



BOZEMAN SCHOOL DISTRICT NO. 7

WILLSON BOARD ROOM #217A

MONDAY -- July 14, 2025 -- 5:45 PM

Regular Board Meeting

- 5:45 1. **Call to Order -- Roll Call -- Pledge of Allegiance** Red = Not an Agenda Item (Placeholder)
2. **BSD7 Experience** Black = Agenda Item
- 2.1 Student Representatives Report
 - 2.2 Board Education - Summer Jump Start Programming
The Board Education Opportunity is a **15-minute** segment that allows our Board to receive an educational snippet of what is happening in our District.
 - 2.3 Recognition and Awards
3. **Action Items -- Consent**
- 3.1 Policy 2nd Reading
 - 3.2 Minutes
 - [3.2.1](#) Consider Approval of Board Meeting Minutes
 - 3.3 High School District
 - 3.4 Both Districts
 - [3.4.1](#) Consider Approval of Personnel Actions
 - [3.4.2](#) Consider Approval of Financial Reports, Warrant Approval, and Donations
 - [3.4.3](#) Consider Approval of Nonresident Students
 - [3.4.4](#) Consider Approval to Adopt Primary/Core Instructional Resources for grades PK-12
 - [3.4.5](#) Consider Approval of Disposal of Obsolete District Property for 2025-26 Fiscal Year
 - [3.4.6](#) Consider Approval of Records Destruction for 2025-26 Fiscal Year
 - [3.4.7](#) Consider Approval of 2025-26 Transportation Updates, Bus Routes, Stops That May Require a School Child to Cross a Roadway, and Individual Contracts
 - [3.4.8](#) Consider Approval of Policy #3311, Firearms and Weapons, Annual Policy Review, and Hunter Education Course Exception
 - [3.4.9](#) Consider Approval of Policy #3612, *District-Provided Access to Electronic Information, Services, and Networks*, and Procedure #3612P to ensure compliance with the Children's Internet Protection Act (CIPA) and maintain good standing for E-Rate funding discounts for technology purchases.
 - [3.4.10](#) Consider Approval of the 2025-26 Professional Learning PIR Matrix
 - 3.5 Elementary District
4. **Action Items -- Singular**
- 4.1 Both Districts
 - [4.1.1](#) Consider Approval of Revised LRSP Mission, Vision, Values, and Goals
 - [4.1.2](#) Consider Approval of 2025-2026 LRSP Five-Year Plan
 - [4.1.3](#) Consider Approval of 2025-2026 LRSP Implementation Framework
 - [4.1.4](#) Consider Setting 2025-26 Health and Dental Insurance Price Tags, Selecting Excess Risk Insurance Provider and Limits, and Designating a Plan Administrator
 - 4.2 High School District
 - 4.3 Elementary District

5. Board Discussion

5.1 Policy 1st Reading

[5.1.1](#) Discuss New Policy #TBD Remote Work

5.2 Committee Reports

6. Public Comment on Non-Agenda Items

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

7. Reports

[7.1](#) Executive Cabinet Report

[7.2](#) Board of Trustees

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

_____ ADJOURN

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

PLEASE TURN OFF CELL PHONES

The public portions of the board meeting are being recorded in accordance with District Policy 1420 and Section 2-3-214, MCA. By remaining in this meeting all participants and attendees acknowledge they may appear on the recording which will be placed on the School District's website for a minimum of one year from the date of the meeting. Further instructions about participating in the meeting will be provided throughout the meeting.

Montana Code Annotated 2019

TITLE 45. CRIMES

CHAPTER 8. OFFENSES AGAINST PUBLIC ORDER

Part 1. Conduct Disruptive of Public Order

Disorderly Conduct

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

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

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

[Double Click to Return to Agenda](#)



Meeting Date: July 14, 2025
Category: Action Item - Consent - Both Districts
Agenda Item #: 3.2.1
Originated By: Lacy Clark, District Clerk
Others Involved: Lori Ross, Executive Assistant

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of Board Meeting Minutes

Facts & Discussion:

- Minutes of the [June 9, 2025](#) Regular Board Meeting.
- Upon approval, the minutes represent the official actions of the Board of Trustees of School District No. 7.

Fiscal Impact:
N/A

Superintendent's Recommendation:
It is recommended that the Board of Trustees approve the minutes of the Regular Board Meeting on [6-9-2025](#) as presented.

Other Alternatives:

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



Meeting Date: July 14, 2025
Category: Action Item - Consent - Both Districts
Agenda Item #: 3.4.1
Originated By: Pat Strauss, Director of Human Resources
Others Involved:

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
 Consider Approval of Personnel Actions

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

Fiscal Impact:
 Noted on report.

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

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

July 14, 2025

REQUIRES BOARD ACTION

Confirmation of Employment (Certified)

Name	Position	Level/Step	Effective	Salary
Baalman, Anna	Science Teacher, 1.0 FTE, BHS	BA, Step 3	8/25/2025	\$51,852.00
Baatz, Ellie	Math Teacher, .50 FTE, BHS	BA, Step 3	8/25/2025	\$25,926.00
Bridwell, Carlisle	Social Studies Teacher, .83 FTE, Study Hall Teacher, .17 FTE, GHS	BA(M)+45, Step 5	8/25/2025	\$63,803.00
Campbell, Allison	ML/EL Teacher, 1.0 FTE, WILL	BA(M)+60, Step 3	8/25/2025	\$62,681.00
Doehrer, Madison	Elementary Teacher, 1.0 FTE, EMDI	BA, Step 3	8/26/2025	\$51,852.00
Dawson, Alyssa	Kindergarten Teacher, 1.0 FTE, MDLK	BA, Step 3	8/26/2025	\$51,852.00
Goffe, Anna	Elementary Teacher, 1.0 FTE, MDLK	BA(M)+60, Step 3	8/27/2025	\$62,681.00
Greenhalgh-Butler, Piper	Choir Teacher, .80 FTE, SMS	BA, Step 3	8/25/2025	\$41,481.60
Johnson, Michaelann	Elementary Teacher, 1.0 FTE, EMDI	BA+30, Step 5	8/25/2025	\$58,876.00
Lincoln, Amy	Speech Pathologist, .40 FTE, GHS, .60 FTE, MDLK	BA(M)+105, Step 7	8/25/2025	\$74,778.00
Mahurin, Brandy	Elementary Teacher, 1.0 FTE, EMDI	BA, Step 5	8/27/2025	\$54,925.00
Meyer, Hannah	English Teacher, .67 FTE, GHS	BA(M)+45, Step 6	8/26/2025	\$43,761.05
Moore, Riley	MS Teacher, 1.0 FTE, SMS	BA, Step 3	8/25/2025	\$51,852.00
Musumeci, Courtney	SPED Teacher, 1.0 FTE, WDS	BA Step 3	8/25/2025	\$51,852.00
Nason, Jennifer	SPED Teacher, .50 FTE, MDLK	BA(M)+45, Step 7	8/27/2025	\$33,438.00
Noce, Noel	SPED Teacher, 1.0 FTE, WDS	BA+15, Step 3	8/25/2025	\$53,852.00
O'Connor, Rory	MS Teacher, 1.0 FTE, CJMS	BA Step 3	8/25/2025	\$51,852.00
Odt, Annika	Kindergarten Teacher, 1.0 FTE, EMDI	BA Step 3	8/25/2025	\$51,852.00
Ozanne, Courtney	SPED Teacher, .50 FTE, HYL T	BA(M)+105, Step 7	8/25/2025	\$37,389.00
Prato, Kathryn	Elementary Teacher, 1.0 FTE, MDLK	BA(M)+75, Step 6	8/26/2025	\$69,266.00
Samuelson, Nancy	Elementary Teacher, 1.0 FTE, HYL T	BA(M)+60, Step 3	8/25/2025	\$62,681.00
Silvey, Hannah	ML/EL Teacher, .50 FTE, MDLK	BA(M)+45, Step 7	8/25/2025	\$33,438.00
Smith, Emily	French Teacher, 1.0 FTE, GHS	BA(M)+45, Step 7	8/25/2025	\$66,876.00
Spieker, Taylor	ML/EL Teacher, 1.0 FTE, BHS	BA(M)+75, Step 3	8/26/2025	\$64,632.00
West, Lauren	Kindergarten Teacher, 1.0 FTE, EMDI	BA, Step 3	8/25/2025	\$51,852.00
White, Tina	SPED Teacher, 1.0 FTE, HYL T	BA(M)+45, Step 7	8/25/2025	\$66,876.00
Wolcott, Courtney	Reading Intervention Teacher, .50 FTE, HAWT	BA(M)+45, Step 5	8/25/2025	\$31,901.50

Confirmation of Employment (Professional)

Name	Position	Level/Step	Effective	Hrly. Rate
Fuller, Gina	District Accounting Bookkeeper, 1.0 FTE, BUS OFF	Professional	7/7/2025	\$25.00

Confirmation of Employment (Classified)

Name	Position	Level/Step	Effective	Hrly. Rate
Dipentino, Destiny	Custodian, .50 FTE, SMS, 12 mos.	G05	6/17/2025	\$22.87
Flentic, Melissa	Secretary/Receptionist, .50 FTE, SMS, 9.25 mos.	D05	9/2/2025	\$19.67
Lama, Sonam	Custodian, .50 FTE, BHS, 12 mos.	G01	6/30/2025	\$21.20
Morales, Felicitas	Custodian, 1.0 FTE, BHS, 12 mos.	G05	7/2/2025	\$23.84
Okamoto, Carolina	FS Cashier, .375 FTE, MOST, 9.25 mos.	FB1	9/2/2025	\$20.39
Santos Carrillo, David	Custodian, .50 FTE, GHS, 12 mos.	G02	7/2/2025	\$22.53
Terrette, Mira	SPED Life Skills PARA, .875 FTE, GHS, 9.25 mos.	SPED LS D01	9/2/2025	\$21.90

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REQUIRES BOARD ACTION (con't)

Confirmation of Request for Leave of Absence (Certified)

Name	Position	Reason	Effective Dates
Anderson, Laura	Elementary Teacher, 1.0 FTE, MDLK	LOA	8/27/25 - 1/5/26
Miller, Brittany	Librarian, 1.0 FTE, BHS	LOA	2025-2026
Smith, Megan	Elementary Teacher, 1.0 FTE, HYL	Intermittent FMLA	8/27/25 - 11/3/25

REPORT OF ADMINISTRATIVE ACTIONS

Confirmation of Resignations/Terminations (Certified)

Name	Position	Reason	Effective	Years of Service
England, Shelby	SPED Teacher, 1.0 FTE, BA(M)+60, Step 5, \$68,815, WDS	Resignation	6/13/2025	3
McGearty-Anderson, Kayla	English Teacher, 1.0 FTE, BA(M)+105, Step 7, \$70,357, GHS	Resignation	6/13/2025	6
Nelson, Alexandra	SPED Teacher, 1.0 FTE, BA(M)+45, Step 3, \$58,235, CJMS	Resignation	6/13/2025	3
Toth, Amy	School Nurse, .325 FTE, BSN, Step 6, \$16,095.46, MOST	Resignation	6/13/2025	1.72

Confirmation of Resignations/Terminations (Professional)

Name	Position	Reason	Effective	Years of Service
Hansen, Christopher	Warehouse & Distribution Tech, 1.0 FTE, Professional, \$25.25/hr., SUPT SVCS, 10 mos.	Resignation	5/12/2025	9.83
Miller, Hannah	OT, .45 FTE, Professional, \$25,951.55, EMDI, 10 mos.	Resignation	6/13/2025	4
Selvig, Brittany	Supervisor - Support Services, 1.0 FTE, Professional, \$5,215.67, SUPT SVCS, 12 mos.	Resignation	7/18/2025	11.7
Sweeney, Helen	Assistant to HR Director, 1.0 FTE, Professional, \$34.45/hr., WILL, 12 mos.	Retirement	7/31/2025	12.1

Confirmation of Resignations/Terminations (Classified)

Name	Position	Reason	Effective	Years of Service
Barge, Amanda	Overflow PARA, .50 FTE, Non Unit, \$17.00/hr., SPED Life Skills PARA, .375 FTE, SPED LS D01, \$21.13/hr., EMDI, 9.25 mos.	Temporary Position	6/12/2025	1.6 mos.
Bear, Kaitliin	Discretionary PARA, .1833 FTE, B05, \$18.08/hr., SPED PARA, .1333 FTE, SPED D05, \$19.44/hr., HAWT, 9.25 mos.	Remainder of the Year	6/12/2025	7.6 mos.
Betts, Regan	Discretionary PARA, .2917 FTE, B01, \$17.03/hr., SPED PARA, .2292 FTE, SPED D01, \$18.13/hr., HAWT, 9.25 mos.	Remainder of the Year	6/12/2025	7.6 mos.
Bryant, Grace	Discretionary PARA, .4375 FTE, B03, \$17.72/hr., SPED PARA, .3125 FTE, SPED D03, \$18.88/hr., HAWT, 9.25 mos.	Remainder of the Year	6/12/2025	6 mos.
Boyd, Aiden	FS - Student Worker, .25 FTE, FA1, \$18.74/hr., HYL, 9.25 mos.	Temporary Position	6/12/2025	1.9 mos.

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REPORT OF ADMINISTRATIVE ACTIONS (con't)

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

Name	Position	Reason	Effective	Years of Service
Carey, Mia	SPED PARA, .075 FTE, SPED D06, \$19.64/hr., SPED LS PARA, .0938 FTE, SPED LS D06, \$22.64/hr., WHIT, 9.25 mos.	Remainder of the Year	6/12/2025	8 mos.
Conrad, Madeline	Elementary PARA, .88 FTE, B02, \$17.38/hr., IRVG, 9.25 mos.	Resignation	6/12/2025	1
Coplon, Kali	Transportation PARA, B01, \$17.03/hr., Overflow PARA, Non Unit, \$17.00/hr., MOST, 9.25 mos.	Temporary Position	6/12/2025	2.7 mos.
Currie, Alora	Overflow PARA, .3063 FTE, Non Unit, \$17.00/hr., HYL, 9.25 mos.	Temporary Position	6/12/2025	6.8 mos.
Evenson, Bobbe	Overflow PARA, .9375 FTE, Non Unit, \$17.00/hr., LONG, 9.25 mos.	Temporary Position	6/12/2025	5.2 mos.
Fuller, Kendra	Overflow PARA, .050 FTE, Non Unit, \$17.00/hr., HAWT, 9.25 mos.	Temporary Position	6/12/2025	5.8 mos.
Hageman, Bethany	Discretionary PARA, .275 FTE, B01, \$17.03/hr., LONG, 9.25 mos.	Remainder of the Year	6/12/2025	5.5 mos.
Hutchins, Cassonda	Overflow PARA, .375 FTE, Non Unit, \$17.00/hr., COMBO PARA, .30 FTE, B01, \$17.03/hr., WHIT, 9.25 mos.	Remainder of the Year	6/12/2025	2.9 mos.
Isola, Suzanne	Elementary PARA, .325 FTE, B05, \$18.08/hr., SPED PARA, .075 FTE, SPED D05, \$19.44/hr., HAWT, 9.25 mos.	1 Year Only	6/12/2025	1
Johnson, Eli	Overflow PARA, .875 FTE, Non Unit, \$17.00/hr., IRVG, 9.25 mos.	Temporary Position	6/12/2025	1.4 mos.
Lowery, Ashley	Overflow PARA, .175 FTE, Non Unit, \$17.00/hr., LONG, 9.25 mos.	Temporary Position	6/12/2025	3.5 mos.
McGee, Matt	Custodian, .50 FTE, G03, \$22.02/hr., GHS, 12 mos.	Resignation	5/30/2025	5.25 mos.
O'Connell, Jackson	FS - Student Worker, .25 FTE, FA1, \$18.74/hr., EMDI, 9.25 mos.	Temporary Position	6/12/2025	4.3 mos.
Olsen, Emerson	Discretionary PARA, .4167 FTE, B01, \$17.03/hr., SPED PARA, .2708 FTE, SPED D01, \$18.13/hr., HAWT, 9.25 mos.	1 Year Only	6/12/2025	1
Pafford, Caitlin	Overflow PARA, .875 FTE, Non Unit, \$17.00/hr., HAWT, 9.25 mos.	Temporary Position	6/12/2025	5.5 mos.
Spear, Cortnee	SPED PARA, .875 FTE, SPED D11, \$20.64/hr., IRVG, 9.25 mos.	Resignation	5/20/2025	6.85
Struckman, Brandon	Overflow PARA, .8125 FTE, Non Unit, \$17.00/hr., EMDI, 9.25 mos.	Temporary Position	6/12/2025	5.4 mos.

Changes and Revisions in Contracts (Certified)

Name	From	To	Effective	Reason
Higgins, Michelle	Librarian, 1.0 FTE, HAWT	Librarian, 1.0 FTE, BHS	8/27/2025	Internal Transfer
Largess, Stephanie	SPED Teacher, 1.0 FTE, IRVG	Intervention Teacher, .75 FTE, WHIT	8/25/2025	Internal Transfer, Decrease in FTE/Hrs.
Lenihan, Kathryn	Elementary Teacher, 1.0 FTE, LONG	MS Teacher, 1.0 FTE, SMS	8/27/2025	Internal Transfer

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REPORT OF ADMINISTRATIVE ACTIONS (con't)

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

Name	From	To	Effective	Reason
McKenney, Katherine	Intervention Teacher, 1.0 FTE, HYL T	Literacy TOSA, .50 FTE, HYL T, .50 FTE, WHIT	8/27/2025	Internal Transfer
Wertman, Krystal	MS Teacher, 1.0 FTE, SMS	Elementary Teacher, 1.0 FTE, EMDI	8/27/2025	Internal Transfer

Changes and Revisions in Contracts (Classified)

Name	From	To	Effective	Reason
Keffer, Graciela	Guidance Secretary, .75 FTE, F04, \$20.38/hr., SMS, 11 mos.	Guidance Secretary, 1.0 FTE, F04, \$20.38/hr., SMS, 11 mos.	6/1/2025	Increase in FTE/Hrs.
Swallow, Veronica	Guidance Secretary, .8125 FTE, F04, \$20.38/hr., CJMS, 11 mos.	Guidance Secretary, 1.0 FTE, F04, \$20.38/hr., CJMS, 11 mos.	6/1/2025	Increase in FTE/Hrs.
Watkins, Melissa	FS Specialist, .75 FTE, FB6, \$21.57/hr., Custodian, .25 FTE, G06, \$23.31/hr., SMS, 9.25/12 mos.	FS Specialist, .75 FTE, FB7, \$22.71/hr., SMS, 9.25.	7/1/2025	Term of Assignments, Decrease in FTE/Hrs.

Stipends - Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Chandler, Hunter	Summer Weight Room Supervisor - GHS (.5) (Longevity)	\$2,246.92	3	6/1/25 - 8/6/25
Connors, Logan	Track - Asst. Coach - GHS (Longevity)	\$4,493.84	3	3/13/25 - 5/27/25
Miller, Josh	Fastpitch - Asst. Coach - GHS	\$4,321.00	3	3/13/25 - 5/27/25
Ross, Shaun	Track - Asst. Coach - GHS	\$4,321.00	3	3/13/25 - 5/27/25
Yates, Tucker	Summer Weight Room Supervisor - GHS (.5)	\$2,160.50	3	6/1/25 - 8/6/25

Stipends - Not Extracurricular

Name	Authorized Position	Stipend	Level	Effective
Abbey, Hayley	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$280.00		1/27/25 - 6/12/25
Acker, Nic	25-26 SPED ESY - Elem BHS PARA (Hrly. Rate @ I13)	\$27.89		7/1/25 - 8/1/25
Assante, Tony	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$650.00		1/27/25 - 6/12/25
Atlas, Madison	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$290.00		1/27/25 - 6/12/25
Balius, Quincy	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$490.00		1/27/25 - 6/12/25
Ball, Lisa	24-25 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$36.07		6/1/25 - 6/30/25
Ball, Lisa	25-26 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 7/11/25
Barton, Candy	Gallatin College Dual Enrollment - AHMS 144 - BHS	\$100.00		Spring 2025
Bauer, Jerry	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Becker, Katie	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/8/25 - 8/13/25
Bell, Douglas	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$390.00		1/27/25 - 6/12/25
Beller, William	24-25 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25

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REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Beller, William	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Bertram, Casey	Merit Adjustment	\$7,500.00		2024-2025
Biggerstaff, Daniel	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$270.00		1/27/25 - 6/12/25
Biggert, Erica	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/14/25 - 8/7/25
Biggert, Erica	24-25 Jump Start - Teacher Substitute - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Biggert, Erica	25-26 Jump Start - Teacher Substitute - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 7/14/25
Borst, Ashley	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$450.00		1/27/25 - 6/12/25
Bradshaw, Cindy	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Brown, Nellie	Jump Start Admin - 1st Session 2 index points based on 25-26 base salary in policy #6143 - EMDI	\$1,716.78		7/1/25 - 7/10/25
Brumwell, Ashley	24-25 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$36.07		6/16/25 - 6/30/25
Brumwell, Ashley	25-26 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 7/11/25
Bute, Jill	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$480.00		1/27/25 - 6/12/25
Butler, Katie	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/28/25 - 8/19/25
Carey, Mia	24-25 SPED ESY - SPED LS PARA (Hrly. Rate @ SPED LS D06)	\$22.64		6/16/25 - 6/30/25
Carey, Mia	25-26 SPED ESY - SPED LS PARA (Hrly. Rate @ SPED LS D07)	\$23.47		7/1/25 - 8/23/25
Carothers, Sarah	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$540.00		1/27/25 - 6/12/25
Carpenter, Chloe	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$270.00		1/27/25 - 6/12/25
Carroll, Mona	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Certalic, Michael	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Chocholousek, Anna	Gallatin College Dual Enrollment - SPNS 101 - BHS	\$100.00		Spring 2025
Collins, Jennifer	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$320.00		1/27/25 - 6/12/25
Conrad, Madeline	24-25 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Conrad, Madeline	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Conwell, Laura	Jump Start Admin - 2nd Session 4 index points based on 25-26 base salary in policy #6143 - LONG	\$3,433.56		7/14/25 - 8/7/25

July 14, 2025

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Curey, Tanner	Gallatin College Dual Enrollment - BMGT 210 - BHS	\$400.00		Spring 2025
Doehrer, Madison	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Doehrer, Madison	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Doolittle, Jo	Gallatin College Dual Enrollment - Welding 111, 121 & 110 - BHS	\$300.00		Spring 2025
Drahos, Dawn	Gallatin College Dual Enrollment - BIOH 112 & BIOH 113 - GHS	\$400.00		Spring 2025
Duckworth, Kai	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/1/25 - 8/26/25
Edwards, Anna	24-25 Jump Start - PARA - MDLK (Hrly. Rate @ D01)	\$17.46		6/23/25 - 6/30/25
Edwards, Anna	25-26 Jump Start - PARA - MDLK (Hrly. Rate @ D01)	\$18.20		7/1/25 - 8/7/25
Elson, Kate	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$520.00		1/27/25 - 6/12/25
Ely, Natalie	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Ely, Natalie	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Ernest, Kenneth	AA State Tennis Tournament - Additional Work - BHS	\$300.00		5/22-23/25
Evenhuis, Beth	Gallatin College Dual Enrollment - CULA 105 - GHS	\$100.00		Spring 2025
Fabian, Lisa	24-25 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Fabian, Lisa	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/1/25 - 7/10/25
Fabian, Lisa	25-26 Jump Start - Teacher Substitute - EMDI (Hrly. Rt.)	\$38.00		7/14/25 - 8/7/25
Fink, Jennifer	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$720.00		1/27/25 - 6/12/25
Fischer, Alison	Gallatin College Dual Enrollment - SPNS 102D - BHS	\$100.00		Spring 2025
Flynt, Sydney	25-26 SPED ESY - Elem BHS PARA (Hrly. Rate @ I12)	\$27.62		8/18-22/25
Fraser, Amy	24-25 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Fraser, Amy	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/1/25 - 7/10/25
Galloway, Wanda	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$430.00		1/27/25 - 6/12/25
Garahan, Michael	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$430.00		1/27/25 - 6/12/25

July 14, 2025

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Garcia, Jose	Gallatin College Dual Enrollment - SPSN 201D - GHS	\$500.00		Spring 2025
Garcia, Justine	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$420.00		1/27/25 - 6/12/25
Gardner, Paige	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$490.00		1/27/25 - 6/12/25
Geissler, Jamie	24-25 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$36.07		6/16/25 - 6/30/25
Geissler, Jamie	25-26 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 7/11/25
Halpin, Thomas	Completed Requirement of 452 hrs. of student instruction for 2nd Traffic Ed Stipend - ADED	\$1,000.00		2025-2026
Halpin, Thomas	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Hammer, Makayla	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/14/25 - 8/7/25
Harper, September	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/28/25 - 8/19/25
Hessler, Emily	Gallatin College Dual Enrollment - M105Q - BHS	\$200.00		Spring 2025
Hickey, Jacob	Gallatin College Dual Enrollment - FRCH 101 & 102D - GHS	\$200.00		Spring 2025
Holland, Rebecca	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/1/25 - 8/26/25
Holman, Delaney	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$380.00		1/27/25 - 6/12/25
Howard, Hannah	25-26 Jump Start - SPED Life Skills PARA (Hrly. Rate @ SPED LS D06)	\$23.47		7/14/25 - 8/7/25
Humberger, Logan	24-25 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$36.07		6/16/25 - 6/30/25
Humberger, Logan	25-26 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 7/11/25
Joyce, Cathy	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$640.00		1/27/25 - 6/12/25
Jumu, Elizabeth	24-25 Jump Start - PARA - EMDI (Hrly. Rate @ SPED D05)	\$19.44		6/23/25 - 6/30/25
Jumu, Elizabeth	25-26 Jump Start - PARA - EMDI (Hrly. Rate @ SPED D06)	\$20.47		7/1/25 - 8/7/25
Knodel, Shannon	Gallatin College Dual Enrollment - BIOH 112 & BIOH 113 - BHS	\$400.00		Spring 2025
Koschnick, Christy	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Koschnick, Christy	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 7/10/25
Lemarrec, Chris	Gallatin College Dual Enrollment - M105Q - GHS	\$100.00		Spring 2025
Lister, Coreene	Completed Requirement of 452 hrs. of student instruction for 2nd Traffic Ed Stipend - ADED	\$1,000.00		2025-2026

July 14, 2025

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Lister, Coreene	24-25 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Lister, Coreene	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Lister, Coreene	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Maddock, Patty	24-25 Summer On Line Learning - BHS/GHS (Hrly. Rt.)	\$36.07		6/18/25 - 6/30/25
Maddock, Patty	25-26 Summer On Line Learning - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 8/22/25
Mathias, Sarah	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/1/25 - 8/26/25
May, Sarah	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$380.00		1/27/25 - 6/12/25
Mayfield, Mary	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$520.00		1/27/25 - 6/12/25
McCormick, Steve	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
McDonald, Margaret	24-25 Jump Start - PARA - EMDI (Hrly. Rate @ D06)	\$19.26		6/23/25 - 6/30/25
McDonald, Margaret	25-26 Jump Start - PARA - EMDI (Hrly. Rate @ D07)	\$20.67		7/1/25 - 8/7/25
McKelvey, Kevin	Gallatin College Dual Enrollment - GRMN 101 & 102D - BHS	\$300.00		Spring 2025
McNamee, Shayna	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$290.00		1/27/25 - 6/12/25
Medina, Marissa	24-25 Jump Start - SPED Life Skills PARA (Hrly. Rate @ SPED LS D05)	\$22.44		6/23/25 - 6/30/25
Medina, Marissa	25-26 Jump Start - SPED Life Skills PARA (Hrly. Rate @ SPED LS D06)	\$23.47		7/1/25 - 8/7/25
Mehr, Brad	Gallatin College Dual Enrollment - BMGT 235 & CSCI 107 - GHS	\$200.00		Spring 2025
Michels, Kirsten	Precepting MSU interns for 24-25 (3 interns at 2 weeks each at \$110/wk.) - SUPT SVCS	\$660.00		2024-2025
Miller, Andrea	Gallatin College Dual Enrollment - IDSN 101 - GHS	\$600.00		Spring 2025
Miller, Susan	24-25 Jump Start - PARA - MDLK (Hrly. Rate @ D09)	\$19.97		6/23/25 - 6/30/25
Miller, Susan	25-26 Jump Start - PARA - MDLK (Hrly. Rate @ D10)	\$20.85		7/1/25 - 8/7/25
Molina, Skylar	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$460.00		1/27/25 - 6/12/25
Morrison, Jennifer	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Morrison, Jennifer	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Murphy, Daniel	Custodial incentive for referring Eugene Morigeau - GHS	\$100.00		10/21/2024

July 14, 2025

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Murphy, Daniel	Custodial incentive for Eugene Morigeau meeting his probationary period - GHS	\$400.00		4/23/2025
Nehring, Alec	24-25 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$36.07		6/16/25 - 6/30/25
Nehring, Alec	25-26 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 7/11/25
Noce, Noel	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/1/25 - 8/26/25
Obstar, Ashley	Gallatin College Dual Enrollment - M105Q - GHS	\$100.00		Spring 2025
Olson, Abigail	24-25 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$36.07		6/1/25 - 6/30/25
Olson, Abigail	25-26 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 7/11/25
Olson, Katie	25-26 Jump Start - Teacher Substitute - EMDI (Hrly. Rt.)	\$38.00		7/14/25 - 8/7/25
Olson, Katie	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Olson, Katie	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 7/10/25
Otis, Susan	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$590.00		1/27/25 - 6/12/25
Pafford, Caitlin	24-25 Jump Start - PARA - MDLK (Hrly. Rate @ D01)	\$17.46		6/23/25 - 6/30/25
Pafford, Caitlin	25-26 Jump Start - PARA - MDLK (Hrly. Rate @ D01)	\$18.20		7/1/25 - 8/7/25
Palmer, Dawn	24-25 Jump Start - BHS PARA - MDLK (Hrly. Rate @ I12)	\$26.49		6/23/25 - 6/30/25
Palmer, Dawn	25-26 Jump Start - BHS PARA - MDLK (Hrly. Rate @ I13)	\$27.89		7/1/25 - 8/7/25
Parker, Ian	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$470.00		1/27/25 - 6/12/25
Peres, Courtney	24-25 Jump Start - PARA - MDLK (Hrly. Rate @ D05)	\$18.87		6/23/25 - 6/30/25
Peres, Courtney	25-26 Jump Start - PARA - MDLK (Hrly. Rate @ D06)	\$20.08		7/1/25 - 8/7/25
Petersen, Jordan	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Rabinski, Matt	24-25 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Rabinski, Matt	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Rezek, Samira	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$860.00		1/27/25 - 6/12/25
Rinehart, Stuart	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$300.00		1/27/25 - 6/12/25
Ringer, Bethany	Gallatin College Dual Enrollment - CULA 105 - GHS	\$500.00		Spring 2025

July 14, 2025

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Rogers, Rebekah	24-24 SPED ESY - Elementary Teacher (Hrly. Rate)	\$36.07		6/16/25 - 6/30/25
Rogers, Rebekah	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/1/25 - 8/26/25
Rooney, Tim	MSU Cooperating Teacher - SMS	\$250.00		Spring 2025
Rooney, Tim	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Rost-Montieth, Zan	Gallatin College Dual Enrollment - CSCI 107 - BHS	\$500.00		Spring 2025
Rost-Montieth, Zan	24-25 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$36.07		6/1/25 - 6/30/25
Rost-Montieth, Zan	25-26 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 7/11/25
Ruh, Christina	Gallatin College Dual Enrollment - GRMN 102D GHS	\$100.00		Spring 2025
Sampley, Camille	25-26 Jump Start - Teacher Substitute - EMDI (Hrly. Rt.)	\$38.00		7/14/25 - 8/7/25
Saunders, Todd	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$870.00		1/27/25 - 6/12/25
Schultz, Valerie	24-25 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Schultz, Valerie	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Scott, George	Driver's Ed Instructor - ADED (Hrly. Rate)	\$38.00		2025-2026
Sears, Abbigail	24-25 Jump Start - BHS PARA - EMDI (Hrly. Rate @ I12)	\$26.49		6/23/25 - 6/30/25
Sears, Abbigail	25-26 Jump Start - BHS PARA - EMDI (Hrly. Rate @ I13)	\$27.89		7/1/25 - 8/7/25
Sherman, Lily	24-25 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Sherman, Lily	25-26 Jump Start - Elementary Teacher - MDLK (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Sherman, Lonis	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$700.00		1/27/25 - 6/12/25
Sheufelt Megan	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$240.00		1/27/25 - 6/12/25
Shockley, Farris	25-26 Jump Start - Teacher Substitute - EMDI (Hrly. Rt.)	\$36.07		7/14/25 - 7/31/25
Shockley, Farris	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 7/10/25
Shockley, Farris	25-26 Jump Start - Teacher Substitute - EMDI (Hrly. Rt.)	\$38.00		7/14/25 - 7/31/25
Shockley, Mary	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Shockley, Mary	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Sigler, Sarah	Gallatin College Dual Enrollment - SPNS 101 & 102D - BHS	\$200.00		Spring 2025

July 14, 2025

REPORT OF ADMINISTRATIVE ACTIONS (con't)

Stipends - Not Extracurricular (con't)

Name	Authorized Position	Stipend	Level	Effective
Slider, Mason	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$590.00		1/27/25 - 6/12/25
Spear, Haile	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$660.00		1/27/25 - 6/12/25
Steckelberg, Hollie	24-25 Jump Start - School Nurse - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Steckelberg, Hollie	25-26 Jump Start - School Nurse - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Stevens, Becca	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Stevens, Becca	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Struckman, April	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Struckman, April	25-26 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$38.00		7/1/25 - 8/7/25
Stuckey, Chris	24-25 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$36.07		6/16/25 - 6/30/25
Stuckey, Chris	25-26 Summer Credit Recovery - BHS/GHS (Hrly. Rt.)	\$38.00		7/1/25 - 7/11/25
Todd, Christine	25-26 SPED ESY - Elementary Teacher (Hrly. Rate)	\$38.00		7/1/25 - 7/31/25
Waldo, Danny	Travel Stipend - 4-5 sites - ACT	\$650.00	3	2024-2025
Washtak, Amy	Gallatin College Dual Enollment - AHMS 144 - GHS	\$200.00		Spring 2025
Waterman, Mike	Superintendent approved special assignment factor of 4 index points based on 24-25 base salary in policy #6143 - SUPER	\$3,295.16		2024-2025
Weinert, Beth	24-25 Jump Start - Elementary Teacher - EMDI (Hrly. Rt.)	\$36.07		6/23/25 - 6/30/25
Weinert, Beth	25-26 Jump Start - Elementary Teacher - EMDI	\$38.00		7/1/25 - 8/7/25
Wesche, Abbey	Gallatin College Dual Enrollment - ACTG 101 & BMGT 235 - BHS	\$200.00		Spring 2025
Williams, Celinda	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$840.00		1/27/25 - 6/12/25
Wong, Megan	Gallatin College Dual Enrollment - FRCH 101 & 102D - BHS	\$200.00		Spring 2025
Zalanskas, Megan	Incentive for Substitute Teacher for 2nd Semester of 2024-2025	\$270.00		1/27/25 - 6/12/25



Meeting Date:	July 14, 2025
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.2
Originated By:	Lacy Clark, Director of Business Services
Others Involved:	Julia Wayman, Accounting Supervisor Alex Collins, District Bookkeeper

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

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

Facts & Discussion:

This monthly update on the fiscal business of the District is designed to provide Trustees and the public with up-to-date and timely information on revenue and expenditures, fiscal operations, and the overall financial position of the Bozeman Public Schools.

The Warrant Registers are available in the Business Office and have been sent to the Trustees. June 2025 warrants are as follows: Operational warrants were \$2,870,208.98; net Payroll, taxes, and deductions were \$12,530,897.13; Warrants disbursed for June 2025 were \$15,401,106.11.

Investment of District Funds in accordance with State law as of:	<u>May 31st, 2025</u>
Gallatin County Investment Pool	\$12,070,503.03
First Interstate Bank Investment Pool	\$17,741,139.27
STIP Investment Pool	\$19,993,178.65
<u>Nonexpendable Endowment (D.A. Davidson)</u>	<u>\$981,337.04</u>
Total District cash and investments	<u>\$50,786,157.99</u>

Fiscal Impact:

Refer to attached report.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve the [Financial Reports](#), warrant listing, and [Donations](#) as presented.

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Consent - Elementary District
Agenda Item #:	3.4.3
Originated By:	Casey Bertram, Superintendent
Others Involved:	Enrollment Office

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of Nonresident Students

Facts and Discussion:

1. The 2023 Montana Legislature passed [HB203](#), which opens nonresident enrollment across Montana’s public schools. The application process for nonresident families wishing to attend a BSD7 school for the 2024-2025 school year was publicized on December 28, 2023, and enrollment applications were accepted through January 31, 2024. Information was provided on the [Enrollment Website](#).
2. Bozeman Public Schools Policy 3141/3141P describes the Nonresident Student Enrollment Policy and Procedures.
3. The District utilizes the [LRSP Open Enrollment Guidance Document](#) for the nonresident student enrollment process.
4. The application review process prioritizes the quality of education for residents, children of District employees, and siblings of current nonresident students.
5. Decisions will be made per [Policy 3141](#) and Section 20-3-320, MCA.
6. Policy 3141 states, “A previously enrolled resident student requesting continued enrollment for the remainder of the current school year as a nonresident student may submit an application at any time during the current school year once a new residence outside the District is claimed as specified by law and this Policy.”
7. The applications included in the action item are for students who recently moved out of the district during the 2024-2025 school year and wish to remain in their current school for the remainder of the year and the 2025-2026 school year.
8. Approvals are granted on a year-to-year basis.
9. The superintendent and executive team have prepared [THIS](#) spreadsheet, including de-identified information regarding the student's approval recommendation.

Fiscal Impact:

Tuition receipts as determined by enrollment dates in accordance with HB203.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve the nonresident student applications as presented.

Other Alternatives:

1. Do not approve the recommendation.



Meeting Date: July 14, 2025

Category: Action Item - Consent - Both Districts

 3.4.4

Originated By: Mike Van Vuren and Dr. Marilyn King, Deputy Superintendents

Others Involved: Alex Ide, Curriculum TOSA

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
 Consider Approval to Adopt Primary/Core Instructional Resources for grades PK-12

Facts & Discussion:

1. Primary/Core materials are reviewed and updated as part of the Curriculum Review Cycle and/or as needed.
2. Each Spring, the Primary/Core Resource Matrix is shared with the School Board for approval.
3. 2025-2026 PK–12 Primary/Core Resource Matrix [HERE](#).

Fiscal Impact:
 N/A

Superintendent’s Recommendation:
 It is recommended that the Board of Trustees approve the Primary/Core Resource Matrix as presented.

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.5
Originated By:	Lacy Clark, District Clerk
Others Involved:	Brittany Selvig, Support Services Supervisor

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Disposal of Obsolete District Property for the 2025-26 Fiscal Year

Facts & Discussion:

- 20-6-604, MCA, provides that the Board of Trustees may resolve to sell or otherwise dispose of the district's real or personal property because it is or is about to become abandoned, obsolete, undesirable, or unsuitable for the school purposes of the district. Following passage of such resolution, the District must provide notice of the resolution in the local newspaper, on the District website, and at three public places in the District and provide an opportunity for taxpayer appeals.
- The District has personal property that is or is about to become abandoned, obsolete, undesirable, or unsuitable for District use. That property includes but is not limited to books, curriculum materials, computers and other technological equipment, furniture, fixtures, supplies, musical instruments, and office and other equipment.

Fiscal Impact:

Minimal because the property is generally well used and has very little value at the time of disposal. Proceeds realized from the sale or disposal of district property will be credited to an appropriate fund as required by law.

Superintendent's Recommendation:

It is recommended that the Board of Trustees:

- Resolves to sell or otherwise dispose of district-owned property that administration determines has become abandoned, obsolete, undesirable, or unsuitable for school purposes during the 2025-26 fiscal year;
- Upon that determination, the Board directs administration to post the notices required by 20-6-604, MCA; and
- If no appeals are received during the prescribed appeal period and upheld by a court, sell or otherwise dispose of such property at their discretion.
- Authorize administration to credit sales proceeds to funds as they deem appropriate to ensure the efficient use of school district resources.

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.6
Originated By:	Lacy Clark, District Clerk
Others Involved:	Mike Waterman, Executive Director Business & Operations

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Records Destruction for 2025-26 Fiscal Year

Facts & Discussion:

1. 2-6-1012, MCA, provides that Local governments shall manage public records according to the provisions of Title 2, chapter 6, part 12, and the rules and guidelines established by the Montana Secretary of State, the local government records committee, and the Montana Historical Society.
2. Public Records must be retained for specific periods of time based on their contents and importance. The Local Record Forms and Retention Schedules are promulgated by the Secretary of State. The destruction of records must be documented and conducted in a manner that ensures the confidentiality and integrity of sensitive information.
3. District records are continually expiring and/or becoming obsolete, and these records must be properly disposed of to streamline operations and ensure compliance with legal requirements. This process includes the systematic identification, review, and disposal of these records in accordance with established regulations.

Fiscal Impact:

None

Superintendent's Recommendation:

It is recommended that the Board of Trustees:

1. Approve destruction of records for fiscal year 2025-26 in accordance with the Local Record Forms and Retention Schedules promulgated by the Montana Secretary of State, and
2. Direct administration to complete, submit, and maintain the [RM88 forms](#) at the time of destruction, as required.

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.7
Originated By:	Mike Waterman, Executive Director Business and Operations
Others Involved:	Doug Kellie, Transportation Coordinator

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of 2025-26 Transportation Updates, [Bus Routes](#), [Stops That May Require a School Child to Cross a Roadway](#), and Individual Contracts

Facts & Discussion:

1. Pupil transportation is governed by Montana state law. Those laws require that:
 - Districts choosing to offer pupil transportation (such as Bozeman) may do so via bus or by using an 'individual transportation' contract, whereby a district pays the parent/guardian directly to transport their student(s) to and from school.
 - Elementary students may not be subject to a bus ride of longer than one hour without the consent of a parent/guardian.
 - The Board approves bus routes and individual transportation contracts in order for the District to receive State and County transportation funds.
 - The Board approves all bus stops that may require a school child to cross a roadway.
2. The Board is also required to designate a representative for the High School District to serve on the County Transportation Committee. In accordance with 20-10-131(1)(a)(c), MCA, the representative may be a District employee or trustee.
3. In January 2023, the Board of Trustees approved a five-year contract with First Student Inc. to provide home-to-school bus transportation. Key components of that contract include:
 - Contract costs based on a per-route rate instead of a per-mile rate.
 - Continued use of existing propane fuel for home-to-school transportation, although new route buses may use diesel fuel. Our per-route costs are based on amounts quoted for propane buses (which is lower than the cost of diesel buses), so First Student will absorb the higher cost of any diesel buses used.
 - Installation of student seat belts on all buses.
 - The District—rather than the contractor—pays for fuel.
 - Penalties for non-performance.
4. Under our current contract, per-route costs for 2025-26 will increase as follows:

Route Type	2024-25 Per-Route Rate	2025-26 Per Route Rate
Regular Ed Routes	\$215.05	\$237.20
Special Ed Routes and Routes Needing an Aide	\$293.48	\$323.71

5. Overall, reimbursable bus route miles for the 2025-26 school year budget are expected to be 430,034, a decrease of 17,951 miles (4.0%) from the levels originally budgeted in 2024-25.
6. Routes often change during the school year as students move in and out of the District. As a result, administration will again recommend including contingency amounts within the 2025-26 budget in case midyear route changes or additions become needed. Route changes will be brought to the Board as needed.
7. No individual contracts have been arranged at this time, but administration intends to offer contracts to families of elementary students when it becomes evident that a bus ride of longer than one hour is needed to serve them. If accepted, those contracts will be brought to the Board and County Transportation Committee for approval as required.
8. The initial County Transportation Committee meeting has not yet been scheduled.

Fiscal Impact:

Overall, the District will budget \$5,174,765 for the First Student contract for 2025-26, an increase of \$881,644 (20.5%) over the amount budgeted in 2024-25. An additional \$30,000 will be budgeted for anticipated individual transportation contracts in accordance with item #7 above.

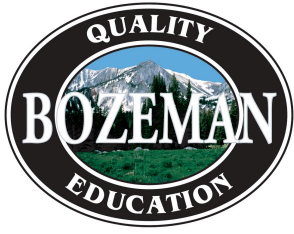
Superintendent's Recommendation:

It is recommended that the Board of Trustees:

1. Approve the [2025-26 bus routes](#) and [stops that may require a school child to cross a roadway](#) as presented,
2. Authorize administration to offer individual transportation contracts as necessary to maximize the efficient use of resources and to ensure compliance with ride time limitations and other provisions of state law,
3. Cancel all routes for all days during the 2025-26 school year when/if the District is in a remote-learning-only status, if needed or applicable, and
4. Designate Mike Waterman to serve as the Bozeman High School District representative on the Gallatin County Transportation Committee for the 2025-26 fiscal year, and authorize him to appoint contingent designees to serve in his absence if needed.

Other Alternatives:

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



Meeting Date: July 14, 2025

Category: Action Item - Consent - Both Districts

Agenda Item #: 3.4.8

Originated By: Mike Waterman, Executive Director of Business and Operations

Others Involved:

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of [Policy #3311](#), Firearms and Weapons, Annual Policy Review, and Hunter Education Course Exception

Facts & Discussion:

- District [Policy #3311](#) stipulates, “The Board may grant persons and entities advance permission to possess, carry, or store a weapon in a school building. All persons who wish to possess, carry, or store a weapon in a school building must request permission from the Board at a regular meeting. The Board has sole discretion in deciding whether to allow a person to possess, carry, or store a weapon in a school building.”
- Following appropriate facility rental procedures, the Montana Hunter Education Program has historically used Chief Joseph Middle School and/or Sacajawea Middle School to conduct their Hunter Education courses. The courses are taught after school hours. Each course is one week in length.
- More than 200 students have historically enrolled in each session of the Hunter Education courses taught at District facilities.
- Per Montana Fish, Wildlife & Parks (FWP) policy, all firearms and ammunition used in the classroom must be inert. They have been rendered inoperable or are manufactured as such for educational purposes. Each firearm that is brought on school property is the property of FWP and has been duly inspected, documented, and checked out to Hunter Education instructors. During the course, Hunter Education instructors maintain direct and constant supervision of firearms and ammunition. Students enrolled in the course are not permitted to bring firearms or ammunition to class.
- To ensure proper safety precautions, School Resource Officers have previously met with Hunter Education staff. SROs reviewed the Hunter Education safety protocols as they relate to firearms and weapons.
- [MCA 20-5-202](#) requires that the Board of Trustees review the Firearms and Weapons policy on an annual basis.

Fiscal Impact:

Subject to charge per 4330P.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees review and affirm District [Policy #3311](#) and grant permission for Montana Hunter Education Program instructors to possess or carry weapons and ammunition that are inert in a school building as per [Montana Code Section 45-8-361](#) for the 2025-26 school year.

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.9
Originated By:	Marilyn King and Mike Van Vuren, Deputy Superintendents
Others Involved:	Matt Ayler Technology Department Supervisor

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider Approval of Policy 3612, *District-Provided Access to Electronic Information, Services, and Networks*, and Procedure 3612P to ensure compliance with Children’s Internet Protection Act (CIPA) and maintain good standing for E-Rate funding discounts for technology purchases

Facts/Discussion:

1. The FCC's E-Rate program makes telecommunications and information services more affordable for schools and libraries. With funding from the Universal Service Fund E-Rate provides discounts for telecommunications, Internet access, and internal connections to eligible schools and libraries.
2. The authority with responsibility for the administration of the school or library must provide reasonable public notice and hold at least one public hearing or meeting to address a proposed technology protection measure and Internet safety policy.
3. [Policy 3612](#) and [Procedure 3612P](#) outline our district’s Internet safety protocols and safeguards that align with CIPA regulations.

Fiscal Impact:

N/A

Superintendent’s Recommendation:

It is recommended that the Board of Trustees review and affirm [Policy 3612](#) and [Procedure 3612P](#).

Other Alternatives:

N/A



Meeting Date:	July 14, 2025
Category:	Action Item - Consent - Both Districts
Agenda Item #:	3.4.10
Originated By:	Mike Van Vuren and Dr. Marilyn King, Deputy Superintendents
Others Involved:	Eric Matthews, BEA President and Alex Ide, Curriculum TOSA

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of the 2025-26 Professional Learning PIR Matrix

Facts & Discussion:

1. All professional development/learning supports the District’s Long Range Strategic Plan; specifically Strategic Objectives under Goal Area #1.
2. Teachers must fulfill a requirement by the Office of Public Instruction of a minimum of 18-hours of professional development.
3. Up to 21 PD/Learning hours are fulfilled on district PIR days.
4. 2025-2026 PIR Day Schedule (PD/Learning is provided on PK - 5, 6 - 8, & 9 - 12 priorities based on school feedback of needs).
5. [The 2025-2026 Professional Learning PIR Matrix](#) is being submitted for Board approval (the PIR Day Schedule may be adjusted to fit the needs of the District/school/grade level).

Fiscal Impact:

N/A
Teachers must fulfill a requirement by the Office of Public Instruction of 18 Professional Development hours (12 of the 18 hours are fulfilled thru Oct. MFPE Days or Personalized PD/Learning Hours). Contracted PIR Days (combination of General Fund and Title monies).

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve the [2025-2026 Professional Learning PIR Matrix](#) as presented, with allowances for the Building level Guiding Coalitions, District/Building Administration, and 9-12 department leaders to make changes as the need arises.

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.1.1
Originated By:	Casey Bertram, Superintendent
Others Involved:	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of Revised LRSP Mission, Vision, Values, and Goals

Facts & Discussion:

1. Bozeman School District uses a Long-Range Strategic Plan (LRSP) to guide and focus the District. The LRSP process was launched in the fall of 2007 to bring more rigor to the process of setting goals; to ensure the wants, preferences, and needs of the community are well understood; and to strategically focus District resources.
2. During the 2023-2024 school year, the District worked through a comprehensive revisioning process for the LRSP which included updates to the District’s mission, vision, core values, and measurable goals. In addition, the revised LRSP included BSD7’s Profile of a Graduate.
3. Revisions to the measurable goals included three goal placeholders: non-instructional operations, staff well-being, and student well-being.
4. During the 2024-2025 school year, the District convened processes to establish the measurable goals and associated action plans for the staff well-being goal and the student well-being goal. The measurable goal and associated action plan for [staff well-being](#) was approved by the board of trustees on April 28, 2025. The measurable goal and associated action plan for [student well-being](#) was approved by the board of trustees on January 27, 2025.
5. Following the processes detailed above it was determined and recommended by District administration that the non instructional operations goal placeholder fits well within the staff well-being goal and action plan.
6. The revised LRSP mission, vision, values, and goals now includes the measurable goals for staff and student well-being, and the non instructional operations goal/placeholder has been removed.

Fiscal Impact:

In 2024-25, the District budgeted over \$120 million of expenditures in its budgeted funds, and all of these costs directly or indirectly supported our Long Range Strategic Plan. 2025-26 budgets have not yet been set but, again, all planned expenditures are rooted in the accomplishment of the LRSP.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve the [revised LRSP Mission, Vision, Values, and Goals](#)

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.1.2
Originated By:	Casey Bertram, Superintendent
Others Involved:	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of 2025-2026 LRSP Five-Year Plan

Facts & Discussion:

1. Bozeman School District uses a Long-Range Strategic Plan (LRSP) to guide and focus the District. The LRSP process was launched in the fall of 2007 to bring more rigor to the process of setting goals; to ensure the wants, preferences, and needs of the community are well understood; and to strategically focus District resources.
2. During the 2023-2024 school year, the District worked through a comprehensive revisioning process for the LRSP which included updates to the District’s mission, vision, core values, and measurable goals. In addition, the revised LRSP included BSD7’s Profile of a Graduate.
3. The LRSP is operationalized in Bozeman Public Schools in a variety of ways. The three areas below are key in focusing resources and attention on the goals of the District and the LRSP.
 - a. BSD7 Five Year Plan - District Goals
 - b. School Site LRSP Action Plans Using LRSP Implementation Framework Template
 - c. School Site Board Luncheons
4. The 2025-2026 LRSP Five Year Plan serves as a roadmap for the measurable district goals within the LRSP.
5. A key theme for the 2025-2026 five-year plan is *Massive Action*. Because the LRSP sets the priorities for Bozeman’s public school system, the District is rolling out a robust action plan related to each one of the District’s six measurable goals.

Fiscal Impact:

In 2024-25, the District budgeted over \$120 million of expenditures in its budgeted funds, and all of these costs directly or indirectly supported our Long Range Strategic Plan. 2025-26 budgets have not yet been set but, again, all planned expenditures are rooted in the accomplishment of the LRSP.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve the [2025-2026 LRSP Five Year Plan](#)

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.1.3
Originated By:	Casey Bertram, Superintendent
Others Involved:	Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:
Consider Approval of 2025-2026 LRSP Implementation Framework

Facts & Discussion:

1. Bozeman School District uses a Long-Range Strategic Plan (LRSP) to guide and focus the District. The LRSP process was launched in the fall of 2007 to bring more rigor to the process of setting goals; to ensure the wants, preferences, and needs of the community are well understood; and to strategically focus District resources.
2. During the 2023-2024 school year, the District worked through a comprehensive revisioning process for the LRSP which included updates to the District’s mission, vision, core values, and measurable goals. In addition, the revised LRSP included BSD7’s Profile of a Graduate.
3. The LRSP is operationalized in Bozeman Public Schools in a variety of ways. The three areas below are key in focusing resources and attention on the goals of the District and the LRSP.
 - a. BSD7 Five Year Plan - District Goals
 - b. School Site LRSP Action Plans Using LRSP Implementation Framework Template
 - c. School Site Board Luncheons
4. The 2025-2026 LRSP Implementation Framework serves as the template for school sites to document their progress towards district goals. The implementation framework contains site action plans in four areas:
 - a. Graduation - ML/EL Focus
 - b. Braided MTSS/PLC Systems - Includes ELA/Literacy, Math, and Behavior
 - c. Early Literacy - Morning Star/Bozeman Reads Only
 - d. Staff Well-Being
 - e. Student Well-Being - Fostering Student Investment Focus

Additionally, the framework includes principal leadership goals and action plans for each site. The implementation framework is tied to the principal evaluation process in the District.

Fiscal Impact:

In 2024-25, the District budgeted over \$120 million of expenditures in its budgeted funds, and all of these costs directly or indirectly supported our Long Range Strategic Plan. 2025-26 budgets have not yet been set but, again, all planned expenditures are rooted in the accomplishment of the LRSP.

Superintendent’s Recommendation:

It is recommended that the Board of Trustees approve the [2025-2026 LRSP Implementation Framework](#)

Other Alternatives:

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



Meeting Date:	July 14, 2025
Category:	Action Item - Singular - Both Districts
Agenda Item #:	4.1.4
Originated By:	Lacy Clark, Plan Administrator
Others Involved:	Mike Waterman, Executive Director of Business & Operations; Beth Wardell, Insurance Consultant

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Consider setting [2025-26 Health and Dental Insurance Price Tags](#), selecting Excess Risk Insurance provider and limits, and designating a Plan Administrator.

Facts & Discussion:

1. Since 1990, the District has had a self-funded medical insurance plan—which means the District collects, retains, and invests all price tag amounts until claims are presented. A third-party administrator (“TPA”) is hired to pay the claims for the health plan, while dental and vision plan claims are administered and paid in-house.
2. In 2013-2014 the District implemented a Wellness Plan that provides financial incentives to plan participants to complete certain prevention-related activities. The program has been successful in helping identify medical problems early and holding down escalating medical costs. Therefore, we will continue the incentive program in 2025-26. The plan provides employees and their spouses the option to “earn back” up to \$400 by completing certain wellness activities during the year.
3. The District’s plan year starts on September 1. Price tags (or “premiums”) must be approved annually by the Board in time for open enrollment, which runs from August 1 - August 20 this year.
4. Health Care Services Corporation (HCSC) dba Blue Cross/Blue Shield of Montana (BCBS) has been the District’s TPA since September 1, 2007. In 2019, the District rebid TPA services and BCBS was again the successful bidder. The initial period of that new agreement expired on August 31, 2021. Since then, BCBS has continued to extend rate guarantees for extended periods of time. For the 2025-26 plan year, BCBS has extended a 3.5% annual increase in administration fees that will be guaranteed for 2026-27 as well. All negotiated administration fees are included in the recommended price tags.
5. Since the district assumes a portion of the risk in a self-funded program, excess risk insurance is purchased to protect the district from excessive losses. The District currently purchases excess risk coverage for individual claims that exceed \$250,000 per year and aggregate claims for the entire plan that exceed 125% of expected claims.
6. Excess risk coverage is bid annually. This year, we received proposals for excess risk coverage from four companies. The proposals were evaluated, and HCSC (dba BCBS) is recommended because of their competitive rate, upfront credits, and reduction of administrative Stop Loss processing fee previously charged by HCSC for stop loss coordination. For 2025-26, the cost of Stop Loss coverage will increase by 22.3% over the prior year.

7. Through the current year, the District has offered three plan structures to meet our employees’ diverse health insurance needs: a \$2,000 deductible traditional plan, as well as \$5,000 and \$8,050 High-Deductible Health Plan (HDHP) options. It is recommended that plans remain unchanged for the 2025-26 plan year
8. The \$5,000 and \$8,050 HDHP options are HSA-qualified. The \$2,000 deductible plan option is eligible for a Medical Flexible Account.
9. The Minimum Essential Coverage (\$8,050 deductible) plan option was added several years ago to help the District comply with the Federal Affordable Care Act (ACA). Under the ACA, an employee who works at least 30 hours per week is considered full-time and must be provided “affordable” insurance. The District provides prorated insurance benefits to part-time employees who work less than 40 hours per week. Therefore, the lower-cost \$8,050 deductible plan allows the District to meet the affordability requirements for most part-time employees who work between 30 and 40 hours per week.
10. An 18% increase in monthly total health insurance price tags is recommended by the District’s actuaries for 2025–26. This recommendation reflects rising medical cost trends, higher-than-average claim utilization by plan members, increases in fixed plan costs, and the need to build and maintain a healthy and stable reserve balance. All plan pricing has been thoroughly reviewed and approved by two independent actuaries.
11. No changes are recommended for the dental plan.
12. In accordance with the collective bargaining agreements, the District and employees will share the annual average price tag increase. While the District has traditionally communicated premium adjustments using percentage increases, it is important to also frame these changes in terms of actual dollar amounts to provide a clearer picture of their impact. Percentage comparisons alone can lead to misunderstandings, especially when directly compared with percentage-based salary increases. For example, an 18% increase in annual health insurance premiums may appear to outpace a 4.2% salary increase; however, the base dollar amounts differ significantly. A 4.2% increase on a \$89,405 salary equates to \$3,755 annually, whereas an 18% increase results in an employee premium increase of \$876 annually, the combination of which leads to a net pay increase for the employee of \$2,879 per year. Presenting the dollar values helps employees better understand the financial impact and supports transparency in benefit communications.

2024-25 Employee Cell	4.2% Negotiated Annual Salary Increase for 2025-26	Annual Employee Premium increase *Tax Free deduction		Net Annual Pay Increase	
		Employee Annual Increase: \$5000 Deductible Employee	Employee Annual Increase: \$5000 Deductible Employee +Family	Employee Plan	Family Plan
BA Step 1	\$5,039	\$876	\$1,608	\$4,163	\$3,431
BA/MA+105 Step 18	\$3,755			\$2,879	\$2,147

Fiscal Impact:

The primary drivers of the recommended price tag increases for 2025–26 are rising medical and prescription drug claims. These increases are reflective of both higher utilization and general inflationary trends in the healthcare market. While the District does incur fixed administrative costs—including third-party administration, stop loss coverage, and administrative costs—these expenses represent a relatively small portion of the overall plan expenses and have minimal influence on price tag setting. The vast majority of costs are tied directly to claims experience, which is why ongoing claims trends have the greatest impact on annual pricing decisions. Total anticipated cost to the District’s General Fund budget for employer health insurance contributions for 2025-26 will be \$6,700,000, an increase of \$700,000 from 2024-25.

Superintendent's Recommendation:

It is recommended that the Board:

1. Set monthly [insurance price tags for the 2025-26 Plan Year](#) as presented.
2. Contract with HCSC for excess risk insurance and keep the individual stop loss deductible at \$250,000.
3. Designate Lacy Clark to serve as the Bozeman School District Plan Administrator for the 2025-26 health plan year.

Other Alternatives:

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



Meeting Date: July 14, 2025
Category: Discussion Item
Agenda Item #: 5.1.1
Originated By: Casey Bertram, Superintendent
Others Involved: Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

Discuss [New Policy #TBD Remote Work](#)

Facts:

1. Due to the evolving needs of our District and our workforce, a consistent process to manage remote work requests has become necessary.
2. During the [2025 Staff Well Being Consensus Process](#), classified and professional staff recommended the District formalize policy, procedures, or parameters for staff to engage in remote work.
3. Consistent with policy and the requirement for two readings, the proposed new policy will be included as a singular action consent item on a future board agenda.

Fiscal Impact:

N/A



Meeting Date: July 14, 2025
Category: Reports
Agenda Item #: 7.1
Originated By: Casey Bertram, Superintendent
Others Involved: Executive Cabinet

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

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



Meeting Date: July 14, 2025
Category: Reports
Agenda Item #: 7.2
Originated By: Trustees
Others Involved:

MOTION	SECOND	AYES	NAYS	ABSTAIN

Topic:

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



Bozeman Public Schools

MISSION

“Bozeman Public Schools exists to ensure high-level learning for all students.”

VISION

“Bozeman Public Schools will empower all students to reach their full potential for achievement and thrive in their community. We will promote inclusive community involvement; support a passionate education team; and nurture a dynamic learning environment.”

CORE VALUES

- **High Student Achievement:** We commit to ensure all students learn at their highest potential.
- **Committed, Quality Staff:** We strive to attract, retain, and support well-qualified, dedicated, and passionate staff members.
- **Inclusive Culture:** We foster respect, diversity, and adaptability, where all stakeholders feel safe, empowered, supported, and valued.
- **Collaborative Engagement:** We believe quality staff, family engagement, and community support are essential contributors to student well-being and achievement.
- **Integrity and Transparency:** We operate with honesty, use research-based decision-making, and provide open communication.
- **Fiscal Responsibility:** We are responsible in the management and expenditure of all District resources.

MEASURABLE GOALS

Goal Area 1 - Academic Performance

- **Grade Level Reading Goal:** By 2029, 90% of all BSD7 3rd grade students will demonstrate grade-level reading skills by achieving a proficient score on the Acadience reading assessment at the end of the school year.
- **Graduation Goal:** By 2029, 95% of BSD7 students in each graduation cohort will earn a high school diploma in four years or fewer.

Goal Area 2 - Operations and Capacity Building

- **Professional Learning Communities (PLCs) Goal:** By spring of 2028, all BSD7 schools PK-12 will have fully implemented PLCs in place that will support the closing of the achievement gap, thus qualifying BSD7 as a Solution Tree Model PLC District.
- **Non-Instructional Operations Goal Placeholder:** By 2025, the District will establish measurable goals for the non-instructional operations of the District.

Goal Area 3 - Community Engagement and Partnerships

- **Early Literacy Goal:** 85% of all children entering kindergarten will have requisite literacy skills as measured by Acadience.

Goal Area 4 - Student and Staff Well-being

- **Staff Well-Being Goal Placeholder:** By 2025, the District will establish a system that will measure and respond to the culture and climate of district employees which includes staff morale, job satisfaction, and well-being.
- **Student Well-Being Goal Placeholder:** By 2025, the District will establish a system that measures and responds to the barriers that limit student engagement.



Welcome to the Bozeman Public Schools Board of Trustees meeting!

If this is your first meeting

If this is your first time attending a meeting, let us extend our special welcome! These meetings are designed to give everyone the opportunity to participate in seeing how the Bozeman trustees facilitate school business.

What is the purpose of these meetings?

The meetings of the Bozeman Public Schools Board of Trustees are always open to the public. These meetings are held to officially conduct the business of the school district, as governed by Montana law. Trustees are responsible for key decisions, some of which include hiring of employees, reviewing negotiated agreements, approving new curriculum or changes to existing curricula, facility usage requests, and paying of monthly expenses.

How can I address the trustees?

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

Remember our Disclaimer:

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



BOARD OF TRUSTEES

TERM

Kevin Black -- Chair	2026
Lauren Dee	2028
Lei-Anna Bertelsen.....	2027
Gary Lusin	2027
Melissa Moran	2027
Greg Neil	2026
Sandra Wilson.....	2027
Sarah Wilson.....	2028

EXECUTIVE CABINET

POSITION

Casey Bertram	Superintendent
Chad Berg	Director of Special Education and Student Health
Lacy Clark	Director of Business Services
Marilyn King	Deputy Superintendent
Matt Stark	Director of Facilities
Pat Strauss	Director of Human Resources
Mike VanVuren	Deputy Superintendent
Mike Waterman	Executive Director Business and Operations

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

BOARD OF TRUSTEE STANDING COMMITTEE ASSIGNMENTS

Equity Advisory Committee

Trustees

Lei-Anna Bertelsen

Long-Range Strategic Planning (LRSP)

Trustees

Full Board

Long-Range Facilities Planning (LRFP)

Trustees

Kevin Black

Greg Neil

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

Trustees

Sandy Wilson

Sarah Wilson

Lei-Anna Bertelsen - Alternate

District Safety

Trustees

Melissa Moran

Student Well-Being Committee

Trustees

Lauren Dee

BOARD OF TRUSTEE AD-HOC OR AS NEEDED COMMITTEES

Budget Committee

Trustees

Full Board

Certified (BEA) Negotiations

Trustees

Melissa Moran

Greg Neil

Sarah Wilson

Lauren Dee - Alternate

Classified (CBEA) Negotiations

Trustees

Lei-Anna Bertelsen

Gary Lusin - Alternate

BOARD OF TRUSTEE REPRESENTATION ON COMMITTEES/COUNCILS ASSOCIATED WITH BSD7

Bozeman Schools Foundation (BSF)

Trustees

Gary Lusin - Voting Member
Kevin Black - Board Leadership

MTSBA Municipal Director and Delegates

Trustees

Lei-Anna Bertelsen - Director
Gary Lusin - Delegate
Melissa Moran - Delegate
Kevin Black - Alternate

SCHOOL LIAISONS

Bozeman High School
Bridger Charter Academy
Gallatin High School
Chief Joseph Middle School
Sacajawea Middle School
Emily Dickinson Elementary School
Hawthorne Elementary School
Hyalite Elementary School
Irving Elementary School
Longfellow Elementary School
Meadowlark Elementary School
Morning Star Elementary School
Whittier Elementary School

Greg Neil
Sandy Wilson
Sandy Wilson
Lei-Anna Bertelsen
Melissa Moran
Gary Lusin
Gary Lusin
Lauren Dee
Greg Neil
Melissa Moran
Sarah Wilson
Lei-Anna Bertelsen
Sarah Wilson



Bozeman Public Schools Future Board Meetings

5:45 PM - Willson Library #217A

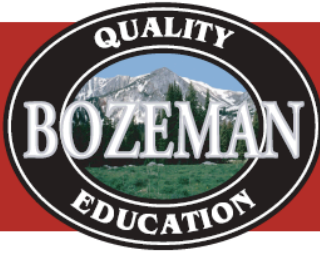
July 14, 2025	Monday	Regular Board Meeting
*July 28, 2025	Monday	Special Board Meeting
August 18, 2025	Monday	Regular Board Meeting
*August 25, 2025	Monday	Special Board Meeting
September 8, 2025	Monday	Regular Board Meeting
*September 22, 2025	Monday	Special Board Meeting
October 13, 2025	Monday	Regular Board Meeting
*October 27, 2025	Monday	Special Board Meeting
November 10, 2025	Monday	Regular Board Meeting
*November 24, 2025	Monday	Special Board Meeting
December 8, 2025	Monday	Regular Board Meeting
January 12, 2026	Monday	Regular Board Meeting
*January 26, 2026	Monday	Special Board Meeting
February 9, 2026	Monday	Regular Board Meeting
*February 23, 2026	Monday	Special Board Meeting
March 9, 2026	Monday	Regular Board Meeting
*March 30, 2026	Monday	Special Board Meeting
April 13, 2026	Monday	Regular Board Meeting
*April 27, 2026	Monday	Special Board Meeting
May 18, 2026	Monday	Regular Board Meeting
June 8, 2026	Monday	Regular Board Meeting
*June 22, 2026	Monday	Special Board Meeting

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



Bozeman Public Schools Upcoming Board Presentations 2025-2026

October 7, 2025	Bozeman High	12:00 PM - 1:30 PM
November 4, 2025	Gallatin High	12:00 PM - 1:30 PM
November 19, 2025	Hawthorne	9:00 AM - 10:30 AM
December 3, 2025	SMS	9:00 AM - 10:30 AM
January 20, 2026	Whittier	12:00 PM - 1:30 PM
February 4, 2026	Irving	9:00 AM - 10:30 AM
February 18, 2026	Longfellow	9:00 AM - 10:30 AM
March 4, 2026	Emily Dickinson	9:00 AM - 10:30 AM
March 11, 2026	Morning Star	9:00 AM - 10:30 AM
March 24, 2026	Hyalite	12:00 PM - 1:30 PM
April 7, 2026	Bridger Charter Academy	9:00 AM - 10:30 AM
April 21, 2026	Meadowlark	12:00 PM - 1:30 PM
May 6, 2026	CJMS	9:00 AM - 10:30 AM



Bozeman Public Schools Calendar 2025-2026

PIR Dates & Conferences - No School

August 27-29	K-12 PIR Day
September 29	K-12 PIR Day
October 16-17	K-12 PIR Day
November 6-7	K-5 P/T Conferences
November 14	9-12 PIR Day
January 19	K-12 PIR Day
January 26	9-12 PIR Day
April 9	6-8 PIR Day
April 10	6-12 PIR Day
May 22	K-12 PIR Day
June 12	K-12 PIR Day

Holidays & School Closures- No School

September 1	Labor Day
November 26-28	Thanksgiving
December 22-January 2	Winter Break
January 19	Martin Luther King Jr.
February 16	President's Day
March 16-20	Spring Break
May 25	Memorial Day

Important Dates

September 2	School Begins 1-12
September 4	Kindergarten begins
January 21-23	HS Final Exams
June 6	HS Graduation!
June 11	Last Day of School, students released at 12:45 p.m.

Grading Periods

K-5:	January 23 June 11
6-8:	Semester 1 - January 23 Quarter 1 - October 31 Quarter 2 - January 23 Quarter 3 - April 3 Semester 2 - June 11
9-12:	Period 1 - October 10 Period 2 - November 21 1st Semester - January 23 Period 1 - March 6 Period 2 - April 24 2nd Semester - June 11 HS Credit Recovery Required Days - June 15-June 25

JULY • 2025

S	M	T	W	T	F	S
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20	21	22	23	24	25	26
17	28	29	30	31		

JANUARY • 2026

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AUGUST • 2025

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31						

FEBRUARY • 2026

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22	23	24	25	26	27	28

SEPTEMBER • 2025

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21	22	23	24	25	26	27
28	29	30				

MARCH • 2026

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22	23	24	25	26	27	28
29	30	31				

OCTOBER • 2025

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26	27	28	29	30	31	

APRIL • 2026

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NOVEMBER • 2025

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23	24	25	26	27	28	29
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MAY • 2026

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23	24	25	26	27	28	29
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DECEMBER • 2025

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE • 2026

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Revised: 11/30/2024

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