

**MISSOULA COUNTY PUBLIC SCHOOLS**  
**BOARD OF TRUSTEES**  
**Meeting**  
**Tuesday, October 12, 2021 – 6:00 p.m.**  
**Virtual**

**Note:** If you have questions regarding the agenda, please contact the Superintendent's Office (728-2400, ext. 1026, prior to the meeting).

**Board of Trustees:** Board Chair Diane Lorenzen, Jeffrey Avgeris, Grace M. Decker, Michael Gehl, Nancy Hobbins, Vicki McDonald, Koan Mercer, Vice Chair Wilena Old Person, Jen Vogel, Vice Chair Ann Wake, Arlene Walker-Andrews

**AGENDA**

1. CALL TO ORDER, WELCOME AND ROLL CALL
2. PLEDGE OF ALLEGIANCE
3. REVIEW, REVISE, AND APPROVE AGENDA – Action
4. APPROVE MINUTES – Action
  - A. **Board of Trustees Regular Board Meeting – September 28, 2021** **Page 5**
5. PUBLIC COMMENT/CORRESPONDENCE
  - A. **Public Comment** – Regarding Non-Agenda Items (3 Minutes each speaker)
  - B. **Correspondence** – See attached written correspondence. **Page 8**
6. REPORTS/ANNOUNCEMENTS – Information
  - A. **Announcements from Superintendent** – Superintendent Rob Watson will report on items of interest.
7. CONSENT AGENDA - In accordance with BP 1420 School Board Meeting Procedure, the Board approves the use of a Consent Agenda to expedite business at the regular monthly meeting. Agenda items dealing with perfunctory, routine matters may also be placed on the Consent Agenda by the Board Chair. Any item on the Consent Agenda may be removed from the Consent Agenda and placed on the regular agenda upon request by any trustee.
  - A. FINANCE, OPERATIONS and MAINTENANCE
    - i. **Topic: Ratify Out of District Attendance Agreements (Elem/Sec)(Action)** – Pat McHugh, Executive Director of Business and Operations **Page 34**  
**Background:** Pursuant to MCA §20-5-320, the Board of Trustees must approve out-of-district student attendance agreements. Attached in this packet is a list of those students requesting enrollment in accordance with out-of-district attendance agreements.  
**Recommendation:** Administration recommends that the Trustees approve the attached out-of-district attendance agreements.
    - ii. **Topic: Acknowledge MCPS Student Attendance Agreements (Elem)(Action)** – Pat McHugh, Executive Director of Business and Operations **Page 36**  
**Background:** Attached in this packet is a list of students who are residents of MCPS District #1 and are requesting to attend other school districts. Those school districts require notification of the acknowledgement by the MCPS Board of Trustees to complete their application process. MCPS District #1 is not responsible for any tuition fees incurred by these students.  
**Recommendation:** Administration recommends that the Trustees acknowledge the attached list of elementary students requesting to attend other school districts.

8. OLD BUSINESS – Information and Action

A. TEACHING AND LEARNING

i. **Topic: Topic: Face Covering Guidelines** (Elem/Sec)(Action) – Rob Watson, Superintendent

Page 37

**Background:** At the August 10 Board meeting, the Trustees voted to support the implementation of the face covering guidelines to start the 2021-22 school year. The guidelines cover all grade levels at all schools. (Guidelines attached)

At that meeting, the Board set the following requirements as the process to review the guidelines: *These guidelines will remain in effect for at least the first 6 weeks of school and will be routinely reviewed by Administration, COVID task force and Board of Trustees. These guidelines may be modified, reduced or extended. Factors that will be used in decision making include, but are not limited to, local incident rate (new cases, per 100,000, 7 day rolling average), local vaccination rate by age group, and district data related to school associated positive COVID cases and/or transmission.*

October 8 marked the end of the first 6 weeks of school. The MCPS COVID task force has met to review the COVID data and provide feedback for the Administration in preparation of this board discussion and recommendation. The data that has been used in the discussion is collected each week in a document called MCPS COVID Data Dashboard. (The week ending 10/1/21 is attached.)

Review of Missoula County Data:

In a review of County COVID data, the incident rate (number of new cases per 100K residents, averaged over 7 days) has increased dramatically. The IR on August 10 was 24 and the IR as of October 8 was 96. (See data dashboard at [missoulainfo.com/data](https://missoulainfo.com/data)) County officials as well as local medical professionals have reported that Missoula County is still in a phase of high community transmission. This finding is also supported by the COVID Data Tracker on the CDC Website. (See <https://covid.cdc.gov/covid-data-tracker/#county-view>)

Review of MCPS COVID Data:

In review of the District COVID data, there has been a significant increase in positive cases this year, when compared to the COVID surge last fall, due to the highly contagious nature of the Delta variant. Comparing the 4 highest weeks this fall with the 4 highest weeks of 2020-21, administration has calculated a 72% increase in positive cases among students and staff, with the Delta variant.

In addition, there has been a 29% increase in close contacts this fall as compared to last fall, even though we are using a different standard this year to identify close contacts. With universal face coverings we are using a 3ft radius to identify close contacts this year. Without face coverings, using a 6ft radius for close contacts, we estimate that the number of students identified as close contacts would have been 30-40% higher.

Review of National Guidelines:

The recommendations from national medical professionals that were cited at the August 10 board meeting have not changed. Both the CDC and AAP still encourage the use of universal face coverings in K-12 settings. In addition, a recently published study (Oct 1) by the CDC has found that “the odds of a school-associated COVID-19 outbreak were 3.5 times higher in schools with no mask requirement than in those with a mask requirement implemented at the time school started.” This conclusion was based on a study of the two largest Arizona counties, with variable K–12 school masking policies at the onset of the 2021–22 academic year.

The entire study with description of methodology and statistical findings is cited here: Jehn M, McCullough JM, Dale AP, et al. Association Between K–12 School Mask Policies and School-Associated COVID-19 Outbreaks — Maricopa and Pima Counties, Arizona, July–

## Board Discussion

**Recommendation:** Administration recommends that the trustees approve the continuation of the Face Covering Guidelines, attached, for implementation at all MCPS buildings for all K-12 students and staff. It is further recommended that the trustees direct the MCPS COVID task force to set specific parameters, including both the timeline and conditions, by which the face covering guidelines will be considered for modification. (Parameters may include, but not limited to, availability of vaccination for all students, county incident rate, number of positive cases and close contacts associated with district staff and students. The administration will be prepared to present a model that is being considered by the COVID committee.)

### 9. NEW BUSINESS – Information and Action

#### A. FINANCE, OPERATIONS and MAINTENANCE

- i. **Topic: FY21 General Fund Update** (Information) – Pat McHugh, Executive Director of Business and Operations **Page 41**

**Background:** The elementary and secondary summaries of the general fund expenditures for July 1, 2020-June 30, 2021 are attached. The expenditures for the year are also reflected on the attached pie charts. These documents, along with the 2021 Trustees Financial Statement (TFS), and the 2021 Budget Report are on the district website.

- ii. **Topic: Accept the Headwater Innovation Grant for Lowell** (Elem)(Action) – Pat McHugh, Executive Director of Business and Operations **Page 49**

**Background:** Lowell Elementary was awarded a \$150,000 grant (\$50k per year) to support hiring a Community School initiative coordinator to focus on coordinating additional community services at Lowell and to secure additional funding. The attached grant application summary outlines the goal of the grant.

#### Board Discussion

**Recommendation:** Administration recommends trustees accept the Lowell Headwater Innovation grant application summary.

- iii. **Topic: Accept LWCF Grant** (Elem)(Information)– Pat McHugh, Executive Director of Business and Operations **Page 50**

**Background:** The Board of Trustees supported the Land & Water Conservation Fund (LWCF) grant application submitted by the City of Missoula Parks and Recreation Dept. The grant funds would match the funds committed by the City and by the District in support of the planned improvements to Lowell playground and Westside Park. Resolution 2021-3(E), adopted by the board on February 9th, 2021, supports the grant application and is attached for reference. The City recently learned that the LWCF program awarded a \$472k grant to the City and the District, pending final approval by the National Parks Service. These funds, along with the donations from the community, will support the majority of the cost to improve the playground and park. The scope of the proposed project can be viewed at the following link: <https://www.projectwestsidepark.com/>

The LWCF program requires the District to be a co-sponsor and signatory of the agreement for the grant. The final agreement and grant award will be presented to the board for approval at a future board meeting.

#### B. PERSONNEL, NEGOTIATIONS & POLICY

- i. **Topic: Approve Personnel Report** (Elem/Sec)(Action) - David Rott, Executive Director of Human Resources **Page 54**

**Background:** The routine Personnel Report reflects the current requests for personnel to be hired, leaves to be granted, retirements and resignations to be accepted, and terminations to be approved. Included in the packet is the Personnel Report upon which the Board must take action.

- **Elementary Recommendation:** Administration recommends trustee approval of the items on the provided Elementary Personnel Report.

- **Secondary Recommendation:** Administration recommends trustee approval of the items on the provided High School Personnel Report.

10. ADJOURN

**MISSOULA COUNTY HOOLS  
BOARD OF TRUSTEES**

**Meeting**

**Tuesday, September 28, 2021 – 6:00 p.m.**

**Administration Building – Board Room**

**AGENDA ITEM: .A.**

**DATE: 10.12.2021**

**Trustees Present:** Board Chair Diane Lorenzen, Grace M. Decker, Michael Gehl, Nancy Hobbins, Vicki McDonald, Koan Mercer, Vice Chair Wilena Old Person, Jen Vogel, Vice Chair Ann Wake, Arlene Walker-Andrews

**Others Present:** Rob Watson, Russ Lodge, Pat McHugh, David Rott, Amy Shattuck, Shirley Lindburg

**MINUTES**

1. CALL TO ORDER, WELCOME AND ROLL CALL: The meeting was called to order 6 p.m.
2. PLEDGE OF ALLEGIANCE was said by all.
3. REVIEW, REVISE, AND APPROVE AGENDA: No modifications.
4. APPROVE MINUTES
  - A. **Board of Trustees Regular Board Meeting – September 14, 2021:** No modifications. Trustee Wake made a motion to approve the agenda. Seconded by Trustee Decker. No Trustee comments. No public comments. The motion passed unanimously by all Trustees present.
5. PUBLIC COMMENT/CORRESPONDENCE
  - A. **Public Comment:**
    - Mike Starmer provided comments against the mask mandate.
    - Clint Nunnally commented against the mask mandate and district COVID protocols.
  - B. **Correspondence:** Correspondence was reviewed.
6. REPORTS/ANNOUNCEMENTS
  - A. **Announcements from Superintendent:** Superintendent Rob Watson made the following announcements:
    - Trustee school visits are scheduled.
    - Shared the most current District COVID data outlining positive cases, contact tracing, etc.
    - A COVID Task force meeting was held on Monday, September 27, 2021. Another meeting has been scheduled for Monday, October 4, 2021.
7. OLD BUSINESS
  - A. PERSONNEL, NEGOTIATIONS & POLICY
    - i. **Topic: Approve Second Reading of New Board Policy 3120, Compulsory Attendance:** Rob Watson reiterated that revised Board Policy 3120, Compulsory Attendance was presented by administration for review and discussion by the Board on August 10, 2021. It was approved at the first reading and was posted for public comment. No public comment was received. Trustee Old Person made a motion to adopt revised Board Policy 3120, Compulsory Attendance. Seconded by Trustee Wake. No Trustee comments. No public comments. The motion passed unanimously by all Trustees present.
  - B. TEACHING AND LEARNING
    - i. **Topic: Approve Second Reading of Strategic Plan:** Rob Watson directed the Trustees to the final draft MCPS Strategic Plan. The plan was revised by a Board subcommittee and put forward to the Board where it was approved for first reading on July 20, 2021, and posted for public comment. No public comment was received. Watson directed the Trustees to part 3 of the plan and further explained the four specific goal areas: enhanced learning opportunities, trusted and valued staff, inclusion and equity and community engagement. Watson explained high priority strategies for each of the goal area would be developed by administration with input from additional stakeholders. Explained the goal areas came out of the core areas. There will be specific action plans with timelines developed for

each priority strategy. Watson shared an example on how the plans would be developed. Referred Trustees to page 26 of the agenda and further explained the goal areas. Shared an example action plan and how it would be developed. An ad hoc strategic planning committee will help with the development of the priority strategies and associated action plans. Trustee Old Person questioned if the action plans would include things such as a boundary study and a deep dive into students' social and emotional needs particularly at the middle school level. Decker expressed the need to pull text from the plan and tie it directly to the strategies. Strategies should stick close to the language. Trustee Decker made a motion to adopt the final draft of the strategic plan and task administration to move forward with the development of the high priority strategies under the four goal areas and draft associated action plans with timelines. Seconded by Trustee Wake. Trustees Old Person and Wake echoed Trustee Decker's comments. No public comments. The motion passed unanimously by all Trustees present.

## 8. NEW BUSINESS

### A. FINANCE, OPERATIONS and MAINTENANCE

- i. **Topic: Approve the DPHHS Epidemiology and Laboratory Capacity (ELC) School Reopening Grant:** Pat McHugh explained the Montana Department of Health and Human Services (DPHHS) would be distributing supplemental funding to support public school districts participating in the state's K-12 COVID-19 Screening Testing Program or K-12 BinaxNOW Antigen Testing Program. The grant funds cover expenses related to the prevention and detection of COVID-19 in the school setting, including staffing support. Referred Trustees to page 29. Trustee Walker-Andrews, Old Person and Decker asked questions regarding testing, how competitive the grant was, possible affects to ESSER funds, support for staff capacity, and potential cost to families. McHugh explained the program provided no cost testing. Further explained the program provided funding for staff and student COVID testing, testing supplies, tracking, etc. Trustee Wake made a motion to approve the ELC grant application summary. Seconded by Trustee Old Person. No Trustee comments. Public comment was received from Mike Starmer. The motion passed unanimously by all Trustees present.

### B. PERSONNEL, NEGOTIATIONS & POLICY

- i. **Topic: Approve First Reading of Revision of Board Policy 2410, Graduation Requirements:** Rob Watson explained Policy 2410 was an update. Referred Trustees to pages 30 and 32 of the agenda outlining the policy and procedure. The recommendation was just for the policy. The policy needed to be updated to reflect the changes in new Montana State Law SB18. School districts must offer a diploma option for a student that has experienced a qualified interruption in their education. He further explained the language in BOLD type represented the new language. No Trustee questions regarding policy language. Moved onto procedures. Explained the course verbiage. Referred Trustees to page 33 and clarified credit recovery, dual credit, high school courses taken while in middle school, early graduation and special circumstances. Provided examples. Further explained students must apply as a junior or senior. The District will not be differentiating the actual printed diploma. The official transcript will reflect the diploma type. Shared the 20 credit Montana state graduation requirements. Chair Lorenzen questioned the state standards for government. Trustee Walker-Andrews questioned a grammatical issue credits versus units. Trustee Mercer wanted the definition of special circumstances in the policy. Asked for clarification in regards to Earth Science. Trustee Old Person commented in favor of non-differentiating diplomas. Chair Lorenzen questioned if the policy should be tabled. Mercer commented the Trustees should move forward to first reading and adjust the policy language. Decker asked questions regarding advanced classes and early graduation. Trustee Walker-Andrews made a motion to approve the first reading of revised BP2410, Graduation Requirements and authorize posting for public comment. Seconded by Trustee Decker. Trustee Mercer commented on the need for caution. Decker echoed Mercer's comments. Chair Lorenzen shared an English requirement example. No public comments. The motion passed unanimously by all Trustees present.

### C. TEACHING AND LEARNING

- i. **Topic: Approve the Renewal of DPHHS Pre-Employment Transition Services (Pre-ETS):** Pat McHugh explained this was renewed funding from the Department of Health and Human Services (DPHHS) Pre-Employment Transition Services (Pre-ETS) for high school students with disabilities. The program is managed by the Director of Special Education. Funded on the number of qualifying students participating in Pre-ETS. McHugh provided examples. Works out to be approximately \$18K per high school based on the reimbursement figures. Funds are expended in support of those programs.  
Trustee Decker made a motion to approve the renewal of DPHHS Pre-ETS services for another year. Seconded by Trustee Hobbins. Trustee Decker provided comments in support of the Pre-ETS services. Trustee McDonald echoed Decker's comments. No public comments. The motion passed unanimously by all Trustees present.
- ii. **Topic: Approve the Renewal of DPHHS Refugee Support Services Grant:** Pat McHugh referred Trustees to page 36 in the agenda. Explained the grant was a continuation with additional funds. Shirley Lindburg, Gifted Education and ELL Coordinator, explained this was the 3<sup>rd</sup> year for the grant from DPHHS offering continued funding to support the District's programs for MCPS refugee students and their families. Explained two ELL tutors were paid through the grant. ELL Dept. needs funds for travel, supplies, additional tutors, professional development, family engagement events, form translation, interpreters, etc. Lindburg explained the translation platforms used and provided examples. Trustee's Decker and Mercer asked questions regarding the number of students served and for clarification regarding state funds and the numbers needed. Current population is 50 but 127 ELL students. Grant money is specific to refugee supports. Trustee Mercer made a motion to approve the renewal of the refugee support grants. Seconded by Trustee McDonald. No Trustee comments. No Public comment. The motion passed unanimously by all Trustees present.
- iii. **Topic: Approve the Renewal of the DPHHS English Language Learner Support Services Grant:** Pat McHugh explained this was an annual grant Adult Education submits to the Department of Health and Human Services for the amount of \$50,000 to support adult ELL instruction and services. Referred Trustees to page 37 in the agenda. Chair Lorenzen questioned where the services were provided. Trustee Hobbins made a motion to approve the grant application summary. Seconded by Trustee Wake. No Trustee comments. No public comments. The motion passed unanimously by all Trustees present.

## 9. BOARD WORK SESSION

### A. BOARD

- i. **Topic: Trustee Roles, Responsibilities, and General Rules of Boardmanship:** Elizabeth Kaleva directed Trustees to page 38 of the agenda and went through key points in the Trustee Handbook. Explained the statute for Trustee's role. Encouraged Trustees to review all the bargaining agreements and shared examples. Explained the process by which policies are adopted, procedures are made, and the Board's responsibility to adopt a budget. Explained board is a public employer, outlined the hierarchy in a district, and went over communication options. Referred Trustees to BP1520 and provided examples of best communication's practices. In addition, provided best practices when socializing with staff, the requirement of Trustee school visits, and referred and recommended Trustees read the 1000 policies. Ended the work session with a discussion on open meeting laws.
- ii. **Topic: Board Meeting/Communication/Trustee Participation:** Chair Diane Lorenzen outlined Trustee attendance expectations, voting on agenda items, and reasons for abstaining. A brief discussion and question and answer session was held about board discussion and public comment.

## 10. ADJOURN: The meeting was adjourned 8:38 p.m.

**DATE: 10.12.2021****MISSOULA COUNTY  
PUBLIC SCHOOLS****Public Comment** <publiccomment@mcpsmt.org>

---

## Keep mask mandate please

**Valerie** <valeriekrex@gmail.com>

Wed, Sep 29, 2021 at 6:04 AM

To: publiccomment@mcpsmt.org

The masks are working. As delta rages through unmasked districts, our schools have been relatively safe places to send kids and have not had the closures that unmasked districts have. Montana is the 4th worst Covid state per 100k people in the country and we need these masks at school more than ever. I urge you to keep the masks until every Montanan of ALL age groups has had the chance to be vaccinated. This way, all who want this level of protection can have it before any other mitigation strategies like masks be removed.

Thank you for your hard work on this.

Valerie Krex  
Paxson district

Sent from my iPhone

---





Public Comment <publiccomment@mcpsmt.org>

---

## Mask mandate

---

**Daniel Lochridge** <dclochridge@mcpsmt.org>  
To: publiccomment@mcpsmt.org

Wed, Sep 29, 2021 at 7:32 AM

Hi,  
I am a teacher in the MCPS School District (Sentinel High School).  
I am sure you are receiving a lot of input about mask mandates. I would love to keep the mask mandate in place until the numbers start to fall again; not only for the safety of our students and staff, but to also help lessen the burden on the public health system. I also would hate to see us have to go back to remote learning if we remove the mask mandate and have a huge outbreak at a particular school.  
So, thank you for your consideration.

---



Public Comment &lt;publiccomment@mcpsmt.org&gt;

---

## Masks and covid safety

---

**Alison Reintjes** <alisonreintjes@hotmail.com>

Wed, Sep 29, 2021 at 8:27 AM

To: "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>

Thank you for the work you are doing to keep our schools and Missoula community safe.

I am writing as the mother of two MCPS students and as a contract teacher (through the Montana Natural History Center and SPARK! Arts) in MCPS schools.

I am strongly in support of requiring masks for all students, staff, and visitors. Ventilation and vaccination are equally important. However, MCPS has no control over which families and individuals choose to vaccinate. And, of course, our younger students do not even have that option yet.

My children homeschooled from March 2020- May 2021. They are loving being part of the in-person school community again. That would not be an option for our family without universal masking. Please help us continue to have our kids at school.

The plan for the first 6-weeks of school has allowed teachers to remove their mask in the classroom during instruction. My two kids feel unsafe when teachers who chose to remove their mask. Removing masks also fails to model the behavior we are asking of students. And, in many cases, it is likely our least cautious teachers who choose to remove their masks.

I ask that teachers stay masked in all indoor classroom settings.

Alison Reintjes  
ph: 330.806.2478  
www.alisonreintjes.com

---



Public Comment &lt;publiccomment@mcpsmt.org&gt;

---

## Mask wearing

---

**Caroline Lonski** <clonski@bigsky.net>  
To: publiccomment@mcpsmt.org

Wed, Sep 29, 2021 at 11:31 AM

Dear esteemed MCPS Board members,

Thank you for requiring masks in MCPSs. Masks have been proven to reduce the transmission of harmful viruses with no ill effects to people without special respiratory needs. Wearing a mask at school is far more desirable for my son than having to return to online schooling, and protects the health of students and our community. Please continue to keep our administrators, teachers, and students safe throughout this school year by continuing to follow CDC and WHO recommendations for mask wearing in public schools.

Thank you and stay well,  
Caroline Lonski

[https://www.who.int/emergencies/diseases/novel-coronavirus-2019/question-and-answers-hub/q-a-detail/q-a-children-and-masks-related-to-covid-19?fbclid=IwAR3OpGW2JICsOikEvL9s6tRV\\_PpuyCvcikA6xfBv8fEHYh76u83RDBM1MUg](https://www.who.int/emergencies/diseases/novel-coronavirus-2019/question-and-answers-hub/q-a-detail/q-a-children-and-masks-related-to-covid-19?fbclid=IwAR3OpGW2JICsOikEvL9s6tRV_PpuyCvcikA6xfBv8fEHYh76u83RDBM1MUg)

Sent from my iPhone

---

**MISSOULA COUNTY  
PUBLIC SCHOOLS**

**Public Comment** <publiccomment@mcpsmt.org>

---

## mask mandate

---

**Lorena Hillis** <mlhillis@charter.net>  
To: Publiccomment@mcpsmt.org

Wed, Sep 29, 2021 at 11:40 AM

I support a mask mandate in public schools. No one should have the right to spread a nasty disease because they don't want to wear a mask. Set up remote learning for unmasked kids, or put them all together, away from masked kids. It would be interesting, altho not very moral, to not have remote learning, but put all unmasked kids together and keep track of the Covid rates for both groups.

Lorena Hillis, Missoula

---

**MISSOULA COUNTY  
PUBLIC SCHOOLS**

**Public Comment** <publiccomment@mcpsmt.org>

---

## Masks in School

---

**Kirsten Cherubini** <kqcherubini@gmail.com>

Wed, Sep 29, 2021 at 12:00 PM

To: "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>

This may be too late. Please keep  
the mask policy in place. I will my child out of school if not protected by others during this surge.

Thank You,

Kirsten Cherubini

--

Kirsten Cherubini  
Main Street Pilates LLC  
Missoula, MT 59802  
406-541-2673

---

---

## Please keep school mask requirements

---

**Ashley Connell** <ashleyaconnell@gmail.com>

Wed, Sep 29, 2021 at 12:16 PM

To: Publiccomment@mcpsmt.org

Dear MCPS Board of Trustees,

Thank you for your ongoing work to keep our children and school staff safe amidst the high rates of COVID in our county, while also prioritizing children's education and wellbeing. I am the mother of a first grade student who just returned to school after a 12-day quarantine following two vaccinated family members testing positive. We are so grateful that our kids did not get sick, and to have them back in school. I'm writing to state my support for the current school mask requirements, and urge you to continue them. Overall, kids have adapted incredibly well to wearing masks, and more than anything, they need to be in school. Masking has proven to reduce transmission rates, as two new CDC studies have just shown. See <https://www.nytimes.com/2021/09/24/health/schools-mask-mandate-outbreaks-cdc.html> (excerpt below).

We cannot afford to remove masks at a time when cases are soaring, our hospitals and healthcare workers are overwhelmed, and our children are still unable to vaccinate. Masking is a small price to pay to keep our community safe and keep our kids in school.

Thank you very much for your consideration.

Ashley Connell Melwani  
Parent, Paxson Elementary

**Excerpt from New York Times article cited above:**

One study, conducted in Arizona, where children returned to school in July, found that schools that did not require staff and students to wear masks were 3.5 times as likely to have a virus outbreak as schools that required universal masking.

A second study looked at infections among all children in 520 different counties across the United States, and found that once the public school year started, pediatric cases increased at a far higher rate in counties where schools did not require masks.

---

**Public Comment** <publiccomment@mcpsmt.org>

Wed, Sep 29, 2021 at 12:16 PM

To: ashleyaconnell@gmail.com

Thank you for submitting your public comment. Just like comments made in person at a public board meeting, the comments you submit through email are public record and are available for any member of the Board and public to read. Please refrain from referring to confidential student or staff information, or making derogatory comments about students or staff members. If you do provide private confidential information, we will redact that information before placing it in any public document. Please refer to Board Policy 1441 for more information about public comments in general. Thank you!

**MISSOULA COUNTY  
PUBLIC SCHOOLS**

**Public Comment** <publiccomment@mcpsmt.org>

---

## Masks at School

---

**Lindsay Guttermuth** <guttermuth@gmail.com>

Wed, Sep 29, 2021 at 12:57 PM

Bcc: publiccomment@mcpsmt.org

Hello-

What factors are you taking into account at the upcoming board meeting in order to lift the mask mandate in public schools?

Regards,  
Lindsay Guttermuth

---



Public Comment &lt;publiccomment@mcpsmt.org&gt;

---

## Please continue mask mandate

---

**Pelah Hoyt** <hoyt.pelah@gmail.com>

Wed, Sep 29, 2021 at 1:25 PM

To: publiccomment@mcpsmt.org

Cc: Pam Wright <pcwright@mcpsmt.org>, rwatson@mcpsmt.org

Hello MCPS School Board,

Thank you for agreeing to require masks at school for the first six weeks of the year and for all of your work to keep students safe and in school. I urge you to continue the mask mandate. The mask mandate benefits students and our community by reducing the spread of covid in schools and reducing the number of children who miss school because they are close contacts. Reducing the spread of covid will also reduce pressures on our health care system which is extremely strained by the pandemic.

There is even more evidence supporting the value of masks in schools now than at the beginning of this school year including the studies the CDC released showing the effectiveness of masks in two counties in Arizona and a nationwide study. I have provided links to both studies here:

[https://www.cdc.gov/mmwr/volumes/70/wr/mm7039e1.htm?s\\_cid=mm7039e1\\_w](https://www.cdc.gov/mmwr/volumes/70/wr/mm7039e1.htm?s_cid=mm7039e1_w)

[https://www.cdc.gov/mmwr/volumes/70/wr/mm7039e3.htm?s\\_cid=mm7039e3\\_w](https://www.cdc.gov/mmwr/volumes/70/wr/mm7039e3.htm?s_cid=mm7039e3_w)

Closer to home Gallatin County released figures showing that schools without mask mandates has much higher incidence of covid than schools that required masks. Please see article here: [https://helenair.com/news/state-and-regional/govt-and-politics/gallatin-county-data-shows-fewer-covid-19-cases-in-schools-requiring-masks/article\\_30db68bd-7e32-59e0-8f72-82a867a0e465.html](https://helenair.com/news/state-and-regional/govt-and-politics/gallatin-county-data-shows-fewer-covid-19-cases-in-schools-requiring-masks/article_30db68bd-7e32-59e0-8f72-82a867a0e465.html)

My two sons attend elementary school in Missoula. Universal masking at school helps keep them safe. It does not harm them. They are happy to wear them because they know it will help our community get through this pandemic.

Sincerely,

Pelah Hoyt

---



**MISSOULA COUNTY  
PUBLIC SCHOOLS****Public Comment** <publiccomment@mcpsmt.org>

---

**Thank you**

---

**Elaine Higuera** <elaine.higuera@target.k12.mt.us>  
To: "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>

Wed, Sep 29, 2021 at 3:14 PM

Hello, MCPS School Board.

Thank you for making the difficult decision to have students wear masks while in enclosed spaces where social distancing is not possible while at school. I believe that your efforts have prevented countless cases and additional community spread of Covid 19. It is easier to react once something bad happens than it is to take action to prevent something bad from happening. I am sure you are receiving many angry emails and other complaints but rest assured, the silent majority just want to keep the kids safe and at school. Thank you for your time and effort trying to protect our children.

Sincerely,

*Elaine Higuera*

Technology Director

Target Range School District 23

Missoula, MT



**TARGET RANGE  
SCHOOL**

*Learn - Grow - Succeed*

---

## Mandatory masking in school

---

**Charissa Henderson** <hcharissa@ymail.com>

Thu, Sep 30, 2021 at 7:38 AM

Reply-To: Charissa Henderson <hcharissa@ymail.com>

To: "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>

Hello, my name is Charissa Packer and my son is a senior at Big Sky Highschool. I am writing to express my support for continued mandatory masking in schools, due to the corona virus pandemic. The virus case count is the highest it's ever been, our kids are in close contact and social distancing in school is near impossible. Our household takes care of my parents who are at severe risk if they contact the virus. My father had two cancer surgeries this year and my mother is a week out of the hospital after having quadruple bypass open heart surgery. It scares me to death that my son will bring home the virus from school and spread it to our family. Please consider the risks of removing the mask mandate. I highly encourage the school board to continue masking in schools, as my family's lives may depend on it.

Sent from Yahoo Mail on Android

---

---

## Continued mask use

---

**Armond Duwell** <armond.duwell@gmail.com>

Thu, Sep 30, 2021 at 12:58 PM

To: publiccomment@mcpsmt.org

To Whom it May Concern,

Please consider the following remarks when considering future mask policy.

The daily new infection rate is as high as it has been in the pandemic, hospitals are overflowing, and we are dealing with a more infectious virus than we were last year that is airborne. Furthermore, school age children under 12 have not had the opportunity to be vaccinated. This is not the time to back off on a mask mandate.

Both my son and daughter, who are part of the MCPS school district, have had teachers and members of their classes out because of COVID. The virus is all around our children. Had mask mandates not been in place, many more children would have missed school. If you want to keep moving forward on the good work of educating our children, and to do that one needs them to be in school, please maintain the mask mandate.

Sincerely,

-Armond Duwell

---

**MISSOULA COUNTY  
PUBLIC SCHOOLS**

Public Comment &lt;publiccomment@mcpsmt.org&gt;

---

**mask mandate in schools**

---

**Whitney Guthrie** <jamesandwhitney2@gmail.com>

Thu, Sep 30, 2021 at 4:13 PM

To: "publiccomment@mcpsmt.org" &lt;publiccomment@mcpsmt.org&gt;

To Whom It May Concern-

I am very disappointed in a lot of the comments I have read. It's very simple.

Our community spread of Covid is out of control right now. Our numbers are the highest they have ever been and the majority of people in our community are NOT wearing masks. As we have all seen being vaccinated does not cover you 100%. Vaccinated people are still getting very sick and spreading it.

In our schools the number of students contracting Covid is also increasing. However, they are not contracting it through the schools. They are getting Covid out in the community when they are NOT wearing masks. Masks in the schools are working. Masks are absolutely slowing the spread of Covid.

I know many parents don't want their kids wearing masks but I'm begging you to please support the mask mandate. Please do it for the health and safety of every person that works closely with your kids. I am a mother (my kids wear masks at school) and I'm one of the people who works closely with your kids. I also desperately don't want to get Covid.

Sincerely,

W. Guthrie

Sent from Mail for Windows 10



Public Comment <publiccomment@mcpsmt.org>

---

## Mask comment

---

**Lorena Hillis** <mlhillis@charter.net>  
To: publiccomment@mcpsmt.org

Thu, Sep 30, 2021 at 5:17 PM

I would like to add a comment for your school board discussion of mask mandates in school.

Start out the meeting with a question: How many of you do not want your children to get covid?

Follow that with: What can be done to prevent them from getting covid?

Maybe list their ideas on a white board.

Have an expert on hand that understand viral transmission and Covid characteristics.

This might be really helpful to parents who are resistant to masks.

Respectfully, Lorena Hillis, Missoula

**MISSOULA COUNTY  
PUBLIC SCHOOLS****Public Comment <publiccomment@mcpsmt.org>**

---

## Mask mandate

---

**Soazig Le Bihan** <soazig.lebihan@gmail.com>

Thu, Sep 30, 2021 at 6:54 PM

To: publiccomment@mcpsmt.org

To whom it may concern, .

I am reach out as the mother of two children in the wonderful public schools of Missoula. I want to voice my full support for the mask mandate in our schools. Until children can be vaccinated, the situation is highly precarious. Cases in Missoula have been at an all time high. The flu and cold season will be here soon and make things worse. It is a moral imperative to keep our children and our community as safe as possible. Having school children wear masks is one way to move toward that goal.

Please maintain the mask mandate.

Thanks,

Soazig Le Bihan

---



Public Comment <publiccomment@mcpsmt.org>

---

## Please mask at school

---

**Jenn Morris Banna** <jenniferbanna@hotmail.com>  
To: "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>

Fri, Oct 1, 2021 at 2:24 PM

I have 2 children attending Big Sky High School in Missoula. Thank you for keeping masking in place to start the school year. Please continue masks at school until COVID is no longer a threat to the most vulnerable populations. Our family depends on masking at school and other layers of protection to continue to work and care for those who are disabled or cannot be vaccinated.

Jenn Banna  
406-370-2290

---

---

## Question

---

**Gabriel Earle** <gabrielearle@yahoo.com>

Fri, Oct 1, 2021 at 9:01 PM

To: "rwatson@mcpsmt.org" <rwatson@mcpsmt.org>, "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>, "javgeris@mcpsmt.org" <javgeris@mcpsmt.org>, "gdecker@mcpsmt.org" <gdecker@mcpsmt.org>, "mgehl@mcpsmt.org" <mgehl@mcpsmt.org>, "nhobbins@mcpsmt.org" <nhobbins@mcpsmt.org>, "dlorenzen@mcpsmt.org" <dlorenzen@mcpsmt.org>, "vmcdonald@mcpsmt.org" <vmcdonald@mcpsmt.org>, "kmercerc@mcpsmt.org" <kmercerc@mcpsmt.org>, "woldperson@mcpsmt.org" <woldperson@mcpsmt.org>, "jvogel@mcpsmt.org" <jvogel@mcpsmt.org>, "awake@mcpsmt.org" <awake@mcpsmt.org>, "awalker-andrews@mcpsmt.org" <awalker-andrews@mcpsmt.org>

Mask Mandaters -

Based on your stunned silence, I've realized answering hard questions isn't necessarily your strong point.

I'll make this one easy for you, mkay?

How does having masks at school, but not school events, stop covid?

Give it a try, I know you can do it. I believe in you, really.

We The Parents will NEVER stop fighting for our children, rest assured.

Muah.

Gabriel Earle



**MISSOULA COUNTY  
PUBLIC SCHOOLS****Public Comment** <publiccomment@mcpsmt.org>

---

**(no subject)**

---

**Abi Durnell** <22durabi@student.mcpsmt.org>

Fri, Oct 1, 2021 at 2:24 PM

To: "publiccomment@mcpsmt.org" &lt;publiccomment@mcpsmt.org&gt;

There is a huge shortage in substitutes, teachers can't get coverage for their classes and in turn have to cover classes that aren't even theirs. This is also affecting the students, for example for the BPA our advisors who are teachers can't go because one is sick and the other can't find a substitute. Having teachers sub for other teachers is a violation of section 7.6 in the teachers contract. Not only is this putting a lot of strain on the moral of the school but many teachers don't have time to grade work or prep for their next class. If we want to improve the system before we have to shut down schools for lack of teachers, we must address the substitute issue. Most subs don't make much more then the students they teach and they don't get paid for periods they aren't teaching (ex: teaches 1<sup>st</sup> and 4<sup>th</sup> period). You need to address this issue before it starts to affect the states education.

Sent from Mail for Windows

---

**RE: supporting the mask mandate**

---

**Woessner, Bill** <william.woessner@mso.umt.edu>  
To: "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>  
Cc: "rwatson@mcpsmt.org" <rwatson@mcpsmt.org>

Fri, Oct 1, 2021 at 10:07 PM

Dear MCPS Board Members and Superintendent Watson,

As a Missoula resident, retired university educator, I want to thank you for protecting the most vulnerable in our community by requiring masks in all indoor settings in Missoula County Public Schools.

I am glad to see so few positive cases appearing in Missoula schools and other school districts that require masking.

Masks work, despite what the very vocal minority might say. Masks, along with distancing and hand-washing, are our youngest children's only defense against this virus. We surely do not wish that schools be closed again, which is the logical outcome should viral spread be enabled by unmasking.

I support continued required masking in the schools at all levels.

Sincerely,

William W. Woessner

126 McLeod Avenue

Missoula, MT.

---

**Please Continue to Require Face Coverings and Consider Other Precautions as well.**

---

**Janel Chin** <janelfalk@netscape.net>

Sat, Oct 2, 2021 at 7:01 AM

Reply-To: Janel Chin &lt;janelfalk@netscape.net&gt;

To: "publiccomment@mcpsmt.org" &lt;publiccomment@mcpsmt.org&gt;

Dear Public School Decision Makers:

Thanks for your work to keep Missoula's children educated during these challenging time. My seven year old, like many young children has not been able to attend school as much as she or I would like and feel is in her best interest during the pandemic. I believe that requiring face coverings and other mitigation efforts have been key in allowing her the valuable opportunities she has had to attend school in person.

We were recently notified by her school that she was a "close contact" of someone with COVID earlier this week and are in the midst of canceling a week of work and family activities to accommodate the request that she stay home. In talking with her about possible exposures I have been shocked to learn how many different individuals she is exposed to during her school day. I am very glad that at least most of those potential exposures were where both she and the other individual were wearing a face covering. I would be very reluctant to send her back to school if less mitigation strategies were in place, especially given how dire the situation is with healthcare staffing right now in our hospitals etc.

I am sure you are all familiar with the research in face coverings preventing illness but here's some information in case you would like to read more: [https://www.cnn.com/2021/09/24/health/school-masking-covid-outbreak/index.html?fbclid=IwAR3KSmmYXNgCl6vWPXh6DSovLWkDeWqhKVLbqC\\_1gShNji0v4vuRc\\_MqYyY](https://www.cnn.com/2021/09/24/health/school-masking-covid-outbreak/index.html?fbclid=IwAR3KSmmYXNgCl6vWPXh6DSovLWkDeWqhKVLbqC_1gShNji0v4vuRc_MqYyY); <https://www.cdc.gov/coronavirus/2019-ncov/science/science-briefs/masking-science-sars-cov2.html>; <https://www.pnas.org/content/118/4/e2014564118>; <https://www.npr.org/sections/health-shots/2020/11/11/933903848/wear-masks-to-protect-yourself-from-the-coronavirus-not-only-others-cdc-stresses>; <https://www.nature.com/articles/d41586-020-02801-8>; <https://www.ucsf.edu/news/2020/06/417906/still-confused-about-masks-heres-science-behind-how-face-masks-prevent> & [https://files.fast.ai/papers/masks\\_lit\\_review.pdf](https://files.fast.ai/papers/masks_lit_review.pdf).

I wish you the best as you decide the best path forward for education in our community. Thanks for your time and consideration.

Janel

---

## Public Comment

---

Oakland Jennifer <jenniferloakland@gmail.com>  
To: publiccomment@mcpsmt.org

Sat, Oct 2, 2021 at 9:53 AM

Dear MCPS Trustee:

First and foremost, I want to thank you for your service and your dedication to make sound and data-based decisions for the safety and wellbeing of our community's students and staff. This past year has been excruciating and your service to our community should not be overlooked. I am writing today simply to thank you for your service, and to also support your work in making data-based decisions that will allow schools to continue to stay open.

We've learned that across the country many school board members are being threatened, harrassed, bullied, and mobbed by protesters, loudly threatening trustees to cast votes to "unmask our children" in the name of "freedom." I do not personally see how a cloth mask has become some statement of freedom or not, but I also recognize that sadly this pandemic has brought out the worst in many. As a parent of MCPS students, a community member, a voter, a taxpayer, I want to lend my support in elected officials' decisions that are science-based and data driven- also with the caution that should be employed at times when we don't have all the answers- we don't yet know what we don't yet know- especially with an evolving virus. What I do know is that my children want to be in school, and **I support measures that allow schools to stay open for students and staff, safely.** I urge a taskforce to make decisions based on caution, knowing that sound scientific findings take time, and therefore guidance must often often change with time and data maturity. Stay diligent, stay the course, act with logic, compassion, caution, and a scientific mind. Across the country we are seeing real-time that schools that do not require children to wear masks are experiencing massive covid outbreaks, resulting in more disease spread, overwhelmed hospitals, and mass quarantines/school closures- do we really want OUR children to be the guinea pigs, and do I want my children's school to close? Personally, I do not.

My children and I are completely thrilled that school buildings are open- children can learn amongst their friends and teachers, in the most normal way possible right now.

According to the data (and lack of data) available now, I support making decisions with caution, and I support measures to keep pubic school learning in-person, including the current rule for children and staff to mask.

**Thank you for your very hard work.**

With respect,  
Jennifer Oakland

---

## Mask Mandate and the Life Long Learning Center

---

**Dominique Robinson** <robinsondominique75@yahoo.com>

Mon, Oct 4, 2021 at 9:28 AM

To: "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>

My daughter and I are participating in a Yoga class at the Lifelong Learning Center. My question is, half of the class does not wear their masks. I asked what the Mask Policy was because MCPS has a Mask mandate even in the Ad. building and they told me that the Mask was optional, because it was a school for adults and they have access to the vaccination. Well I'm not comfortable with that. Last summer they allowed us to use the Gym for our yoga and that provided safe distancing and the Covid threat appeared to be decreasing. This Fall they moved the yoga class into a small classroom and the class consists of at least 15 people. Yoga requires deep breathing exercises. Thus Covid safety requirements are not adhered too. I have no problem performing yoga with a mask. I am a recently retired 66 year old teacher, with health complications and fully vaccinated. I do not feel I should be penalized for doing all that I can to prevent the spread of Covid, nor does my daughter. We will not be able to continue our Yoga class unless the Mask Policy is enforced at the Lifelong Learning center due to fear of contracting Covid. Please enforce the Mask Mandate at the Lifelong learning Center.

Sent from Mail for Windows

**MISSOULA COUNTY  
PUBLIC SCHOOLS**

**Public Comment** <publiccomment@mcpsmt.org>

---

## Mask mandate

---

**carolbrett89@gmail.com** <carolbrett89@gmail.com>

Mon, Oct 4, 2021 at 2:28 PM

To: Publiccomment@mcpsmt.org

I enthusiastically support the MCPS's mask mandate. It is a simple way to help keep the children from getting sick from COVID. Carol Brett

Sent from my iPhone

---

---

## Allocations of Covid Grant Money

---

**daniel geary** <dancgear@gmail.com>  
To: publiccomment@mcps.k12.mt.us

Mon, Oct 4, 2021 at 7:18 PM

Greetings All:

I write tonight as a private citizen on personal email while on break as a janitor for MCPS.

Please, Board of Trustees, encourage---in fact mandate---that if the \$45,000.00 Covid grant is received, some of it will be used to pay substitute janitors and for district janitors working overtime. Currently the policy is to make cutbacks in the overtime allocation. Thus, someone asked to clean an 8-hour assignment in overtime is forced by allocation priorities to clean that assignment in half the time. This made little sense in pre-Covid times; it makes no sense in Covid times. We cannot dismiss the hand-contact potential of any illness...be it cold, flu or Covid. Yet we are.

Please say "not yet" to proposals to allocate all of this grant money to: administrative costs and/or testing. Testing is important; testing is not the entire defense. Please don't let this allocation be lost in the maze of vague data assessment by experts....when the real experts are the men and women working at car wash wates (one car wash in Missoula is offering \$18.00 per hour) to make sure nothing brown is found on the flush handles and door latches of bathrooms frequented by 300-400 children ages 5-11.

Thank you!

Daniel Geary, janitor

."...so much attention is paid to the aggressive sins, such as violence and cruelty, and greed with all their tragic effects, that too little attention is paid to the passive sins, such as apathy and laziness, which in the long run can have a more devastating and destructive effect upon society than the others." — **Eleanor Roosevelt**

**MISSOULA COUNTY  
PUBLIC SCHOOLS**

**Public Comment** <publiccomment@mcpsmt.org>

---

## Mask mandate

---

**Steve Zellmer** <szconsulting@msn.com>

Tue, Oct 5, 2021 at 10:08 AM

To: "publiccomment@mcpsmt.org" <publiccomment@mcpsmt.org>

Hello,

I'm writing to express my support for continuing the mask mandate in Missoula Public Schools. Let's do the right thing and keep protecting our children and community from ignorance and this virus!

Steve Zellmer

---





Public Comment &lt;publiccomment@mcpsmt.org&gt;

---

## Yes to masks

---

**Ginger Sillars** <gingerzsillars@gmail.com>  
To: publiccomment@mcpsmt.org

Wed, Oct 6, 2021 at 2:30 PM

I am in full favor of masks for all teachers, staff, and students until numbers in Missoula County drop and remain low; or my child, and other school-age children, have the option for vaccination.

I am a Certified Pediatric Nurse and the evidence shows that masks, hand washing, and distancing reduce the likelihood of transmission. I also believe the evidence that our children will learn and grow in a supportive classroom setting with their peers and teachers. My son is in first grade this year, and although this isn't what I hoped for his first years of school, I am willing to send him because the appropriate safety measures are in place, including masks.

Please continue to set the example that the safety and health of our children are important.

Thank you,  
Ginger Sillars

2021-22 ELEMENTARY - COMPLETED STUDENT ATTENDANCE			
For the Period Ending September 30, 2021			
OUT OF DISTRICT STUDENTS ATTENDING MCPS			
STUDENT NAME	School Attending	Grade	District of Residence
H., J.	Meadow Hill	8	Hellgate
C., C.	Lowell	K	Bonner
Q., E.	Lowell	2	Hellgate

MCPS  
OUT-OF-DISTRICT STUDENTS COMING INTO MCPS  
AS OF 9/30/2021

[illegible]

2021-22 ELEMENTARY - COMPLETED STUDENT ATTENDANCE			
For the Period Ending September 30, 2021			
MCPS ELEMENTARY STUDENTS ATTENDING OTHER DISTRICTS			
STUDENT NAME	School Attending	Grade	District of Residence
G.,J.	DeSmet	Pre-K	Hawthorne



**MCPS Face Covering Guidelines and Requirements**

**Approved by the MCPS Board of Trustees on August 10, 2021**

**As of August 16, 2021, until further notice, to be reviewed after the first 6 weeks of school.**

**The following guidelines will be followed in all K-12 MCPS Facilities as well as Administrative Offices.**

While indoors and while on MCPS transportation (Beach or other):

- Face coverings are required for all students, staff and volunteers or guests, regardless of vaccination status.
- Face coverings are not required when outdoors.
- Face coverings are not required while eating/drinking.
- In some circumstances, staff may lower face covering while teaching, presenting, speaking or providing directions as long as they can maintain appropriate distance (6ft) from others. This decision will be left to the discretion of the individual staff member. However, face coverings should be used when working with small groups or individual students.
- When working alone, not with students or not with members of the public, staff may remove face coverings.
- To be determined by Staff, there will be opportunities for students for routine “mask breaks” throughout the day, if appropriate distancing can be maintained.
- For details regarding face coverings (types and proper use), MCPS follows the CDC guidance titled: “[Your Guide to Masks.](#)”




## **Week Ending Oct 1, 2021**

### **Indicators for decision making.**

Note: The identified indicators may change over time due to the dynamic nature of COVID. The metrics for school decision making are supported by research and guidance from the [CDC](#) and the [AAP](#). These metrics will be updated at the end of each week. It is intended that these metrics will be used in consideration for decision making by the MCPS COVID Committee and the MCPS Board of Trustees.

### **Part A: Indicators of Community Transmission**


Missoula County Metrics ([MCCHD Data](#))








Indicator	Goal/Trigger	AS OF: 10/1/21	Current Status: Marker, Ex: 	Trend: Same Better or Worse than previous
<b>#1 Incident Rate:</b> Daily new cases of COVID 19, per 100K Missoula residents, 7-day average.	>25 : <b>Red</b> 10-24: <b>Orange</b> 1-9: <b>Yellow</b> <1: <b>Green</b>	IR = 89		Same
<b>#2 Test Positivity:</b> The number of positive tests divided by the total tests given in the county in the past 7 days	>10.0% <b>Red</b> 8.0 - 9.9% <b>Orange</b> 5.0 - 7.9% <b>Yellow</b> <5.0% <b>Green</b>	Test Positivity: 14.34%		Worse


---

### **Part B: School-based Metrics and Operational Capacity**







MCPS School-Based Metrics ([MCPS Summary Data](#))

Indicator	Goal/Trigger	AS OF: Week Ending 10/1/21	Current Status: Marker, Ex: 	Trend: Same Better or Worse than previous
-----------	--------------	----------------------------------	--	--

<b>#1 MCPS New Cases:</b> The total number of new cases per week, total over 7 days, as measured each Friday.	>75 : <b>Red</b> ≈ 35-74: <b>Orange</b> ≈ 15-34: <b>Yellow</b> <14: <b>Green</b>	New Cases = 67  (Previous week was 35)		Worse
<b>#2 MCPS Active Cases as compared to County:</b> The number of MCPS active compared with county active cases per 10K residents	75 - 100% = <b>Red</b> 51-75% = <b>Orange</b> 26-50% = <b>Yellow</b> < 25% = <b>Green</b>	Active Cases on 10/1  MCPS = 56  Missoula per 10K = 160		Worse
<b>#3 MCPS Route of Transmission for New Cases:</b> % of new cases each week, where transmission occurred outside of school	< 25% = <b>Red</b> 25-50% = <b>Orange</b> 50-75% = <b>Yellow</b> > 75% = <b>Green</b>	34% Confirmed transmission outside of school.		Same: significant number of cases are unknown trans.
<b>#4 MCPS Close Contacts:</b> The % of students or staff determined to be in quarantine due to close contact to a confirmed case. (Confirmed case does not have to be school-related.) MCPS Total Students + Staff = 10,800	> 6% of total number of MCPS students/staff = <b>Red</b>  4-5% = <b>Orange</b> 1-3% = <b>Yellow</b> <1% = <b>Green</b>	284 students or staff on quarantine  2.6% of total MCPS population		Worse
<b>#5 Staffing:</b> The % of staff, classified or certified, in isolation or quarantine, measured each week.  Metrics will vary related to size of staff / school.	K-5 >25% = <b>Red</b> 11-24% = <b>Orange</b> 5-10% = <b>Yellow</b> < 5% = <b>Green</b>  6-8 >20% = <b>Red</b> 15-19% = <b>Orange</b> 6-14% = <b>Yellow</b> <5% = <b>Green</b>  9-12	K5: Ave: 5.73%  6-8: Ave: 0.55%  9-12: Ave: 2.33%	K-5  6-8  9-12 	Worse

	>12% = Red 6-11% = Orange 3-5% = Yellow < 2% = Green			
<b>#6 MCPS Contact Tracing:</b> Length of time (hours) for contact tracing for a confirmed school-related case. Measured from when we are notified.	> 48 Hours = Red 30 - 48 = Orange 18 - 30 = Yellow < 18 = Green	<18 - 30 Hours		Same: Limited staff with high number of new cases

#### Additional Information and/or Data:

<b>Vaccination Rate and/or Availability</b> Percentage of age group in the county with at least one dose.	<40% Red 41-55% Orange 56-69% Yellow >70% Green	As reported by the County, 10/1/21  15-19 = 63% 12-14 = 45% <12 = 0%	15-19  12-14  <12% 	Same
<b>Unfilled Staff Positions:</b> Percentage: The number of positions that go unfilled each day due to lack of substitutes or lack of applicants, divided by total number of staff.	>5% Red 3-4.99% Orange 1-2.99% Yellow <1% Green	K5 Ave: 2.57%  6-8 Ave: 3.20%  9-12 Ave: 3.11%	K5  6-8  9-12 	TBD



MISSOULA COUNTY PUBLIC SCHOOLS  
GENERAL FUNDS EXPENSES BY OBJECT CODE  
FOR THE PERIOD JULY 1, 2020 TO JUNE 30, 2021

		Elementary Budget	Elementary YTD Expenditures	Secondary Budget	Secondary YTD Expenditures
Administrator Salaries	111	\$ 2,219,840	\$ 2,181,263	\$ 1,670,667	\$ 1,625,021
Certified Salaries	112	19,486,557	19,102,090	16,241,823	16,065,736
Other Certified Salaries/Specialists Salaries	113	3,036,425	2,882,426	793,215	775,269
Custodial/Trades and Crafts Salaries	114	1,740,240	1,801,414	1,525,175	1,583,952
Clerical/Secretarial Salaries	115	1,506,508	1,614,087	1,302,547	1,361,233
Athl-Trnrs/Equip Mgrs Salaries	116	-	-	59,822	265,889
Para educator Salaries	117	2,403,227	2,099,419	982,318	681,863
Supervisor Salaries	118	84,506	94,272	146,786	154,598
Substitute Salaries	120	578,094	269,856	418,233	242,132
Homebound	122	25,000	12,567	96,000	52,359
Service work Temporary	126	4,277	4,513	2,027	63
Work Students Salaries	127	430	-	-	-
Tech Support Temporary Salaries	129	700	-	-	-
Overtime Salaries	130	11,735	30,708	42,975	92,989
Professional extra Salaries	132	35,412	13,351	8,491	3,291
Stipend Salaries	150	4,200	12,542	7,500	11,475
Excess sick leave	160	61,800	120,302	49,029	98,213
Vacation Term Pay	170	60,825	110,594	45,700	46,074
Sick Term pay	180	412,891	340,545	346,411	342,269
<b>Salaries</b>		<b>\$ 31,672,667</b>	<b>\$ 30,689,949</b>	<b>\$ 23,738,719</b>	<b>\$ 23,402,427</b>
<b>Total Benefits</b>		<b>\$ 4,855,838</b>	<b>\$ 4,532,116</b>	<b>\$ 3,219,615</b>	<b>\$ 3,118,368</b>
<b>Total Salaries and Benefits</b>		<b>\$ 36,528,505</b>	<b>\$ 35,222,065</b>	<b>\$ 26,958,334</b>	<b>\$ 26,520,794</b>
Contracted Services		\$ 724,302	\$ 724,426	502,105	\$ 501,141
Utilities		1,101,744	942,122	1,169,336	1,061,048
Repair & Maint Service		67,232	121,162	91,989	189,866
Field Trips/Student Travel Costs		16,250	1,030	436,499	340,009
Insurance Prop Liab	520	435,513	434,604	329,236	311,267
Telephone/Postage/Advertising		127,508	87,629	98,065	67,060
In-service Travel		94,431	154,060	119,290	34,428
Supplies/Equipment/Software		1,130,057	1,692,345	921,527	998,043
Dues/Fees & unallocated		1,563,473	87,470	125,302	95,472
Operating Transfer to other fund		194,807	2,516,728		632,556
		<b>\$ 5,455,317</b>	<b>\$ 6,761,575</b>	<b>\$ 3,793,349</b>	<b>\$ 4,230,889</b>
<b>Grand Total General Fund Expenditures</b>		<b>\$ 41,983,822</b>	<b>\$ 41,983,640</b>	<b>\$ 30,751,683</b>	<b>\$ 30,751,683</b>

**YEAR END PRESERVATION/EXPENDITURE OF GENERAL FUNDS**

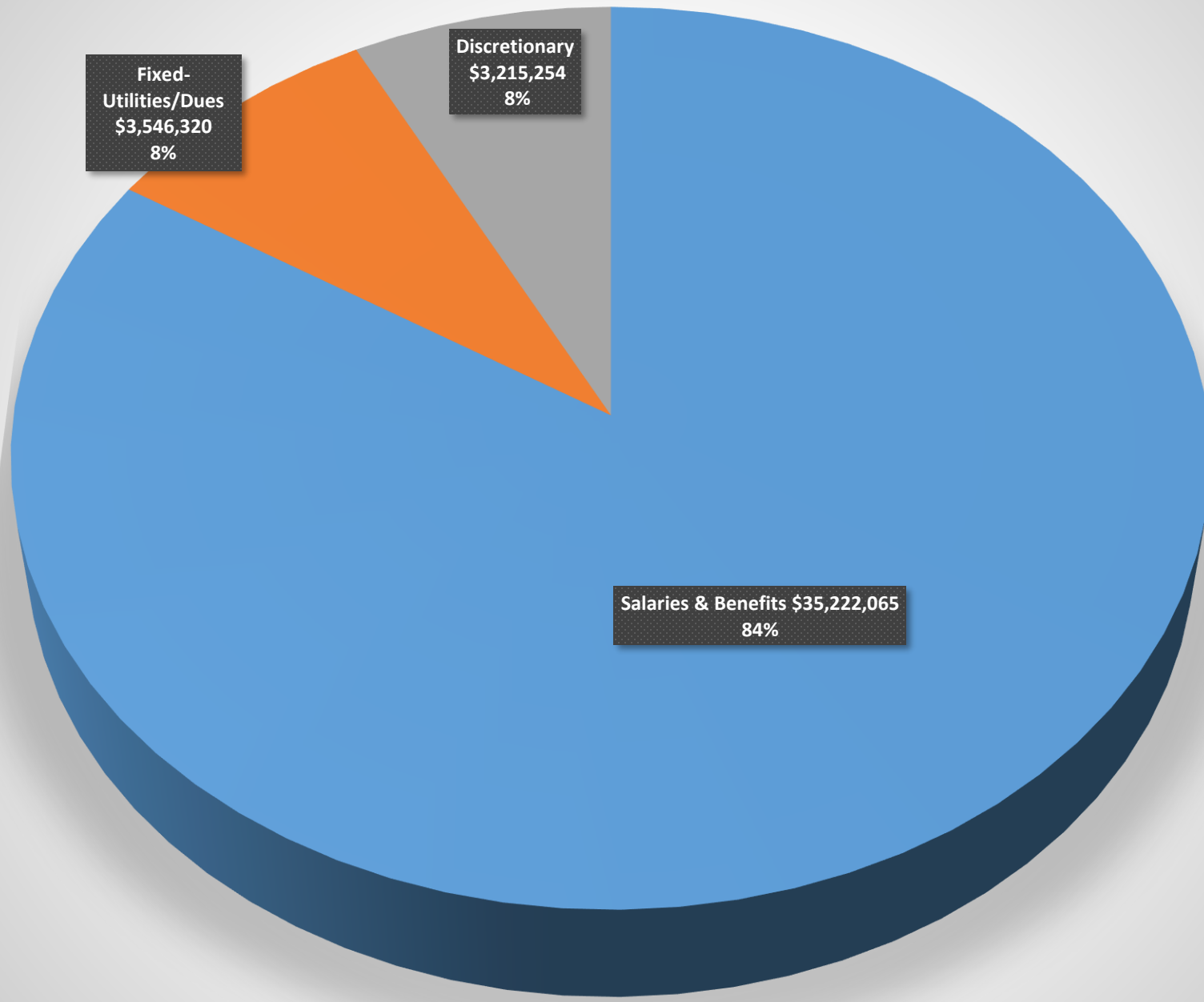
	Elementary	Secondary
Cover Indirect Cost expenditures w/General Fund	140,296	56,466
Transfer to Compensated Absences Fund	145,000	190,000
Cover Medicaid (MAC billing) expenditures with General Fund	39,000	26,000
Cover Food Service expenditures with General Fund	-	259,068
Transfer unexpected building funds to Multi District Agreement for building use	27,075	82,168
Cover Medicaid direct billing expenditures w/General Fund	207,519	144,273
Cover staff/supply expenditures typically covered with rental proceeds w/General Fund	49,460	25,992
Cover Building Reserve expenditures w/General Fund	539,118	240,615
Cover athletic expenditures, typically covered with participation fees, w/General Fund	12,698	63,065
Transfer to Multidistrict Agreement Fund (Interlocal Agreement Fund)	2,344,652	442,556
	<b>\$ 3,504,819</b>	<b>\$ 1,530,202</b>

MISSOULA COUNTY PUBLIC SCHOOLS  
GENERAL FUNDS EXPENSES  
FOR THE PERIOD JULY 1, 2020 TO JUNE 30, 2021

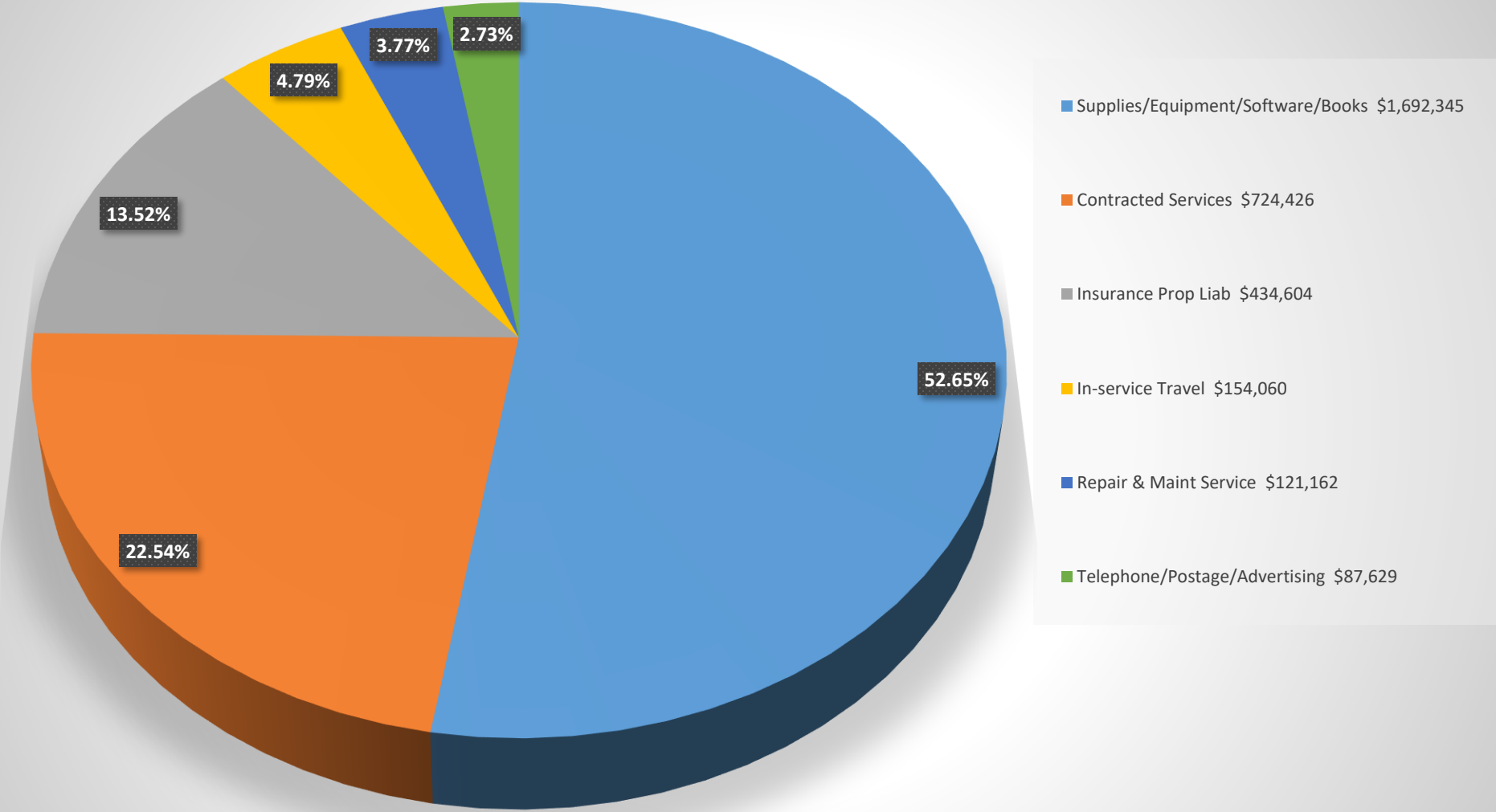
	Elementary				Secondary			
	Budget	Year to Date	Percent of Total Exp	Percent of Budget	Budget	Year to Date	Percent of Total Exp	Percent of Budget
Salaries*	\$ 31,137,151	\$ 30,118,508	86%	97%	\$ 23,297,579	\$ 22,915,871	86%	98%
Excess sick leave 160	61,800	120,302	0%	195%	49,029	98,213	0%	200%
Vacation Term Pay 170	60,825	110,594	0%	182%	45,700	46,074	0%	101%
Sick/Term pay 180	412,891	340,545	1%	82%	346,411	342,269	1%	99%
Wk Comp/Health/Life/Disablity Ins	4,855,838	4,532,116	13%	93%	3,219,615	3,118,368	12%	97%
<b>Total Salaries and Benefits</b>	<b>\$ 36,528,505</b>	<b>\$ 35,222,065</b>			<b>\$ 26,958,334</b>	<b>\$ 26,520,794</b>		
Contracted Services	\$ 724,302	\$ 724,426	2%	100%	\$ 502,105	\$ 501,141	2%	100%
Utilities	1,101,744	942,122	2%	86%	\$ 1,169,336	1,061,048	3%	91%
Repair & Maint Service	67,232	121,162	0%	180%	\$ 91,989	189,866	1%	206%
Field Trips/Student Travel Costs	16,250	1,030	0%	6%	\$ 436,499	340,009	1%	78%
Insurance Prop Liab 520	435,513	434,604	1%	100%	\$ 329,236	311,267	1%	95%
Telephone/Postage/Advertising	127,508	87,629	0%	69%	\$ 98,065	67,060	0%	68%
In-service Travel	94,431	154,060	0%	163%	\$ 119,290	34,428	0%	29%
Supplies/Equipment/Software	1,130,057	1,692,345	4%	150%	\$ 921,527	998,043	3%	108%
Dues/Fees & unallocated	1,563,473	87,653	0%	6%	\$ 125,302	95,472	0%	76%
Operating Transfer to other fund	194,807	2,516,728	6%	1292%	-	632,556	2%	-
	\$ 5,455,317	\$ 6,761,758			\$ 3,793,349	\$ 4,230,889		
<b>Grand Total General Fund Expenditures</b>	<b>\$ 41,983,822</b>	<b>\$ 41,983,822</b>			<b>\$ 30,751,683</b>	<b>\$ 30,751,683</b>		

\* Excludes Excess Sick leave and Termination Pay

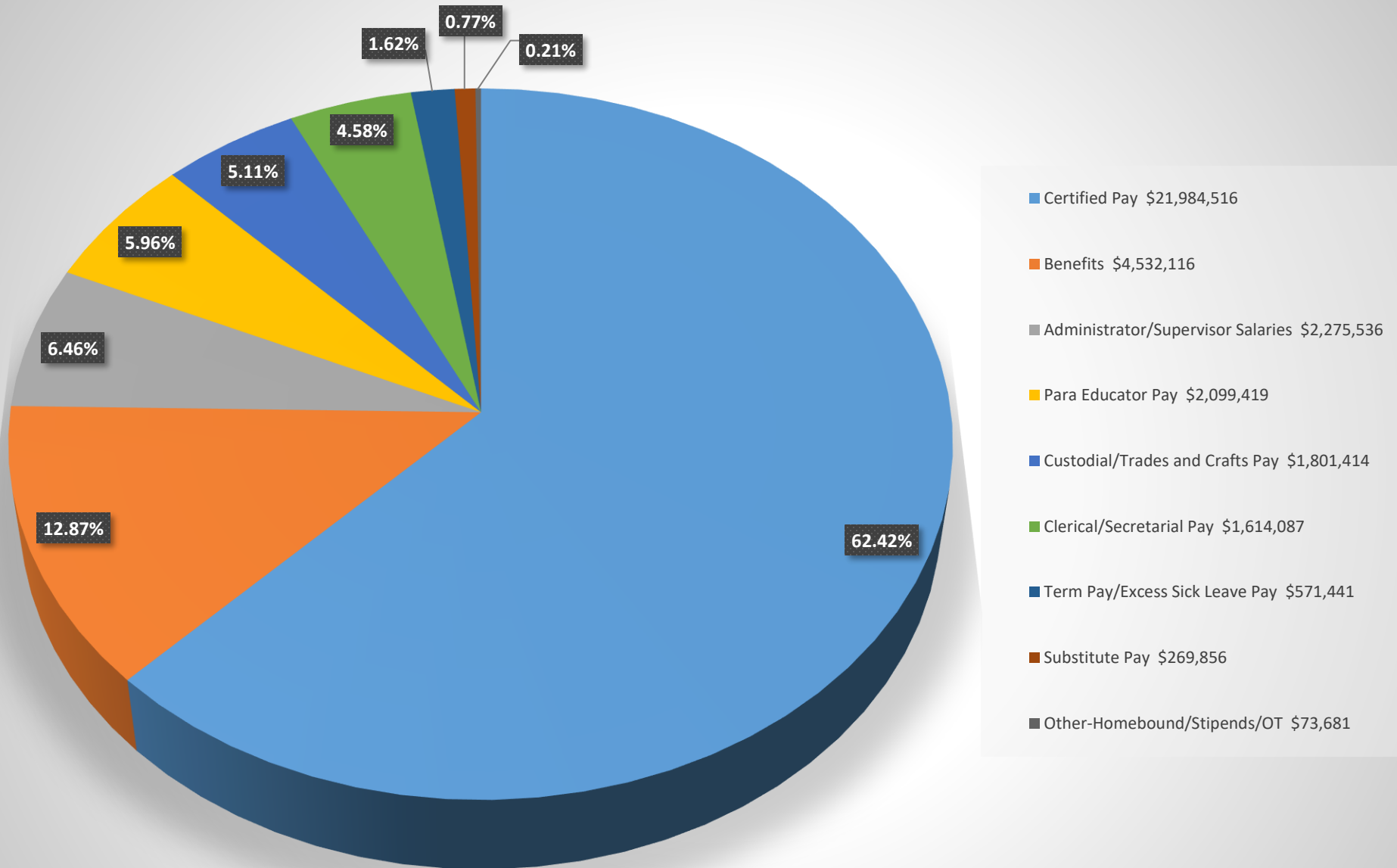
## FY21 Elementary General Fund Expenditures



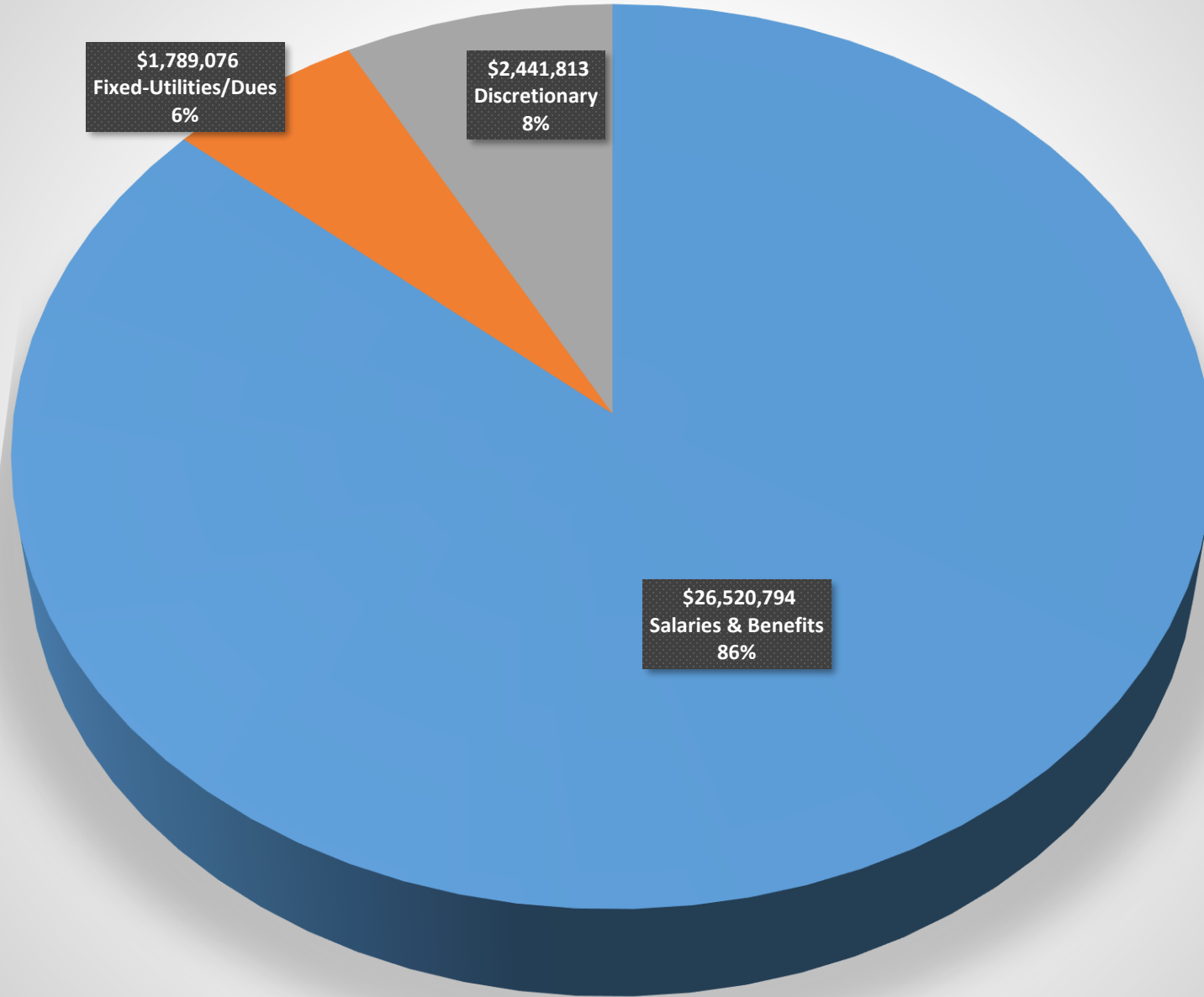
FY21 Elementary Discretionary



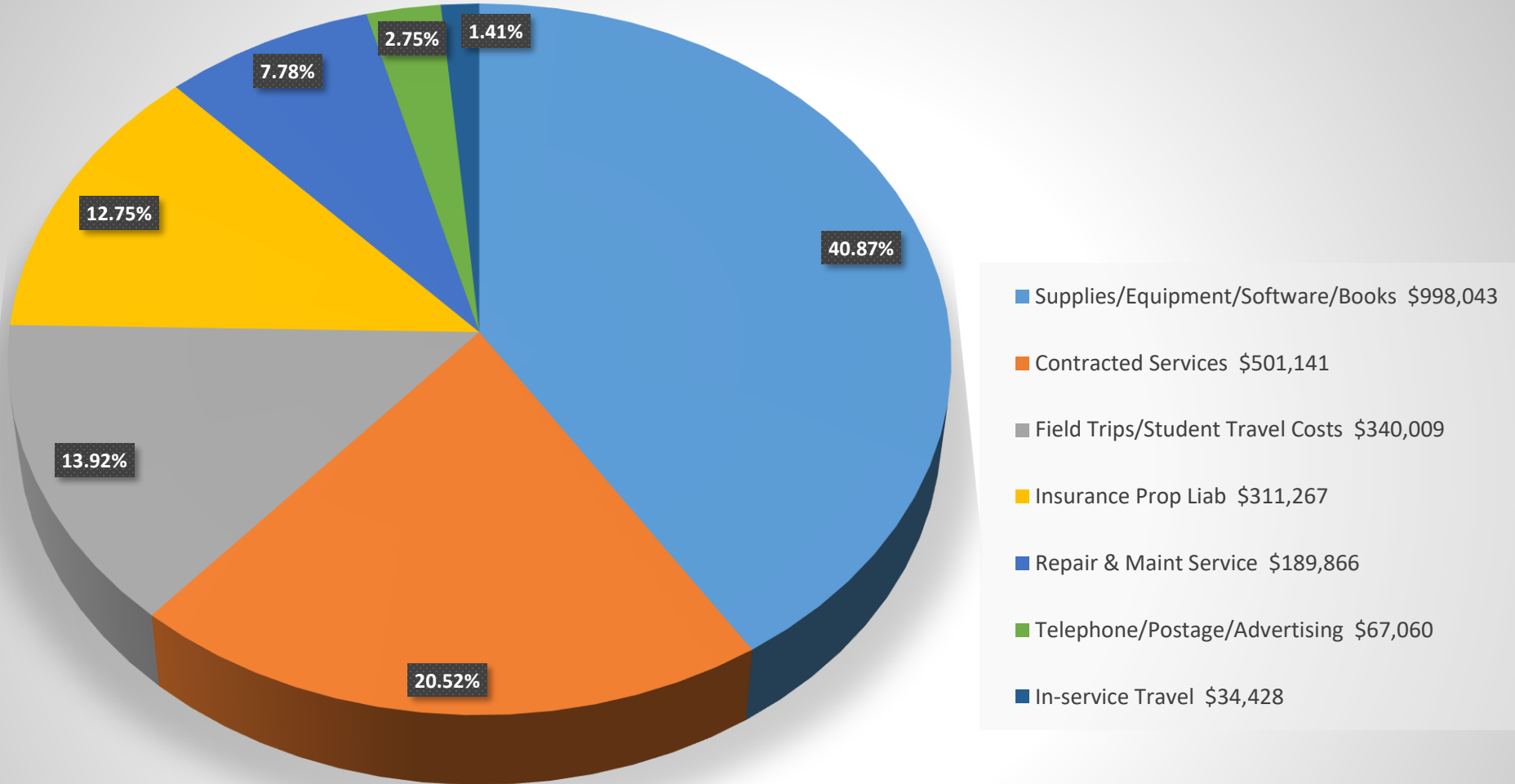
## FY21 Elementary Salaries and Benefits



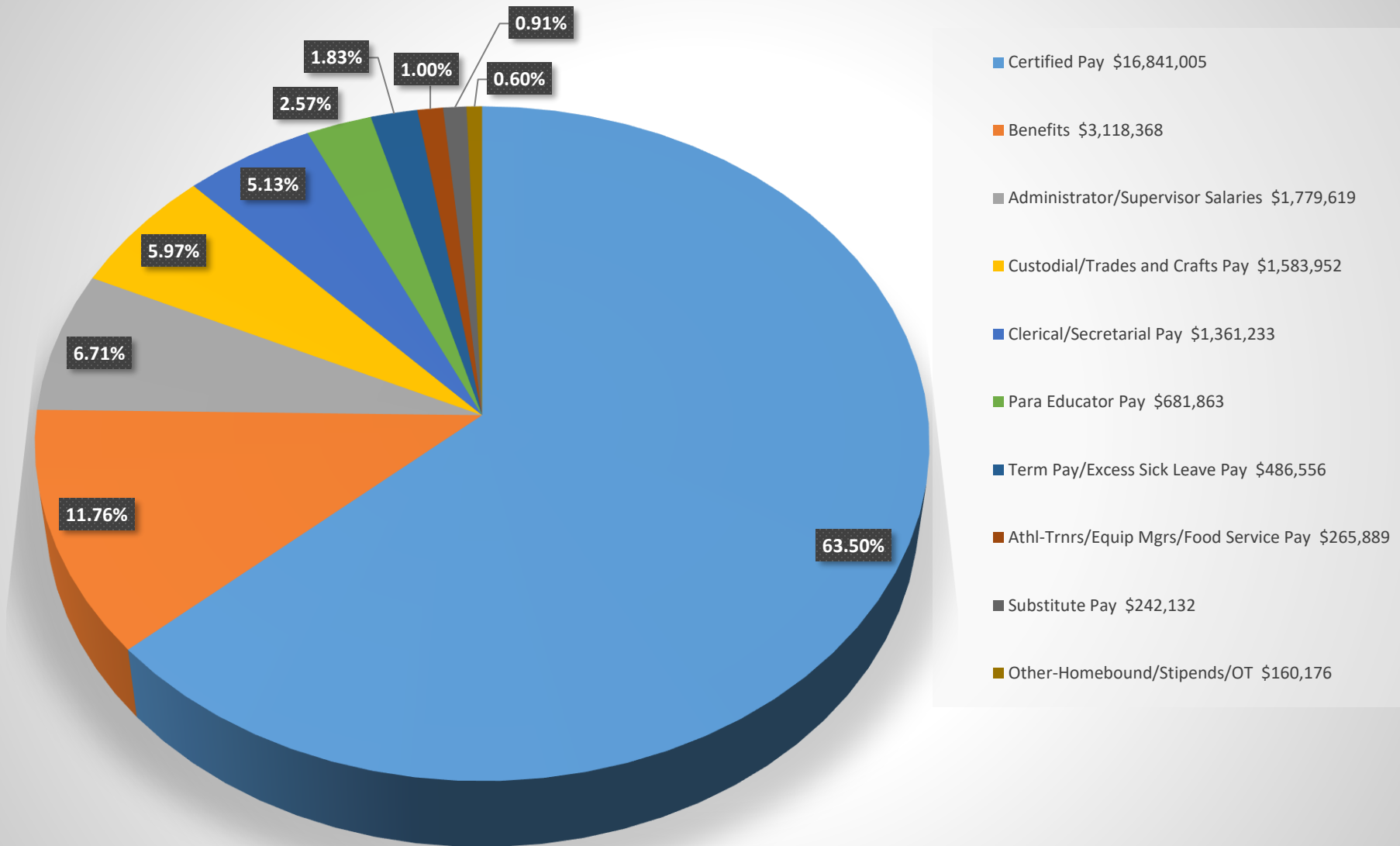
## FY21 High School General Fund Expenditures



## FY21 High School Discretionary



## FY21 High School Salaries and Benefits





**DATE: 10.12.2021**

*This form is required to obtain permission from the Board of Trustees to apply for the grant. The completed form should be submitted to the Superintendent's Office on or before the first or third Wednesday of the month to be placed on the Board of Trustees regular meeting agenda.*

**GRANT APPLICATION SUMMARY****NAME OF GRANT/SOURCE OF FUNDING:**


**DATE GRANT APPLICATION DUE:**

--

**AMOUNT OF GRANT:**

--

**MATCHING MCPS FUNDS REQUIRED:**

--

**DESCRIPTION OF GRANT:** ☐ **ELEMENTARY** ☐ **SECONDARY**

What content area/curriculum will be addressed through these grant funds?  
Learning objective. What standards will be addressed?  
How will this grant enhance student learning?

--

**PERSON/SCHOOL APPLYING FOR GRANT:**

--

**DATE SUBMITTED TO SUPERINTENDENT'S OFFICE:**

--

**MISSOULA COUNTY PUBLIC SCHOOLS  
ELEMENTARY SCHOOL DISTRICT NO. 1  
MISSOULA COUNTY**

**RESOLUTION 2021-3 (E)**

WHEREAS, Missoula County Public Schools Elementary School District No. 1, Missoula County, State of Montana, owns the real property which contains Lowell Elementary school and the playground land commonly known as Westside Park;

WHEREAS, the City of Missoula, through its Parks and Recreation Department ("City"), entered into an agreement to lease Westside Park from MCPS for 30 years; and

WHEREAS, the leased property is depicted on Exhibit "A", attached hereto for reference.

WHEREAS, the lease agreement reflects the continued cooperation between MCPS and the City for the use and management of Westside Park for the safety, security and benefit of Lowell students, neighborhood residents, and the community.

WHEREAS, the 2019 Westside Park Master Plan, cooperatively developed by MCPS and the City, serves as a guide for reinvestment and refurbishment of Westside Park. The map of the Westside Park Master Plan is attached as Exhibit "B" for reference; and

WHEREAS, the lease agreement authorizes the City to improve the leased property by landscaping, installing playground equipment, including a sport court, and making related improvements, in accordance with the Westside Park Master Plan;

WHEREAS, the lease agreement outlines the rights and responsibilities of the parties with respect to the use, maintenance and management of the park and playground;

WHEREAS, the City intends to apply for a grant from the Land and Water Conservation Fund (LWCF) Program, and would like the board to support this effort;

WHEREAS, the LWCF program provides matching grants to state and tribal governments for the acquisition and development of public parks and other outdoor recreation sites;

WHEREAS, the LWCF grant award would require MCPS to ensure that the playground property, depicted on the attached Exhibit "A", would be operated, and maintained for outdoor recreation in perpetuity;

WHEREAS, the LWCF grant award would also require a commitment by MCPS not to allow an encroachment that would be inconsistent with outdoor recreation, in

perpetuity;

WHEREAS, despite the firm requirements of the LWCF grant, which are intended to ensure that an area funded with LWCF assistance must continually be maintained in public recreation use, current law allows conversion of the property if the National Park Service (NPS) approves substitution property of reasonably equivalent usefulness and location and of at least equal fair market value (See 36 CFR 59.3); and

WHEREAS, MCA 20-6-602 states that trustees have the “power and responsibility to hold in trust all real and personal property of the district for the benefit of the schools and children of the district.”;

BE IT RESOLVED, to better serve the needs of Lowell students, residents, neighbors, and the community, MCPS supports the City of Missoula making application for an LWCF grant for the Westside Park project.

BE IT RESOLVED, that the board acknowledges the LWCF grant requirements, as outlined above.

BE IT RESOLVED, that the board expects the rights and responsibilities outlined in the lease agreement to continue in full force and effect.

---

Marcia Holland, Chair  
Board of Trustees

---

Pat McHugh, Clerk  
Board of Trustees

RESOLUTION APPROVED ON: February 9, 2021

**EXHIBIT A**  
**WESTSIDE PARK LAND LEASE AERIAL MAP**



## EXHIBIT B ADOPTED WESTSIDE PARK MASTER PLAN



## EXHIBIT C

**MISSOULA COUNTY PUBLIC SCHOOLS  
PERSONNEL REPORT  
BOARD MEETING  
October 12, 2021**

**Topic:** Monthly Personnel Report

**Policy Question:** Board approves hires, resignations, retirements, terminations, and specific leaves as stated by contracts.

**Background Information:** Provided is the routine monthly Personnel Report. The report reflects the monthly request for personnel to be hired, leaves to be granted, retirements and resignations to be accepted, and terminations to be approved. Included in the packet is the monthly Personnel Report upon which the Board must take action.

**Administrative Recommendation:** Administration recommends the Board approve the monthly Personnel Report as provided.

ELEMENTARY CERTIFIED/PROFESSIONAL PERSONNEL REPORT			
<b>CERTIFIED/LICENSED HIRES</b>			
Contingent upon satisfactory results of a criminal background check.			
Kendra Steele NT1	1.0 FTE Grade 7 (1 year only)	Meadow Hill	Replaces G. Imhoff LOA
<b>RE-ELECTION OF 2020-21 NON-TENURED TEACHERS FOR 2021-22</b>			
Tiffany Reed NT2	1.0 FTE Kindergarten (1st sem.)	MOA	NEW
<b>CERTIFIED TEACHER CHANGES IN ASSIGNMENT AND/OR IN FTE FOR 2021-22</b>			
Greg Imhoff	From: 1.0 FTE Grade 7 Meadow Hill	To: 1.0 Teacher/Mentor Coach District	NEW - ESSER \$ (1 yr. only)
Stacy Holden	From: .80 FTE School Counselor Charlo/Rattlesnake/J. Rankin	To: 1.0 FTE Behavior Interven. Jeannette Rankin	Replaces K. Keller resign
Lance Dandliker	From: .70 FTE School Counselor Lowell / Lewis & Clark	To: .90 FTE School Counselor Lowell / L&C / Rattlesnake	Replaces S. Holden transfer remainder of school year
<b>CERTIFIED RESIGNATIONS</b>			
Kristine Keller	1.0 FTE Behavior Interventionist	Jeannette Rankin	Effective October 1, 2021
Kassandra Lauritzen	1.0 FTE Special Ed	Franklin	Effective October 1, 2021
<b>HIRE OF LONG TERM SUBSTITUTE TEACHERS</b>			
Contingent upon satisfactory results of a criminal background check.			
Connie Heiser	Long Term Sub	Hawthorne	For Christina Pucko
Elizabeth Gomez	Long Term Sub	Hawthorne	For Kristina Fields
Kelsey Farago	Long Term Sub	Rattlesnake	For Taylor Sanchez
Jessica Conner	Long Term Sub	CS Porter	For Laura Adams
<b>EXTRA DUTY HIRES</b>			
Contingent upon satisfactory results of a criminal background check.			
None			
<b>EXTRA DUTY ASSIGNMENTS (current employees and/or continuing coaches)</b>			
Aneska Lindblad Elam	BPA Advisor	Washington	
Alec Arntzen	MS Robotics Advisor	District	
Thomas "Scott" Edge	MS Robotics Advisor	District	
<b>EXTRA DUTY RESIGNATIONS</b>			
None			
<b>TERMINATION OF LONG TERM SUBSTITUTE TEACHERS</b>			
Administration recommends termination of the long term substitute teachers listed below in accordance with the attached resolutions:			
Connie Heiser	Long Term Sub	Hawthorne	For Christina Pucko
Elizabeth Gomez	Long Term Sub	Hawthorne	For Kristina Fields
Kelsey Farago	Long Term Sub	Rattlesnake	For Taylor Sanchez
Jessica Conner	Long Term Sub	CS Porter	For Laura Adams
			<b>Attachment 1</b>
<b>AUTHORIZED FTE</b>			
1.0 FTE (1st semester)	Kindergarten	MOA	due to enrollment ESSER \$
BPA	Stipend	M. Hill, Porter, Washington	101-**-100-1010-50150 \$1366.67 each

**RESOLUTION FOR TERMINATION**  
**AND NON-RE-ELECTION OF THE TEACHING CONTRACT OF**  
**NON-TENURED TEACHER**

**WHEREAS**, Connie Heiser is assigned to substitute teach and will receive a **NON-TENURED** teaching contract with the **Missoula County Public School District #1** beginning on the first (1<sup>st</sup>) day of substituting for Christina Pucko **during the 2021-22 school year until the end of the school year, June 10, 2022.** Connie Heiser will begin receiving a prorated daily rate of pay and a non-tenured contract in the absence of the regular teacher, Christina Pucko.

**BE IT RESOLVED** by the Board of Trustees of Missoula County Public School District #1 that pursuant to Montana Codes Annotated, Section 20-4-206, the non-tenured teaching contract of Connie Heiser, beginning on the first (1<sup>st</sup>) day of substitute teaching for Christina Pucko during the 2021-2022 school year, is hereby terminated in the Missoula County Public School District #1 effective **the end of the school year, June 10, 2022.**

**BE IT FURTHER RESOLVED** that written notice be sent to **Connie Heiser**, regarding the termination and non-reelection of her contract as provided by law and that such notice shall be in substantially the following form:

**NOTICE OF TERMINATION FOR A NON-TENURED TEACHER**

*You are hereby notified that at a regular meeting of the Board of Trustees of the Missoula County Public School District #1 held on **October 12, 2021**, it was resolved after a majority vote of the Board to terminate your non-tenured contract, which begins the first (1<sup>st</sup>) day of substitute teaching for Christina Pucko, effective **through the end of the school year, June 10, 2022** and not to elect you for re-employment for the **2022-23** school year. The action of the Board of Trustees was taken pursuant to M.C.A. Section 20-4-206.*



Chairperson, Board of Trustees  
Missoula County Public Schools



**RESOLUTION FOR TERMINATION**

**AND NON-RE-ELECTION OF THE TEACHING CONTRACT OF**

**NON-TENURED TEACHER**

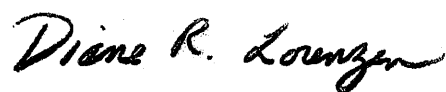
**WHEREAS**, Elizabeth Gomez is assigned to substitute teach and will receive a **NON-TENURED** teaching contract with the **Missoula County Public School District #1** beginning on the thirty-sixth (36th) day of substituting for Kristina Fields **during the 2021-2022 school year until the end of the school year, June 10, 2022 or upon return of Kristina Fields the teacher on leave, whichever occurs first.** Elizabeth Gomez will begin receiving prorated daily rate of pay and a non-tenured contract if the absence of the regular teacher, Kristina Fields, continues for more than thirty-five (35) consecutive work days and if the assignment of Elizabeth Gomez to substitute teach for Kristina Fields continues for more than thirty-five (35) days.

**BE IT RESOLVED** by the Board of Trustees of Missoula County Public School District #1 that pursuant to Montana Codes Annotated, Section 20-4-206, the non-tenured teaching contract of Elizabeth Gomez, beginning on the thirty-sixth (36) work day of substitute teaching for Kristina Fields during the 2021-2022 school year is hereby terminated in the Missoula County Public School District #1 effective **upon the return of Kristina Fields, the teacher on leave, or the end of the school year, June 10, 2022, whichever occurs first.**

**BE IT FURTHER RESOLVED** that written notice be sent to **Elizabeth Gomez**, regarding the termination and non-reelection of her contract as provided by law and that such notice shall be in substantially the following form:

**NOTICE OF TERMINATION FOR A NON-TENURED TEACHER**

*You are hereby notified that at a regular meeting of the Board of Trustees of the Missoula County Public School District #1 held on **October 12, 2021**, it was resolved after a majority vote of the Board to terminate your non-tenured contract, which begins the thirty-sixth (36th) work day of substitute teaching for Kristina Fields, effective **upon the return of the teacher on leave or the end of the school year, June 10, 2022, whichever occurs first**, and not to elect you for re-employment for the **2022-2023** school year. The action of the Board of Trustees was taken pursuant to M.C.A. Section 20-4-206.*



Chairperson, Board of Trustees  
Missoula County Public Schools

**RESOLUTION FOR TERMINATION**

**AND NON-RE-ELECTION OF THE TEACHING CONTRACT OF**

**NON-TENURED TEACHER**

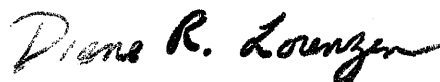
**WHEREAS**, Kelsey Farago is assigned to substitute teach and will receive a **NON-TENURED** teaching contract with the **Missoula County Public School District #1** beginning on the thirty-sixth (36th) day of substituting for Taylor Sanchez **during the 2021-2022 school year until the end of the school year, June 10, 2022 or upon return of Taylor Sanchez the teacher on leave, whichever occurs first.** Kelsey Farago will begin receiving prorated daily rate of pay and a non-tenured contract if the absence of the regular teacher, Taylor Sanchez, continues for more than thirty-five (35) consecutive work days and if the assignment of Kelsey Farago to substitute teach for Taylor Sanchez continues for more than thirty-five (35) days.

**BE IT RESOLVED** by the Board of Trustees of Missoula County Public School District #1 that pursuant to Montana Codes Annotated, Section 20-4-206, the non-tenured teaching contract of Kelsey Farago, beginning on the thirty-sixth (36) work day of substitute teaching for Taylor Sanchez during the 2021-2022 school year is hereby terminated in the Missoula County Public School District #1 effective **upon the return of Taylor Sanchez, the teacher on leave, or the end of the school year, June 10, 2022, whichever occurs first.**

**BE IT FURTHER RESOLVED** that written notice be sent to **Kelsey Farago**, regarding the termination and non-reelection of her contract as provided by law and that such notice shall be in substantially the following form:

**NOTICE OF TERMINATION FOR A NON-TENURED TEACHER**

*You are hereby notified that at a regular meeting of the Board of Trustees of the Missoula County Public School District #1 held on **October 12, 2021**, it was resolved after a majority vote of the Board to terminate your non-tenured contract, which begins the thirty-sixth (36th) work day of substitute teaching for Taylor Sanchez, effective **upon the return of the teacher on leave or the end of the school year, June 10, 2022, whichever occurs first**, and not to elect you for re-employment for the **2022-2023** school year. The action of the Board of Trustees was taken pursuant to M.C.A. Section 20-4-206.*



Chairperson, Board of Trustees  
Missoula County Public Schools

**RESOLUTION FOR TERMINATION**

**AND NON-RE-ELECTION OF THE TEACHING CONTRACT OF**

**NON-TENURED TEACHER**

**WHEREAS**, Jessica Conner is assigned to substitute teach and will receive a **NON-TENURED** teaching contract with the **Missoula County Public School District #1** beginning on the thirty-sixth (36th) day of substituting for Laura Adams **during the 2021-2022 school year until the end of the school year, June 10, 2022 or upon return of Laura Adams the teacher on leave, whichever occurs first.** Jessica Conner will begin receiving prorated daily rate of pay and a non-tenured contract if the absence of the regular teacher, Laura Adams, continues for more than thirty-five (35) consecutive work days and if the assignment of Jessica Conner to substitute teach for Laura Adams continues for more than thirty-five (35) days.

**BE IT RESOLVED** by the Board of Trustees of Missoula County Public School District #1 that pursuant to Montana Codes Annotated, Section 20-4-206, the non-tenured teaching contract of Jessica Conner, beginning on the thirty-sixth (36) work day of substitute teaching for Laura Adams during the 2021-2022 school year is hereby terminated in the Missoula County Public School District #1 effective **upon the return of Laura Adams, the teacher on leave, or the end of the school year, June 10, 2022, whichever occurs first.**

**BE IT FURTHER RESOLVED** that written notice be sent to Jessica Conner, regarding the termination and non-reelection of her contract as provided by law and that such notice shall be in substantially the following form:

**NOTICE OF TERMINATION FOR A NON-TENURED TEACHER**

*You are hereby notified that at a regular meeting of the Board of Trustees of the Missoula County Public School District #1 held on **October 12, 2021**, it was resolved after a majority vote of the Board to terminate your non-tenured contract, which begins the thirty-sixth (36th) work day of substitute teaching for Laura Adams, effective **upon the return of the teacher on leave or the end of the school year, June 10, 2022, whichever occurs first**, and not to elect you for re-employment for the **2022-2023** school year. The action of the Board of Trustees was taken pursuant to M.C.A. Section 20-4-206.*

*Diane K. Lounzger*

Chairperson, Board of Trustees  
Missoula County Public Schools

**ATTACHMENT 1**

ELEMENTARY DISTRICT # 1 PERSONNEL BOARD REPORT OCTOBER 12, 2021

ELEMENTARY CLASSIFIED STAFF PERSONNEL REPORT			
<b>CLASSIFIED NEW HIRES</b>			
Contingent upon satisfactory results of a criminal background check.			
Mary Plumage	Native American Specialist 8 hrs. / 180 days	District	NEW - ESSER funded
Cynthia Kahane	Crossing Guard / Noon Duty Aide 2 hrs. / 180 days	Franklin	Replaces D. Lemon
Dalia Cadena	Noon Duty Aide 2.5 hrs. / 180 days	Chief Charlo	Replaces J. Lancaster
Josephine Sticka	Noon Duty Aide 2 hrs. / 180 days	Lewis & Clark	Replaces A. Duane
Angela Schendell	Noon Duty Aide 2 hrs. / 180 days	Russell	Replaces G. Stelter
Jordan Allen	Para II 6.5 hrs. / 180 days	Russell	Replaces M. Plumage
Amy Vann	ELL Tutor 7 hrs. / 180 days	District	NEW - Temporary - ESSER \$
Grace Davidson	Noon Duty Aide	Lowell	Replaces C. Landes
<b>CLASSIFIED ASSIGNMENT CHANGE</b>			
Sarah Smith	From: 2 hr. Para Rattlesnake	ADD: 2.5 hr. Noon Duty Aide Rattlesnake	Replaces T. Peterson
Ernesto Sanchez	From: 7 hr. Para 1 Early Kinder Jefferson	To: 6.5 hr. Para II Russell	Replaces B. Wallace
Ernesto Sanchez	From: 6.5 hr. Para II Russell	To: 7 hr. Para I CS Porter	Replaces J. Saba
Darci Monsos	From: 5.75 hr. O/S Class Para Rattlesnake	To: 4.5 hr. O/S Class Para Lewis & Clark	NEW - Temporary
Luwana Day	From: 5.75 hrs. Kitchen Helper Paxson	To 7 hrs. Kitchen Helper Paxson	Remainder of year
Vincent Russoniello	From: 5.75 hrs. Transport Driver District	To: 8 hrs. Transport Driver District	Remainder of year
Brian "Pat" Hughes	From: FS Cook 8 hrs. day / 180 days Central Kitchen	To: Lead Cook 8 hrs. day / 180 days Central Kitchen	Replaces B. Reed
<b>YEAR LONG BUILDING SUBSTITUTE HIRES</b>			
Jenna Johnson	Permanent Sub ( 1 yr.)	Hawthorne	NEW - ESSER funded
Kalaysha McWilliams	Permanent Sub ( 1 yr.)	Washington	NEW - ESSER funded
<b>SUPERVISOR RESIGNATION</b>			
Christopher Cote	Custodial Supervisor	District	Effective October 14, 2021

**ELEMENTARY DISTRICT # 1 PERSONNEL BOARD REPORT OCTOBER 12, 2021**

<b>CLASSIFIED RESIGNATION</b>			
Mike Buckels	Crossing Guard	Paxson	Effective August 27, 2021
Austin Duke	Custodian	Meadow Hill	Effective October 8, 2021
Timothy Zavarelli	Kitchen Helper	Washington	Effective October 5, 2021
Bonnie Sedita	Noon Duty Aide	Hawthorne	Effective August 19, 2021
Briggett Burgess	Noon Duty Aide	Jeannette Rankin	Effective October 12, 2021
Christina VanSchaick	Noon Duty Aide	Jeannette Rankin	Effective August 25, 2021
Rebecca Roduner	Noon Duty Aide	Jeannette Rankin	Effective September 28, 2021
Theresa Peterson	Noon Duty Aide	Rattlesnake	Effective August 12, 2021
Lauren Sheetz	Noon Duty Aide	Rattlesnake	Effective August 20, 2021
Jennifer Sheldon	Noon Duty Aide	Rattlesnake	Effective August 20, 2021
Gina Stelter	Noon Duty Aide / Crossing Guard	Russell	Effective September 17, 2021
Kelly Harris	O/S Classroom Para 1	Jeannette Rankin	Effective September 21, 2021
Julia Bartos	O/S Classroom Para 1	Russell	Effective September 27, 2021
Jennifer Saba	Para I	CS Porter	Effective August 31, 2021
Maggie Cassidy	Para II	Lewis & Clark	Effective October 1, 2021
Mary Plumage	Para II	Russell	Effective August 17, 2021
Diona Elms	Speech Language Assistant	District	Effective September 17, 2021
Kenneth Williams	Summer Mower/Driver	District	Effective September 30, 2021
<b>CLASSIFIED RETIREMENT</b>			
None			
<b>AUTHORIZED FTE</b>			
Kitchen Helper	6.25 hrs. per week increase From 28.75 hrs. to 35 hrs.	Paxson	ESSER \$ - Temporary
Transport Driver	11.25 hrs. per week increase From 28.75 hrs. to 40 hrs.	District	ESSER \$ - Temporary
Kitchen Helper	1/2 hr. per week increase	Washington	112-05-910-3100-50116
4-5 Building Subs	Daily Building Subs through November 1, 2021	4-5 Elementary Schools w/o CSCT Teams	ESSER \$
Covid Assistants	COVID testing / tracing	District	60% 115-05-775-1860-50120-12186 40% 215-05-775-1860-50120-22186
K-12 Para II	7 hrs. / remainder of school year	MOA	60% 115-05-280-1000-50117-19270 40% 215-05-280-1000-50117-29272
Oversize Classroom Para's	4.5 hrs. Gr. 2 & 1.5 hrs. Gr. 4 3 hrs. Kinder & 1.5 hrs. Gr. 3 4.5 hrs. Kinder	Lewis & Clark Jeannette Rankin Russell	GF - Temporary GF - Temporary GF - Temporary
Current Para Hrs. Increase	From 6.5 hrs. to 7 hrs. per day Due to school schedule change	District	GF Effective September 20, 2021

HIGH SCHOOL CERTIFIED PERSONNEL REPORT			
<b>CERTIFIED/LICENSED HIRES</b>			
Contingent upon satisfactory results of a criminal background check.			
Erica Ramsey NT1	.50 Family & Consumer Science	Big Sky	Replaces J. Phillips resignation
Leigh Dicks NT1	.50 Mental Health Counselor	Seeley	NEW - 1 yr. ESSER \$
<b>HIRE OF LONG TERM SUBSTITUTE TEACHERS</b>			
Contingent upon satisfactory results of a criminal background check.			
the attached resolutions:			
Todd Johnson	Long Term Sub	Big Sky	For Rebecca Carson
Angel Nordquist	Long Term Sub	Sentinel	For Ashley House (.17)
Dylan Reynolds	Long Term Sub	Sentinel	For Ashley House (.67)
Benjamin Catton	Long Term Sub	Sentinel	For Brianna Bustillos O'Leary
<b>HIGH SCHOOL EXTRA DUTY CONTRACT (current employees and/or continuing coaches)</b>			
Erin Forde	Asst Cross Country	Hellgate	
Nico Composto	Asst Cross Country Expansion	Hellgate	
Adam Peterman	Asst Cross Country Expansion	Hellgate	
Ike Wallace	Asst Cross Country Expansion	Hellgate	
Brian Salonen	Asst Football	Hellgate	
Steven Castro	Asst Football (frosh)	Sentinel	
Makayla Sanders	Asst Girls Soccer	Sentinel	
Anders Brooker	Asst Track	Hellgate	
Mick Morris	Asst Track	Hellgate	
David Cahoon	Asst Track	Seeley	
Zelda Haines	Asst Track	Seeley	
Kal Kovatch	Asst Track	Seeley	
John "Mike" Matz	Asst Track	Sentinel	
Sam McKenzie	Asst. Band - Percussion	Sentinel	
Bob Schenk	Asst. Boys Basketball	Hellgate	
Joe Black	Asst. Boys Soccer	Hellgate	
Alex Carey	Asst. Girls Basketball	Hellgate	
Brady Henthorn	Asst. Girls Basketball	Hellgate	
Darby Henthorn	Asst. Girls Basketball	Hellgate	
Dennisse Kundig	Asst. Girls Basketball	Sentinel	Replaces A. Courtney
Rachel Eull	Asst. Girls Soccer Expansion	Hellgate	
Dylan Baker	Asst. Speech & Debate Expansion	Sentinel	Replaces K. Cipton
Ryan Hansen	Head Boys Basketball	Big Sky	
Jeff Hays	Head Boys Basketball	Hellgate	
Mike Haines	Head Boys Basketball	Seeley	
Jay Anderson	Head Boys Soccer	Hellgate	
Anders Brooker	Head Cross Country	Hellgate	
Mick Morris	Head Football	Hellgate	
Rob Henthorn	Head Girls Basketball	Hellgate	
Mike Haines	Head Track	Seeley	
John Smith	Head Wrestling	Hellgate	
Lori Messenger	Literary Publication	Sentinel	
Lew Procacci	Literary Publication Advisor	Hellgate	
Shelby Lipp	Special Olympics - 1 yr. only	Sentinel	<i>in for Ashley House</i>
<b>EXTRA DUTY HIRES</b>			
Contingent upon satisfactory results of a criminal background check.			
Grace Nolan	Asst. Dance Coach (Expansion)	Hellgate	NEW (building funded)
Kail Hollander	Asst. Speech & Debate	Hellgate	Replaces M. Decker
Rylee Fred	Asst. Volleyball (Expansion)	Big Sky	Replaces J. Fortmann
Tiana Grise	Asst. Band (Flute/Woodwind)	Sentinel	NEW

**HIGH SCHOOL DISTRICT # 1 PERSONNEL BOARD REPORT OCTOBER 12, 2021**

<b>EXTRA DUTY HIRES (continued)</b>			
Contingent upon satisfactory results of a criminal background check.			
Aiden Robinson	Asst. Band (Reed)	Sentinel	NEW
Darice Reinhardt	Asst. Girls Basketball	Sentinel	Replaces T. Hobbs
Sarah Knutson	Asst. Girls Basketball	Sentinel	Replaces M. Keast
Ryan Woldstad	Frosh Football	Hellgate	Replaces J. Norby
Charles Burham	Asst. Football	Hellgate	Replaces R. Handley
Jayden Beed	Asst. Speech & Debate	Big Sky	Replaces E. Brown
<b>EXTRA DUTY ASSIGNMENTS</b>			
Brian Boot	HS Robotics Advisor	District	
Daniel Lande	HS Robotics Advisor	District	
<b>EXTRA DUTY RESIGNATIONS</b>			
Jace Henderson	Head Girls Basketball	Big Sky	Hired on June Board, then decline
Kyler Clifton	Asst Speech & Debate Expan.	Sentinel	
Tswm Vang	Asst Speech & Debate Expan.	Sentinel	
Ashley House	Special Olympics	Sentinel	LOA 2021-22 for this postion
Marcus Zeiler	Asst Boys Basketball	Big Sky	
<b>TRAFFIC ED After School ASSIGNMENTS</b>			
Craig Barrier	After School Traffic Ed	District	
Brad Gibbs	After School Traffic Ed	District	
Roy Thomas	After School Traffic Ed	District	
Casey McHugh	After School Traffic Ed	District	
Sean Hogan	After School Traffic Ed	District	
Al Solander	After School Traffic Ed	District	
John Taylor	After School Traffic Ed	District	
Lisa Foust	After School Traffic Ed	District	
Ann Pinsoneault	After School Traffic Ed	District	
Jay Jagelski	After School Traffic Ed	District	
<b>TERMINATION OF LONG TERM SUBSTITUTE TEACHERS</b>			
Administration recommends termination of the long term substitute teachers listed below in accordance with the attached resolutions:			
Todd Johnson	Long Term Sub	Big Sky	For Rebecca Carson
Angel Nordquist	Long Term Sub	Sentinel	For Ashley House (.17)
Dylan Reynolds	Long Term Sub	Sentinel	For Ashley House (.67)
Benjamin Catton	Long Term Sub	Sentinel	For Brianna Bustillos O'Leary
			<b>ATTACHMENT 1</b>
<b>DEPARTMENT TEAM LEADER ASSIGNMENTS 2021-22</b>			
Administration recommends the teachers on the attached list for Department Team Leader Assignments for 2021-22			
			<b>Attachment 2</b>
<b>AUTHORIZED FTE</b>			
BPA	Stipend	Seeley	201-30-710-3400-50112
			\$2,901
Stipend	Dept. Team Leader	Big Sky	201-50-100-1000-50120
			additional \$1500
Coach	Asst. Speech & Debate Expansion	Sentinel	201-40-100-1000-50112 (\$1500)
Coach	Dance Team (Expansion)	Hellgate	284-20-000-0000-20671-30003

**RESOLUTION FOR TERMINATION**  
**AND NON-RE-ELECTION OF THE TEACHING CONTRACT OF**  
**NON-TENURED TEACHER**

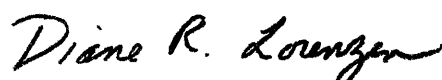
**WHEREAS**, Todd Johnson is assigned to substitute teach and will receive a **NON-TENURED** teaching contract with the **Missoula County Public School District #1** beginning on the thirty-sixth (36th) day of substituting for Rebecca Carson **during the 2021-2022 school year until the end of the school year, June 10, 2022 or upon return of Rebecca Carson the teacher on leave, whichever occurs first.** Todd Johnson will begin receiving prorated daily rate of pay and a non-tenured contract if the absence of the regular teacher, Rebecca Carson, continues for more than thirty-five (35) consecutive work days and if the assignment of Todd Johnson to substitute teach for Rebecca Carson continues for more than thirty-five (35) days.

**BE IT RESOLVED** by the Board of Trustees of Missoula County Public School District #1 that pursuant to Montana Codes Annotated, Section 20-4-206, the non-tenured teaching contract of Todd Johnson, beginning on the thirty-sixth (36) work day of substitute teaching for Rebecca Carson during the 2021-2022 school year is hereby terminated in the Missoula County Public School District #1 effective **upon the return of Rebecca Carson, the teacher on leave, or the end of the school year, June 10, 2022, whichever occurs first.**

**BE IT FURTHER RESOLVED** that written notice be sent to **Todd Johnson**, regarding the termination and non-reelection of her contract as provided by law and that such notice shall be in substantially the following form:

**NOTICE OF TERMINATION FOR A NON-TENURED TEACHER**

*You are hereby notified that at a regular meeting of the Board of Trustees of the Missoula County Public School District #1 held on **October 12, 2021**, it was resolved after a majority vote of the Board to terminate your non-tenured contract, which begins the thirty-sixth (36th) work day of substitute teaching for Rebecca Carson, effective **upon the return of the teacher on leave or the end of the school year, June 10, 2022, whichever occurs first**, and not to elect you for re-employment for the **2022-2023** school year. The action of the Board of Trustees was taken pursuant to M.C.A. Section 20-4-206.*



Chairperson, Board of Trustees  
Missoula County Public Schools



**RESOLUTION FOR TERMINATION**

**AND NON-RE-ELECTION OF THE TEACHING CONTRACT OF**

**NON-TENURED TEACHER**

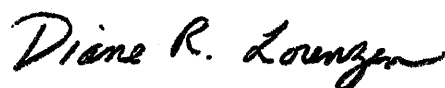
**WHEREAS**, Angelique Nordquist is assigned to substitute teach and will receive a **NON-TENURED** teaching contract with the **Missoula County Public School District #1** beginning on the first (1<sup>st</sup>) day of substituting for Ashley House **during the 2021-22 school year until the end of the school year, June 10, 2022.** Angelique Nordquist will begin receiving a prorated daily rate of pay and a non-tenured contract in the absence of the regular teacher, Ashley House.

**BE IT RESOLVED** by the Board of Trustees of Missoula County Public School District #1 that pursuant to Montana Codes Annotated, Section 20-4-206, the non-tenured teaching contract of Angelique Nordquist, beginning on the first (1<sup>st</sup>) day of substitute teaching for Ashley House during the 2021-2022 school year, is hereby terminated in the Missoula County Public School District #1 effective **the end of the school year, June 10, 2022.**

**BE IT FURTHER RESOLVED** that written notice be sent to **Angelique Nordquist**, regarding the termination and non-reelection of her contract as provided by law and that such notice shall be in substantially the following form:

**NOTICE OF TERMINATION FOR A NON-TENURED TEACHER**

*You are hereby notified that at a regular meeting of the Board of Trustees of the Missoula County Public School District #1 held on **October 12, 2021**, it was resolved after a majority vote of the Board to terminate your non-tenured contract, which begins the first (1<sup>st</sup>) day of substitute teaching for Ashley House, effective **through the end of the school year, June 10, 2022** and not to elect you for re-employment for the **2022-23** school year. The action of the Board of Trustees was taken pursuant to M.C.A. Section 20-4-206.*



Chairperson, Board of Trustees  
Missoula County Public Schools

**RESOLUTION FOR TERMINATION**  
**AND NON-RE-ELECTION OF THE TEACHING CONTRACT OF**  
**NON-TENURED TEACHER**

**WHEREAS**, Dylan Reynolds is assigned to substitute teach and will receive a **NON-TENURED** teaching contract with the **Missoula County Public School District #1** beginning on the first (1<sup>st</sup>) day of substituting for Ashley House **during the 2021-22 school year until the end of the school year, June 10, 2022.** Dylan Reynolds will begin receiving a prorated daily rate of pay and a non-tenured contract in the absence of the regular teacher, Ashley House.

**BE IT RESOLVED** by the Board of Trustees of Missoula County Public School District #1 that pursuant to Montana Codes Annotated, Section 20-4-206, the non-tenured teaching contract of Dylan Reynolds, beginning on the first (1<sup>st</sup>) day of substitute teaching for Ashley House during the 2021-2022 school year, is hereby terminated in the Missoula County Public School District #1 effective **the end of the school year, June 10, 2022.**

**BE IT FURTHER RESOLVED** that written notice be sent to **Dylan Reynolds**, regarding the termination and non-reelection of her contract as provided by law and that such notice shall be in substantially the following form:

**NOTICE OF TERMINATION FOR A NON-TENURED TEACHER**

*You are hereby notified that at a regular meeting of the Board of Trustees of the Missoula County Public School District #1 held on **October 12, 2021**, it was resolved after a majority vote of the Board to terminate your non-tenured contract, which begins the first (1<sup>st</sup>) day of substitute teaching for Ashley House, effective **through the end of the school year, June 10, 2022** and not to elect you for re-employment for the **2022-23** school year. The action of the Board of Trustees was taken pursuant to M.C.A. Section 20-4-206.*



Chairperson, Board of Trustees  
Missoula County Public Schools

**RESOLUTION FOR TERMINATION**

**AND NON-RE-ELECTION OF THE TEACHING CONTRACT OF**

**NON-TENURED TEACHER**

**WHEREAS**, Benjamin Catton is assigned to substitute teach and will receive a **NON-TENURED** teaching contract with the **Missoula County Public School District #1** beginning on the thirty-sixth (36th) day of substituting for Brianna Bustillos O'Leary **during the 2021-2022 school year until the end of the school year, June 10, 2022 or upon return of Brianna Bustillos O'Leary the teacher on leave, whichever occurs first.** Benjamin Catton will begin receiving prorated daily rate of pay and a non-tenured contract if the absence of the regular teacher, Brianna Bustillos O'Leary, continues for more than thirty-five (35) consecutive work days and if the assignment of Benjamin Catton to substitute teach for Brianna Bustillos O'Leary continues for more than thirty-five (35) days.

**BE IT RESOLVED** by the Board of Trustees of Missoula County Public School District #1 that pursuant to Montana Codes Annotated, Section 20-4-206, the non-tenured teaching contract of Benjamin Catton, beginning on the thirty-sixth (36) work day of substitute teaching for Brianna Bustillos O'Leary during the 2021-2022 school year is hereby terminated in the Missoula County Public School District #1 effective **upon the return of Brianna Bustillos O'Leary, the teacher on leave, or the end of the school year, June 10, 2022, whichever occurs first.**

**BE IT FURTHER RESOLVED** that written notice be sent to **Benjamin Catton**, regarding the termination and non-reelection of her contract as provided by law and that such notice shall be in substantially the following form:

**NOTICE OF TERMINATION FOR A NON-TENURED TEACHER**

*You are hereby notified that at a regular meeting of the Board of Trustees of the Missoula County Public School District #1 held on **October 12, 2021**, it was resolved after a majority vote of the Board to terminate your non-tenured contract, which begins the thirty-sixth (36th) work day of substitute teaching for Brianna Bustillos O'Leary, effective **upon the return of the teacher on leave or the end of the school year, June 10, 2022, whichever occurs first**, and not to elect you for re-employment for the **2022-2023** school year. The action of the Board of Trustees was taken pursuant to M.C.A. Section 20-4-206.*

*Diane R. Loungen*

Chairperson, Board of Trustees  
Missoula County Public Schools

**ATTACHMENT 1**

# 2021-2022 DEPARTMENT TEAM LEADERS

Last Name	First Name	Department	Location
Andres	Thomas	Ag Ed - 1/3	Big Sky High School
Arnott	Cindy	Ag Ed - 1/3	Big Sky High School
Cornelius	Ariel	Math - 1/2	Big Sky High School
DeGrandpre	Katherine	World Language	Big Sky High School
Dupre	Rebecca	Library - 1/4	Big Sky High School
Featherman	James	Math - 1/2	Big Sky High School
Fillmore	Mary	FACS	Big Sky High School
Franczyk	Aine	Counseling - 1/4	Big Sky High School
Helmer	Meleina	Comm Arts/English - 1/2	Big Sky High School
Keintz	Jennifer	Business	Big Sky High School
Kennedy	Kathleen	Science - 1/2	Big Sky High School
Labbe	Nancy	Performing Arts	Big Sky High School
Laidlaw	Matthew	Life Skills - 1/2	Big Sky High School
Lawrence	Junell	Library - 3/4	Big Sky High School
Lindner	Kate	Biomedical	Big Sky High School
McDonald	Tyra	Art	Big Sky High School
Messerman	Craig	Science - 1/2	Big Sky High School
Miller	Amy	Comm Arts/English - 1/2	Big Sky High School
Nygren	Mark	Social Studies - 1/2	Big Sky High School
Olson	Caleb	Industrial Arts - 1/2	Big Sky High School
Panion	Miranda	Counseling - 1/4	Big Sky High School
Roche	Victoria	Social Studies - 1/2	Big Sky High School
Rothe	Kristin	Ag Ed - 1/3	Big Sky High School
Shepard	Bethany	Sp Ed - 1/2	Big Sky High School
Tomsich	Audrey	Sp Ed - 1/2	Big Sky High School
Traeder	Scot	Industrial Arts - 1/2	Big Sky High School
VanBuskirk	Edie	HEN	Big Sky High School
Wentland Northrop	Wyann	Life Skills - 1/2	Big Sky High School
Williams	Heather	Counseling - 1/4	Big Sky High School
Wilson-Cherry	Molly	Counseling - 1/4	Big Sky High School
Burckhard	Julie	Library	Hellgate High School
Carlsen	Laramie	Performing Arts	Hellgate High School
Cheney	Heather	HEN	Hellgate High School
Dohn	Jeffrey	Math	Hellgate High School
Elliott	Laura	Art	Hellgate High School
Henthorn	Melissa	Science	Hellgate High School
Himman	Carla	Comm Arts/English	Hellgate High School
Hoover	Brian	Industrial Arts	Hellgate High School
Huguet	Beth	Business	Hellgate High School
Martin	Benjamin	Counseling	Hellgate High School
Palin	Patricia	FACS	Hellgate High School
Waniata	Jeff	Social Studies	Hellgate High School
Wyskiver	Kathleen	World Language	Hellgate High School
Zinke	Laurie	Sp Ed	Hellgate High School
Blouin	Andrea	Sp Ed - 1/3	Sentinel High School
Burtch	David	Industrial Arts	Sentinel High School
Fortner	Heather	Art	Sentinel High School
Kirgal	Catherine	Counseling	Sentinel High School
Lochridge	Daniel	World Language	Sentinel High School
Manzo	Lindsay	Science - 1/2	Sentinel High School
Nelson	Kelly	Science - 1/2	Sentinel High School
Nelson	Lewis	Performing Arts	Sentinel High School
Nile	Heather	Sp Ed - 1/3	Sentinel High School
Nordquist	Angelique	Sp Ed - 1/3	Sentinel High School
Oliver	Dane	HEN	Sentinel High School
Reinicke	Jennifer	Comm Arts/English	Sentinel High School
Rott	Kimberly	Library	Sentinel High School
Schneider	Laurie	Math	Sentinel High School
Schultz	Cindy	Business	Sentinel High School
Shearer	Adriel	Social Studies	Sentinel High School
Stubbs	Megan	FACS	Sentinel High School
Boyles	Joanne	Science/Math/HPE/Grad Co	Willard Alternative HS
Mutchler	Steven	Humanities/Grad Coach	Willard Alternative HS
Waller	Lisa	English/Grad Coach	Willard Alternative HS

## HIGH SCHOOL CLASSIFIED PERSONNEL REPORT

**CLASSIFIED HIRE**

Contingent upon satisfactory results of a criminal background check, as required.

Courtney Kircas	Data Manager - CTE 4 hrs. / 180 days	Admin Bldg.	NEW - grant funded
Marissa Hamm	Para II 7.5 hrs. / 181 days	Sentinel	Replaces J. Mucaire Jones
Jennifer Austin	Para II 7 hrs. / 181 days	Sentinel	Replaces R. Potter
Tracey Crowley	Library Media Asst. 7 hrs. / 197 days	Big Sky	Replaces. R. Beaulieu
Amy Vann	ELL Tutor 7 hrs. / remainder of school yr.	District	NEW - Temporary - ESSER \$

**CLASSIFIED ASSIGNMENT CHANGE**

Brian "Pat" Hughes	From: FS Cook 8 hrs. day / 180 days Central Kitchen	To: Lead Cook 8 hrs. day / 180 days Central Kitchen	Replaces B. Reed
Jason Stevens	From: 8 hr. Custodian Big Sky	To: 8 hr. Activities Coord/Custodian Big Sky	Replaces J. Serviss
Jennifer Owen	From: Administrative Secretary Sentinel	To: Records Clerk Sentinel	Replaces D. Hasquet retirement

**SUPERVISOR RESIGNATION**

Christopher Cote	Custodial Supervisor	District	Effective October 14, 2021
------------------	----------------------	----------	----------------------------

**CLASSIFIED RESIGNATION**

Sydney Lang	Para 1	Hellgate	Effective September 24, 2021
Natalie Robinson	Summer Seasonal Custodian	Big Sky	Effective August 16, 2021
Doris Hasquet	Records Clerk	Sentinel	Effective September 20, 2021
Kenneth Williams	Summer Mower/Driver	District	Effective September 30, 2021

**CLASSIFIED RETIREMENT**

Carl Donaldson	Food Prep/Cashier	Big Sky	Effective August 26, 2021
----------------	-------------------	---------	---------------------------

**AUTHORIZED FTE**

3.0 FTE	Social Wkr/Student Svc. Spec.	Hellgate, B Sky, Sentinel	215-05-775-1860-50120-22186 ESSER \$ - 2021-22 only
Covid Assistants	COVID testing & tracing	District	40% 215-05-775-1860-50120-22186 60% 115-05-775-1860-50120-12186 ESSER \$ - temporary
K-12 Para II	7 hrs. / remainder of school year	MOA	40% 215-05-280-1000-50117-29272 60% 115-05-280-1000-50117-19270
Current Para Hrs. Increase	From 6.5 hrs. to 7 hrs. per day Due to school schedule change	District	GF Effective September 20, 2021
1.0 FTE	Social Worker (1 yr. only)	Willard	ESSER \$