31	Fairview	Fairview	4:30 pm	JV-V
Fri. Feb 6	Mondak	Grenora	3:00 pm	JV-V
Thurs. Feb 5	Brockton	Culbertson	1:00 pm	JV-V
Fri. Feb 13	Bainville	Culbertson	3:00 pm	JV-V
Feb 19-22	District 2-C Tourney	Sidney		
March 4-7	Eastern Divisional	Miles City		
March 11-14	Boys and Girls C State	Butte		

Updated March 31, 2025

Culbertson Schools
2025-2026
Speech and Drama

Nov. 1, 2025	Sidney
Nov. 8, 2025	Custer County (Miles City) Bus leaves at 4:30a.m.
Nov. 15, 2025	Plentywood
Nov. 22, 2025	Frazer
Dec. 6, 2025	Wolf Point
Dec. 13, 2025	Culbertson
Dec 20, 2025	Choteau
Jan. 3, 2026	Open
Jan 10, 2026	Forsyth/Laurel
Jan 17, 2026	Huntley Project
Jan 23-24, 2026	Shepherd- Divisionals -
Jan 30 -Jan 31, 2026 Feb. 1)	Townsend- STATE (We depart Jan. 29 and return

Note: there are possibilities of meet and time adjustments.

2026 Elementary Basketball

January 10, 2026

Host

Fairview	Sidney, Circle
Plentywood	Culbertson, Richey/Lambert
Bainville	Froid/Lake, Brockton
Mondak	Savage, Scobey

January 17, 2026

Host

Culbertson	Scobey, Fairview
Richey/Lambert	Mondak, Bainville
Froid/Lake	Sidney
Circle	Savage
Brockton	Plentywood

January 24, 2026

Host

Sidney	Plentywood, Mondak
Scobey	Froid/Lake, Circle
Bainville	Culbertson, Savage
Fairview	Richey/Lambert, Brockton

January 31, 2026

Host

Richey/Lambert	Scobey, Sidney
Culbertson	Circle, Mondak
Froid/Lake	Fairview
Savage	Brockton
Plentywood	Bainville

February 7, 2026

Host

Circle	Richey/Lambert
Mondak	Fairview, Plentywood
Scobey	Brockton, Bainville
Sidney	Savage
Culbertson	Froid/Lake

Mr. Olson
Technology Report
School Board Meeting
April 15, 2025

Schoolhouse IT was here on April 8th. They worked on a series of projects and switch maintenance.

The e-rate window has closed, and we have selected vendors for Cat. 1 and Cat. 2 projects.

Will begin moving computers to Win 11 at a faster pace as Win10 support ends in Oct of 2025.

ATS was in the building on April 8th and figured out why system was not communicating with AAon Roof top Units.

Innova installed a motion detector on Door 3.

Tech requests and budget were finalized pending board approval. See attached.

Mr. Olson
 6-12 Principal Report
 School Board Meeting
 April 15, 2025

Our HS will perform at the district music festival on April 25-26 in Glasgow. There will also be a concert on April 24th.

High School Academic Olympics did a fantastic job in Glasgow. They took first place in the oral competition and 3rd in team tests. There were also several individual awards.

The JH Academic Olympics will compete in Glasgow on April 16th.

Culbertson Prom was held on March 29th at the Old Armory. The students did a great job and enjoyed the after-prom activities at the trampoline park.

The ACT test was proctored Mrs. Forbregd due April 8th and 9th for the Junior class.

As of April 9, 2025

	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	Total
Aug	16	23	18	21	27	24	22	25	25	15	22	29	15	282
Sept	18	23	18	21	28	24	22	25	25	15	21	29	15	284
Oct	17	21	16	20	28	24	22	25	25	15	20	29	13	275
Nov	17	21	16	19	28	24	22	25	25	15	20	29	13	274
Dec	17	21	17	19	28	24	22	25	25	15	20	29	13	275
Jan	17	22	17	19	28	24	21	25	24	14	19	30	13	273
Feb	17	22	16	19	28	24	21	25	24	14	18	30	13	271
March	17	22	17	19	28	24	21	26	24	14	18	29	13	272
April	16	22	18	18	27	25	21	26	24	13	18	30	13	271
May														0

Enrolled	6	2	5	2	2	4	0	6	1	1	0	1	2	32
Transferred	2	3	3	3	1	0	2	0	2	0	3	4	2	25
Total In/Out	8	5	8	5	3	4	2	6	3	1	3	5	4	57

Ended the 2023-2024 year with 275

126 Elem

71 JH

74 HS

April 2025 Elementary Principal/ Curriculum Director Report

-Assisted with ACT testing

- I Attended the elementary principal meeting. We discussed MAST testing. It was reported that writing scores were low across the entire state due to a validity issue with the question. However, due to contracts made with the company the scores would still be released to the public. We also discussed curriculums, staffing shortages, and rulings coming down surrounding policies and national lawsuits.

-Standards review with elementary teachers going well. We have begun looking at what poetry units we can add to grades 3-5 to hit the standard.

-Gathering curriculum information from all staff. I am doing this so all curriculum information is in one place for reference.

- Ag Safety Day being held April 16th!

-K-2 story time held every Friday afternoon at 2:30. Feel free to come listen!

Culbertson School Board Meeting

Superintendent's Report

April 15, 2025

Staff shoutout this month goes to our activities director, Mr. Solem. This is a very busy job and often times goes unnoticed because our activities run like a smooth oiled machine! The scheduling itself is intense, organizing officials, setup, take down etc. Thank you for all your hard work as our activities director Mr. Solem!

A. Events that I plan to attend for April & May:

April 11	JH Track Meet in Glasgow
April 14	Indian Education Committee Meeting @ 5:30PM
April 15	Regular April Board Meeting of the Culbertson Board of Trustees
April 25	5-8 Track Meet in Fairview
May 2	Elem/JH track in Lambert
May 6	5-12 District track in Lambert
May 7	NEMASS @ Glasgow
May 13	Divisional Golf @ Billings
May 17	Culbertson High School Graduation
May 20	Regular May Board Meeting of the Culbertson Board of Trustees

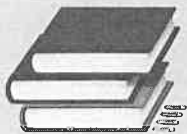
B. Other updates and items for your review:

1. Civil Rights Data Collection---The Civil Rights Data Collection is complete! Utilizing our student information system (Infinite Campus) to do 85% of this work for reporting was wonderful! Next year, this will be an even smoother process.
2. EASIE—This application has 2 parts. The first part is already complete and the second part opened March 31st and is due May 9th. The only remaining piece to complete is uploading 2 documents before I submit. This will be done after the IEC meeting on Monday, April 14, 2025, at 5:30.
3. Kee Dunning & Stacey Stellflug—We had our first professional development time with Kee and Stacey on Thursday, April 3rd. We will continue our working relationship with them throughout the next school year as well thanks to our grant from the Montana Behavioral Health Foundation. Kee's website is a brief introduction to the 6 Kee Concepts she shared with us in our first meeting: <https://www.keestonecommunication.org/>. Our next planned time with Kee and Stacey will be on our 2nd PIR day, August 19, 2025. We hope to reach a point where we are doing a parent night for the community within the next year. Please ask if you have questions, I would love to share more about this great partnership with Kee and Stacey!
4. Out of District Attendance Agreements—These will be hitting the mail for our currently enrolled out of district students. The agreements are due June 1, 2025, and will then be presented at the June 2025 board meeting with recommendations for approval.

5. Extension Day—There will be an incredible learning experience for our K-6 students on Wednesday, April 16th with 11 different stations on safety. Stay tuned for pictures of our kids and the volunteers in action!
6. Insurance Trust—Jon Doran, the executive director of the state insurance fund, remains hopeful that they will soon get the committed 12,000 lives they need soon. Once that happens, then he will be able to provide more specific rates for schools that wish to participate and/or those that have committed to be part of the required 12,000 lives. Our district has 9 employees that choose to take the plan offered currently through MUST. I will continue to monitor the Insurance Trust and provide you with updates. Any change to our insurance offering would require mutual agreement from CEA. Later in the agenda you will see my recommendation to remain with MUST for the 2025-2026 school year despite the increase in rates.
7. Adult Education—This year we have had 2 adult education classes offered, both by Angi Iverson, for some really great sewing projects! She had 6 participants in the first class and currently has 2 or 3 signed up for her second class. I appreciate her willingness to share her talents for these adult education classes.
8. Graduation—Our high school graduation is quickly approaching on Saturday, May 17th. The board needs to decide who will hand out diplomas. Last year, Mark committed to handing out diplomas and still carried out that job even though he was off the board after the May election. This is a job Ian can do, but it can be any trustee if he is unavailable or prefers not to hand out diplomas. This doesn't require board action, but please let me know who would like this job.
9. Every Student Succeeds Act/School Report Card—Thursday, April 10, 2025, is the day our school report cards were made public. There are viewable through the GEMS data system on the OPI website or through the links in the email sent to the whole staff and board. The HS scores are taken from the ACT taken last year by our current seniors. You will notice JH and Elem. only have science results. Those science results were generated by the 2023-2024 5th and 8th grade students. There is no ELA or Math listed for JH or Elem. due to our participation in the MAST test pilot for the last 2 years. This year every school in Montana is required to take the MAST testlets for grades 3-8, so I anticipate that next year our report card will have some sort of results for ELA and Math listed.
10. Impact Aid Funds—There is news coverage on the national and state level discussing the potential future of the Department of Education at the national level. We continue to get updates from our newly elected state superintendent, Susie Hedalen. She has shared that she supports the federal government send funds currently administered by the federal government to the states so they have local control to distribute the money to Montana schools. The Impact Aid funds, REAP grant, and EASIE grant are 3 things we currently receive from the federal government. Colleagues and educational leaders throughout Montana fear that if it is administered through our state rather than the federal government it may result in less funding. Superintendent Hedalen has not indicated this at any point in time during her multiple press releases regarding this topic. I will keep you updated on any formal changes that occur regarding our federal funding.

11. Open Positions---Previously the board gave me permission to open 2 elementary positions. Our attempt to fill one with our student teacher failed, Underwood Elementary in North Dakota snagged a great teacher! We will continue to advertise for 2 certified elementary teachers and 1 VoAg Teacher.
12. Delinquent Lunch Accounts—At this point in the year, we have 5 accounts that are in hundreds of dollars of debt. They have been noticed daily through Infinite Campus messenger, emails, and multiple letters sent through the mail. I want you to be aware that we are making one last attempt for contact and payment before our meeting Tuesday night. If payment is not received and/or a plan put in place, the list of names will be sent to collections for legal action.
13. Legislative Update—I am attaching a one-page update from MQEC on 6 of the legislative priorities they have worked on diligently. As I finish typing up this report, the Senate and House are both having full day floor sessions. I hope to share the latest information regarding the STARS act at the board meeting Tuesday night.
14. Here are a few items that will be part of the next regular Board meeting agenda:
 - 1st review of Job Descriptions
 - Membership Renewals

If you have any questions, comments, or concerns about any item in this report or on the agenda, please feel free to contact me at any time. I can be reached at 787-6246 (school), 787-5211 (home), 404-774-4088 (cell), or by email at simonsenna@culbertson.k12.vt.us at any time. I believe in an open door, so please feel free to drop in my office anytime to visit.



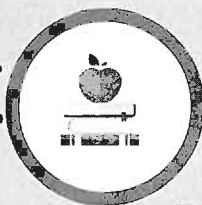
Montana Quality Education Coalition

Selected Legislative Priorities...

69th Montana Legislative Session

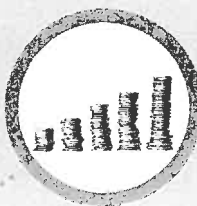
HB 562: STARS ACT

House Bill No. 252 revised Montana's school funding laws by enhancing the funding formula. It introduced measures to boost teacher salaries, support resource sharing among districts, and restore full funding to the Advanced Opportunities Program. Additionally, the bill established a "Future Ready" funding component for post-graduation preparation and mandated the creation of a school funding data dashboard.



HB 15: Inflation Adjustment

House Bill No. 15, revised inflationary adjustments to various components of the school funding formula in Montana. The bill updated the financial entitlements for school districts, including basic entitlements, special education payments, and other educational support payments.



HB 515: Major Maintenance

House Bill No. 515 revised laws related to funding for school facilities and technology in Montana. It consolidated existing state special revenue accounts, increased funding for school major maintenance projects, and updated statutes related to school technology payments.



HB 483: Right Back

House Bill No. 483 revised school funding laws related to property taxes in Montana. It included provisions for fixed amounts for state and county school equalization mills, changes to property tax relief mechanisms, and increased reimbursement rates for school transportation.



HB 156: County- Wide Base Levy Tax Relief

House Bill No. 156 revised school funding laws in Montana by replacing the guaranteed-tax-base-aid-supported school district base levy with a countywide levy to support school district base budgets. The bill also reduced required tuition payments, revised the use of non-levy revenue.



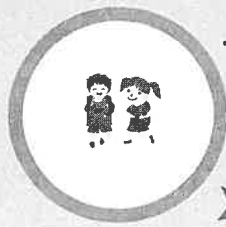
HB 339: Accelerated 6th Grade Funding

House Bill No. 339 revised school funding laws in Montana by ensuring that 6th graders in school districts with accredited middle or junior high schools are funded at a midpoint rate between elementary and high school ANB rates, similar to 7th and 8th graders. The bill also provided additional funding for career and technical education in these middle school programs.



HB 266: Establish Education Inflation Reconciliation Process

House Bill No. 266 revised the annual inflation-related adjustments for K-12 base aid in Montana to better align with the definition of a "basic system of free quality public elementary and secondary schools" as



**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 15

AGENDA TITLE: 2nd Reading of Policies

SUMMARY: The following policies are being recommended for approval for the second reading. They were posted for 4 weeks with no comments. This policy and form lay the foundation for providing early literacy interventions in our community if we can find a certified teacher for the position.

-Policy 2165: Early Literacy Targeted Interventions

*Janessa and I recommend leaving all 3 options in the policy. Our goal is to provide option 1: in person, half-day early literacy interventions—this will only be possible if we can find a certified teacher for the position. Keeping option 2 allows us to support early literacy interventions at home supported by funding from the state. Keeping option 3 allows us to provide early literacy interventions for students age 5-not yet completed 3rd grade if we find certified staff willing to do so during the summer.

-Policy 2165F: Early Literacy Targeted Intervention Consent Form

*This form accompanies the policy to get required parental consent to assess students in the qualifying age range.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

Mission

Culbertson Public Schools are committed to providing opportunities for students in a safe and productive environment, to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in an ever-changing world.

_____ School District

INSTRUCTION

Page 1 of 3

Early Literacy Targeted Interventions

Purpose and Goals

The Board of Trustees finds the ability to read at or above grade level is essential for educational success. The purposes of this policy are to:

- (a) provide parents with voluntary early literacy interventions for their children;
- (b) increase the number of children in the District who are reading proficient at the end of 3rd grade and in so doing help those children develop their full educational potential pursuant to Article X, section 1(1), of the Montana Constitution; and
- (c) foster a strong economic return for the state on early literacy investment through enhancing the District's skilled workforce and decreasing future reliance on social programs and the criminal justice system.

The Board of Trustees intends to collaborate with the Board of Public Education and Office of Public Instruction to achieve the purposes of this policy by gathering, analyzing, and making available outcome data and by continually refining the interventions to increase the efficacy and efficiency of each intervention.

Compliance

The early literacy targeted intervention strategies, programs, and services established, authorized, and implemented by this policy shall be in accordance with early childhood education standards at Title 10 Chapter 63 ARM. The early literacy targeted intervention strategies, programs, and services established, authorized, and implemented by this policy shall include, at minimum:

- (a) ongoing evaluation of student progress used to tailor instruction to specific student needs;
- (b) strategies to encourage, enhance, and honor parental involvement;
- (c) methods to employ and assign qualified staff to deliver programming who have completed a fingerprint based criminal background check in accordance with Policy 5120 and Policy 5122 and receive regular professional development in accordance with Policy 5121;
- (d) adherence to eligibility standards;
- (e) organization, when applicable, of classrooms which satisfy physical, supervision, safety, and capacity standards; and
- (f) dedicated Trustee and administrative leadership in accordance with Policy 6110.

Child Evaluation

An eligible child is defined as a child who has been determined, through evaluation methodologies selected by the Board of Public Education, to be below a trajectory leading to reading proficiency at the end of 3rd grade. An eligible child may receive early literacy targeted intervention provided by the District for the subsequent school year in accordance with this policy.

The Board of Trustees authorizes the District staff to administer evaluation methodologies in April, May, or June of each year to a child who will be 4 years of age or older on or before the following September 10 and who has not yet entered 3rd grade.

A child shall not be evaluated to determine eligibility for early targeted literacy intervention without written parental consent.

OPTIONAL Classroom Based Programming

The Board of Trustees has established a ~~full-time~~ half time classroom based early literacy targeted intervention program. The Board of Trustees authorizes the District staff to admit, enroll, and serve an eligible child who is 4 years of age or older on or before September 10 of the year in which the child is to participate in the program and who is not entering and who has not completed kindergarten in the District's classroom-based early literacy targeted intervention program. If a full-time program is established the District will allow a parent or guardian to enroll their child on a half-time basis. The classroom based program shall foster parental engagement and be research-based and proven effective at developing early literacy skills in populations at risk of not being reading proficient at the end of 3rd grade

OPTIONAL Home-Based Programming

The Board of Trustees has established a home-based early literacy targeted intervention program. The Board of Trustees authorizes the District staff to serve an eligible child who is 4 years of age or older on or before September 10 of the year in which the child is to participate in the program and who has not yet completed 2nd grade in the District's home-based program.

Any home-based program available in the District shall be operated by a non-profit entity previously selected by the Board of Public Education. The home based program shall foster parental engagement and be research-based and proven effective at developing early literacy skills in populations at risk of not being reading proficient at the end of 3rd grade. The home-based program shall have a cost of no more than \$1,000 a year for each child.

OPTIONAL Jumpstart Programming

The Board of Trustees has established a jumpstart early literacy targeted intervention program. The Board of Trustees authorizes the District staff to admit, enroll, and serve an eligible child who is 5 years of age or older on or before September 10 of the year in which the child is to participate in the program and who has not yet completed 3rd grade.

The District's jumpstart program shall take place during the time between the end of one school calendar year and the start of the next school calendar year, as set by the Board of Trustees in accordance with Policy 2100, preceding a child's entry into kindergarten, 1st grade, 2nd grade, or 3rd grade. The jumpstart program shall be at least 4 weeks in duration and provide at least 120 instructional hours. The jumpstart program shall be designed in a manner to increase the likelihood of a child being evaluated at the end of the ensuing school year to be at or above a trajectory leading to reading proficiency at the end of 3rd grade.

Reporting and Funding (SELECT PROVISIONS CONSISTENT WITH ABOVE SECTION)

The Board of Trustees authorizes the District administration to include an eligible child participating in a classroom-based program in accordance with this policy in enrollment counts for the purpose of ANB calculations in the manner described in Policy 3121.

The Board of Trustees authorizes the District administration to report the number of eligible children participating in a home-based program to superintendent of public instruction for purposes of receiving payment for provided programming.

The Board of Trustees authorizes the District administration to include an eligible child participating in a jumpstart program in accordance with this policy in enrollment counts on a quarter-time basis for the purpose of ANB calculations in the manner described in Policy 3121.

The Board of Trustees shall monitor the early literacy intervention programs and authorizes the District administration to report annually to the superintendent of public instruction on the efficacy of the program no later than July 15 of each year.

Cross Reference: Policy 2100 – School Calendar
 Policy 3121- Enrollment and Attendance Calculation
 Policy 5120- Hiring Practices
 Policy 5121 –Professional Development
 Policy 5122 -Fingerprint Background Checks
 Policy 6110- Superintendent Responsibilities

Legal Reference: Article X, section 1(1), of the Montana Constitution
 Title 20, Chapter 7, Part 18 – Early Literacy Targeted Interventions
 Title 10 Chapter 63 ARM – Early Childhood Standards
 Section 20-9-311, MCA – Calculation of ANB

Policy History:

Adopted on:

Reviewed on:

Revised on:

Policy 2165F – Early Literacy Targeted Intervention Consent

Dear Parent/Guardian,

The School District is providing notice required under the provisions of District Policies 2132, 2158, and 2165; Title 20, Chapter 7, Part 18, MCA; and Title 40, Chapter 6, Part 7, MCA. Copies of these provisions are available upon request. This notice is being provided to inform you of the opportunity to have your child evaluated for an early literacy targeted intervention programs and services which will be provided to children as described in Policy 2165 whose parents who provide written consent.

Notice of Your Rights

This notice is intended to inform parents that the following early literacy evaluation will be provided at the school: _____. This evaluation will be provided on _____ at _____ in _____.

As a parent/guardian of a student, you have the right to authorize your child to attend or receive the evaluation in accordance with Montana law and District policy by completing, signing, and submitting the attached form prior to the date identified in the above notice.

Early Literacy Evaluation Consent Form

A family who wants their student to receive an early literacy evaluation offered at the school may provide consent to such evaluation by completing this form.

I, _____, Parent or Guardian of, _____, request my child receive an early literacy evaluation for _____ to be held at the above noted date and time. This request will be handled in a manner consistent with the methods identified by the School District as specified in of District Policies 2132, 2158, and 2165; Title 20, Chapter 7, Part 18, MCA; and Title 40, Chapter 6, Part 7, MCA. The results of the evaluation will be provided to the parent.

I understand my student will receive the early literacy evaluation. I also understand my student may be eligible receive any services from school district staff based on the results of the evaluation. I understand I will be provided information about those services prior to my child receiving any literacy services. I agree to accept responsibility for my student's participation in the evaluation and services. Participation is strictly voluntary.

A student seeking such services whose parents have not completed this form will not receive the evaluation.

I acknowledge I have received notification of my rights in this area under District Policies 2132, 2158, and 2165; Title 20, Chapter 7, Part 18, MCA; and Title 40, Chapter 6, Part 7, MCA and have been provided an opportunity to review related information and materials on this topic.

I provide consent for my student to receive the evaluation described above at the School District.

Parent

Date

Received by:

School Official

Date

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 16

AGENDA TITLE: Guest Teacher Addition

SUMMARY: I am recommending Tessa Larsen for approval to be added to the guest teacher list.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

Mission

Culbertson Public Schools are committed to providing opportunities for students in a safe and productive environment, to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in an ever-changing world.

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 17

AGENDA TITLE: 2025-2026 Classified Contracts

SUMMARY: I am recommending the following classified contracts for 2025-2026 for approval:

Paraprofessionals: Chelsi Flinn, Alicia Wilbanks, Kelly Vaught, Teri Sansaver, Jenna Bowker

JOM/Home to School Coordinator/Title 1: Samantha Purvis

Custodial: Jennifer Struna, Cristina Annett, Mary Hauso

Custodial/Kitchen: Paula Carlisle

Kitchen: Heidi Danielson (head cook), Ryan Acson

Maintenance: Andy Ellerkamp

Office Aide: Talesha DePriest,

Assistant Clerk/Activities Secretary/Custodial Supervisor:
Kaylynn Raalum

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 18

AGENDA TITLE: Certified Contracted Bargaining Agreement

SUMMARY: The negotiation teams for both CEA and the Culbertson Board of Trustees recommend the attached changes for the CBA for a 3-year term. This final draft is being reviewed and approved by CEA—we hope to have official word of approval from CEA at the meeting. We are grateful for the work from all those involved. The attached final draft of the CBA needs board action to be official.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

Mission

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2025-2028
CULBERTSON MASTER AGREEMENT
TABLE OF CONTENTS

Page 1	PREAMBLE	
	ARTICLE I	Association Recognition
	ARTICLE II	Agreement All-Inclusive
	ARTICLE III	Savings Clause
Page 2	ARTICLE IV	Duration of Agreement
	ARTICLE V	Changes in Agreement
	ARTICLE VI	Teacher Rights
	ARTICLE VII	Work Year
Page 3	ARTICLE VIII	Work Day
	ARTICLE IX	Prep and Duty-Free Lunch Period
	ARTICLE X	Professional and Personal Leave
Page 4	ARTICLE X	Professional and Personal Leave (cont.)
Page 5	ARTICLE XI	Professional Compensation
Page 6	ARTICLE XI	Professional Compensation (cont.)
	ARTICLE XII	Insurance
Page 7	ARTICLE XII	Insurance (cont.)
	ARTICLE XIII	Evaluations
	ARTICLE XIV	Reduction in Force
Page 8	ARTICLE XIV	Reduction in Force (cont.)
	ARTICLE XV	Grievance Procedure
Page 9	ARTICLE XVI	Individual Teacher's Contract
	ARTICLE XVII	Job Sharing
Page 10	ARTICLE XVII	Job Sharing (cont.)
	ARTICLE XVIII	District Rights
Page 11	ATTEST	Signatures
Page 12	Appendix A	Salary Schedule
Page 13	Appendix B	Grievance Form
Page 14	Appendix B	Grievance Form (cont.)
Page 15	Appendix C	Culbertson Teacher Contract
Page 16	Appendix D	Teacher Reduced Assignment Contract
Page 17	Appendix E	Unused Personal Leave Buyout Form

**CULBERTSON PUBLIC SCHOOLS
PROFESSIONAL NEGOTIATIONS AGREEMENT**

PREAMBLE

This agreement is entered into this 15th day of April, 2025 between the Board of Trustees of School Districts 17J/C/R, Counties of Richland and Roosevelt, State of Montana, acting in the name of said districts hereinafter referred to as the "Board," and the Culbertson Education Association hereinafter referred to as the "Association."

Now therefore, in consideration of the covenants hereinafter mentioned to be kept and performed, by the respective parties hereto, IT IS HEREBY AGREED AS FOLLOWS:

ARTICLE I

Association Recognition

- A. The Board recognizes the Association as the exclusive representative of the teachers employed by the Board on matters of salary, hours, fringe benefits, and other terms of employment, or in regard to any grievance as mentioned in the negotiation agreement hereof, for a period of time from July 1, 2025 to June 30, 2028 inclusive and thereafter until a subsequent representative of such teachers is selected pursuant to 20-4-106, M.C.A.
- B. The Association shall represent members of the appropriate unit which shall consist of all teachers in the school who are certified in Class 1, 2, 4, 5 and Emergency Authorization to Work as provided in 20-4-106, M.C.A., and whose positions call for or require such certification, but shall exclude the following:
 - 1. Certified individuals who are not currently under contract to perform classroom teaching,
 - 2. The superintendent and principals,
 - 3. Supervisors as defined by the act, and
 - 4. Casual or temporary employees (less than 15 hours per week).

ARTICLE II

Agreement All-Inclusive

This agreement may be altered, changed, added to, or deleted only by the mutual consent of the parties concerned. This agreement shall not be interpreted or applied to deprive teachers of professional advantages heretofore enjoyed unless expressly stated herein.

ARTICLE III

Savings Clause

If any provision of this agreement or any application thereof to any teacher is finally held to be contrary to law, then such provisions or application of the agreement shall be deemed invalid, to the extent required by such decision, but all other provisions or applications of the agreement shall continue in full force and effect. At the request of the teachers, negotiations shall immediately commence in order to alter said section(s) providing the benefit(s) according to the intent of the parties. The Association and Board shall both retain the same negotiating team for the duration of the contract if both teams are still in-district and performing in a comparable capacity.

ARTICLE IV

Duration of Agreement

- A. This agreement shall be in effect as of July 1, 2025, and shall continue in force until June 30, 2028.
- B. Said agreement will be renewed automatically and will continue in force and effect for additional periods of one year unless the Association gives notice to the Board no later than the regular February Board meeting of its desire to renegotiate portions of this agreement.
- C. In the event aforementioned negotiations are not concluded before the expiration date of this agreement, all provisions of said agreement shall remain in force until a new agreement is mutually approved.

ARTICLE V

Changes in Agreement

For the term of this agreement no change shall be made in any provision of this agreement or in any other working condition that is a mandatory subject of bargaining, unless by mutual consent of the parties hereto.

ARTICLE VI

Teacher Rights

- A. Nothing contained herein shall be construed to deny or to restrict any teacher of such rights as they have under the laws of Montana and the United States or other applicable laws, decisions, and regulations. The rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.
- B. When interpretations or additions to Board Policy are proposed and/or adopted and affect teachers, the Association shall be notified by the Board via posting such interpretation and/or addition for four (4) weeks in the staff work room.
- C. Incidents or situations which could have an adverse effect on the teacher's employment will be discussed between the teacher, the administrator, and the complainant within ten days of the report.

ARTICLE VII

Work Year

- A. The work year consists of a maximum of one hundred eighty-seven (187) days, including PIR days, and will be a mutually satisfactory calendar that meets all requirements.
 - 1. The Superintendent and representatives of the Association will jointly develop calendar options for the following year starting no later than January of the current school year. At the regularly scheduled February Board meeting, the Board will begin review of calendar options and approve a calendar in a timely fashion.

ARTICLE VIII

Work Day

- A. Arrival and Departure. Teachers shall report to school at eight o'clock in the morning, and before the lunch hour ends for students under their charge. Teachers shall remain on duty for thirty (30) minutes after the last class of the day, except on the last regularly scheduled day of the week.
- B. Meetings. Teachers shall attend all meetings called by the building principal or superintendent of schools. These meetings shall be scheduled during the school hours described in Item A of this article.
- C. Duties. Teachers shall, at no additional compensation, be expected to perform a reasonable amount of in-school duties during the normal school day as assigned by the building principal or superintendent.
- D. Extracurricular duties (performed outside the formal school day) shall be voluntary and will be compensated.

ARTICLE IX

Prep Period and Duty-Free Lunch Period

- A. All teachers shall receive a daily duty-free, uninterrupted lunch period of thirty (30) minutes or the student lunch period, whichever is greater. An eating area, separate from that of the students, will be provided.
- B. Each teacher shall have, during the student school day, at least one class period or one forty- five (45) minute duty-free period daily, in addition to his or her lunch period, for planning and preparation.

ARTICLE X

Professional and Personal Leave

- A. Professional Leaves. Days necessary as determined by the Board or superintendent. There are two categories of professional leave.
 - 1. Professional Assistance Days-chaperoning students by assignment or in conjunction with extra-curricular activities.
 - 2. Professional Development Days-workshops, classes or activities which take the employee out of the school district or away from regular district duties.
- B. Personal. A teacher shall be granted no more than five (5) personal leave days per year, non-accumulative, but may elect to carry forward up to two (2) remaining personal days to the following school year. Requests for personal leave shall be made to the teacher's immediate supervisor with sufficient time to allow the supervisor to arrange for a guest teacher. Unused personal leave may be added to accumulated emergency leave at the end of the school year.

- C. Emergency. Each teacher shall have twelve (12) days per year granted at the start of the school year, with unused emergency leave accumulative to one hundred (100) days. Unused emergency leave may not exceed 100 days at the conclusion of the school year. Emergency leave may be used for absences under the following:
1. illness of the employee, including maternity
 2. death or illness of family, relative, or friends
 3. natural disaster such as storms, or floods which are severe enough to jeopardize the health and safety of the employee traveling to school.
- D. Bereavement. Teachers will be granted up to five (5) bereavement days per school year for the death of family, relatives, or friends. Bereavement days will not roll over to the next year.
- E. Civil. Temporary leave at full salary will be provided for each teacher for jury duty and court appearances as a witness. The length of leave will vary with the amount of time required.
- F. Maternity. The Board shall provide for the leave of absence from duty for any teacher who is required to be absent from duties because of pregnancy, miscarriage, childbirth, and recovery therefrom.
- G. Association. One association delegate shall have two days per year for association business. The days taken will be designated as professional leave. Association leave shall be approved by the superintendent prior to taking the leave.
- H. Extended. Extended leaves of absence without salary will be provided with the approval of the Board. The duration of the leave shall be no more than (1) year in length. Teachers on said leave shall be entitled to return the same position which they held immediately before commencement of leave or to a position of comparable responsibility and remuneration. Reasons for said leave may include but are not limited to: extended personal or family illness, childcare or adoption, and exchange teaching.
- I. Sabbatical. Sabbatical leave of one year shall be available to teachers of the Culbertson Schools after five (5) years of service with the District.
1. The procedure for requesting a sabbatical is:
 - a. file an application with the Professional Growth Committee by March 1st,
 - b. receive a recommendation from the Professional Growth Committee, and
 - c. receive a final approval from the Board. The Board has final approval to grant one sabbatical for any calendar school year.
 2. During said sabbatical, the teacher shall:
 - d. be considered to be an employee of the District,
 - e. receive the District's health insurance benefit,
 - f. be paid one-half($\frac{1}{2}$) of their salary (based on the teacher's salary the year the leave was requested) in monthly installment over the duration of their next annual contract with the Culbertson School District in addition to his/her regular salary for the contracted year.
- J. Beginning with the 1998-99 school year, requested emergency and personal leave will be calculated on fifteen (15) minute increments.

ARTICLE XI

Professional Compensation

- A. The salaries of teachers covered by this agreement are set forth in Appendix "A." Base pay will increase each year by 2 percent from the previous salary schedule. Each year of experience will increase by 2 percent and 4 percent every fifth year.

Reopener Clause: If at any point the Montana State Legislature during the 2025 legislative session (regular or special session), or any time prior to the 2027 legislative session, enacts changes to the school funding formula resulting in 4% or greater increase to the District's General Fund budget(s), the Culbertson Board of Trustees and the Culbertson Education Association agree to reopen negotiations to discuss salary and compensation in the contract. This clause applies only to salary and compensation in the contract and does not include any other terms of agreement unless mutually agreed upon by both parties.

1. Starting with 2025-2026 School Year, this section is perpetual as long as Montana Code provides an incentive for base teacher pay for the purpose of recruitment and retention and is at least as large as the incentive specified in House Bill 252, 2025 Legislative Session for base teacher pay meeting or exceeding the requirements of House Bill 252.
 - a. The district and union have agreed to increase teacher base salaries by at least the minimum amount to earn the incentive funding as provided under the provisions of House Bill 252, 2025 Legislative Session. The district's teacher base pay shall meet or exceed the amounts and conditions specified in House Bill 252 in its final form to ensure the district obtains the incentive funding under House Bill 252.
 - b. After deducting the amount needed to meet the minimum base pay requirement, the remaining net educator revenue will be split evenly among all certified teaching staff covered in this collective bargaining agreement and payable on December 5th and April 5th of each fiscal year.
 - c. The District and Union agree to the pay scale in "Appendix A" with a starting Teacher Base Pay that meets or exceeds the requirements of House Bill 252. All certified teachers with less than 5 years' experience will be placed at the starting Teacher Base Pay and remain at such level until their consecutive contract exceeds the starting Teacher Base Pay.
- B. All incoming teachers, beginning with the 2019-2020 school year will be given full credit up to fifteen years maximum credit on the salary schedule set forth in Appendix "A" for full years of outside teaching experience in any school district accredited by a state accrediting agency.
- C. All teachers working half-time will be promoted on the salary schedule at one step increments for years of experience.
 1. Seniority for teachers working half time shall be obtained at the rate of one year for each year of employment.
- D. Those teachers who accept an extra-duty activity which pays a salary will be issued a contract for such activity. This contract will be separate from the teacher's regular teaching contract, and payment for said activities shall be made at the completion of the activity with a separate check. All withholdings and/or benefits will be in force. Extracurricular salaries will be set by the Board.

- E. Teachers may elect to receive their contract salary in ten (10) or twelve (12) payments. Payroll checks will be issued on the 5th of each month. If the 5th is not a pupil instruction day, payroll will be disbursed on the last pupil instruction day prior to the 5th.
- F. Beginning with the 2010-2011 school year, the Board shall pay 100% of the local CEA (\$25), state MFPE, and national NEA Association dues. Beginning with the 2012-2013 school year, any teacher may choose to receive a \$375 professional dues stipend in lieu of Board payment of their state MFPE and national NEA Association dues. Once a teacher selects the \$375 professional dues stipend option offered by the district, the individual teacher shall be responsible for his/her state MFPE or national NEA Association dues.
- G. Any teacher who terminates his/her employment with the Culbertson School District is entitled to a lump-sum payment equal to one-fourth (¼) of the pay attributed to his/her accumulated emergency leave. The pay attributed to his/her accumulated emergency leave shall be computed on the basis of the employee's final salary or wage. The lump-sum payments for unused emergency leave shall begin with the 1984-85 school year. Emergency leave accrued before 1984-85 shall still be available to teachers as accumulated but shall not be computed in any lump-sum payment.
- H. Beginning with the 2025-2026 school year, and continuing every year thereafter, any teacher that has accrued at least 75 emergency days at the conclusion of the school year may elect to receive cash payment for up to three (3) unused personal days at his/her current salary or wage. Teachers that meet this qualification will be asked to complete the Unused Personal Leave Buyout Form (Appendix E) at the conclusion of the school year. Payment will be received on or before June 30th of that year.
- I. All curriculum work, to be accomplished beyond the normal work day and mandated by the school district, shall be contracted to the teachers voluntarily and paid back at the rate of \$20.00 per hour.
- J. Beginning with the 2025-2026 school year, any teacher that has earned a master's degree will receive a bonus of \$2,000.00 to be paid bi-annually in the amount of \$1,000 in December and May.
- K. Beginning with the 2025-2026 school year, any teacher with 10 years through 19 years of experience in the Culbertson School District will receive a longevity bonus of \$1,500.00 to be paid bi-annually in the amount of \$750 in December and May. Beginning with the year 2025-2026 school year, any teacher with 20 years or more of experience in the Culbertson School District will receive a longevity bonus of \$3,000 to be paid biannually in the amount of \$1,500 in December and May.

ARTICLE XII

Insurance

- A. Beginning with the 2024-2025 school year, a sum of seven hundred seventy-five dollars (\$775.00) a month will be allotted to each full-time teacher with no restrictions. These contributions are to be paid in twelve (12) monthly installments. Such payments shall be considered a substitute for employee health insurance until such a time that a group plan is agreed upon by both parties or mandated by state law.

- B. The Board shall pay 100% of the premium of a mutually selected disability insurance policy.
- C. The District shall maintain a benefit plan based on Section 125 of the IRS Code to pay eligible non-reimbursable health and dependent care costs. The plan will be administered by a mutually agreed upon third party and the District will pay start-up costs and the monthly administration fee. Participation will be voluntary and will include provision for employee orientation and education regarding plan use.

ARTICLE XIII

Evaluations

- A. Teacher evaluations will be conducted in compliance with evaluation instruments as adopted in school board policy. Said instrument shall be mutually developed, amended, and adopted by the administration and representatives from the Association. For the tenured, who are currently evaluated every other year, an instrument shall be mutually developed, amended, and adopted by the administration and representatives from the association for evaluation in the "off" year.
- B. Prerequisites to the consideration of termination in accordance with M.C.A. sections 20-4-204 and 20-4-206, the teacher must have been observed and written evaluation report(s) must have been made in accordance with this Master Agreement.

ARTICLE XIV

Reduction in Force

- A. The district will resort to a reduction in force if a fiscal exigency is deemed to exist in the district or a drop in enrollment warrants such a reduction. No employee will be laid off during a reduction in force for reasons that are discriminatory or retaliatory in nature, or otherwise prohibited by law. When the district determines the necessity to resort to a reduction-in-force, the following criteria will apply:
 - 1. Certified teachers shall be placed in a reduction-in-force position in an inverse order of seniority with the Culbertson School District. Full-time and part-time teachers will be treated equally. By September 30, the superintendent will provide the Association with a list showing the seniority of each teacher employed by the district, their areas of certification and courses taught. The superintendent shall promptly notify the Association of any changes in the list.
 - 2. Second preference will be given to teachers in the system with seniority in terms of the total number of years in the teaching profession.
 - 3. Contracts signed in the same year shall be treated equally.
 - 4. The sole possessor of an endorsement will be categorically excluded from the reduction in force.
- B. Teachers to be laid off because of a reduction-in-force will be given the following notification considerations:
 - 1. A written notice of the reduction-in-force.
 - 2. Teachers will not be laid off during the school year in which they are employed.
 - 3. A thirty (30) calendar day period before the lay-off takes effect.
- C. Tenured teachers who have been laid off because of a reduction-in-force will be given the following considerations for thirty-six (36) months.

1. Teachers who are certified to perform the work will be called back in order of seniority with the district.
2. Notice of recall will be given by certified, return receipt mail to the last address provided by the teacher. A copy of the recall will be given to the Association.
3. Teachers called in this manner will have ten calendar days after receipt of said letter to reply in writing to the district.

ARTICLE XV

Grievance Procedure

- A. Definition. A “grievance” a written complaint submitted by an employee or the Association alleging a violation of this agreement. “Days,” as used in the Grievance Article, shall be referred to as working days, i.e., all days excluding Saturdays, Sundays, and holidays, as defined by State Law.
- B. Procedure.
 1. Any grievance, controversy, or dispute shall first be taken up by the grievant and the Association with the immediate supervisor within ten (10) days of the alleged grievance. The immediate supervisor shall respond in writing within five (5) days.
 2. If such controversy or dispute cannot be resolved in this manner, it shall be presented to the superintendent or their designee in writing within five (5) days to the response of Step 1. The superintendent or their designee shall meet with the grievant and the Association Representative prior to attempting settlement. The superintendent or their designee shall respond in writing within ten (10) days from the time the grievance was presented to the superintendent.
 3. If no settlement can be reached in Step 2, the controversy shall be presented in writing to the school board or its designee within five (5) days of receipt of response to step 2, and an attempt at a settlement shall be made. The Board or its designee will respond in writing within ten (10) days from the time the grievance was presented to the Board.
 4. Should the Association consider the decision of the Board or its designee to be unsatisfactory, the grievant shall, within ten (10) days of receipt of such decision, notify the Board or its designee in writing of its intention to have such grievance referred to arbitration. Within five (5) days after such notice of intention is delivered to the Board, the Association shall call on the Board of Personnel Appeals to provide a list of five persons from which to choose the arbitrator. Each party shall be entitled to strike two names from the list in alternate order and the name remaining shall be the arbitrator. Each party shall share equally the cost of the impartial arbitrator. In the event one of the parties wants transcripts from the proceedings of the arbitration, the party requesting the transcript will pay all costs of the transcript. If both parties request transcripts, they shall share equally the cost of the transcription.
 5. The arbitrator selected will confer with the representative of the Board and the Association and hold hearings promptly and will issue his decisions no later than twenty (20) days from the date of the close of the hearing, or, if oral hearings have been waived, from the submission date of the final statements. The arbitrator's decision will be in writing and will set forth findings of facts, reasonings, and conclusions on the issues submitted.
- C. The form for filing the grievance is listed as Appendix "B".

ARTICLE XVI
Individual Teacher Contract

The Board and Association have agreed to the contract as set forth in Appendix "C".

ARTICLE XVII
Job Sharing

- A. Definition. Job sharing shall refer to two (2) teachers sharing one (1) full-time position, each sharing 50% of the assignments.
- B. Application. A job share application should be submitted each year. A detailed application submitted by job sharers should include the following:
 - 1. Scheduling.
 - 2. Division of teaching responsibilities.
 - 3. Handling of other responsibilities of the position-meetings, parent conferences, in-service training, etc.
 - 4. Means of planning and communication between sharers to ensure continuity of instruction and consistency in the classroom.
 - 5. Means of communicating with parents, principals, and other staff throughout the year.
 - 6. Any substituting arrangements to which the job sharers agree; to include a statement to substitute for each other except when both are excused for bona fide sick leave.
 - 7. Plan to present the arrangement to the students.
- C. Compensation. Unit members working in a job share position shall receive a prorated amount of leave benefits as per ARTICLE X.
- D. Return to full-time status. If the job sharer chooses to return to full-time status, said request to return shall be filed by March 1st of the previous school year, and shall be dependent upon whether there is a position available for which the job sharer is certified and capable.
- E. Salary Schedule. Job sharers shall be placed appropriately on the teacher's current salary schedule, receive one step increment for each year of service and be given appropriate added increments for advanced degrees, tenure, or longevity, and will maintain their positions of seniority.
- F. Seniority. Seniority shall be obtained at the rate of one year for each year of job sharing.
- G. Substituting. Job sharers shall substitute for each other when necessary and possible. They shall work out the arrangements between themselves with the concurrence of the principal. The sharers shall keep track of "pay back" days or days that the partner "owes" them. When they substitute for each other in this way, they do not lose any sick leave.
- H. Contingency. If the job sharer team loses one of its members during the year due to serious illness, an accident, or spouse's transfer which may cause a teacher to resign or be absent for an extended period of time, the District may ask the remaining sharer to work full-time. If the sharer does not choose to, then the District shall hire a compatible substitute or replacement when available.
- I. Number of job share positions. No more than two job share teams shall be approved for any one school year.

- J. Evaluation. Evaluation of job share participants may be done as a pair, individually, or a combination of both as determined by the building principal.
- K. Teacher reduced assignment contract. The reduced assignment contract for teachers is set forth in Appendix "D".

ARTICLE XVIII

District Rights

Section 1. Expressed Managerial Rights. The Association recognizes that the District is not required to and is not permitted to meet and negotiate on matters of expressed managerial prerogatives. The District shall retain all powers, rights, authorities, duties, and responsibilities conferred upon and vested in it by law to establish school policy of operation including but not limited to, the right to:

- A. Direct employees;
- B. Hire, promote, transfer, assign, and retain employees;
- C. Relieve employees from duties because of lack of work or funds or under conditions where continuation of such work is inefficient and nonproductive;
- D. Maintain the efficiency of school operations;
- E. Determine the methods, means, job classifications, and personnel by which school operations are to be conducted;
- F. Take whatever actions may be necessary to carry out the goals of the District in situations of emergency; and
- G. Establish the methods and processes by which work is performed.

Section 2. Effect of Laws, Rules, and Regulations: The Association shall recognize any agent of the District selected to represent it in any manner covered by the Master Agreement, evidenced by a letter of appointment executed by the Board Chairman or Clerk of the District. The parties recognize that the teachers covered by this Master Agreement shall perform the teaching and teaching-related services prescribed by the District. The parties also recognize the rights, obligations, and duties of the Board Trustees and orders as empowered in M.C.A. 20-3-324 so far as they are not inconsistent with the terms of this Master Agreement. The parties further recognize that the District, all teachers covered by this Master Agreement and all provisions of this Master Agreement are subject to the laws of the State of Montana, Federal laws, and valid rules, regulations, and orders of state and federal governmental agencies. Any provision of this Master Agreement found to be in violation of any such laws, rules, regulations, directives, and order shall be null and void and without force and effect.

IN WITNESS THEREOF, the Chairman and Clerk of the Board, by authority vested in them pursuant to Resolution passed by the majority of the Board, have on behalf of the Board, subscribed their names; and the President and Secretary of the Association, by authority vested in them by a Resolution passed by a majority of the Association, have hereunto subscribed their names on behalf of the Association.

ATTEST:

*BOARD OF TRUSTEES
SCHOOL DISTRICTS 17J/17R/17C*

_____	_____	_____	_____
Clerk	Date	Chairman of the Board	Date

CULBERTSON EDUCATION ASSOCIATION

_____	_____	_____	_____
Secretary	Date	President	Date

APPENDIX "A"

Culbertson Salary Schedule

Years	2025-2026		2026-2027		2027-2028	
		BA		BA		BA
1		*		*		*
2		*		*		*
3		*		*		*
4		*		*		*
5		\$ 42,663		\$ 43,516		\$ 44,387
6	2.000%	\$ 43,516		\$ 44,387		\$ 45,275
7	2.000%	\$ 44,387		\$ 45,275		\$ 46,181
8	2.000%	\$ 45,275		\$ 46,181		\$ 47,105
9	2.000%	\$ 46,181		\$ 47,105		\$ 48,047
10	4.000%	\$ 48,028		\$ 48,989		\$ 49,969
11	2.000%	\$ 48,989		\$ 49,969		\$ 50,968
12	2.000%	\$ 49,969		\$ 50,968		\$ 51,987
13	2.000%	\$ 50,968		\$ 51,987		\$ 53,027
14	2.000%	\$ 51,987		\$ 53,027		\$ 54,087
15	4.000%	\$ 54,066		\$ 55,147		\$ 56,250
16	2.000%	\$ 55,147		\$ 56,250		\$ 57,375
17	2.000%	\$ 56,250		\$ 57,375		\$ 58,523
18	2.000%	\$ 57,375		\$ 58,523		\$ 59,694
19	2.000%	\$ 58,523		\$ 59,694		\$ 60,888
20	4.000%	\$ 60,864		\$ 62,081		\$ 63,323
21	2.000%	\$ 62,081		\$ 63,323		\$ 64,589
22	2.000%	\$ 63,323		\$ 64,589		\$ 65,881
23	2.000%	\$ 64,589		\$ 65,881		\$ 67,199
24	2.000%	\$ 65,881		\$ 67,199		\$ 68,543
25	4.000%	\$ 68,516		\$ 69,887		\$ 71,285

*See Minimum Teacher Base Pay specified in Article XI. Professional Compensation, subject to change to meet the requirements of House Bill 252, 2025 Legislative Session.

\$1,500 Longevity Stipend (10-19 years) in District

\$3,000 Longevity Stipend (20+ years) in District

\$2,000 Masters' Stipend

•

APPENDIX "B"

GRIEVANCE REPORT FORM

Aggrieved Person _____ Date _____

School _____ Subject area or grade _____

Date grievance occurred _____

Statement of grievance:

Remedy requested:

Signature of Aggrieved _____ Date _____

STEP 1

Decision of Immediate Supervisor:

Signature of Supervisor _____ Date _____

Aggrieved response:

Signature of Aggrieved _____ Date _____

STEP 2

Date received by Superintendent _____

Decision of Superintendent:

Signature of Superintendent _____ Date _____

Aggrieved response:

Signature of Aggrieved _____ Date _____
-----**STEP 3**

Date received by School Board _____

Decision of School Board:

Signature of Board Chair _____ Date _____
-----**STEP 4**

Date submitted to Arbitrator _____

Signature of Arbitrator _____ Date _____
-----**STEP 5**

Arbitrator's decision:

Signature of Arbitrator _____ Date _____

APPENDIX "C"

CULBERTSON TEACHER CONTRACT

THIS CONTRACT, made and entered into the ____ day of _____, ____ (year) between School District 17 J/C/R of Roosevelt and Richland Counties, Montana hereinafter referred to as the District, and hereinafter referred to as the Teacher, WITNESSETH:

1. That said District hereby agrees to employ the said Teacher to teach within his/her areas of certificated endorsement, to teach _____ for the school year 20_-20_, for a period of 187 days of service.
2. That the District shall pay to the above named teacher the sum of \$ _____ payable in ____ (10 or 12) installments to be paid on such days of each month as are designated in Article XI. The Teacher's salary will be paid at the rate stated above per annum, less deductions required under federal and state laws, and such other deductions as shall be mutually agreed to. The terms of this contract shall be prorated if the assignment to cover a period of less than a school year or less than full time.
3. When a contract has been terminated by mutual agreement or in accordance with state law, the District shall be obligated to pay that portion of the contracted salary that has been earned up to and including the 1st day of service.
4. It is understood that the teacher holds a valid certificate or will have met the requirements for such by the opening of school.
5. Both parties shall comply with the provisions of the applicable state laws terms and conditions of the collective bargaining agreement, and with adopted policies of the District (that have been received by the Teacher) which are made a part of this CONTRACT by reference.
6. The individual CONTRACT is subject to the terms and conditions of the collective bargaining agreement between the Association and District, and to the extent that the provisions of this CONTRACT and said agreement may be inconsistent, the provisions of the agreement shall be controlling.
7. In the absence of a previous notice of election or reelection this CONTRACT shall operate as notice of election of the Teacher for the school year designated herein and, unless the Teacher shall accept, sign and return this CONTRACT to the District Clerk within twenty (20) days from the receipt date, said CONTRACT shall be without legal effect.

IN WITNESS WHEREOF, this CONTRACT is duly signed.

Teacher _____ Date _____ District _____

Clerk _____ Date Offered _____ Experience/education level _____

APPENDIX "D"

TEACHER REDUCED ASSIGNMENT CONTRACT

TO: Culbertson Schools
Districts 17J/C/R
Culbertson, Montana

FR:

RE: Reduction in contract agreement

I agree that the change in my status from a full-time (100%) teacher to a part-time (___%) teacher is the result of a voluntary request by me for the _____ school year. I understand that I remain at the reduced assignment agreed to below unless a mutual agreement between myself and the District is made.

Other conditions:

Signature of Teacher _____ Date _____

For the District _____ Date _____

APPENDIX "E"

Unused Personal Leave Buyout Form

Teacher Name: _____

Current School Year: _____

Number of Accrued Emergency Leave Days:

—

Number of Unused Personal Leave Days: _____

—

_____ I elect to have the entire balance of my unused personal leave days be paid by June 30th at my current salary or wage.

_____ I elect to have the entire balance of my unused personal leave days be added to my accumulated emergency leave.

Signature of Teacher: _____

Date: _____

For District Use Only

Date Received: _____

Number of Personal Leave Days Paid: _____ Amount Paid:\$ _____

Number of Personal Leave Days added to Accumulated Emergency Leave: _____

Adjusted Accumulated Emergency Leave Day Total: _____

District Clerk Signature: _____

Date: _____

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 19

AGENDA TITLE: 2024-2025 Calendar—Use of Flex Day #2

SUMMARY: I recommend the use of our second unused flex day on Tuesday, May 6th, 2025. This is the day of district track in Lambert for grades 5-12. If the track meet gets moved, this day will move with the track meet. CEA has approved this calendar change as stated above and it also needs board approval.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

Mission

Culbertson Public Schools are committed to providing opportunities for students in a safe and productive environment, to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in an ever-changing world.

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 20

AGENDA TITLE: Recommendations from the Athletic Committee

SUMMARY: The athletic committee met on March 18, 2025, at 5:30PM to discuss 8th grade golf, 8th grade dual participation, and the language about hiring coaches.

The committee recommends allowing 8th graders to participate in golf. We currently do not have any interested 8th graders this season, but Mrs. Morris knows there are interested students coming up that would like to participate in HS golf as 8th graders.

The committee does not recommend any change regarding MHSA approval of athletes participating in dual seasons simultaneously (example: junior high VB and simultaneously HS VB).

The recommend language for the activities handbook regarding the hiring of extra-curricular coaches is attached.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

Mission

Culbertson Public Schools are committed to providing opportunities for students in a safe and productive environment, to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in an ever-changing world.

Participation Limits

Culbertson extra-curricular programs exist to provide full participation for all eligible students who want to be involved in the various activities.

Due to several constraints such as: the (un)availability of opponents (which limits playing time), facility space, (un)availability of coaches, and the cost to maintain bigger programs; participation is limited for some programs.

Cross Country/Track: Participation is limited to 5th-12th grade.

Basketball: Participation is limited to 4th-12th grade. When any sub-varsity squad exceeds 15 players, the Activities Director will try to schedule more games by splitting the squad.

Volleyball/Football: Participation is limited to grades 7th-12th. 6th graders may participate with either junior high team if the team has fewer than 15 athletes. Since both sports are available to co-operative members, the impact of 6th graders will have to be affected by their inclusion. 6th grade participation will be limited to keep programs under 24 participants. Sub-varsity volleyball squads may be split for league and invitational tournaments to give more playing time to the athletes.

Golf: Golf is open to all high school students and 8th graders who meet the minimum grade requirements set in the coach's handbook. A golf team is made up of 4 individuals for both the boys and girls teams. The 4 person team is made up of the highest qualifiers for that week's tournament(s). This team will be considered varsity. Qualifying will consist of the 4 lowest scores during the qualifying round each week. If a qualifying round cannot be played, selection of the meet participants will be left to the discretion of the head coach based on practice attendance, work ethic, and ability. Students are required to supply their own equipment such as golf clubs, balls, and tees. Other items such as shoes, gloves, hats, and towels are also recommended but not required and must also be supplied by the participant.

Speech & Drama: Speech and Drama is open to all high school students and 8th graders who meet the eligibility requirements.

Manager Duties

1. Sweep floor before each practice. Manager may have to be used to sweep floor during games.
2. Insure needed equipment is available at practice.
3. Insure needed equipment is available at games.
4. Wash and dry towels: this will have to be continued during school hours-morning, break, and lunch.
5. Have water ready for athletes at all times.
6. Have ice ready in case of injury.
7. Clean equipment as needed (basketballs, footballs, and volleyballs at least twice per season.)
8. Be sure all practice equipment is properly stored after practice.
9. During games pick up loose balls and store properly.
10. Check showers to insure that they are all off. Report any problems to coach or janitor.
11. Assist coach as directed.
12. Managers will assist coaches and AD to set up for events.
13. Managers will preferably be peers to the athletes, meaning a JH student may manage for JH and HS for HS.

Officials

Officials for athletic contests will be recruited from area pools. The pools are asked to send the most experienced officials possible. Coaches from each sport may submit a list of officials they prefer to work their games and a list of officials they do not want to work their games.

Hiring Extra-Curricular Coaches

The Culbertson School District shall endeavor to fill leadership positions in its extra-curricular program with the most qualified candidate available in order to meet the guidelines of the district. Comparable numbers of coaches and, to as great of an extent as possible, consideration of comparable coaching experience of coaches will be used in hiring for male and female sports. When feasible these positions may be filled from certified staff members.

Prospective applicants must fill out an athletic department application form which is screened by the Activities Director. A recommendation for a position is given by the Activities Director to the superintendent for approval by the district school board. Assistant and sub-varsity coaching positions recommendations will be based on the recommendations of the head coach of each particular sport and the Activities Director. In addition, at the conclusion of the season coaches are asked to notify the activities director within 30 days if they wish to return the next season or not. Contracts that need to be mailed will be sent through certified mail to ensure delivery. Contract re-issues will not be discussed and/or re-offered at the board meeting for a minimum of 60 calendar days after the conclusion of the season.

Injuries

The following basic emergency medical guidelines are to be implemented in the event of an athletic injury:

1. Coach in charge will make an immediate general assessment of the injury, checking for:
 - a. Any sign of unresponsiveness
 - b. ABC's-Airway, Breathing, Circulation
 - c. Gross deformities i.e. apparent fractures
 - d. General athletic injuries
2. In the event of a serious injury, the coach in charge must decide whether or not to call an ambulance. **DO NOT MOVE A SERIOUSLY INJURED ATHLETE!**
3. If contacting the emergency medical staff:
 - a. Coach in charge will designate an assistant or responsible athlete/manager to call the ambulance.
 - b. Coach in charge will stay with the injured athlete.
 - c. Callers are to give the following information to the dispatcher:
 - I. Who is calling
 - II. Where you are calling from (building)
 - III. Phone number you are calling from
 - IV. What has happened
 - V. Assistance being given
 - VI. Where to enter facility, if known
 - VII. Don't hang up until dispatcher does
 - d. Caller reports back to coach in charge
 - e. Coach in charge will send a responsible person to meet the EMT's and guide them to the location of the injured person.

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 21

AGENDA TITLE: Request from the Yearbook Advisor

SUMMARY: Please see the attached documents and request from the yearbook advisor.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

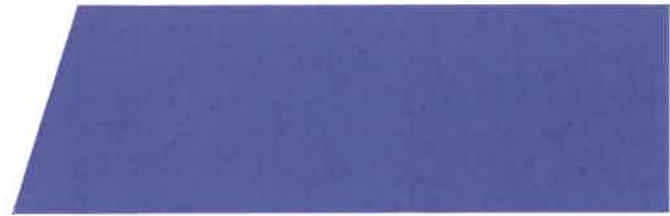
Mission

Culbertson Public Schools are committed to providing opportunities for students in a safe and productive environment, to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in an ever-changing world.



CHS

Y E A R B O O K



9 April 2025

To Whom It May Concern:

The CHS Yearbook account is \$1,267.40 overdrawn. I am requesting an injection of funds to cover the shortage. To help ensure this doesn't happen again, I have cut the number of 2025 Yearbooks from 100 to 50, which is the minimum number we can order. We're also taking a more aggressive approach to selling ads in this years book and students will be going around Culbertson selling ads. Logistically, I will have a problem going out of town with the kids to sell ads due to the current situation with Paula being on indefinite administrative leave with pay. Before Christmas I had a conversation with Mrs. Simonsen about going to Williston and Sidney and having Paula take the girls. But that seems to no longer be an option.

Your assistance with this matter would be greatly appreciated.

Thank you,
Bill Carlisle





Kaylynn Raaum <raaumk@culbertson.k12.mt.us>

Annual Activity Account

Kaylynn Raaum <raaumk@culbertson.k12.mt.us>
Draft To: Bill Carlisle <carlisleb@culbertson.k12.mt.us>
Bcc: Kaylynn Raaum <raaumk@culbertson.k12.mt.us>

Wed, Apr 9, 2025 at 1:52 PM

Hi Bill,

I'm working on getting the paperwork ready for the board meeting. Per our conversation on 3/11 you had until Monday 4/7 to make a decision regarding the negative balance of the Annual Activity Account. I need a letter from you to the SchoolBoard requesting an account bailout. I know you said you really didn't want to do that and the only other option was your suggestion of taking the negative balance out of your Advisor Stipend.

Either way I need one of the following by noon tomorrow, 1pm is my deadline for submission.

- #1 - Letter to School Board asking for an account bailout in the amount of \$1,267.40 - with an explanation.
- #2 - Letter addressed to Lora advising her to deduct from your stipend that is paid at the end of the school year. Please instruct her to pay the activity department \$1,267.40 before the April School Board meeting on 4/15/25 and the balance of the stipend paid at normal time.

If you have any questions please let me know.

Thanks for your help with this matter.

On Tue, Mar 11, 2025 at 3:34 PM Kaylynn Raaum <raaumk@culbertson.k12.mt.us> wrote:

Hi Bill,

I just finished reconciling the bank statement and see the Annual account still has a negative balance. I'm not sure if you have any selling events planned in the near future, I had a sticky note from a few months ago that stated you were planning multiple events to sell yearbooks.

If you are done with the events or not doing any in the near future. I will need a letter to the board requesting a bail out for the Annual's account. The current negative balance sheet from reconciling the bank statement should be in your mailbox today or tomorrow.

If I could get this letter by the end of Thursday, that would be great. I have board packets to get out first thing Friday morning.

If you have any questions please let me know.

--

Kaylynn Raaum
Assistant District Clerk
Janitorial Supervisor
Lunch Program Coordinator
Activity Department Admin.
Culbertson School District
Po Box 459
Culbertson, MT. 59218
406-787-6241
raaumk@culbertson.k12.mt.us

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Kaylynn Raaum
Assistant District Clerk
Janitorial Supervisor
Lunch Program Coordinator

Culbertson Public School

Activity Report for January through April
2024-2025

1 - ANNUAL

04/09/2025
11:43:36 AM

----- Checking -----		----- Savings -----		----- Investments -----	
Beginning	Ending	Beginning	Ending	Beginning	Ending
-1,267.40	-1,004.40	0.00	0.00	0.00	0.00

Transaction	Number	To Whom	Amount	Purpose	Date	Status	Running
Check	103	OPPORTUNITY BANK OF MONTANA	179.00	P-Card Charges	01/21/2025	Returned	-1,446.40

Transaction	Number	From Whom	Check	Amount	Deposit	Purpose	Date	Running
Receipt	694760	ANNUAL		35.00	1797	Yearbook Sales	01/10/2025	-1,411.40
Receipt	189011	ANNUAL		157.00	1851	Yearbook Sales - Old	02/13/2025	-1,254.40
Receipt	189034	ANNUAL		50.00	1878	Pre-YearBooks Sales for 24/25 School Yr	03/18/2025	-1,204.40
Receipt	189036	ANNUAL		50.00	1876	Pre-YearBooks Sales for 24/25 School Yr	03/18/2025	-1,154.40
Receipt	189040	ANNUAL	1090	50.00	1881	Pre-YearBooks Sales for 24/25 School Yr	03/19/2025	-1,104.40
Receipt	189055	ANNUAL		50.00	1897	Pre-YearBooks Sales for 24/25 School Yr	04/02/2025	-1,054.40
Receipt	189061	ANNUAL		50.00	1903	Pre-YearBooks Sales for 24/25 School Yr	04/02/2025	-1,004.40
				442.00		Overall		

Pre-Yearbook Sales for 24/25
\$250.00

Bail out - \$1,267.40



**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 22

AGENDA TITLE: Math Curriculum

SUMMARY: Mrs. Parenteau, our curriculum coordinator, has been working with K-5 staff as well as Mrs. Morris and Mrs. Mogga to determine the best math curriculum to purchase.

After months of examining a variety of curriculums, they recommend the following:

*K-5 will use Everyday Math from McGraw Hill

*6-8 will use McGraw Hill- Glencoe Math

*9-12 will continue McGraw Hill books currently being used but would like to purchase new copies as they are not in decent shape.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

Mission

Culbertson Public Schools are committed to providing opportunities for students in a safe and productive environment, to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in an ever-changing world.

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 23

AGENDA TITLE: Winter Extra-Curricular Contracts 2025-2026

SUMMARY: The recommendations for winter extra-curricular coaching contracts in the 2025-2026 school year are as follows. You can take each contract individually or approval all of them at once.

Cheer: Tiffany Nielsen

Speech/Drama: Jeri Gustafson (Head) & Patrick Kjelshus (Assistant)

GBB: VACCANT (Head HS), VACCANT (Assistant HS), David Anderson (Head JH), Shelby Lebsock (Assistant JH), Jenna Bowker (Head Elem.), & Ashley Anderson (Assistant Elem.).

BBB: Milt Apple (Head HS), VACCANT (Assistant HS), Milt Apple (Head JH), Jimie Lou Morris (Assistant JH), Cody Steppler (Head Elem.), & Kenneth Jasper (Assistant Elem.)

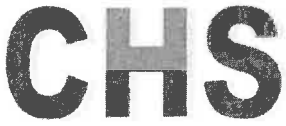
After action on these contracts, we need board approval to officially open the Head HS and Assistant HS GBB positions, as well as Assistant HS BBB.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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Nicole Simonsen <simonsenn@culbertson.k12.mt.us>

coach

2 messages

David Solem <solemd@culbertson.k12.mt.us>

Wed, Mar 26, 2025 at 8:23 AM

To: Nicole Simonsen <simonsenn@culbertson.k12.mt.us>

Got a text from Sabrina yesterday afternoon, She will not be returning as the girls BB coach, she would like to see the job advertised.

--

David Solem
8-12 Social Studies
Athletic Director
Culbertson Schools
406-787-6241

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Nicole Simonsen <simonsenn@culbertson.k12.mt.us>

Wed, Mar 26, 2025 at 10:49 AM

To: David Solem <solemd@culbertson.k12.mt.us>

Got it. Thanks!

[Quoted text hidden]

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 24

AGENDA TITLE: 2025-2026 Technology Budget

SUMMARY: The technology committee met Monday, April 14, 2025 at 5:00PM to review the proposed technology budget. There will be a recommendation from the technology committee at the board meeting along with a copy of the proposed budget.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 25

AGENDA TITLE: 2025-2026 Professional Development Plan

SUMMARY: Policy 5121 requires the assembly of a professional development committee to make a plan for the upcoming school year. Please review the attached minutes from our professional development committee meeting. I recommend approval of the 2025-2026 Professional Development Plan.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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2025-2026 Professional Development Plan

Committee Members: Tiffany Nielsen, Wendy Nickoloff, Theresa McDonald, Bill Carlisle

Administrator: Nicole Simonsen

Board Representatives: Wendy Becker & Amber Fox

On Wednesday, March 19, 2025 the committee members met with Nicole in Mrs. McDonald's classroom at 3:35. We discussed the 2025-2026 school year PIR time. We had 6 staff members respond to the survey sent out asking what topics they would like covered in 2025-2026 PIR time. The committee discuss those responses and tried to weave them into the PIR time for 2025-2026 during the first 2 days of PIR time before school starts and the 3 1:00 outs during the second semester.

Our first 2 days together in August will include the following: Kee Dunning. More information on GoGuardian was requested, so we will have Mike share a little on this topic. We need to review lockdown and search modes with everyone together. Other traditional meetings will be included throughout these 2 days as well.

Next, we discuss our 3 1PM outs where we get 3 hour chunks of PD time. Our first 1PM out will be in January. We would like to bring in a trainer to learn more about how to utilize AI, maximize Google, and learn new tools/tricks with smartboards.

Our second 1PM out in March will be used for Kee Dunning to come back to meet with the entire staff.

Our 3rd and final 1PM out in April will be used for Kee Dunning again if possible. If not, we might look to fill with Indian Education for All training.

Other recommendations included doing more book studies next year in the fall. I led 2 book studies during fall of 2024 with the option for renewal units: "Coffee Bean" and "The Energy Bus". I will offer "The Energy Bus for Schools" and "Teach Like a Pirate" in the fall of 2025 for renewal units.

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 26

AGENDA TITLE: 2025 Summer Custodial Staff

SUMMARY: Our custodial director, Kaylynn, and I recommend the following staff for the summer 2025 custodial team:
-Kelly Vaught
-Teri George
-Mary Hauso
-Cristina Annette
-Talesha DePriest
-Ryan Acson
-Heidi Danielson
-Peyton Jahns
-Chris Chilson

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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**CULBERTSON PUBLIC SCHOOLS
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BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 27

AGENDA TITLE: Summer Computer Cleaning Staff

SUMMARY: Mr. Olson and I recommend the approval of Theresa McDonald and Wendy Nickoloff for summer computer cleaning.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 28

AGENDA TITLE: 2025-2026 MUST Insurance Renewal

SUMMARY: Unfortunately, our MUST renewal rates saw a 16% increase due to 180% usage over the premiums paid. At this time, even with the increase, we recommend approval of the MUST renewal for another year.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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2024-2025 MUST INSURANCE

NEW

	HE 3500	HE 5000
Single	\$ 1,272 \$ 812	
Two Party	\$ 2,544 \$ 1,624	
Parent/Child	\$ 2,099 \$ 1,340	
Family	\$ 3,434 \$ 2,192	
Deductible	\$ 3,500 \$ 5,000	
Coinurance	100% / 0%	100% / 0%
Out-of-Pocket	\$3,500	\$5,000

DENTAL VISION

\$ 40 \$ 10
\$ 78 \$ 21
\$ 81 \$ 14
\$ 121 \$ 22

2025-2026 MUST INSURANCE

NEW

	HE 3500	HE 5000
Single	\$ 1,476 \$ 942	
Two Party	\$ 2,952 \$ 1,884	
Parent/Child	\$ 2,435 \$ 1,554	
Family	\$ 3,985 \$ 2,543	
Deductible	\$ 3,500 \$ 5,000	
Coinurance	100% / 0%	100% / 0%
Out-of-Pocket	\$3,500	\$5,000

DENTAL VISION

\$ 42 \$ 11
\$ 82 \$ 22
\$ 85 \$ 15
\$ 127 \$ 23

**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 29

AGENDA TITLE: JH/HS Principal Contract

SUMMARY: The negotiation committee met on Monday, April 14, 2025 at 5:15PM to discuss the principal contract. The negotiation committee will bring a recommendation to the board meeting.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 30

AGENDA TITLE: Elementary Principal Contract

SUMMARY: The negotiation committee met on Monday, April 14, 2025 at 5:15PM to discuss the principal contract. The negotiation committee will bring a recommendation to the board meeting.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 31

AGENDA TITLE: Superintendent Contract

SUMMARY: The negotiation committee met on Monday, April 14, 2025 at 5:15PM to discuss the superintendent contract. The negotiation committee will bring a recommendation to the board meeting.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 4-15-2025

AGENDA ITEM #: 32

AGENDA TITLE: Certified Contract

SUMMARY: I hope to have a solidified recommendation for the Certified Vo-Ag Teaching position we have available at the board meeting Tuesday night.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Walker					
Petersen					
Becker					
Steppler					
Fox					

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