

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

NOTICE OF REGULAR SCHOOL BOARD MEETING

Tuesday—November 18, 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. October 20, 2025 (Regular Board Meeting)

FINANCE REPORT

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

REPORTS

- 07. Information, Student Representative Report—Senior Class
- 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, Curriculum Committee Report on Weighted GPA
16. Action, 2025-2026 Board Goals
17. Action, 2nd Reading of Policies:
 - 1014FE AND 1014FE-F(1) Intent to Increase Non-Voted Levy
 - 1111 Election
 - 1210 Qualifications, Terms, Duties of Board Officers
 - 1310 District Policy and Procedures
 - 1700 Uniform Complaint Procedure
 - 2132 Student and Family Privacy Rights
 - 3141 Nonresident Student Enrollment
 - 3410 Student Health
 - 3612 School-Provided Access to Electronic Information, Services, Equipment, and Networks
 - 2162-P(1) 504 Procedures (DELETE)

NEW BUSINESS (Continued)

18. Action, Cleaning for the HS Gym
19. Action, Indemnity Bond
20. Action, Adult Lunch Prices
21. Action, Handbook Language Regarding Insurance
22. Action, Call for Election
23. Action, 1st Reading of Policies:
 - 8200: Food Service
 - 8210: Procurement for Food Service
 - 8205: Meal Charge
 - 2700: AI Integration in Education

PUBLIC COMMENT FOR NON-AGENDA ITEMS

- 24.

REPORTS (Continued)

25. Information, Trustees Reports/Requests

DATE/TIME FOR NEXT MEETING

26. Date: Tuesday, December 16, 2025
Time: 6:20 Preview Bills, 6:30 mtg.
Potential Conflicts:
Suggested Changes:

ADJOURNMENT

27. Time of adjournment: _____

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SCHOOL BOARD MINUTES
REGULAR MEETING
October 20, 2025
Monday – 6:30 p.m.

The Board met in regular session on Monday, October 20, 2025, at 6:30 p.m. Trustees present were: Chris Petersen, Chair, Lisa Stepler, and Verlin Stepler. Representatives were Nicole Simonsen and Lora Finnicum. Visitors were recognized.

Verlin Stepler made motion to approve the agenda. Lisa Stepler seconded motion. Motion carried unanimously. Notice for public comment was given.

Verlin Stepler made motion to approve the minutes of September 16, 2025 (regular board) meeting(s). Lisa Stepler seconded motion. Motion carried unanimously.

Lisa Stepler made motion to pay the October bills, approve investments, note cash and extra-curricular balances. Verlin Stepler seconded motion. Motion carried unanimously. Payroll warrants #3483 to #3531 and claims warrants #12882 to #12939 were written.

Reports were presented with no additions. Several staff were attending Capturing Hearts Conference in Bozeman. Guest in PE was teaching and playing rugby with students. Chris Newbill presented careers in computer science. Mrs. Simonsen reported that the local stock grower's association would again be donating \$2,000 to purchase local beef.

No additional discussions on weighted GPAs. If trustees are interested in pursuing the issue, further meetings will be held and should be finalized by June for implementation.

Trustees asked to review board goals. Trustees reviewed weight room usage.

Lisa Stepler made motion to hire Annie Waldow, Shirley Marchwick, and Megan West as Guest Teachers, pending background checks. Verlin Stepler seconded motion. Motion carried unanimously.

Lisa Stepler made motion to approve graduation date and time for May 16, 2026 at 2 p.m. Verlin Stepler seconded motion. Motion carried unanimously.

Verlin Stepler made motion to hire Brian Manning as HS Assistant Boys' Basketball Coach. Lisa Stepler seconded motion. Motion carried unanimously.

Verlin Stepler made motion to approve the Speech & Drama Cooperative to include Bainville Schools. Lisa Stepler seconded motion. As this cooperative previously existed, no additional changes need to be made to MHSA and the cooperative agreement. Motion carried unanimously.

Verlin Stepler made motion to approve the indemnity bonds for payroll warrants #3368 \$23.09 and #3394 \$161.70. Lisa Stepler seconded motion. Motion carried unanimously.

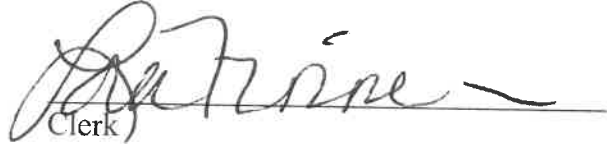
Verlin Stepler made motion to approve the additional 1.8 miles to Route #6 as requested. Lisa Stepler seconded motion. Motion carried unanimously.

SCHOOL BOARD MINUTES
REGULAR MEETING
October 20, 2025
Monday – 6:30 p.m.

Lisa Steppler made motion to adopt Policies 1014FE, 1014FE-F(1), 1111, 1210, 1310, 1700, 2132, 3141, 3410, 3612, and 2162-P(1) in first reading. Verlin Steppler seconded motion. Motion carried unanimously.

Notice for public comment for non-agenda items was given. Next meeting scheduled for Tuesday, November 18th at 6:30 p.m. Verlin Steppler made motion to adjourn. Lisa Steppler seconded motion. Motion carried unanimously. Meeting adjourned at 6:48 p.m.

Board Chair

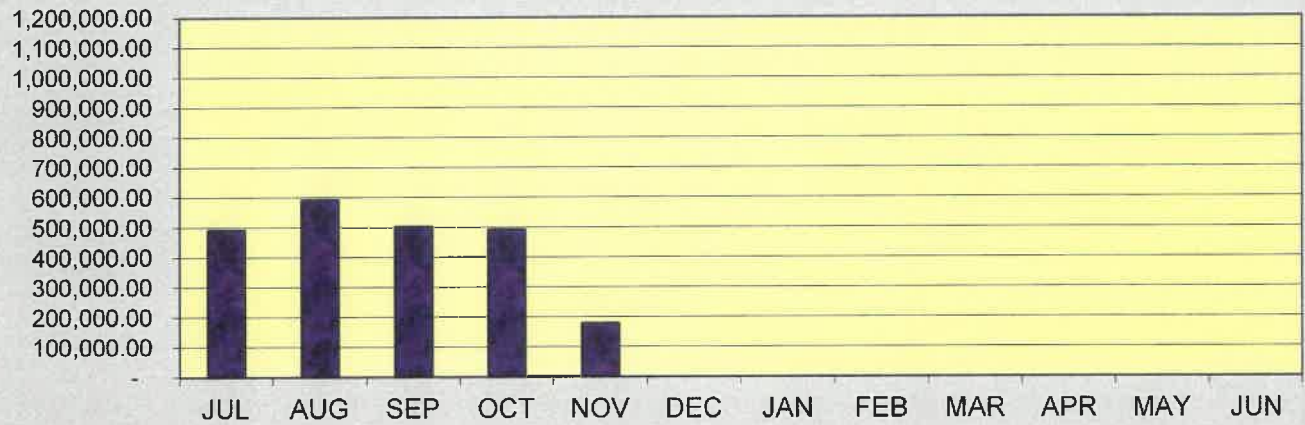

Clerk

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

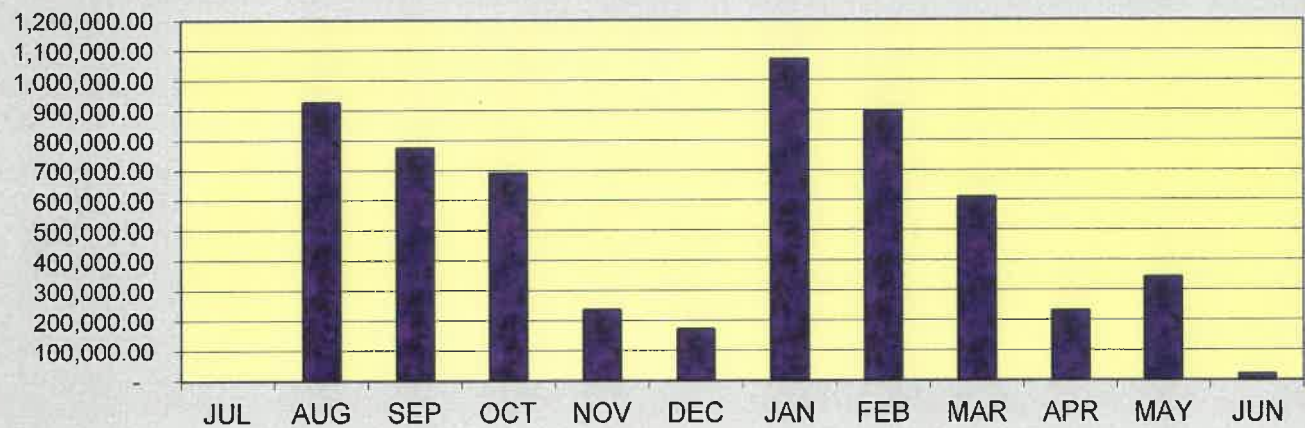
A	B	C	D	E	F	G	H	I
FUND	BEGINNING BALANCE	RECEIPTS	INVESTMENTS IN	INVESTMENTS OUT	DISBURSEMENTS	ENDING BALANCE	TREASURER BALANCE	VARIANCE
GENERAL	(112,229.25)	165,612.43	-		209,570.15	(156,186.97)	(156,186.97)	-
TRANSF	(10,798.97)	12,095.63	92,157.00	81,358.00	30,057.20	(17,961.54)	(17,961.54)	-
TUITION	-	-	-	-		-	-	-
RETIRED	42,082.21	19,316.61	64,490.00	12,116.00	25,467.75	88,305.07	88,305.07	-
MISC	(24,225.58)	32,226.69	-	-	18,459.28	(10,458.17)	(10,458.17)	-
Misc	4,455.74	(113.31)				4,342.43		
Title	(20,402.00)				20,515.75	(40,917.75)		
Mental H	8,826.27					8,826.27		
Lease	1,175.01					1,175.01		
Ind Ed	(3,178.66)	6,375.00			3,196.26	0.08		
Tchr Res	10,060.32				1,653.71	8,406.61		
SRS	(32,469.09)	25,166.00			(7,303.09)	-		
JOM	7,306.83	799.00			396.65	7,709.18		
AD ED	(760.72)	5.68	1,020.00	259.00	1,574.69	(1,568.73)	(1,568.73)	-
COMPA	0.02		-			0.02	0.02	-
IMPACT	(7,615.96)	3.77	1,076.00		3,724.53	(10,260.72)	(10,260.72)	-
TECH	(224.93)	3.83	1,094.00	869.00	858.20	(854.30)	(854.30)	-
FLEX	(76,835.87)	0.53	149.00			(76,686.34)	(76,686.34)	-
PR	2,412.88	372,763.55	-		355,752.61	19,423.82	19,423.82	-
CL	28,500.84	165,296.34	-		177,948.36	15,848.82	15,848.82	0.00
ELEM	(159,695.33)	767,325.06	159,986.00	94,602.00	823,412.77	(150,399.04)	(150,399.04)	0.00
GENERAL	(45,590.57)	117,003.19	26,873.00		148,239.55	(49,953.93)	(49,953.93)	-
TRANSF	20,936.96	8,078.77	10,022.00	30,958.00	18,149.47	(10,069.74)	(10,069.74)	-
LUNCH	(19,453.04)	9,800.63	-		12,858.83	(22,511.24)	(22,511.24)	-
TUITION	-	-	-	-	-	-	-	-
RETIRED	19,926.19	19,229.53	75,147.00	95,073.00	16,659.44	2,570.28	2,570.28	-
MISC	34,066.60	-	-	-	-	34,066.60	34,066.60	-
Misc	34,066.60					34,066.60		
AG	-					-		
BUS	-					-		
FCS	-					-		
Perkins	-					-		
AD ED	(423.50)	5.58	888.00	464.00	1,574.69	(1,568.61)	(1,568.61)	-
DR ED	3,419.12		-	3,419.00	-	0.12	0.12	(0.00)
COMPA	0.01		-			0.01	0.01	-
IMPAC	(13,340.79)		-		4,606.45	(17,947.24)	(17,947.24)	-
TECH	666.52		-	666.00	662.26	(661.74)	(661.74)	-
FLEX	(4,120.50)		-		2,062.24	(6,182.74)	(6,182.74)	-
ENDOW	70,488.81	805.19	229,805.00	268,354.00	-	32,745.00	32,745.00	-
HS	66,575.81	154,922.89	342,735.00	398,934.00	204,812.93	(39,513.23)	(39,513.23)	(0.00)
TOTAL	(93,119.52)	922,247.95	502,721.00	493,536.00	1,028,225.70	(189,912.27)	(189,912.27)	0.00

		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2	101 General	4,080.00	47,448.00	-	-	-							
0	110 Transport	70,379.00	70,379.00	92,157.00	81,358.00	21,242.00							
2	114 Retirement	101,666.00	101,666.00	64,490.00	12,116.00	-							
5	117 Adult Ed	1,679.00	1,679.00	1,020.00	259.00	-							
2	121 Comp Abs	-	-	-	-	-							
0	126 Impact Aid	-	1,076.00	1,076.00	-	-							
5	128 Technology	10.00	10.00	1,094.00	869.00	537.00							
2	129 Flex	-	-	149.00	-	-							
-	201 General	-	33,937.00	26,873.00	-	-							
2	210 Transport	27,030.00	569.00	10,022.00	30,958.00	-							
0	212 Hot Lunch	9,933.00	1.00	-	-	-							
2	214 Retirement	81,346.00	80,346.00	75,147.00	95,073.00	78,413.00							
6	217 Adult Ed	2,012.00	1,680.00	888.00	464.00	-							
2	218 Drivers Ed	-	-	-	3,419.00	3,419.00							
0	221 Comp Abs	-	-	-	-	-							
2	226 Impact Aid	-	-	-	-	-							
6	228 Technology	4.00	-	-	666.00	666.00							
2	229 Flex	3.00	-	-	-	-							
0	281 Endow	194,143.00	253,498.00	229,805.00	268,354.00	75,000.00							
2	TOTAL	492,285.00	592,289.00	502,721.00	493,536.00	179,277.00							
0		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2	101 General		199,165.00	211,434.00	229,898.00			144,732.00	104,828.00	46,125.00	-	-	
0	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	56,425.00	6,637.00
2	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	-	99,886.00	2,298.00
5	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	-	4,781.00	
2	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	-	2,156.00	
0	126 Impact Aid							4,573.00	-	-	-	8,223.00	
2	128 Technology		11.00	1,253.00	1,253.00			10.00	10.00	10.00	-	10.00	
6	129 Flex							-	-	-	-	-	
2	201 General		128,569.00	125,075.00	60,931.00			99,554.00	100,530.00	35,774.00	-	-	
0	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	25,357.00	5,044.00
2	212 Hot Lunch		2,602.00				4,023.00	9,152.00	11,204.00	16,351.00	20,129.00	27,744.00	
5	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	78,053.00	1,756.00
2	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	5,093.00	
0	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	2,528.00	
2	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	3,609.00	
6	226 Impact Aid							-		-	-	-	
2	228 Technology		12.00	886.00				4.00	4.00	4.00	4.00	4.00	
0	229 Flex		3.00	3.00	3.00	3.00	3.00	41,990.00	31,814.00	6,213.00	4,150.00	-	
2	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	29,354.00	3,571.00
5	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	343,223.00	19,306.00
2		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
0	101 General	116,622.00	147,007.00	119,072.00	-	-	10,456.00	18,027.00	-	-	-	4,800.00	122,944.00
2	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
5	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
2	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
0	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
2	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
6	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
2	129 Flex	-	-	-	-	-	19,016.00	19,016.00	19,097.00	183.00	106,898.00	106,898.00	-
0	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	-
2	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
5	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	-
2	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
0	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
2	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
6	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
2	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
0	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
2	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
5	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
2	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
0		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN

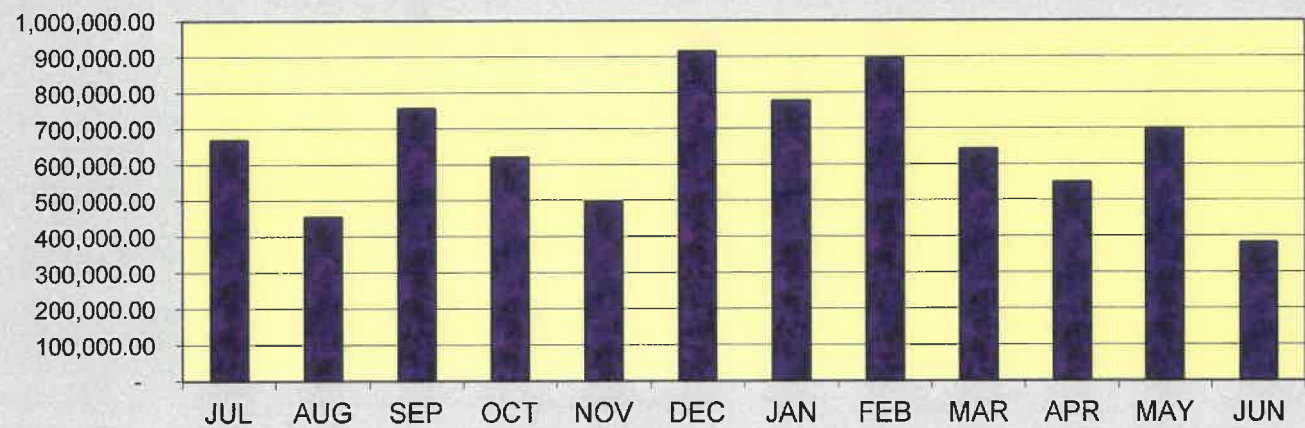
2025-26 INVESTMENTS



2024-25 INVESTMENTS



2023-24 INVESTMENTS



Culbertson Public School

Totals Report for October 2025 through October 2025
2025-2026

11/13/2025
9:38:10 AM

Checking
Savings
Investments

Account	Beginning +	Receipts -	Expenditures +	Transfers =	Ending
1 - ANNUAL	1,120.52	1,540.00	569.00	0.00	2,091.52
2 - ATHLETICS	7,119.92	4,382.52	11,956.19	-143.00	-596.75
3 - FRESHMAN CLASS 2029	4,501.77	1,189.00	348.36	375.00	5,717.41
4 - 6TH GRADE CLASS 2032	0.00	0.00	0.00	0.00	0.00
5 - GRADUATED SENIOR CLASS 2025	0.00	0.00	0.00	0.00	0.00
6 - SENIOR CLASS 2026	4,702.63	0.00	63.40	0.00	4,639.23
7 - SOPHOMORE CLASS 2028	3,765.06	266.00	117.59	0.00	3,913.47
8 - CHEERLEADER	472.50	1,000.00	550.00	0.00	922.50
9 - FFA	18,032.28	3,907.86	3,137.96	130.00	18,932.18
10 - BAND/CHOIR	6,655.81	645.00	1,489.67	0.00	5,811.14
11 - STUDENT COUNCIL	5,991.78	0.00	80.01	0.00	5,911.77
12 - SPEECH AND DRAMA	1,392.45	0.00	0.00	0.00	1,392.45
13 - VO-AG REVOLVING	1,895.49	0.00	0.00	0.00	1,895.49
14 - JUNIOR CLASS 2027	6,342.12	2,718.25	399.53	-362.00	8,298.84
15 - PLAY	3,766.76	0.00	0.00	0.00	3,766.76
17 - BPA	2,747.67	442.00	308.07	0.00	2,881.60
18 - EXPLORE AMERICA	25,206.00	13,965.85	13,448.75	0.00	25,723.10
19 - MUSIC PARENTS	2,430.02	0.00	0.00	0.00	2,430.02
20 - ART	2,119.68	814.00	0.00	0.00	2,933.68
21 - LIBRARY	1,326.26	818.27	0.00	0.00	2,144.53
22 - 7TH GRADE CLASS 2031	0.00	0.00	0.00	0.00	0.00
23 - 8TH GRADE CLASS 2030	1,044.75	1,149.00	203.96	0.00	1,989.79
24 - SCIENCE OLYMPIAD	5,487.56	0.00	0.00	0.00	5,487.56
	106,121.03 +	32,837.75 -	32,672.49 +	0.00 =	106,286.29



Culbertson Public School

Activity Report for November through November
2025-2026

2 - ATHLETICS

11/13/2025
11:44:52 AM

----- Checking -----		----- Savings -----		----- Investments -----	
Beginning	Ending	Beginning	Ending	Beginning	Ending
-596.75	1,770.33	0.00	0.00	0.00	0.00

\$1,340.33

Transaction	Number	To Whom	Amount	Purpose	Date	Status	Running
Check	117	OPPORTUNITY BANK OF	64.70	P-Card Charges	11/13/2025	Written	-661.45
Check	18399	BRAD NIELSEN	112.50	Referee Pay - No mileage	11/04/2025	Written	-773.95
Check	18400	NATE CREEK	176.14	Referee & Driver Mileage	11/04/2025	Written	-950.09
Check	18403	JENNA BOWKER	35.00	Coaching Class Reimbursement	11/04/2025	Written	-985.09
Check	18409	TYLER HARRIS	136.58	Referee & Driver Mileage	11/06/2025	Written	-1,121.67
Check	18410	BRAD NIELSEN	112.50	Referee Pay - No mileage	11/06/2025	Written	-1,234.17
Check	18411	BRAD NIELSEN	112.50	Referee Pay - No mileage	11/10/2025	Written	-1,346.67
Check	18412	GARY SINKS	176.14	Referee & Driver Mileage	11/10/2025	Written	-1,522.81
Check	18414	TERESA BENSON	176.14	Referee & Driver Mileage	11/13/2025	Written	-1,698.95
Check	18415	TYLER HARRIS	136.58	Referee & Driver Mileage	11/13/2025	Written	-1,835.53
Check	18416	CULBERTSON SCHOOL DI	1,248.86	2-C VB Tourny Rembt for Payroll & F	11/13/2025	Written	-3,084.39
Check	18417	BAINVILLE HIGH SCHOO	156.92	Volleyball Tournament Team Expense &	11/13/2025	Written	-3,241.31
Check	18418	BROCKTON SCHOOL DIST	116.92	Volleyball Tournament Team Expense &	11/13/2025	Written	-3,358.23
Check	18419	FROID/MEDICINE LAKE	293.84	Volleyball Tournament Team Expense &	11/13/2025	Written	-3,652.07
Check	18420	RICHEY SCHOOL	773.84	Volleyball Tournament Team Expense &	11/13/2025	Written	-4,425.91
Check	18421	WESTBY SCHOOL	731.84	Volleyball Tournament Team Expense &	11/13/2025	Written	-5,157.75
Check	18422	SAVAGE SCHOOL	636.92	Volleyball Tournament Team Expense &	11/13/2025	Written	-5,794.67
			5,197.92	Overall			

Transaction	Number	From Whom	Amount	Deposit	Purpose	Date	Running
Receipt	69629	ATHLETICS	3,907.00	2070	VB 2-C District Tourny - Day 1	11/03/2025	-1,887.67
Receipt	69630	ATHLETICS	3,236.00	2071	VB 2-C District Tourny - Day 2	11/04/2025	1,348.33
Receipt	69639	ATHLETICS	430.00	2074	Golf Fundraiser for Team Equipment/Uniform	11/06/2025	1,778.33
			7,573.00	Overall			

Transaction	Amount	Purpose	Account	Date	Running
JV Checking	-8.00	Ref/Game Worker Refreshment/Food	To 3 - FRESHMAN CLASS 2029	11/04/2025	1,770.33



Dear Culbertson Board of Trustees,

This year our senior class elected the following for class officers:

President = Ayden Ator

Vice President = Kaden Featherston

Secretary/Treasurer = Ivy Colvin

Fundraisers:

This year our senior class has not had to do any fundraisers. We have enough money for graduation so we most likely won't do any fundraisers this year.

Other important news from the senior class includes:

-This year we have 27 kids in our class. New students: Gavyn Harrison Most of us are active in sports and extracurricular activities:

-FFA = Kaden Featherston, Ayden Ator, Ivy Colvin, Catherine Donaldson, Ian Snyder, Josie Simonsen, Logan Berwick, Gavyn Harrison

-BPA = Ivy Colvin, Ayden Ator, Isabella Apple

-GBB = Leandra Perkins, Ivy Colvin, Ayden Ator

-BBB = Ian Snyder, Kaden Featherston, Micah Eagle Boy

-VB = Jacklynne McDonald, Isabella Apple, Catherine Donaldson, Leandra Perkins, Mariana Burciaga, Ayden Ator

-FB = Micah Eagle Boy, Logan Berwick, Trevon Ewak, Kaden Featherston, Ian Snyder, Chris Chilson, Hector Yellow Owl

-Student Council = Ayden Ator, Catherine Donaldson, Genesey Deen, Kaden Featherston, Mariana Burciaga

-Speech and Drama = Peyton Jahns, Josie Simonsen,

-Band = Ayden Ator, Leandra Perkins, Mandy Semm, Josie Simonsen, Ivy Colvin, Kaden Featherston, Micah Eagle Boy, Owen Annett

-Choir = Catherine Donaldson, Isabella Apple, Peyton Jahns

-NHS = Josie Simonsen, Ayden Ator, Ivy Colvin

- Students will be involved in Track/Field and Golf in the spring

Seniors involved in Explore America will travel to the East coast in the spring for a week.

Student Rep. Report Submitted by,

-Senior Class President, *Ayden Ator*

-Senior Class Vice President, *Kaden Featherston*

-Senior Class Secretary/Treasurer, *Ivy Colvin*

November 2025 Activities report

Culbertson Board of Trustees,

Fall activities have all finished. Hosted District 2-C volleyball tournament Oct 30-31, had excellent attendance from all teams participating. Junior High basketball teams have competed in several contests with local schools. Speech and Drama teams have also been competing in area meets. Football team was eliminated by Belt in first round. High school basketball practice will begin on November 20.

Sincerely,

David Solem

Mr. Olson
Technology Report
School Board Meeting
Nov 18, 2025

The school will be moving to a Google SSO and away from our current domain-based logins. This will continue throughout the year.

Schoolhouse IT will be here Nov 19. They will assist me with Google SSO. They will also help with tech list I will have provided for them.

We have been working with ATS to get the heating software to work correctly on our system. This is related to when the server goes offline.

I will be looking at items that we will need for E rate for the upcoming year.

Mr. Olson
 6-12 Principal Report
 School Board Meeting
 November 18, 2025

Culbertson hosted the District Volleyball Tournament on Oct 30-31. It went well. The school adapted well to the changes during those two days.

We held the Veterans Day Assembly on Nov 11. Chris Petesen was our speaker. The staff and students did a great job with songs, poems, instrumental music.

Several Band/Music students were selected to perform at the NW Music festival @ Minot and Northern Plains Music Festival @ Dickinson

Hs basketball will start on Nov 20th

As of Nov 13

	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	Total
Aug	17	20	21	19	20	27	26	22	24	25	14	16	27	278
Sept	22	19	20	19	20	26	24	21	23	26	11	16	26	273
Oct	22	19	20	19	20	26	24	21	23	26	11	16	27	274
Nov	24	21	20	21	20	26	24	21	23	26	11	16	27	280
Dec														0
Jan														0
Feb														0
March														0
April														0
May														0

Enrolled	5	4	0	3	1	1	1	0	1	2	1	1	1	21
Transferred	0	0	1	1	1	0	3	2	0	0	6	0	2	16
Total In/Out	5	4	1	4	2	1	4	2	1	2	7	1	3	37

Ended the 2024-2025 year with 271

132 Elem

68 JH

80 HS

Elementary Principal Report November 2025
Capturing Kids' Hearts

Oct. 20-21, 2025

Courtney Forbregd, Theresa McDonald, April Wills, and I attended Capturing Kid's Hearts training in Bozeman, MT.

CKH (Capturing Kids' Hearts) is built off three ideas

- Social Contract
- EXCEL
- Behavior Questions/Responses

1. Social Contract- each class creates their own social contract that outlines how the class wants to be treated and how they expect others to treat each other

2. Excel- Because Great Leaders EXCEL!!

E- Engage: Meet and Greet and Get to Know

X- X-Plore: Discover the Individual's Needs and Interests

C- Communicate: You Care and Make Your Message Relevant

E- Empower: Your Teaching Becomes Their Doing

L- Launch: Meaningful Ending and Sending

3. Four Questions for Misbehavior

1. What are you doing?
2. What should you be doing?
3. Are you doing it?
4. What are you going to do about it?

Repeated Behavior

5. What is going to happen if you break our social contract again?

3.5 Four Questions for Disrespect

1. How are you talking to me?
2. How did we agree to talk to each other? (This references the social contract created)
3. Were you doing it?
4. So, how are you going to talk to me?

Repeated Behavior

5. What is going to happen if you break our social contract again?

There will be another training in Bozeman February 17-18, 2026. We plan on sending members of the JH/HS to this training.

Culbertson School Board Meeting

Superintendent's Report

November 18, 2025

Staff shoutouts this month go to the following:

***Tournament Workers & Mr. Solem:** Thank you to Mr. Solem for planning and hosting an excellent District 2C Volleyball tournament! Also, a huge thanks to Mr. Pfeifer, Mrs. Iverson, and Mrs. Nielsen for working the scorer's table as clock, book, and libero tracker. It was great to showcase our facilities and be the host site, but it wouldn't have been possible without the team effort!

A. Events that I plan to attend for November and December:

November 18	Culbertson School Board of Trustees' Regular Meeting
December 3	NEMASS @ Wolf Point 10AM
December 5/6	HS BB tournament @ Miles City
December 9	HS/JH Concert @ 7PM
December 12/13	HS BB tournament @ Lambert
December 16	Culbertson School Board of Trustees' Regular Meeting
December 19	HS BB @ Savage
December 20	HS BB vs. R/L

B. Other updates and items for your review:

1. Impact Aid Funding—The recent government shutdown has our Impact Aid funding on hold. Our first payment typically comes through at the end of October. Now that the government has been re-opened and the staff in the Impact Aid office have their jobs restored, we could see our first payment in November or December.
2. Board Training—We should still work to schedule board training. Please communicate to Chris or myself about the ideal time for training.
3. Elementary Bathrooms—These bathrooms have been open for business for almost a month now. All aspects of construction were done very well! Stop in to take a look if you have not seen them yet.
4. Kee Concepts—Kee Dunning and Stacy Stelflug have been doing small group work sessions with staff. We will continue to utilize the 3-4pm hour to pull these groups together and meet with Kee and Stacy who will be present virtually. Our Kee Concept for the month of November is "What don't I know?". Our huge bulletin board outside the office is highlighting this concept and we share shout-outs on announcements each day for students that are demonstrating the Kee Concept. After the shout-outs are read, they are stapled on our shout out board! December's Kee Concept will be "Meet people where they are, not where we want them to be".
5. Coal Boiler Area Conversion to Garage—The area where the coal boiler was housed has

now been converted into a garage. The boiler was removed with a crane a couple months ago, and was then followed by the conversion work to make this a garage for the tractor and attachments. The concrete was repoured to be a driveway, the garage door was installed, and the other unnecessary items were removed from the building. This project was in the works prior to my arrival. The completion is perfect timing to protect our tractor from the cold winter elements! Drive by the west side of our building and check it out.

6. Lawn Mower—Our new riding lawn mower arrived from C&B in early October. It did a great job with fall grounds work. We will now be able to store it inside Andy's original shop since the tractor will be stored in the converted garage.
7. OPI Food Service Audit—We had an employee from OPI in our building on Wednesday, October 22nd for our food service audit. The day went smoothly, but they did identify several areas that needed correction. Later in the board agenda we have a few policy areas to address as a result of the audit. The full report with findings should be shared with us at the beginning of December. OPI has been and continues to be very helpful in educating us on all the requirements. This audit will not happen again for another 5 years.
8. Cruiser—The cruiser has been in Williston waiting on the stabilizer bars for the tag axel. The estimated time frame is 6 weeks since the part is not kept "on-hand" and it literally had to be manufactured at the plant in Germany. IState in Williston will put the parts on as soon as they are in, which should be just in time for high school basketball. In the meantime, we have had 2 occasions where we had to rent a yellow bus to get our students to activities.
9. Transportation Planning—The only "old" bus in our activities fleet currently is bus #2, our mid-sized bus. This bus does need to be replaced, but we need it to last through the 2026-2027 school year before our budget has any breathing room to replace it. So far so good, but keep this on your radar.
10. Facility Planning—The lights at the football field are so old we are not able to buy replacement bulbs. This is a project for the future as well, but in the meantime, Mr. Olson is going to explore this project with Sheridan Electric and see if there are any other funding sources available.
11. Bridged Health Insurance Trust—I have attached information that we recently received from John Doran, the chief strategy officer for Bridged Health Alliance. We have several concerns: when compared to our current plan offerings Bridged is higher not lower, the participation requirements, and the 5-year commitment. I will continue to share updates with you as we receive them. MUST will be dissolving, so if we do not commit to Bridged Health Alliance we will need to work with the teacher's union to find a different health insurance provider.
12. Early Literacy and Numeracy (PreK)—This was a 2024-2025 board goal. My initial stance on this was we need to ensure that we staff K-5 fully (2 sections of each) before we hire a certified teacher to take on PreK. Our current Kindergarten team (Mrs. Clausen, Ms. Moon, and Mrs. Harrison) bring great experience from PreK and have seen first hand the gaps among our Kindergarten students. The missing foundational skills that students learn in PreK truly do set students behind in the Kindergarten curriculum. I asked Lora if we have

it in the budget to launch in 2026, but unfortunately, we do not foresee having the funds to launch this program in the fall of 2026. I would like to plan on launching in 2027 if the budget allows. Next school year (2026-2027) will require planning and board action if we are able to launch in the fall of 2027.

13. Education Week—The week of November 17-21 we are celebrating Education Week! Our teacher committee has a fun week planned. Each year the board of trustees is encouraged to spend a day in the building. Next week is a great time to stop by even if it is only for an hour we would love to have you in the building.

14. Here are a few items that will be part of the next regular Board meeting agenda:

- Potentially another batch of Policy from MTSBA
- Annual Superintendent Evaluation
- Fall Sports Coach Contracts for 2026

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.mt.us at any time. I believe in an open door, so please feel free to drop in my office anytime to visit.



Please save and upload the Participation Agreement and Multidistrict Agreement documents which were emailed to you.

- Sign each document (including your school's legal name).
- Scan the document and upload to the Employer file which you can access at the following URL:
<https://secure.bswift.com/default.aspx?abbrev=bridgedhealthalliance>

This will fulfill your intent to participate in these 2026-2027 quoted plans through Bridged, upon your 2026 plan year effective date. If you have any questions, or are interested in quoting other plan options, please contact John Doran, Chief Strategy Officer, at 406-422-6894 or email at jdoran@bridgedmt.org.

A handwritten signature in black ink, appearing to read "John Doran", is positioned above the printed name.

John Doran
Chief Strategy Officer
Bridged Health Alliance
406-422-6894
jdoran@bridgedmt.org

Bridged Health Alliance Cost Proposal Assumptions

Demographic & Group Composition Assumptions

- **Eligible Employees:** Pursuant to Montana Code Section 20-3-366, "employee" means an individual employed by a district in any capacity, including but not limited to an employee meeting the definition in **2-18-601** and a teacher or principal as defined in **20-1-101** who is regularly scheduled to work at least 20 hours or more a week during the academic year. Additionally, employee must reside or work in the insurer's service area.
- **Participation Requirements:**
 - Minimum of **75%** of eligible employees must have coverage (either through the insurer or other qualifying coverage).
 - At least **50%** of all eligible employees must enroll in the offered plan.
- **Waiting Period:** Cannot exceed **90 days** from date of hire.

Coverage & Contribution Assumptions

Assumptions contingent upon signed Participation and Multidistrict agreements signaling intent to participate in Bridged Health



October 30, 2025

Culbertson Elementary
Box 459
Culbertson, MT 59218

Dear Culbertson Elementary Team:

Bridged Health Alliance is pleased to offer health insurance plans for the 2026-27 school year. Bridged is a statewide, self-funded health trust that brings together over 150 school districts and more than 12,000 employees to address one of the most pressing challenges we face—rising health care costs. By pooling resources and leveraging collective purchasing power, Bridged offers a model that stabilizes costs, reduces administrative expenses, and ensures access to high-quality, affordable health and wellness benefits. This effort is supported by a historic \$40 million investment from Montana’s Legislature and governor, specifically aimed at maintaining and improving benefits for educators and staff. Participating districts will have the opportunity to reinvest savings into their budgets and directly benefit their employees.

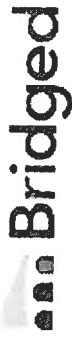
Please review a comparison of your current plans and pricing to the Bridged plans and pricing below. The time is now to take advantage of this historic opportunity.

2026 plans comparable to your 2025 offerings:

Medical Plan Name	HDHP \$3.4K - 70%		HDHP \$5K - 100%	
HDHP Qualified	Yes		Yes	
Annual Deductible				
Individual/Family	\$3,400/\$4,500		\$5,000/\$10,000	
Type	Embedded		Embedded	
Applies To:	Med & Rx		Med & Rx	
Coinsurance	70%		100%	
Maximum Out-of-Pocket				
Individual/Family	\$4,000/\$6,600		\$5,000/\$10,000	
Physician Office Visit				
Primary Care	100% (after deductible)		100% (after deductible)	
Specialty Care	100% (after deductible)		100% (after deductible)	
Telemedicine (PCP, Urgent, Mental Health)	\$0		\$0	
Diagnostic Services				
X-ray and Lab Tests	70% (after deductible)		100% (after deductible)	
Complex Radiology	70% (after deductible)		100% (after deductible)	
Emergency Room Facility	70% (after deductible)		100% (after deductible)	
Inpatient Facility	70% (after deductible)		100% (after deductible)	
Outpatient Facility & Surgical	70% (after deductible)		100% (after deductible)	
Mental Health				
Counselor / Office Visit	deductible then \$5		100% (after deductible)	
Inpatient	70% (after deductible)		100% (after deductible)	
Outpatient	70% (after deductible)		100% (after deductible)	
Retail Pharmacy (30 day)				
Generic (Tier 1)	70% (after deductible)		100% (after deductible)	
Preferred (Tier 2)	70% (after deductible)		100% (after deductible)	
Non-Preferred (Tier 3)	70% (after deductible)		100% (after deductible)	
Specialty (Tier 4)	70% (after deductible)		100% (after deductible)	
Actuarial Values	74.30%		69.20%	
Monthly Premiums:	2026 Quote	Savings vs HDHP 3500	2026 Quote	Savings vs HDHP 5000
Employee Only	\$1,430.24	-3%	\$912.80	-3%
Employee + Spouse	\$2,860.49	-3%	\$1,825.60	-3%
Employee + Child(ren)	\$3,861.47	-3%	\$2,464.17	-3%
Employee + Family	\$4,720.00	-3%	\$3,012.62	-3%

Below are all available Bridged 2026 plan designs (Table 1 of 2):

QHDHP?	Basic		Copay Base		Copay Mid		Copay Buyup		CMM \$5K		CMM \$3K		CMM \$2K	
	No		No		No		No		No		No		No	
Annual Deductible														
Individual	\$9,000		\$0		\$0		\$0		\$5,000		\$3,000		\$2,000	
Family	\$18,000		\$0		\$0		\$0		\$10,000		\$6,000		\$4,000	
Type	Non-Embedded		Embedded		Embedded		Embedded		Embedded		Embedded		Embedded	
Applies To:	Med Only		Med Only		Med Only		Med Only		Med Only		Med Only		Med Only	
Coinsurance	100%		100%		100%		100%		80%		80%		80%	
Maximum Out-of-Pocket														
Individual	\$9,000		\$8,000		\$7,000		\$6,000		\$7,500		\$6,000		\$4,000	
Family	\$18,000		\$16,000		\$14,000		\$12,000		\$15,000		\$12,000		\$8,000	
Physician Office Visit														
Primary Care	\$25		\$65		\$50		\$35		\$25		\$25		\$25	
Specialty Care	\$60 then 30%		\$125		\$100		\$85		\$50		\$60		\$50	
Telemedicine	\$0		\$0		\$0		\$0		\$0		\$0		\$0	
Diagnostic Services														
X-ray and Lab Tests	100% (ad)		100% (ad)		100% (ad)		100% (ad)		100% (ad)		100% (ad)		100% (ad)	
Complex Radiology	100% (ad)		\$500		\$500		\$500		80% (ad)		80% (ad)		80% (ad)	
Emergency Room Facility	100% (ad)		\$1,000		\$750		\$500		80% (ad)		80% (ad)		80% (ad)	
Inpatient Facility	100% (ad)		\$3,000/ admit		\$2,500/ admit		\$1,500/ admit		80% (ad)		80% (ad)		80% (ad)	
Outpatient Facility & Surgical	100% (ad)		\$1,500/ admit		\$1,000/ admit		\$750/ admit		80% (ad)		80% (ad)		80% (ad)	
Mental Health														
Counselor / Office Visit	\$5		\$5		\$5		\$5		\$5		\$5		\$5	
Inpatient	100% (ad)		\$2,000/ admit		\$1500/ admit		\$1,000/ admit		80% (ad)		80% (ad)		80% (ad)	
Outpatient	100% (ad)		\$1,000/ admit		\$750/ admit		\$500/ admit		80% (ad)		80% (ad)		80% (ad)	
Retail Pharmacy (30 Day Supply)														
Generic (Tier 1)	\$10		\$40		\$30		\$20		\$10		\$10		\$10	
Preferred (Tier 2)	\$35		\$70		\$50		\$40		\$35		\$35		\$35	
Non-Preferred (Tier 3)	\$70		\$150		\$110		\$70		\$70		\$70		\$70	
Preferred Specialty (Tier 4)	20% up to \$250		\$250		\$200		\$150		20% up to \$250		20% up to \$250		20% up to \$250	
Actuarial Values	68.7%		70.2%		73.9%		77.7%		75.4%		78.3%		82.2%	



Below are all available Bridged 2026 plan designs (Table 2 of 2):

QHDHP?	CMAA \$1K		CMAA \$0		HDHP \$0K-70%		HDHP \$1K-70%		HDHP \$1K-100%		HDHP \$1.5K-100%		HDHP \$1.7K-100%	
	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
Annual Deductible														
Individual	\$1,000	\$5,000	\$0											
Family	\$2,000	\$10,000	\$0											
Type	Embedded	Embedded	Embedded											
Applies To:	Med Only	Med & Rx	Med Only											
Coinsurance	80%	70%	70%											
Maximum Out-of-Pocket														
Individual	\$2,000	\$8,300	\$7,500											
Family	\$4,000	\$16,600	\$15,000											
Physician Office Visit														
Primary Care	\$25	70% (ad)	\$25											
Specialty Care	\$60	70% (ad)	\$60											
Telemedicine	\$0	\$0	\$0											
Diagnostic Services														
X-ray and Lab Tests	100% (ad)	70% (ad)	100% (ad)											
Complex Radiology	80% (ad)	70% (ad)	70% (ad)											
Emergency Room Facility	80% (ad)	70% (ad)	70% (ad)											
Inpatient Facility	80% (ad)	70% (ad)	70% (ad)											
Outpatient Facility & Surgical	80% (ad)	70% (ad)	70% (ad)											
Mental Health														
Counselor / Office Visit	\$5	deductible then \$5	\$5											
Inpatient	80% (ad)	70% (ad)	70% (ad)											
Outpatient	80% (ad)	70% (ad)	70% (ad)											
Retail Pharmacy (30 Day Supply)														
Generic (Tier 1)	\$10	70% (ad)	\$10											
Preferred (Tier 2)	\$35	70% (ad)	\$35											
Non-Preferred (Tier 3)	\$70	70% (ad)	\$70											
Preferred Specialty (Tier 4)	20% up to \$250	70% (ad)	20% up to \$250											
Actuarial Values	85.7%	61.9%	85.2%											
													79.9%	84.2%



Please save and upload the Participation Agreement and Multidistrict Agreement documents which were emailed to you.

- Sign each document (including your school's legal name).
- Scan the document and upload to the Employer file which you can access at the following URL:
<https://secure.bswift.com/default.aspx?abbrev=bridgedhealthalliance>

This will fulfill your intent to participate in these 2026-2027 quoted plans through Bridged, upon your 2026 plan year effective date. If you have any questions, or are interested in quoting other plan options, please contact John Doran, Chief Strategy Officer, at 406-422-6894 or email at jdoran@bridgedmt.org.

A handwritten signature in black ink, appearing to read "John Doran".

John Doran
Chief Strategy Officer
Bridged Health Alliance
406-422-6894
jdoran@bridgedmt.org

Bridged Health Alliance Cost Proposal Assumptions

Demographic & Group Composition Assumptions

- **Eligible Employees:** Pursuant to Montana Code Section 20-3-366, "employee" means an individual employed by a district in any capacity, including but not limited to an employee meeting the definition in 2-18-601 and a teacher or principal as defined in 20-1-101 who is regularly scheduled to work at least 20 hours or more a week during the academic year. Additionally, employee must reside or work in the insurer's service area.
- **Participation Requirements:**
 - Minimum of **75%** of eligible employees must have coverage (either through the insurer or other qualifying coverage).
 - At least **50%** of all eligible employees must enroll in the offered plan.
- **Waiting Period:** Cannot exceed **90 days** from date of hire.

Coverage & Contribution Assumptions

Assumptions contingent upon signed Participation and Multidistrict agreements signaling intent to participate in Bridged Health



- **Employer Contribution:** Must meet minimum contribution of 50% of the single employee premium for the least costly plan.
 - **Total Replacement Coverage:** Assumes Bridged Health Alliance is the sole carrier unless otherwise approved.
-

Premium Development & Adjustment Assumptions

- **Claims History:** Prior claims experience is used as made available to assess risk and set contributions.
 - **Demographics:** Age, gender, and location of employees influence contribution calculations.
 - **Network:** Participating status in Allegiance direct network of hospital systems where most employees receive care. Contributions may be adjusted if the network status for these hospitals changes. In the event the hospital system(s) are not in network, a revised proposal and participation agreement will need to be signed.
 - **Enrollment Variance:** Contributions may be adjusted if actual enrollment deviates greater than 10% from expected.
 - **Premium Collected:** For prospective groups, re-rating may occur if actual per member per month (PMPM) premium collected differs from expected.
-

Underwriting Caveats

- **Final Underwriting Approval:** All quotes are subject to final review and approval.
- **Documentation Requirements:** Additional documents may be requested to verify eligibility and group status.
- **Guarantee Period:** Contributions are guaranteed for **12 months** from the effective date.
- **Cancellation Policy:** Existing coverage should not be canceled until written confirmation of acceptance is received.



October 30, 2025

Culbertson Elementary
Box 459
Culbertson, MT 59218

Dear Culbertson Elementary Team:

Bridged Health Alliance is pleased to offer health insurance plans for the 2026-27 school year. Bridged is a statewide, self-funded health trust that brings together over 150 school districts and more than 12,000 employees to address one of the most pressing challenges we face—rising health care costs. By pooling resources and leveraging collective purchasing power, Bridged offers a model that stabilizes costs, reduces administrative expenses, and ensures access to high-quality, affordable health and wellness benefits. This effort is supported by a historic \$40 million investment from Montana’s Legislature and governor, specifically aimed at maintaining and improving benefits for educators and staff. Participating districts will have the opportunity to reinvest savings into their budgets and directly benefit their employees.

Please review a comparison of your current plans and pricing to the Bridged plans and pricing below. The time is now to take advantage of this historic opportunity.

2026 plans comparable to your 2025 offerings:

Medical Plan Name	HDHP \$3.4K - 70%		HDHP \$5K - 100%	
HDHP Qualified	Yes		Yes	
Annual Deductible				
Individual/Family	\$3,400/\$4,500		\$5,000/\$10,000	
Type	Embedded		Embedded	
Applies To:	Med & Rx		Med & Rx	
Coinsurance	70%		100%	
Maximum Out-of-Pocket				
Individual/Family	\$4,000/\$6,600		\$5,000/\$10,000	
Physician Office Visit				
Primary Care	100% (after deductible)		100% (after deductible)	
Specialty Care	100% (after deductible)		100% (after deductible)	
Telemedicine (PCP, Urgent, Mental Health)	\$0		\$0	
Diagnostic Services				
X-ray and Lab Tests	70% (after deductible)		100% (after deductible)	
Complex Radiology	70% (after deductible)		100% (after deductible)	
Emergency Room Facility	70% (after deductible)		100% (after deductible)	
Inpatient Facility	70% (after deductible)		100% (after deductible)	
Outpatient Facility & Surgical	70% (after deductible)		100% (after deductible)	
Mental Health				
Counselor / Office Visit	deductible then \$5		100% (after deductible)	
Inpatient	70% (after deductible)		100% (after deductible)	
Outpatient	70% (after deductible)		100% (after deductible)	
Retail Pharmacy (30 day)				
Generic (Tier 1)	70% (after deductible)		100% (after deductible)	
Preferred (Tier 2)	70% (after deductible)		100% (after deductible)	
Non-Preferred (Tier 3)	70% (after deductible)		100% (after deductible)	
Specialty (Tier 4)	70% (after deductible)		100% (after deductible)	
Actuarial Values	74.30%		69.20%	
Monthly Premiums:	2026 Quote	Savings vs HDHP 3500	2026 Quote	Savings vs HDHP 5000
Employee Only	\$1,430.24	-3%	\$912.80	-3%
Employee + Spouse	\$2,860.49	-3%	\$1,825.60	-3%
Employee + Child(ren)	\$3,861.47	-3%	\$2,464.17	-3%
Employee + Family	\$4,720.00	-3%	\$3,012.62	-3%

Below are all available Bridged 2026 plan designs (Table 1 of 2):

QHDHP?	Basic		Copay Base		Copay Mid		Copay Buyup		CMM \$5K		CMM \$3K		CMM \$2K	
	No		No		No		No		No		No		No	
Annual Deductible														
Individual	\$9,000		\$0		\$0		\$0		\$5,000		\$3,000		\$2,000	
Family	\$18,000		\$0		\$0		\$0		\$10,000		\$6,000		\$4,000	
Type	Non-Embedded		Embedded		Embedded		Embedded		Embedded		Embedded		Embedded	
Applies To:	Med Only		Med Only		Med Only		Med Only		Med Only		Med Only		Med Only	
Coinsurance	100%		100%		100%		100%		80%		80%		80%	
Maximum Out-of-Pocket														
Individual	\$9,000		\$8,000		\$7,000		\$6,000		\$7,500		\$6,000		\$4,000	
Family	\$18,000		\$16,000		\$14,000		\$12,000		\$15,000		\$12,000		\$8,000	
Physician Office Visit														
Primary Care	\$25		\$65		\$50		\$35		\$25		\$25		\$25	
Specialty Care	\$60 then 30%		\$125		\$100		\$85		\$50		\$60		\$50	
Telemedicine	\$0		\$0		\$0		\$0		\$0		\$0		\$0	
Diagnostic Services														
X-ray and Lab Tests	100% (ad)		100% (ad)		100% (ad)		100% (ad)		100% (ad)		100% (ad)		100% (ad)	
Complex Radiology	100% (ad)		\$500		\$500		\$500		80% (ad)		80% (ad)		80% (ad)	
Emergency Room Facility	100% (ad)		\$1,000		\$750		\$500		80% (ad)		80% (ad)		80% (ad)	
Inpatient Facility	100% (ad)		\$3,000/ admit		\$2,500/ admit		\$1,500/ admit		80% (ad)		80% (ad)		80% (ad)	
Outpatient Facility & Surgical	100% (ad)		\$1,500/ admit		\$1,000/ admit		\$750/ admit		80% (ad)		80% (ad)		80% (ad)	
Mental Health														
Counselor / Office Visit	\$5		\$5		\$5		\$5		\$5		\$5		\$5	
Inpatient	100% (ad)		\$2,000/ admit		\$1500/ admit		\$1,000/ admit		80% (ad)		80% (ad)		80% (ad)	
Outpatient	100% (ad)		\$1,000/ admit		\$750/ admit		\$500/ admit		80% (ad)		80% (ad)		80% (ad)	
Retail Pharmacy (30 Day Supply)														
Generic (Tier 1)	\$10		\$40		\$30		\$20		\$10		\$10		\$10	
Preferred (Tier 2)	\$35		\$70		\$50		\$40		\$35		\$35		\$35	
Non-Preferred (Tier 3)	\$70		\$150		\$110		\$70		\$70		\$70		\$70	
Preferred Specialty (Tier 4)	20% up to \$250		\$250		\$200		\$150		20% up to \$250		20% up to \$250		20% up to \$250	
Actuarial Values	68.7%		70.2%		73.9%		77.7%		75.4%		78.3%		82.2%	



Below are all available Bridged 2026 plan designs (Table 2 of 2):

QHDHP?	CHM \$1K		CHM \$0		HDHP \$3K - 70%		HDHP \$4K - 70%		HDHP \$5.4K - 70%		HDHP \$8K - 100%		HDHP \$12.5K - 100%		HDHP \$17K - 100%	
	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Annual Deductible																
Individual	\$1,000	\$5,000	\$0		\$4,000	\$3,400	\$5,000		\$2,500		\$1,700					
Family	\$2,000	\$10,000	\$0		\$8,000	\$4,500	\$10,000		\$5,000		\$3,400					
Type	Embedded	Embedded	Embedded		Embedded	Embedded	Embedded		Embedded		Embedded					
Applies To:	Med Only	Med & Rx	Med Only		Med & Rx	Med & Rx	Med & Rx		Med & Rx		Med & Rx					
Coinurance	80%	70%	70%		70%	70%	70%		100%		100%					
Maximum Out-of-Pocket																
Individual	\$2,000	\$8,300	\$7,500		\$5,000	\$4,000	\$5,000		\$2,500		\$1,700					
Family	\$4,000	\$16,600	\$15,000		\$10,000	\$6,600	\$10,000		\$5,000		\$3,400					
Physician Office Visit																
Primary Care	\$25	70% (ad)	\$25		70% (ad)	100% (ad)	70% (ad)		100% (ad)		100% (ad)					
Specialty Care	\$60	70% (ad)	\$60		70% (ad)	100% (ad)	70% (ad)		100% (ad)		100% (ad)					
Telmedicine	\$0	\$0	\$0		\$0	\$0	\$0		\$0		\$0					
Diagnostic Services																
X-ray and Lab Tests	100% (ad)	70% (ad)	100% (ad)		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Complex Radiology	80% (ad)	70% (ad)	70% (ad)		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Emergency Room Facility	80% (ad)	70% (ad)	70% (ad)		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Inpatient Facility	80% (ad)	70% (ad)	70% (ad)		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Outpatient Facility & Surgical	80% (ad)	70% (ad)	70% (ad)		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Mental Health																
Counselor / Office Visit	\$5	deductible then \$5	\$5		deductible then \$5	deductible then \$5	deductible then \$5		100% (ad)		100% (ad)					
Inpatient	80% (ad)	70% (ad)	70% (ad)		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Outpatient	80% (ad)	70% (ad)	70% (ad)		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Retail Pharmacy (30 Day Supply)																
Generic (Tier 1)	\$10	70% (ad)	\$10		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Preferred (Tier 2)	\$35	70% (ad)	\$35		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Non-Preferred (Tier 3)	\$70	70% (ad)	\$70		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Preferred Specialty (Tier 4)	20% up to \$250	70% (ad)	20% up to \$250		70% (ad)	70% (ad)	70% (ad)		100% (ad)		100% (ad)					
Actuarial Values	85.7%	61.9%	85.2%		69.4%	74.3%	69.2%		79.9%		84.2%					



Please save and upload the Participation Agreement and Multidistrict Agreement documents which were emailed to you.

- Sign each document (including your school's legal name).
- Scan the document and upload to the Employer file which you can access at the following URL:
<https://secure.bswift.com/default.aspx?abbrev=bridgedhealthalliance>

This will fulfill your intent to participate in these 2026-2027 quoted plans through Bridged, upon your 2026 plan year effective date. If you have any questions, or are interested in quoting other plan options, please contact John Doran, Chief Strategy Officer, at 406-422-6894 or email at jdoran@bridgedmt.org.

A handwritten signature in black ink, appearing to read "John Doran".

John Doran
Chief Strategy Officer
Bridged Health Alliance
406-422-6894
jdoran@bridgedmt.org

Bridged Health Alliance Cost Proposal Assumptions

Demographic & Group Composition Assumptions

- **Eligible Employees:** Pursuant to Montana Code Section 20-3-366, "employee" means an individual employed by a district in any capacity, including but not limited to an employee meeting the definition in 2-18-601 and a teacher or principal as defined in 20-1-101 who is regularly scheduled to work at least 20 hours or more a week during the academic year. Additionally, employee must reside or work in the insurer's service area.
- **Participation Requirements:**
 - Minimum of **75%** of eligible employees must have coverage (either through the insurer or other qualifying coverage).
 - At least **50%** of all eligible employees must enroll in the offered plan.
- **Waiting Period:** Cannot exceed **90 days** from date of hire.

Coverage & Contribution Assumptions

Assumptions contingent upon signed Participation and Multidistrict agreements signaling intent to participate in Bridged Health

- **Employer Contribution:** Must meet minimum contribution of 50% of the single employee premium for the least costly plan.
 - **Total Replacement Coverage:** Assumes Bridged Health Alliance is the sole carrier unless otherwise approved.
-

Premium Development & Adjustment Assumptions

- **Claims History:** Prior claims experience is used as made available to assess risk and set contributions.
 - **Demographics:** Age, gender, and location of employees influence contribution calculations.
 - **Network:** Participating status in Allegiance direct network of hospital systems where most employees receive care. Contributions may be adjusted if the network status for these hospitals changes. In the event the hospital system(s) are not in network, a revised proposal and participation agreement will need to be signed.
 - **Enrollment Variance:** Contributions may be adjusted if actual enrollment deviates greater than 10% from expected.
 - **Premium Collected:** For prospective groups, re-rating may occur if actual per member per month (PMPM) premium collected differs from expected.
-

Underwriting Caveats

- **Final Underwriting Approval:** All quotes are subject to final review and approval.
- **Documentation Requirements:** Additional documents may be requested to verify eligibility and group status.
- **Guarantee Period:** Contributions are guaranteed for **12 months** from the effective date.
- **Cancellation Policy:** Existing coverage should not be canceled until written confirmation of acceptance is received.

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

MEETING DATE: 11-18-2025

AGENDA ITEM #: 15

AGENDA TITLE: Curriculum Committee Report on Weighted GPA Considerations

SUMMARY: The curriculum committee has not met since our October board meeting. Action can be taken but does not have to be taken if further discussion is needed.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

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: 11-18-2025

AGENDA ITEM #: 16

AGENDA TITLE: 2025-2026 Board Goals

SUMMARY: This is placed on the agenda for further discussion. The 2024-2025 goals will be displayed to help guide discussion. No action has to be taken if further discussion is needed, but action can indeed be taken if the board is ready.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

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: 11-18-2025

AGENDA ITEM #: 17

AGENDA TITLE: 2nd Reading of Policies

SUMMARY: The following are required policy changes from the 2025 legislative session, which are recommended by MTSBA. There were no comments during the 4 week comment period.

-1014FE AND 1014FE-F(1)Intent to Increase Non-Voted Levy: The additions here are simply adding \$300,000 and \$600,000 home values in section 'a.' as required by HB22.

-1111 Election: The adjustment in 1111 is to the timeline for filing to be a candidate for school board per HB406.

-1210 Qualifications, Terms, Duties of Board Officers: New language under the bullet points now allows the chairperson to make and second motions, which MTSBA feels is more consistent with Montana law.

-1310 District Policy and Procedures: Montana law does not require multiple readings of policies prior to adoption, so this policy can be amended if you choose to do so. I recommend Option 2.

-1700 Uniform Complaint Procedure: The recommended updated 1700 are to clarify and address issues that have arisen in the processing of Policy 1700 complaints.

-2132 Student and Family Privacy Rights: This policy must be adopted in consultation with parents—it has been emailed to all parents in the Infinite Campus system (10/2/25). This is a result of HB599.

-3141 Nonresident Student Enrollment: This added language explains the process for when students that live in the Culbertson School District move into a different district mid-year but still wish to attend Culbertson School.

-3410 Student Health: The updates within this policy are a result of HB599.

-3612 School-Provided Access to Electronic Information, Services, Equipment, and Networks: This update is adding section 'E' underneath #2, to address the use of district networks to engage in academic dishonesty (as discussed and defined in model policy 3310-P(2)).

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.

-2162-P(1) 504 Procedures: We currently have this policy as well as 2162-P(2). 2162-P(2) is the preferred policy because it was developed in consultation with the U.S. Dept. of Education and the Office for Civil Rights. **We need to delete 2162-P(1).**

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

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.

Policy 1014FE: Intent to Increase Non-Voted Levy

Status: ADOPTED

Original Adopted Date: 09/09/2022 | Last Revised Date: 08/19/2025 | Last Reviewed Date: 08/19/2025

The trustees shall adopt a resolution no later than March 31 whenever the trustees intend to impose an increase in a non-voted levy in the ensuing school fiscal year for the purposes of funding any of the funds listed below:

- a. Tuition fund under 20-5-324;
- b. Adult education fund under 20-7/705;
- c. Building reserve fund under 20-9-502 and 20-9-503;
- d. Transportation fund under 20-10-143 and 20-10-144;
- e. Bus depreciation reserve fund under 20-10-147; and
- f. Flexibility fund for purposes of transformational learning.

The trustees shall provide notice of intent to impose an increase in a non-voted levy for the ensuing school fiscal year by:

- a. Adopting a resolution of intent to impose an increase in a non-voted levy that includes, at a minimum, the estimated number of increased or decreased mills to be imposed and the estimated increased or decreased revenue to be raised compared to non-voted levies under a-e imposed in the current school fiscal year and, based on the district's taxable valuation most recently certified by the department of revenue under 15-10-202, the estimated impacts of the increase or decrease on a home valued at \$100,000, a home valued at \$300,000, a home valued at \$600,00; and
- b. Publish a copy of the resolution in a newspaper that will give notice to the largest number of people of the district as determined by the trustees and posting a copy of the resolution to the school district's website.

The resolution and publication of same must take place no later than March 31.

The Superintendent shall keep the trustees informed of any changes that may have occurred, which may have an effect on the estimated change in the mills and revenue, between the adoption of the resolution and the final adoption of the budget.

THE BOARD OF TRUSTEES

Flexibility and Efficiency

Notice of Intent to Impose an Increase in Levies Form

1014FE-F1

As an essential part of its budgeting process, the Board of Trustees of _____ School District is authorized by law to impose levies to support its budget. The Board of Trustees estimates the following increases/decreases in revenues and mills for the funds noted below for the next school fiscal year beginning July 1, 20__ using certified taxable valuations from the current school fiscal year as provided to the district:

Fund Supported	Estimated Change in Revenues*	Estimated Change in Mills*	Estimated Impact, Home of \$100,000*	Estimated Impact, Home of \$300,000*	Estimated Impact, Home of \$600,000*
Adult Education	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease
Bus Depreciation	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease
Transportation	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease
Tuition	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease
Building Reserve	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease
Flexibility	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease
Total	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease	\$__ increase/decrease

***Impacts above are based on** current certified taxable valuations from the current school fiscal year

Regarding the increase in the building reserve levy referenced above, the following are school facility maintenance projects anticipated to be completed at this time:

1. _____
2. _____
3. _____

Policy 1111: Election

Status: ADOPTED

Original Adopted Date: 09/09/2022 | Last Revised Date: 08/19/2025 | Last Reviewed Date: 08/19/2025

Elections conducted by the District are nonpartisan and are governed by applicable election laws as found in Titles 13 & 20 of the Montana Code Annotated. The ballot at such elections may include candidates for trustee positions, various public policy propositions, and advisor questions.

Board elections shall take place on the first (1st) Tuesday after the first (1st) Monday in May of each year. Any person who is a qualified voter of the District is legally qualified to become a trustee.

A declaration of intent to be a candidate must be submitted to the District Clerk no sooner than 145 days and no later than 85 days before the regular school election day. If different terms are to be filled, the term for the position for which the candidate is filing must also be indicated. Any person seeking to become a write-in candidate for a trustee position shall file a declaration of intent no later than 5:00 p.m. on the day before the ballot certification deadline in 20-20-401.

If the number of candidates filing for vacant positions or filing a declaration of intent to be a write-in candidate is equal to or less than the number of positions to be elected, the trustees may give notice no later than thirty (30) days before the election that a trustee election will not take place. If a trustee election is not held, the trustees shall declare the candidates elected by acclamation and shall issue a "certificate of election" to each candidate.

A candidate intending to withdraw from the election shall send a statement of withdrawal to the clerk of the district containing all information necessary to identify the candidate and the office for which the candidate filed. The statement of withdrawal must be acknowledged by the clerk of the district. A candidate may not withdraw after 5:00 p.m. the day before the ballot certification deadline in 20-20-401.

In the event of an unforeseen emergency occurring on the date scheduled for the funding election, the district will be allowed to reschedule the election for a different day of the calendar year.

In years when the Legislature meets in regular session or in a special session that affects school funding, the trustees may order the election on a date other than the regular school election day in order for the electors to consider a proposition requesting additional funding under § 20-9-353, MCA.

new
timelines
per
HB 406

Policy 1210: Qualifications, Terms, Duties of Board Officers

Status: ADOPTED

Original Adopted Date: 09/09/2022 | Last Revised Date: 08/19/2025 | Last Reviewed Date: 08/19/2025

The Board officers are the Chairperson and Vice Chairperson. These officers are elected at the annual organizational meeting.

Chairperson

The Chairperson may be any trustee of the board, including an additional trustee as provided for in 20-3-352(2). If an additional trustee is chosen to serve as the Chairperson of an elementary district described in 20-3-351(1)(a), the additional trustee may not vote on issues pertaining only to the elementary district. The duties of the Chairperson include the following:

- Preside at all meetings and conduct meetings in the manner prescribed by the Board's policies;
- Make all Board committee appointments;
- Sign all papers and documents as required by law and as authorized by action of the Board;
- Close Board meetings as authorized by Montana law; and
- Act as spokesperson for the Board.

 The Chairperson has the right to participate in all Board meetings in a manner equal to all other Trustees, including the right to make and second motions, participate in debate, and vote on all motions before the Board.

Vice Chairperson

The Vice Chairperson shall preside at all Board meetings in the absence of the Chairperson and shall perform all the duties of the Chairperson during the Chairperson's absence or unavailability. The Vice Chairperson shall work closely with the Chairperson and shall assume whatever duties the Chairperson may delegate.

Policy 1310: District Policy and Procedures

Status: ADOPTED

Original Adopted Date: 09/09/2022 | **Last Revised Date:** 08/19/2025 | **Last Reviewed Date:** 08/19/2025

District Policy and Procedures

The policies contained in this manual are adopted, implemented, and enforced in accordance with the supervisory authority vested with the Board of Trustees in accordance with Article X, section 8 of the Montana Constitution and related statutes, regulations and court decisions.

Adoption and Amendment of Policies

Proposed new policies and proposed changes to existing policies shall be presented in writing for reading and discussion at a regular or special Board meeting. Interested parties may submit views, present data or arguments, orally or in writing, in support of or in opposition to a proposed policy.

 [OPTION ONE] The final vote for adoption shall take place not earlier than the third reading of the particular policy. New or revised policies that include required language changes based on State or Federal law or are required changes by administrative rule may be adopted after the first reading if sufficient notice has been given through the board agenda.

 [OPTION TWO] The final vote for adoption shall take place not earlier than the second reading of the particular policy. New or revised policies that include required language changes based on State or Federal law or are required changes by administrative rule may be adopted after the first reading if sufficient notice has been given through the board agenda.

 [OPTION THREE] The final vote for adoption may take place immediately following a single reading and discussion of the particular policy.

All new or amended policies shall become effective on adoption, unless a specific effective date is stated in the motion for adoption.

Policies, as adopted or amended, shall be made a part of the minutes of the meeting at which action was taken and also shall be included in the District's policy manual. Policies of the District shall be reviewed on a regular basis.

Policy Manuals

The Superintendent shall develop and maintain a current policy manual which includes all policies of the District. Every administrator, as well as staff, students, and other residents, shall have ready access to District policies.

Suspension of Policies

Under circumstances that require waiver of a policy, the policy may be suspended by a majority vote of the trustees present. To suspend a policy, however, all trustees must have received written notice of the meeting, which includes the proposal to suspend a policy and an explanation of the purpose of such proposed suspension.

Administrative Procedures

The Superintendent shall develop such administrative procedures as are necessary to ensure consistent implementation of policies adopted by the Board.

When a written procedure is developed, the Superintendent shall submit it to the Board as an information item.

Policy 1700: Uniform Complaint Procedure

Status: ADOPTED

Original Adopted Date: 09/09/2022 | **Last Revised Date:** 08/19/2025 | **Last Reviewed Date:** 08/19/2025

Uniform Complaint Procedure

The Board establishes this Uniform Complaint Procedure as a means to address complaints arising within the District. This Uniform Complaint Procedure is intended to be used for all complaints except those governed by a specific process in state or federal law that supersedes this process or governed by a collective bargaining agreement. Matters covered by a collective bargaining agreement will be reviewed in accordance with the terms of the applicable agreement.

This uniform complaint procedure shall be made available on the District's website at a location which shall be included in all handbooks issued by the District.

The District will seek to respond to and resolve complaints without resorting to this formal complaint procedure and, when a complaint is filed, to address the complaint promptly and equitably. The right of a person to prompt and equitable resolution of a complaint filed hereunder will not be impaired by a person's pursuit of other remedies. Use of this complaint procedure is not a prerequisite to pursuing other remedies and use of this complaint procedure does not extend any filing deadline related to pursuit of other remedies.

A complaint is appropriate under this policy when an individual believes the District, its Board of Trustees, or an employee of the District, has violated the individual's rights or the rights of their child under state or federal law or Board policy. A complaint is not appropriate and therefore subject to dismissal when the basis for the complaint is disagreement with an action or omission of the District under circumstances where there has been no violation of the individual's rights or the rights of their child. Complaints against a building administrator shall be filed with the Superintendent. Complaints against the Superintendent or District administrator shall be filed with the Board. Attempts to bypass this Uniform Complaint Procedure at any of its Levels shall be redirected by District officials at the appropriate Level.

Deadlines requiring District action in this procedure may be extended for reasons related but not limited to the District's retention of legal counsel and District investigatory procedures.

Level 1: Informal

An individual with a complaint is strongly encouraged to first attempt to resolve the complaint by discussing it with the appropriate employee or building administrator with the objective of resolving the matter promptly and informally in accordance with Policy 2158. If such resolution is not possible, the individual may choose to file a formal written complaint in accordance with specifications at Level 2. If, however, the complaint involves allegations of sexual harassment, informal resolution with the alleged harasser is not encouraged, and a sexual harassment complaint should instead be submitted to the District's Title IX Coordinator in accordance with District Policy 3225 or 5012.

Level 2: Building Administrator

When a complaint has not been or cannot be resolved at Level 1, an individual may file a signed and dated written complaint stating: (1) a description of the event(s) or incident(s) giving rise to the complaint, including the approximate date, time, and location of the incident(s) or event(s), as well as the identities of any witnesses to the incident(s) or event(s); (2) an explanation of the rights the complaining party believes to have been violated; and (3) the remedy or resolution requested. The written complaint must be filed within thirty (30) calendar days of the event or incident or from the date an individual could reasonably become aware of such event or incident. The applicability of the deadline is subject to review by the Superintendent to ensure the intent of this uniform complaint procedure is honored.

When a complaint alleges violation of Board policy or procedure, the building administrator will investigate and attempt to resolve the complaint. The administrator will respond in writing to the complaint within thirty (30) calendar days of the administrator's receipt of the complaint.

If the complainant has reason to believe the building administrator's decision was made in error, the complainant may request, in writing, that the Superintendent review the building administrator's decision. (See Level 3.) This request must be submitted to the Superintendent within fifteen (15) calendar days of the administrator's decision.

When a complaint alleges sexual harassment or a violation of Title IX of the Education Amendments of 1972 (the Civil Rights Act), Title II of the Americans with Disabilities Act of 1990, or Section 504 of the Rehabilitation Act of 1973, the Administrator shall turn the complaint over to the applicable District nondiscrimination coordinator. The coordinator shall ensure an investigation is completed in accordance with the applicable procedure. In the case of a sexual harassment complaint, the applicable investigation and appeal procedure is Policy 3225P or 5012P. In the case of a Section 504 complaint, the coordinator shall complete an investigation and file a report and recommendation with the Building Administrator for decision. Appeal of a decision in a disability complaint will be handled in accordance with this policy.

Level 3: Superintendent

If the complainant appeals the administrator's decision provided for in Level 2, the Superintendent will review the complaint and the administrator's decision. The Superintendent will respond in writing to the appeal within thirty (30) calendar days of the Superintendent's receipt of the written appeal. In responding to the appeal, the Superintendent may: (1) meet with the parties involved in the complaint; (2) conduct a separate or supplementary investigation; (3) engage an outside investigator or other District employees to assist with the appeal; and/or (4) take other steps appropriate or helpful in resolving the complaint.

If the complainant has reason to believe the Superintendent's decision was made in error, the complainant may request, in writing, that the Board consider an appeal of the Superintendent's decision. (See Level 4.) This request must be submitted in writing to the Superintendent, within fifteen (15) calendar days of the Superintendent's written response to the complaint, for transmission to the Board.

Level 4: The Board

Upon written appeal of a complaint alleging a violation of the individual's rights under state or federal law or Board policy which the Board of Trustees has authority to remedy, the Board may consider the Superintendent's decision. It is the role of the Board to review the decision of the Superintendent for compliance with applicable District policies. It is not the role of the Board to reinvestigate the matter, and the Board is entitled to rely upon the facts determined during an investigation conducted at Level 2 or 3.

Upon receipt of written request for appeal, the Chair will either: (1) place the appeal on the agenda of a regular or special Board meeting, (2) appoint an appeals panel of not less than three trustees to hear the appeal and make a recommendation to the Board, or (3) respond to the complaint with an explanation of why the appeal will not be heard by the Board of Trustees in accordance with this policy.

If the Chair appoints a panel to consider the appeal, the panel will meet to consider the appeal and then make written recommendation to the full Board. The Board will report its decision on the appeal, in writing, to all parties, within thirty (30) calendar days of the Board meeting at which the Board considered the appeal or the recommendation of the panel. If the matter is heard by the Board or by an appeals panel, the Board shall have the authority to uphold the decision of the Superintendent; to reverse the decision of the Superintendent; to remand the case back to the Superintendent for further investigation or other action deemed necessary by the Board; or any combination of the above.

Policy 2132: Student and Family Privacy Rights

Status: ADOPTED

Original Adopted Date: 09/09/2022 | **Last Revised Date:** 08/19/2025 | **Last Reviewed Date:** 08/19/2025

Student and Family Privacy Rights

All fundamental parental rights are exclusively reserved to the parent of a child without obstruction or interference by a government entity as consistently recognized in state and federal courts and as required by state and federal law and District policy.

Surveys - General

All surveys requesting personal information from students, as well as any other instrument used to collect personal information from students, must advance or relate to the District's educational objectives as identified in Board Policy. This applies to all surveys, regardless of whether the student answering the questions can be identified and regardless of who created the survey.

Parental Rights Regarding Surveys

Except for information that is necessary and essential for establishing a student's education record or for a demographic survey to validate an achievement test used to gain admission to a post-secondary institution, parents shall have the right to:

- (a) opt their child out of any personal analysis, evaluation, survey, or data collection by the District that does not require personally identifiable information; and
- (b) opt their child in to any personal analysis, evaluation, survey, or data collection by a school district that requires personally identifiable information.

Surveys Created by a Third Party

Before the District administers or distributes a survey created by a third party to a student, the student's parent(s)/guardian(s) may inspect the survey upon request and within a reasonable time of their request.

This section applies to every survey: (1) that is created by a person or entity other than a District official, staff member, or student, (2) regardless of whether the student answering the questions can be identified, and (3) regardless of the subject matter of the questions.

Surveys Requesting Personal Information

School officials and staff members shall not request, nor disclose, the identity of any student who completes ANY survey containing one (1) or more of the following items:

1. Political affiliations or beliefs of the student or the student's parent/guardian;
2. Mental or psychological problems of the student or the student's family;
3. Behavior or attitudes about sex;
4. Illegal, antisocial, self-incriminating, or demeaning behavior;
5. Critical appraisals of other individuals with whom students have close family relationships;
6. Legally recognized privileged or analogous relationships, such as those with lawyers, physicians, and ministers;
7. Religious practices, affiliations, or beliefs of the student or the student's parent/guardian;
8. Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

The student's parent(s)/guardian(s) may:

1. Inspect the survey within a reasonable time of the request; and/or
2. Refuse to allow their child to participate in any survey requesting personal information. The school shall not penalize any student whose parent(s)/guardian(s) exercise this option.

No student in the District shall be required, as part of any applicable program, to submit to any survey, analysis, or

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section

evaluation that requests or requires the disclosure of the above-noted personal information in this section without the prior consent of the student (if the student is an adult or emancipated minor), or in the case of an unemancipated minor, without the prior written consent of the parent. This provision specifically documents the arrangements taken to protect student privacy in accordance with 20 USC § 1232h(c)(1)(a)(b).

Instructional Material

A student's parent(s)/guardian(s) may, within a reasonable time of the request, inspect any instructional material used as part of their child's educational curriculum.

The term "instructional material," for purposes of this policy, means instructional content that is provided to a student, regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet). The term does not include academic tests or academic assessments.

Collection of Personal Information From Students for Marketing Prohibited

The term "personal information," for purposes of this section only, means individually identifiable information including: (1) a student's or parent's first and last name, (2) a home or other physical address (including street name and the name of the city or town), (3) telephone number, or (4) a Social Security identification number.

The District will not collect, disclose, or use student personal information for the purpose of marketing or selling that information or otherwise providing that information to others for that purpose.

The District, however, is not prohibited from collecting, disclosing, or using personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions such as the following:

1. College or other post-secondary education recruitment or military recruitment;
2. Book clubs, magazines, and programs providing access to low-cost literary products;
3. Curriculum and instructional materials used by elementary schools and secondary schools;
4. Tests and assessments to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments;
5. The sale by students of products or services to raise funds for school-related or education-related activities;
6. Student recognition programs.

Notification of Rights and Procedures

This policy shall be posted on the District's website and provided in a manner specified in accordance with law and policy. The Superintendent or designee shall notify students' parents/guardians of:

1. This policy as well as its availability from the administration office upon request;
2. How to opt their child out of participation in activities as provided in this policy;
3. The approximate dates during the school year when a survey requesting personal information, as described above, is scheduled or expected to be scheduled;
4. How to request access to any survey or other material described in this policy.

This notification shall be given parents/guardians at least annually at the beginning of the school year and within a reasonable period after any substantive change in this policy.

The rights provided to parents/guardians in this policy transfer to the student, when the student turns eighteen (18) years of age or is an emancipated minor.

NOTE: This policy must be adopted in consultation with parents. 20 U.S.C. § 1232h(c)(1). Therefore, MTSBA recommends that, at a minimum, Boards specifically note this on their meeting agendas and request public comment prior to adoption.

Policy 3141: Nonresident Student Enrollment

Status: ADOPTED

Original Adopted Date: 02/01/2021 | Last Revised Date: 06/23/2025 | Last Reviewed Date: 06/23/2025

Nonresident Student Enrollment

For the purposes of this policy, except as provided in Section 20-9-707, MCA, a student's district of residence must be determined on the basis of the provisions of Section 1-1-215, MCA.

Mandatory Nonresident Enrollment for Extenuating Circumstances

The District shall enroll a student who resides outside of the District whenever the extenuating circumstances listed in Section 20-5-321, MCA, exist.

Applying for Nonresident Enrollment with No Extenuating Circumstances

Whenever the extenuating circumstances listed in Section 20-5-321, MCA do not exist and mandatory enrollment of a student who resides outside the District is not required, the District may enroll the nonresident student at the request of the student's parent or guardian as specified in this policy. The District shall serve children who are residents of the district and nonresident children seeking mandatory enrollment for extenuating circumstances prior to enrolling nonresidents students seeking to apply when extenuating circumstances do not exist.

Every nonresident student who seeks to enroll in the District shall apply for admission for the succeeding school year by June 1st. All applications shall be submitted using the form found at Policy 3141F as developed by the Superintendent of Public Instruction. For planning purposes, late applications shall not be considered. Nonresident students shall reapply for admission each school year. Admission in one school year does not infer or guarantee admission in subsequent years. Each application shall be assigned a unique number distinct from a student identification number that does not disclose a student's personally identifiable information consistent with Policy 3600. Within 10 days of the initial application for an attendance, the District shall notify the parent or guardian of the child and district of residence involved in the out-of-district attendance agreement of application the anticipated date for approval or disapproval of the agreement application by the Board of Trustees.

The Board of Trustees authorizes the District Administrator to review the applications for nonresident enrollment consistent with this policy and Section 20-5-320, MCA. Not more than 30 days following the application deadline or the receipt of an application, the District Administrator shall submit to the Board of Trustees a list of students who are recommended for enrollment and a list of students who are not recommended for enrollment based on the factors established in this policy and the District's integrated strategic action plan. The Board of Trustees shall make the decision to approve or deny requests for nonresident enrollment during a properly noticed meeting of the Board. Each application requiring discussion of confidential student information shall be considered during a closed session consistent with Policy 1400 after giving prior notice to the parents that their application will be considered by the Board of Trustees in a closed session of the Board. Any motion on an application must be made in open session and shall be made referring to the distinct application number.

In reviewing and determining whether to approve an application for attendance by a nonresident child, the District Administrator shall recommend for approval and Board of Trustees shall approve the application unless the Board of Trustees find that the impact of approval of the application will negatively impact the quality of education for resident pupils by grade level, by school, or in the District in the aggregate in one or more of the following ways:

1. The approval would result in exceeding limits of:
 - A. building construction standards pursuant to Title 50, chapter 60, MCA;
 - B. capacity and ingress and egress elements, either by individual room or by school building, of any fire code authorized by Title 50, chapter 3;
 - C. . maximum student contact hours for a teacher of the class or maximum class sizes under accreditation standards of the board of public education; or
 - D. evacuation elements of the district's adopted school safety plan.

The Board authorizes the District Administrator to coordinate with the local fire marshal, law enforcement, health department, and first responders when developing standards under this Subsection 1. Findings shall be adopted by the Board in the District's strategic action plan or plan for continuous improvement specified in Policy 1610.

2. The approval would impede meeting goals, standards, or objectives of quality education adopted by the Board in the District's strategic action plan or plan for continuous improvement specified in Policy 1610. The Board finds that

outside the District is established as defined in Section 1-1-215, MCA.

Resident students who become nonresident students during the school year may apply for enrollment in a manner specified in this policy at any time during the school year when a residence

expulsion or suspension from this District would impede in meeting goals standards, or objectives of quality education stated in the plan.

3. The approval would risk jeopardizing the educational quality adopted by the Board in the District's strategic action plan or plan for continuous improvement specified in Policy 1610 because the nonresident child who is applying was:

A. truant as defined in Section 20-5-106, MCA, in the last school district attended;

B. expelled by another school district at any time; or

C. suspended in school or out of school in any school district in which the nonresident child was enrolled in any of the 3 school fiscal years preceding the school fiscal year for which attendance is requested. This Subsection C does not apply to a student who is eligible for special education or related services.

Review and consideration of applications and the records of applicants as well as decisions regarding admission shall be consistent with District policies regarding nondiscrimination.

In the event the District receives more applications than the District can accommodate, the District shall prioritize applications on the basis of the quality of education for students who are residents of the district of attendance and the obligations of resident taxpayers. This priority may include applications from children of District employees, applications from previously enrolled students with demonstrated good behavior, and children with siblings who have previously enrolled in the District as nonresident students. This priority is specifically established and shall be implemented on a rational basis to provide a quality education to students enrolled in the District.

Within 10 days of approval or disapproval of an application for non-resident enrollment, District shall provide copies of the approved or disapproved attendance agreement application to the parent or guardian and to the district of residence. In the case of a disapproval, the District shall provide the specific allowable reason for the disapproval consistent with this policy and supporting documentation.

For an approved application and out-of-district attendance agreement application the District shall provide a copy of the completed agreement to the county superintendent of schools of the county of residence, county superintendent of schools of the county of attendance, and the Superintendent of Public Instruction. Whenever a student enrolls in and attends a school outside of the student's district of residence under the provisions of this policy, by July 15 following the year of attendance, the district of attendance shall notify the district of residence of an obligation under Section 20-5-323, MCA.

If an out-of-district attendance agreement application is disapproved or no action is taken, the parent or guardian may appeal the disapproval or lack of action in accordance with Montana law.

Transportation

(a) An attendance agreement established under 20-5-320 or 20-5-321 must set forth the financial obligations, if any, for costs incurred for transportation as provided in § 20-5-323 (6), MCA and Title 20, chapter 10, MCA.

(b) If the attendance agreement is for a child with a disability who has transportation included in the child's individualized education program, transportation or the costs of transportation must be paid by the child's district of residence.

(c) Unless the attendance agreement is for a child with a disability who has transportation included in the child's individualized education program and unless otherwise agreed to in the out-of-district attendance agreement:

(i) when a child has approval to attend a school outside the child's district of residence because of a parent's or guardian's request under the provisions of §§ 20-5-320 or 20-5-321(1)(c), MCA, the parent or guardian of the child is responsible for transportation and the child is not an eligible transportee as defined in § 20-10-101, MCA. The district of attendance may discretionarily provide transportation for a child who is not an eligible transportee pursuant to § 20-10-122, MCA.

(ii) when a child attends a school outside the child's district of residence under the provisions of § 20-5-321(1)(a) or (1)(b), MCA, the district of residence is responsible for transportation; and

(iii) when a child attends a school outside the child's district of residence under the provisions of § 20-5-321(1)(d) or (1)(e), MCA, the district of attendance is responsible for transportation consistent with and subject to the provisions of 20 U.S.C. 6312(c)(5).

(d) The amount, if any, charged for transportation may not exceed the lesser of the average transportation cost for each student in the child's district of residence or 35 cents a mile. The average expenditures for the district transportation fund for the preceding school fiscal year must be calculated by dividing the transportation fund expenditures by the October 1 enrollment count for the preceding fiscal year.

Policy 3410: Student Health

Status: ADOPTED

Original Adopted Date: 09/09/2022 | **Last Revised Date:** 08/20/2025 | **Last Reviewed Date:** 08/20/2025

Student Health/Physical Screenings/Examinations

The Board may arrange each year for health services to be provided to all students. Such services may include but are not limited to:

1. Development of procedures at each building for isolation and temporary care of students who become ill during the school day;
2. Consulting services of a qualified specialist for staff, students, and parents;
3. Vision and hearing screening;
4. Scoliosis screening;
5. Any physical or mental health services, examination, or screening;
6. Immunization as provided by the Department of Public Health and Human Services.

Parents will be notified in writing prior to any vision and hearing screening, scoliosis screening, and/or other similar physical screening. The notification will include notification to the parent of their right to opt their student out of such screenings.

Parents will be notified in writing prior to any group mental health screening applicable to all students or a specific group of students. The notification will include notification to the parent of their right to opt their student out of such screenings.

Parents will be notified in writing prior to any scheduled immunization of students. The notification will inform the parent that their child will not be immunized without the prior written consent of the parent.

Parents will be notified in writing of any issues or concerns resulting from any physical or mental health screenings of their child.

Under circumstances where the health or safety of a student or others is in question during an emergency situation, District personnel may conduct a physical or mental evaluation of the student or otherwise provide health services necessary to protect the health and welfare of the student or others consistent with Policy 3431. The parent(s) of the student receiving a physical or mental evaluation or other health services will be informed of the details of the emergency and the services provided as circumstances permit.

Students who wish to participate in certain extracurricular activities may be required to submit to a physical examination to verify their ability to participate in the activity. Students participating in activities governed by the Montana High School Association will be required to follow the rules of that organization, as well as other applicable District policies, rules, and regulations.

Policy 3612: School-Provided Access to Electronic Information, Services, Equipment, and Networks

Status: ADOPTED

Original Adopted Date: 09/09/2022 | Last Revised Date: 08/19/2025 | Last Reviewed Date: 08/19/2025

District-Provided Access to Electronic Information, Services, Equipment, and Networks

General

The District makes Internet access and interconnected computer systems and equipment available to District students and faculty. The District provides equipment and electronic networks, including access to the Internet, as part its instructional program and to promote educational excellence by facilitating resource sharing, innovation, and communication.

The District expects all students to take responsibility for appropriate and lawful use of this access, including good behavior online. The District may withdraw student access to its equipment, network and to the Internet when any misuse occurs. District teachers and other staff will make reasonable efforts to supervise use of equipment, network, and Internet access; however, student cooperation is vital in exercising and promoting responsible use of this access.

Curriculum

Use of District equipment and electronic networks will be consistent with the curriculum adopted by the District, as well as with varied instructional needs, learning styles, abilities, and developmental levels of students, and will comply with selection criteria for instructional materials and library materials. Staff members may use the Internet throughout the curriculum, consistent with the District's educational goals.

Acceptable Uses

1. Educational Purposes Only. All use of the District's equipment and electronic network must be: (1) in support of education and/or research, and in furtherance of the District's stated educational goals; or (2) for a legitimate school business purpose. Use is a privilege, not a right. Students and staff members have no expectation of privacy in any materials that are stored, transmitted, or received via the District's electronic network or District computers. The District reserves the right to monitor, inspect, copy, review, and store, at any time and without prior notice, any and all usage of the equipment and computer network, and Internet access and any and all information transmitted or received in connection with such usage.
2. Unacceptable Uses of Equipment and Network. The following are considered unacceptable uses and constitute a violation of this policy:
 - A. Uses that violate the law or encourage others to violate the law, including but not limited to transmitting offensive or harassing messages; offering for sale or use any substance the possession or use of which is prohibited by the District's student discipline policy; viewing, transmitting, or downloading pornographic materials or materials that encourage others to violate the law; intruding into the networks or computers of others; and downloading or transmitting confidential, trade secret information, or copyrighted materials.
 - B. Uses that cause harm to others or damage to their property, including but not limited to engaging in defamation (harming another's reputation by lies); employing another's password or some other user identifier that misleads message recipients into believing that someone other than you is communicating, or otherwise using his/her access to the network or the Internet; uploading a worm, virus, other harmful form of programming or vandalism; participating in "hacking" activities or any form of unauthorized access to other computers, networks, or other information.
 - C. Uses that jeopardize the security of student access and of the computer network or other networks on the Internet.
 - D. Uses that are commercial transactions. Students and other users may not sell or buy anything over the Internet. Students and others should not give information to others, including credit card numbers and social security numbers.

-  E. Uses that violate the academic honesty requirements of Policy 3310-P(2), including, but not limited to,

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use of District networks or equipment to access artificial intelligence or other online resources without prior authorization of the classroom teacher for the purpose of engaging in academic dishonesty.

Warranties/Indemnification

The District makes no warranties of any kind, express or implied, in connection with its provision of access to and use of its equipment, computer networks and the Internet provided under this policy. The District is not responsible for any information that may be lost, damaged, or unavailable when using the equipment, network, or for any information that is retrieved or transmitted via the Internet. The District will not be responsible for any unauthorized charges or fees resulting from access to the Internet. Any user is fully responsible to the District and will indemnify and hold the District, its trustees, administrators, teachers, and staff harmless from any and all loss, costs, claims, or damages resulting from such user's access to its equipment, computer network, and the Internet, including but not limited to any fees or charges incurred through purchase of goods or services by a user. The District expects a user or, if a user is a minor, a user's parents or legal guardian to cooperate with the District in the event of its initiating an investigation of a user's use of access to its equipment, computer network, and the Internet.

Violations

Violation of this policy will result in a loss of access and may result in other disciplinary or legal action. The principal will make all decisions regarding whether a user has violated this policy and any related rules or regulations and may deny, revoke, or suspend access at any time, with that decision being final.

A Need to DELETE

Procedure 2162-P(1): Section 504 - Section 504 Procedures

Status: ADOPTED

Original Adopted Date: 02/01/2021 | **Last Reviewed Date:** 02/01/2021

Section 504 of the Rehabilitation Act of 1973 ("Section 504")

- (1) **Impartial Due Process Hearing.** If the parent or legal guardian of a student who qualifies under Section 504 for special instruction or related services disagrees with a decision of the District with respect to: (1) the identification of the child as qualifying for Section 504; (2) the District's evaluation of the child; and/or (3) the educational placement of the child, the parents of the student are entitled to certain procedural safeguards. The student shall remain in his/her current placement until the matter has been resolved through the process set forth herein.
- A. The District shall provide written notice to the parent or legal guardian of a Section 504 student, prior to initiating an evaluation of the child and/or determining the appropriate educational placement of the child, including special instruction and/or related services;
 - B. Upon request, the parent or legal guardian of the student shall be allowed to examine all relevant records relating to the child's education and the District's identification, evaluation, and/or placement decision;
 - C. The parent or legal guardian of the student may make a request in writing for an impartial due process hearing. The written request for an impartial due process hearing shall identify with specificity the areas in which the parent or legal guardian is in disagreement with the District;
 - D. Upon receipt of a written request for an impartial due process hearing, a copy of the written request shall be forwarded to all interested parties within three (3) business days;
 - E. Within ten (10) days of receipt of a written request for an impartial due process hearing, the District shall select and appoint an impartial hearing officer who has no professional or personal interest in the matter. In that regard, the District may select a hearing officer from the list of special education hearing examiners available at the Office of Public Instruction, the county superintendent, or any other person who would conduct the hearing in an impartial and fair manner;
 - F. Once the District has selected an impartial hearing officer, the District shall provide the parent or legal guardian and all other interested parties with notice of the person selected;
 - G. Within five (5) days of the District's selection of a hearing officer, a prehearing conference shall be scheduled to set a date and time for a hearing, identify the issues to be heard, and stipulate to undisputed facts to narrow the contested

factual issues;
 - H. The hearing officer shall, in writing, notify all parties of the date, time, and location of the due process hearing;
 - I. Anytime prior to the hearing, the parties may mutually agree to submit the matter to mediation. A mediator may be selected from the Office of Public Instruction's list of trained mediators;
 - J. At the hearing, the District and the parent or legal guardian may be represented by counsel;
 - K. The hearing shall be conducted in an informal but orderly manner. Either party may request that the hearing be recorded. Should either party request that the hearing be recorded, it shall be recorded using either appropriate equipment or a court reporter. The District shall be allowed to present its case first. Thereafter the parent or legal guardian shall be allowed to present its case. Witnesses may be called to testify, and documentary evidence may be admitted; however, witnesses will not be subject to cross-examination, and the Montana Rules of Evidence will not apply. The hearing officer shall make all decisions relating to the relevancy of all evidence intended to be presented by the parties. Once all evidence has been received, the hearing officer shall close the hearing. The hearing officer may request that both parties submit proposed findings of fact, conclusions, and decision;
 - L. Within twenty (20) days of the hearing, the hearing examiner should issue a written report of his/her decision to the parties;
 - M. Appeals may be taken as provided by law. The parent or legal guardian may contact the Office of Civil Rights,

912 2nd Avenue, Seattle, WA 98114-1099; (206) 220-7900.

- (2) Uniform Complaint Procedure. If a parent or legal guardian of the student alleges that the District and/or any employee of the District has engaged in discrimination or harassment of the student, the parent or legal guardian will be required to proceed through the District's Uniform Complaint Procedure.
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**CULBERTSON PUBLIC SCHOOLS
DISTRICTS 17 J/R/C
BOARD AGENDA FACT SHEET**

MEETING DATE: 11-18-2025

AGENDA ITEM #: 18

AGENDA TITLE: Cleaning of HS Gym

SUMMARY: At the beginning of this school year the junior class, under the direction of advisor Mrs. Flinn, were awarded the opportunity to clean the HS gym after sporting events for pay. They would like to pass off this opportunity at the end of November to the freshmen class, under the direction of their advisor Mrs. Manning. The freshmen are eager for the opportunity to begin this task in December.

We need board approval for the freshmen to take over HS gym cleaning beginning in December.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

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.



Junior Class Gym Cleaning

message

helsie Flinn <flinnnc@culbertson.k12.mt.us>

Fri, Nov 7, 2025 at 9:42 AM

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

Good morning.

This week during our Junior Class Meeting, a topic of discussion was the gym cleanings that we as a class have done since the beginning of the school year. Since August we have been able to fundraise, and earn money and our class account is near \$9000. The class voted to do the gym cleanings until at least to the end of November.

Due to student participation, and the fact that we have been able to raise a substantial amount of money, We feel we are in a position to be able to pass the gym cleanings to another class to also help them raise necessary funds.

I have spoken with Shelby Manning, the Freshman Class Advisor, and she and her class have expressed interest in taking over the cleanings.

Again, the Juniors are committed at least until the end of November so that a possible transition can take place

Thank you

--

Chelsie Flinn



K-5 Title Aide/Junior Class Advisor
Culbertson School

"The beautiful thing about learning is that no one can take it away from you." - B.B. King

PRIVILEGED AND CONFIDENTIAL INFORMATION:

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IS gym cleaning

messages

Nicole Simonsen <simonsenn@culbertson.k12.mt.us>
o: Shelby Manning <mannings@culbertson.k12.mt.us>

Fri, Nov 7, 2025 at 2:49 PM

Hi Shelby,
I just want to confirm that freshmen are interested in gym cleaning for HS basketball season starting in December? If so, we will get board approval at the November 18th meeting.

--
Nicole Simonsen
Culbertson Public School Superintendent
406-787-6241

Shelby Manning <mannings@culbertson.k12.mt.us>
o: Nicole Simonsen <simonsenn@culbertson.k12.mt.us>

Fri, Nov 7, 2025 at 2:51 PM

Hello!
I spoke with my officers and they voted a heavy yes. I can get class majority, if needed, but I feel if the class wishes to hand it off, the freshman class makes sense between having several players and pep band members at the games. Even if participation swings kind of low, I feel we can get 4-6 kids to show up each game which is probably all that's really needed.

[Quoted text hidden]

[Quoted text hidden]

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Nicole Simonsen <simonsenn@culbertson.k12.mt.us>
o: Shelby Manning <mannings@culbertson.k12.mt.us>

Fri, Nov 7, 2025 at 2:55 PM

Sounds great!
[Quoted text hidden]

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

MEETING DATE: 11-18-2025

AGENDA ITEM #: 19

AGENDA TITLE: Indemnity Bond

SUMMARY: We need board approval to void and replace 1 payroll warrant written on 9/5/25 that was accidentally destroyed:
#3462 - \$105.25

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

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: 11-18-2025

AGENDA ITEM #: 20

AGENDA TITLE: Adult Lunch Prices

SUMMARY: One of the findings during our OPI food service audit was the fact that we are not charging enough for adult lunches. We currently only charge \$2.25, but we are required to charge a minimum of \$2.75 for adult lunches.

We need board approval to increase the adult lunch price to \$2.75.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

Mission

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

MEETING DATE: 11-18-2025

AGENDA ITEM #: 21

AGENDA TITLE: Handbook Language Regarding Insurance

SUMMARY: We typically do not address handbook changes in the middle of the school year. However, we have been notified of “Student Insurance” language that is not correct.

Page 10 of the student handbook is attached here where you can see the sentence in the current language on “Student Insurance” that we need to strike.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

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.

STUDENT RECORD SYSTEM

Grades earned each semester in compliance with the school grading system are entered on each student's permanent record and will remain in the school files. A record of each student's attendance is also recorded on the permanent record.

STUDENT INSURANCE

*Strike ** The Culbertson School District pays the premium for a "School Day - All Student" basic policy. This policy is secondary to whatever medical or other health insurance the family/student may have. ~~Once the student's family plan has paid its limit, the District's insurance carrier~~ will be applied to the balance of the medical costs. All remaining medical costs after the District's insurance has been applied will be the responsibility of the student's parents/guardians. Any student injured at school **must report the injury immediately** to school personnel. A family without a health insurance plan should consider some type of student insurance which can be obtained at a modest cost.

SNOWBALLS

Because of the safety hazard, throwing snowballs or "white washing" someone at any time on school property or under school authority is **prohibited**. Violators will receive detention.

STUDENT NUTRITION

The health and well-being of the students is a priority at the school. We ask that parents/guardians assist the school in encouraging students to engage in healthy eating habits. If your child has any special dietary needs such as food allergies, please contact the school at your earliest convenience.

Birthday Celebrations- We appreciate parents/guardians wanting to celebrate their child's Birthday however, the school asks that the celebration be limited to bringing small treats for their classmates to minimize the disruption of the school day.

BREAKFAST PROGRAM

A breakfast program is offered to all students. Town students wishing to eat breakfast at the school should use the doors by the main office and will be served at 7:45 a.m. Bus students should come in as soon as their bus arrives, again using the doors by the main office. Students will go directly back outside as soon as they are done with their breakfast. Once K-5 students are on campus they will not be allowed to leave unless accompanied by an adult.

Energy Drinks

No student shall be in possession of or consume any "Energy Drinks" while on campus and/or at any school -related activities (including buses). Examples may include but not limited to Monster, Red Bull, and Xyience, etc Students found to be in violation of this will have their beverage confiscated and may receive detention.

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

MEETING DATE: 11-18-2025

AGENDA ITEM #: 22

AGENDA TITLE: Call for Election

SUMMARY: Previously we had to call for an election for open trustee seats and mill levies 70 days in advance. Now, we have to do it 145 days in advance. This item is to call for a levy and trustee election on May 5th if needed.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

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.

TRUSTEE RESOLUTION CALLING FOR AN ELECTION Culbertson School Election, Culbertson MT

BE IT RESOLVED, the Board of Trustees for School District No. 17J/R/C, Roosevelt and Richland Counties, State of Montana, will hold the Annual Regular School Election on Tuesday, the 5th of May, 2026, which date is not less than one hundred forty five (145) days after the passage of this resolution.

The election will be conducted by:

- ☒ Poll Election (the polls will be open from Noon until 8:00 p.m.)

The purpose of the election is to elect two (2) trustee(s) for three-year term(s). Approval of additional levies to operate and maintain the elementary general fund, the high school general fund, and/or any tuition funds for fiscal year 2026-2027 will also be requested. If it is later determined that any portion of the election is not required, the Board of Trustees authorizes Lora Finnicum, Election Administrator, to cancel that portion of the election in accordance with 13-1-304 and 20-3-313, MCA

The following polling locations will be used for the election and the three electors of this district who are qualified to vote at such election are hereby appointed to act of judges and any named alternates at the election at each voting place as follows: **Culbertson School Lunchroom.**

Election Judge	Address
Raedelle Aspenlieder	Culbertson, MT 59218
Beverly Raaum	Culbertson, MT 59218
Beth Hekkel	Culbertson, MT 59218
Jo Nelson, alternate	Culbertson, MT 59218
Ardis Oelkers, alternate	Culbertson, MT 59218
Elaine Jasper, alternate	Culbertson, MT 59218

BE IT FURTHER RESOLVED that the clerk of this school district is hereby directed to notify the above-named election judges of their appointment and to notify the county election administrator of the date of holding said election and notify the county election administrator to close regular registration and to prepare and furnish election materials as required by law. If any of these judges should not be able to serve, the election administrator will choose a replacement from certified judges. No further proceedings were conducted relating to the election.

____Christopher Petersen____
Print Name of Board Chair

Signature of Board Chair

____Lora Finnicum____
Print Name of District Clerk

Signature of District Clerk

DATED this _____ day of _____, 20____.

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

MEETING DATE: 11-18-2025

AGENDA ITEM #: 23

AGENDA TITLE: 1st Reading of Policies

SUMMARY: This is the first reading for policy adjustments. These will be posted and presented for a 2nd reading at the December board meeting.

-8200: Food Service

The instructions in the Free and Reduced Food section were updated.

-8210: Procurement for Food Service

Attached is the language required by OPI to be in our policy. The 2 pieces of language we need to add were discovered to be missing during our OPI food service audit.

-8205: Meal Charge

It has recently been discovered that when the district transitioned into MTSBA policy services, this is information from our previous policy that was unintentionally left out. It is our current operating practice and has been for years, so we need to accurately reflect that with this policy update.

-2700: AI Integration in Education

Recommended policy from MTSBA regarding Artificial Intelligence.

BOARD ACTION

	Motion	Second	Aye	Nay	Abstain
Petersen					
Becker					
L. Steppler					
Fox					
V. Steppler					

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.

Policy 8200: Food Services

Status: DRAFT

Original Adopted Date: 02/01/2021 | Last Revised Date: 08/17/2021 | Last Reviewed Date: 08/17/2021

Food Services

The District supports the philosophy of the National School Lunch Program and will provide wholesome, appetizing, and nutritious meals for children in District schools. The Board may authorize a portion of federal funds received in lieu of taxes to be used to provide free meals for federally connected indigent students.

Because of the potential liability of the District, the food services program will not accept donations of food without approval of the Board. Should the Board approve a food donation, the Superintendent will establish inspection and handling procedures for the food and determine that provisions of all state and local laws have been met before selling the food as part of school meals.

As an integral part of a school, the District's food service is operated in compliance with ARM Title 37, chapter 110, subchapter 2, rules for food service establishments.

Commodities

The District will use food commodities made available under the Federal Food Commodity Program for school meals.

Free and Reduced-Price Food Services

The District will provide free and reduced-price meals to students, according to the terms of the National School Lunch Program and the laws, rules, and regulations of the state. The District will inform parents of the eligibility standards for free or reduced-price meals. The identity of students receiving free or reduced-price meals will be confidential, in accordance with National School Lunch Program guidelines. **Parents may apply for free and reduced-priced meals by completing the Free and Reduced Lunch Application available through the Parent Portal in Infinite Campus. Typically, there is about a 30-day grace period allowing students to maintain their eligibility based on the previous year's application.** A parent has the right to appeal to a designated hearing official any decision with respect to his or her application for free or reduced-price food services. **Note: For the purpose of this policy, "parents" includes guardians, caretaker relatives, and any adult responsible for the care of the child.**

The Board may establish programs whereby meals may be provided in the District in accordance with National School Lunch Program guidelines.

The amount charged for such meals shall be sufficient to cover all costs of the meals, including preparation labor and food, handling, utility, and equipment depreciation costs.

Policy 8210: Procurement for Food Service

Status: ADOPTED

Original Adopted Date: 02/01/2021 | **Last Revised Date:** 06/23/2025 | **Last Reviewed Date:** 06/23/2025

Procurement Policy for School Food Purchases and Use of Federal Funds

The School District will adhere to the following requirements for any procurement related to food service:

Purchase Procedures & Thresholds:

School District's Established Micro-Purchase threshold:

The School District's Micro Purchase Threshold is: \$10,000. Micro-purchases may be awarded without soliciting competitive price or rate quotations in the non-Federal entity considers the price to be reasonable. To the maximum extent practicable, the non-Federal entity should distribute micro-purchases equitably among qualified suppliers. The school district is responsible for determining and documenting an appropriate micro-purchase threshold based on internal controls, an evaluation of risk and its documented procurement procedures.

Small Purchases greater than \$10,000 up to \$80,000:

- Small purchases will be handled in a fair and equitable manner consistent with district policy on purchasing.
- The District will obtain two or more quotes from qualified sources.
- The District may enter into a cooperative purchasing contract for procurement of supplies with one or more districts or a Cooperative Services Program. This allows the District to participate in a cooperative purchasing group to purchases supplies through the group without bidding if the cooperative purchasing group has a publicly available master list of items available with pricing included and provides an opportunity at least twice yearly for any vendor, including a Montana vendor, to compete, based on a lowest responsible bidder standard.

Formal Purchases greater than \$80,000:

- If the aggregate amount exceeds eighty thousand dollars (\$80,000), the contract must be awarded through a formal bid process and a call for bids or request for proposals shall be published according to 20-9-204, MCA. N contract shall be divided for the purpose of avoiding the formal procurement process.
- The District may enter int a cooperative purchasing contract for procurement of supplies with one or more districts or a Cooperative Services Program. This allows the District to participate in a cooperative purchasing group to purchases supplies through the group without bidding if the cooperative purchasing group has a publicly available master list of items available with pricing included and provides an opportunity at least twice yearly for any vendor, including a Montana vendor, to compete, based on a lowest responsible bidder standard.

Buy American:

The District will adhere to "Buy American" for the food service program 7 CFR 210.21(d). Therefore, Food Service is required to purchase, to the maximum extent possible, domestic products for use in meals served in our Child Nutrition Program. There are two limited exceptions when non-domestic foods may be purchased. These exceptions are determined by the SFA:

- The food or food product is not produced or manufactured in the United States in sufficient and reasonably available quantities of a satisfactory quality; or
- Competitive bids reveal the cost of a United States food or food product is significantly higher than the nondomestic product--Food preferences can only be met with foreign goods.
- SFA must document exceptions and keep records.

Contracting with small and minority businesses, women's business enterprises, and labor surplus area firms. 2 CFR

200.321(a):

- The non-Federal entity must take all necessary affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible.

Standards of Conduct for District Employees:

- The School District maintains the following code of conduct for any employees engaged in award and administration of contracts supported by Federal Funds:
- No District employee will engage in any procurement when there is a conflict of interest, real or perceived, and District employees cannot solicit or accept any gratuities, favors or anything of monetary value from prospective vendors. This shall not preclude district personnel from serving on boards or participating in organizations that support the district's need to obtain quality services and supplies.
- No District employee shall participate in the selection, award or administration of a contract when any of the following persons have a financial interest in the firm selected for award:
 - The employee
 - Any member of his/her immediate family
 - People with whom there is an intimate personal relationship
 - An organization which employs or is about to employ any of the above
- The District would like all employees to behave with the utmost integrity and never be self-serving, be fair in all aspects of the procurement process, be alert to conflicts of interest, and avoid any compromising situations.
- Employees found to be in violation of this policy are subject to disciplinary action, up to and including termination.

Proposed changes to Procurement Policy for _____

(District)

SFA must have written codes of conduct that [2 CFR 200.318(c)(1)]

- Prohibit real or apparent conflicts of interest for employees engaged in selection, award, and administration of contracts.
- Prohibit officers, employees, and agents from soliciting or accepting gratuities, favors or anything of monetary value from contractors or parties of subcontracts.
- Provide disciplinary actions for violations by officers, employees, or agents.

SFA must have documented procurement procedures that [2 CFR 200.318(a)]

- Reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable Federal law. [2 CFR 200.318(a)]
 - ✓ Define the small purchase threshold. Any purchases below this threshold are considered an informal procurement and do not require a formal bid and contract. \$80,000 is the formal purchase threshold for the state of Montana per MCA 20-9-204.
- Take steps to assure that small, minority and women's businesses, enterprises and labor surplus firms are used when possible. [2 CFR 200.321]

- ★ ● Require a cost or price analysis in connection with every procurement action in excess of the Simplified Acquisition Threshold (\$80,000 for the state of Montana) including contract modifications. [2 CFR 200.323(a)]

Procurement Specification Requirement

SFA must comply with the Buy American provision [7 CFR 210.21(d)]:

- SFAs must purchase, to the maximum extent practicable, domestic commodities or products.
- ★ ● Solicitations, contracts, and product specifications must include Buy American language. [SP-24-2016]

Purchasing Thresholds and Requirements

Micro Purchase - Purchases less than \$10,000:

required
language
that has
to be
included
in 8210

Policy 8205: Meal Charge

Status: DRAFT

Original Adopted Date: 02/01/2021 | Last Reviewed Date: 02/01/2021

Meal Charge Policy

The goal of the Culbertson School District is to allow children to receive the nutrition they need to stay focused during the school day. The purpose of this policy is to ensure compliance with federal reporting requirements for the USDA Child Nutrition Program and to provide oversight and accountability for the collection of outstanding student meal balances.

The District complies with Federal USDA policies on meal charging and debt collection. All meal charges must be paid directly to the Culbertson School District.

~~If a student is without meal money, the administration will take action deemed necessary to collect unpaid meal charges while ensuring the nutritional needs of the student are met in providing the student with a regular meal. If financial hardship exists, parents and families will be encouraged to apply for free or reduced price lunches for their child(ren).~~

Meal Charges

All meal charges must be paid in advance and directly to the Culbertson Public Schools in the form of cash, check, or credit card (available through the Parent Portal in Infinite Campus). Students/Parents pay for meals in advance via website or with a check payable to the district. Further details are available on the website. Funds should be maintained in accounts to minimize the possibility that a child may be without meal money on any given day. Any remaining funds for a particular student will be carried over to the next school year. Credits on school food service accounts will be refunded to the parent upon request. Any disputes on account credits must be made within 30 days of the payment in question.

~~If there are no available funds in the student's account, he/she will be given breakfast or lunch on account. A notice and/or letter will be sent home with the child requesting payment. A regular meal will be served until the account is balanced or if the student has money in hand for the current meal.~~

Zero-Balance Prevention

~~Parents are responsible for meal payment to the food service program. Notices of low or deficit balances will be sent to parents at regular intervals during the school year. Infinite Campus notices will be sent weekly when the credit balance reaches \$10 and daily with a deficit balance. Parents can track balances themselves by establishing a Parent Portal account in Infinite Campus.~~

~~Parents must make every effort to pay their meal charges in full on a regular basis. Any school food service accounts that have negative balances longer than 60 days without any form of payment or an administratively approved payment plan will be considered delinquent. Unpaid meal charges must be paid in full prior to the student checking out by the last day of school. School food service account notices may be sent periodically. Administration will take appropriate action deemed necessary to collect unpaid meal charges (i.e., delinquent school food service accounts) while ensuring the nutritional needs of the students are met in providing the student with a regular meal, and that those efforts will not have a negative impact on the children involved but focus primarily on the parents or guardians responsible for providing funds for meal purchases. Any and all costs associated with collecting delinquent charges will be added to the total due. Parents can track balances themselves online, sign up for meal notification for free, and set up an auto payment low balance threshold by following the links to the [insert web address].~~

When all collection efforts have been exhausted, the Culbertson School District Board of Trustees may reclassify the delinquent accounts as bad debt, and by definition, uncollectible. Bad debt must be written off as an operating loss. This loss may not be absorbed by the school food service accounts and must be restored using non-federal monies. Once delinquent meal charges are converted to bad debt, records relating to those charges must be maintained in accordance with the record retention requirements.

The student may check with the [cashiers, lunch supervisor] to see the balance of their account at any time.

Refunds

A departing student may request a refund of any credit balance. ~~submit a written request for a refund of any money remaining in their account must be submitted. An e-mail request is also acceptable.~~ Students who are graduating at the end of the year will be given the option to transfer to a sibling's account with a written upon request.

Unclaimed Funds must be requested by the end of the ~~within one school year~~. Unclaimed funds will become the property of the Culbertson School District Food Service Program.

Uncollected meal debt will be sent to collections per state and/or federal guidelines.

Policy 2700: AI Integration in Education

Status: DRAFT

Original Adopted Date: Pending

Purpose:

This policy establishes guidelines for the responsible, ethical, and equitable use and integration of Artificial Intelligence (AI) in the District to enhance educational outcomes while safeguarding privacy, empowering educators, promoting transparency, and ensuring human oversight. It incorporates compliance with the Montana Pupil Online Personal Information Protection Act (MPOIPA), ensuring that AI providers are treated as operators of K-12 online applications for K-12 school purposes, as defined in Sec. 20-7-1324, MCA. It further aligns with Montana's educational vision and cultural values.

Application to Students

(a) Academic Integrity, Transparency and Accountability

- Students must use AI tools in ways that reinforce learning, originality, and reflection.
- AI-generated content must be properly attributed, and students must disclose when AI tools are used in assignments. This disclosure must occur as required by the teacher and administration and might include, but not be limited to citation, statement in the assignment or other written disclosure.
- Teachers will provide clear guidelines on acceptable AI use for academic work.
- AI must supplement—not replace—educators.
- Teachers retain responsibility for reviewing and contextualizing AI-generated content.

(b) Privacy and Data Security

- AI tools used by students must comply with FERPA, COPPA, and Montana state laws, including MPOIPA.
- Teachers shall obtain written parent or guardian consent for use of AI systems by students age 13 and under pursuant to COPPA and FTC rule codified at 16 C.F.R. Part 312. This written consent will be part of the annual registration paperwork prior to the school year.
- AI providers are considered operators of K-12 online applications and must adhere to the requirements of Sec. 20-7-1324, MCA, including:
 - Prohibiting the use of student data for targeted advertising or non-educational purposes.
 - Ensuring student data is not sold or shared for commercial purposes.
 - Maintaining strict data security measures, including encryption and access controls.
- Personally identifiable information (PII) must not be entered into unauthorized AI tools.

(c) Accessibility

- AI tools must meet accessibility standards (e.g., WCAG, Section 508) and provide features like text-to-speech, translation, and adaptive interfaces.
- Special attention will be given to ensuring AI tools support students with disabilities, English language learners, and underserved communities.

(d) Bias Awareness and Information Verification

- Students will be taught to critically evaluate AI-generated content for accuracy, bias, and misinformation.
- AI tools will be regularly assessed for embedded biases, and students will be encouraged to cross-reference outputs with reliable sources.

(e) Ethics and Societal Impact

- Students will engage in discussions about AI's ethical implications, including bias, fairness, intellectual property, and environmental impact.

- AI use must align with Montana's cultural values, including respect for tribal sovereignty and Indigenous data.

Application to Staff

(a) Professional Learning

- All staff will receive foundational training on AI literacy, including its functionality, limitations, and ethical implications.
- Role-specific training will be provided:
 - **Teachers:** Strategies for integrating AI into curriculum and instruction.
 - **Administrators:** Oversight of AI tools and policy implementation.
 - **IT Staff:** Technical management of AI systems and data security.

(b) Human Oversight

- Staff must critically review AI-generated outputs before using them in instruction or decision-making.
- AI tools must supplement—not replace—educator judgment and human interaction.

(c) Privacy and Data Security

- Staff must ensure compliance with FERPA, COPPA, and Montana state laws, including MPOIPA.
- AI providers are considered operators of K-12 online applications and must adhere to Sec. 20-7-1324, MCA, including:
 - Prohibiting the use of student data for targeted advertising or non-educational purposes.
 - Ensuring student data is not sold or shared for commercial purposes.
 - Maintaining strict data security measures, including encryption and access controls.
- Vendors must sign contracts that include provisions for data minimization, encryption, and regular audits.
- Staff must avoid entering PII into unauthorized AI tools.

(d) Accessibility

- Staff must prioritize AI tools that meet accessibility standards and ensure equitable access for all students.

(e) Bias Awareness and Information Verification

- Staff must regularly assess AI tools for embedded biases and misinformation.
- Professional development will include training on bias mitigation and critical evaluation of AI outputs.

(f) Ethics and Societal Impact

- Staff must ensure AI use aligns with Montana's cultural values, including respect for tribal sovereignty and Indigenous data.
- AI tools must be used responsibly, with consideration for their environmental impact and ethical implications.

Section 3: Governance and Implementation

(a) Policy Development

- The district will adapt existing policies on academic integrity, acceptable use, privacy, grading, and digital citizenship to include AI.
- All policies will be grounded in shared values: privacy, transparency, accountability, accessibility, human oversight, and academic integrity.

(b) Vendor Vetting

- Vendors must provide clear documentation of compliance with privacy laws, including MPOIPA, and bias mitigation strategies.

- Contracts must explicitly state that AI providers are operators of K-12 online applications under Sec. 20-7-1324, MCA, and must:
 - Prohibit secondary uses of student data, such as advertising or model training.
 - Ensure compliance with data security standards, including encryption and access controls.
 - Require regular audits and adherence to data retention policies.
- Vendors must provide a Montana Student Data Privacy Agreement.

(c) Monitoring and Evaluation

- The district will review AI policies and practices semi-annually to keep pace with technological and legal shifts.
- The district will track the impact of AI use on equity, instruction, well-being, and data security.

(d) Tribal Sovereignty

- The district will take recommendations from tribal leaders into consideration when AI policies or tools impact tribal communities or data.
- AI tools must respect Indigenous data sovereignty and align with the Indian Education for All Act.

(e) Accessibility and Equity

- The district will prioritize funding for schools serving rural, tribal, or low-income students to ensure equitable access to AI tools.
- AI tools must be scalable for rural schools with limited infrastructure and intermittent connectivity.

Family and Community Engagement

(a) Public Awareness

- The district will provide clear, accessible information to families and communities about AI's benefits, risks, and safeguards.

(b) Student Involvement

- Students will be meaningfully engaged in conversations and decision-making about AI's impact on their education and lives.
-