

HARLEM PUBLIC SCHOOLS
Regular Board Meeting
December 16, 2025

ROLL CALL/CALL TO ORDER

Chairperson Mike King called the meeting to order at 6:00 PM. Trustees present were Mike King, Alan Bigby Sr., zoom- Jackie Blackbird, Dean Doney Jr. and absent-Kathleen Adams. John McGee, Superintendent and Kelly Messerly, Board Clerk attended the meeting. 9 guests were also present.

A. GUESTS AND DELEGATIONS

- a. Delegations – Dawn Bishop Moore-Impact Aid Committee
- b. Public Comment Guidelines – Board Chair
- c. Public Comment – none

B. UNANIMOUS CONSENT AGENDA

Motion by Dean Doney Jr. to approve the Consent Agenda items as listed:

- Minutes of the Regular November 18 Board Meeting.
- Payroll Warrant number 81678-81707 in the amount of \$523,333.97. Voids-none.
- Claim Warrant number 20905-20925 in the amount of \$238,155.70. Voids-none.
- Student Accounts check number 22976-22986 in the amount of \$7,489.47. Voids-none
- Purchase Orders over \$10,000:
 - None
- Sub/Volunteer list with the District reserving the right to withdraw the offer based on the background check:
 - Lance Blackcrow- Volunteer Wrestling Coach
 - Leslie Bottoms- Substitute Teacher
 - Dustin Mohar-Substitute Teacher
 - Bradley Cole-Substitute Teacher

Second by Alan Bigby Sr. and motion carried, 4 for 1 absent.

C. PROGRAM REPORTS

Program Reports were given from the Elementary Principal/Dean of Students, Jr/Sr High School Principal, Title VII Director, and Superintendent.

D. CLUBS/ACTIVITIES REPORTS

None.

E. CONSTRUCTION PROJECT-(HIGH SCHOOL KITCHEN FLOOR)

Motion by Jackie Blackbird to approve Dick Anderson Construction general release and settlement agreement for alleged defect in materials and instillation of the JR/SR High School Kitchen Floor as presented.

Second by Dean Doney Jr. and motion carried, 4 for 1 absent.

F. MONTANA SEED SHOW-(CALENDAR REQUEST)

Motion by Dean Doney Jr. to approve the amendment of the 2025-2026 Harlem School District Calendar, relocating the school days dedicated to the Montana Seed Show to March 19, 20, and 21, 2026.

Second by Jackie Blackbird and motion carried, 4 for 1 absent.

G. MAPS MEDIA FILM AND PODCAST CLASS

Motion by Alan Bigby Sr. to approve the implementation of the new Career and Technical Education (CTE) course, the Harlem High School MAPS Media Film and Podcast Class, for the Spring Semester of the 2025-2026 academic year.

Second by Dean Doney Jr., and motion carried, 3 for 1 absent, 1 zoom failed-absent.

H. SCHOOL BOARD NEGOTIATION COMMITTEE

Motion by Dean Doney Jr. to appoint two trustees (Mike King and Kathleen Adams, Jackie Blackbird - Alternate) to serve on the 2025-26 S.Y. school board negotiation committee along with the Superintendent and District Business Manager/Clerk.

Second by Alan Bigby Sr., and motion carried, 3 for 1 absent, 1 zoom failed-absent.

I. CONSIDERATION OF ISSUANCE OF CONTRACTS FOR 2025-26 S.Y. JR/SR HIGH SCHOOL DEAN OF STUDENTS/VICE PRINCIPAL

Motion by Dean Doney Jr. to approve Mrs. Calf Boss Ribs provisional authority to operate as Vice Principal in the Harlem School District for the 2025-2026 school year, with Salary increase (previously approved) effective November 24, 2025, with documentation of her enrollment in the Montana State University Administrative Principal Internship Program filed with the district office.

Second by Alan Bigby Sr., and motion carried, 3 for 2 absent.

J. CONSIDERATION FOR ISSUANCE OF CONTRAC FOR 2025-26 S.Y.-CLASSIFIED POSITION-PARAPROFESSIONAL

Motion by Dean Doney Jr. to hire Natasha Blackhawk as an Elementary Paraprofessional I for the 2025-2026 S.Y., per the CBA and with the district reserving the right to withdraw based on the background check.

Second by Alan Bigby Sr., and motion carried, 3 for 2 absent.

K. ADDITONAL PREPARATION APPROVAL

Motion by Alan Bigby Sr. to approve Skylee Dirden to move on the teacher pay scale for the 2025-26 S.Y. in accordance with the Certified CBA-Appendix G.

Second by Dean Doney Jr., and motion carried, 3 for 2 absent.

L. FP14.1 OUT OF DISTRICT AGREEMENTS

Motion by Dean Doney Jr. to approve the Out of District Attendance Agreement FP14.1 for student T.L. to attend Harlem Public Schools for the 2025-2026 S.Y.

Second by Alan Bigby Sr. and motion carried, 3 for 2 absent.

M. BOARD POLICY UPDATES

Motion by Dean Doney Jr. to amend School Board Policies upon first reading: 2161, 2161-P, 3110, 1700, 1700-F, 3600, 3600-NF(1), 3600-P(1), 3150, 4550, 5015, 1401, 5321, 5321-P, 5334-P, and 2335.

Second by Alan Bigby Sr., and motion carried, 3 for 2 absent.

N. CONSIDERATION FOR BOARD POLICY(SBP

Motion by Dean Doney Jr. to approve the School Board Policy 2158-P and 2700 as first reading.

Second by Alan Bigby Sr. and motion carried, 3 for 2 absent.

Motion by Dean Doney Jr. to approve Montana Data Privacy Act with Navigate 360.

Second by Alan Bigby Sr. and motion carried, 3 for 2 absent.

O. ADJOURN

Motion by Dean Doney Jr to adjourn at 6:39pm. Second by Alan Bigby Sr. and motion carried, 3 for 2 absent.

Michael King II, Board Chair

Kelly Messerly, Board Clerk