

Browning Public Schools
Board Agenda Request
Meeting To Be Held: December 17, 2024



| | | | |
|---------------------------------|--|---|--|
| Recognition: | <input type="checkbox"/> Students | <input type="checkbox"/> Staff | <input type="checkbox"/> Parents |
| Information: | <input type="checkbox"/> Building Report | <input type="checkbox"/> Old Business | <input type="checkbox"/> Superintendent's Report |
| Action: | <input type="checkbox"/> Resignations | <input type="checkbox"/> Hiring | <input type="checkbox"/> Contract Service Agreements |
| | <input type="checkbox"/> Travel Out-of-State | <input type="checkbox"/> Travel In State | <input checked="" type="checkbox"/> Approvals |
| | <input type="checkbox"/> Termination | <input type="checkbox"/> Legal Matters | <input type="checkbox"/> Other: _____ |
| This action request pertains to | | <input checked="" type="checkbox"/> Elementary (only) | <input type="checkbox"/> High School/District Wide |

Date: 12/09/24

To: Rebecca Rappold
Superintendent of Schools

From: Bev Sinclair
Title: Director of Human Resources

Subject: Waiver of 8% Penalty Fee for Early Resignation 2024-2025

Description: Calvin Lang is requesting that the School Board waive the 8% liquidated damages for early release of his contract due to his resignation from the position of Health Enhancement Teacher at BES. Section six (6) states that the employee shall provide a written request to the Superintendent at least thirty (30) days prior to the date by which the Employee seeks to be released from his/her obligations under the contract. The written request must include:

- a) An explanation of the reasons for the requested release;
- b) A separate, signed letter of resignation;
- c) Payment for the liquidated damage sum referenced above.

Financial Impact: \$4,776.43

Attachment(s): Resignation Letter and Waiver Request

Approval: Superintendent's Office/Finance/Personnel as applicable (Initial) _____

Comments: _____

Board Action: N/A (Info) Approved Denied Tabled to: _____

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12/4/24, 4:26 PM

Browning Public Schools Mail - Resignation Letter



Linda Baker <lindab@bps.k12.mt.us>

Resignation Letter

1 message

Calvin Lang <calvinl@bps.k12.mt.us>

Wed, Dec 4, 2024 at 3:44 PM

To: Linda Baker <lindab@bps.k12.mt.us>, Beverly Sinclair <beverlys@bps.k12.mt.us>

Bev and Linda,

I am reaching out to notify you of my resignation from Browning public schools and my position as a special teacher at BES as of Wednesday 12/4/24. This is strictly due to my own personal mental health concerns and my wellness in the past month. The fact I am letting my hard working and caring principals down, breaks my heart. I wanna thank you two and the administration as a whole, for everything they have done for me in the past, it never once went unnoticed.

- Calvin

Received

DEC - 4 2024

Browning Schools-HR Dept.

A handwritten signature in black ink, appearing to read "Rebecca A. Papad".

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Calvin Lang <calvinl@bps.k12.mt.us>

To: Linda Baker <lindab@bps.k12.mt.us>
Beverly Sinclair <beverlys@bps.k12.mt.us>

Wed, Dec 4, 2024 3:44PM

I am reaching out to ask if my contract fee could possibly be waived? I am NOT leaving the district to pursue a new teaching position, I will be stepping away for my own personal wellness and family, after 9 years. This school district and the town of Browning will always be my home and I would like to give thanks to various departments in this letter.

Administration building, thank you for putting up with all my questions throughout the year and making me feel welcome. I know how hard that building works every day, you are appreciated.

Jen Wagner, the administrator that hired me. I felt like I bombed my interview with you, but you rolled the dice anyway, you are appreciated.

Sheila Hail, you always made me feel so important and valued since you took the reins in 2019. The fact I am letting you down, is burning a hole in my heart, but just know that you are a tremendous principal, person, leader, and you are greatly appreciated.

Racquel Little Plume, thank you for being a great leader and team player with all the staff at BES, you will always be appreciated.

School board, thank you for everything you do and what you will do in the future for us teachers, and most importantly, the students. The empire you have built in the last 3 years is undisputed, especially in the sports department. School board, you are appreciated.

My BES family, thank you for accepting me and believing in me to be a part of your school. I admire my administrators and the job they have done at BES. That building will live in my heart forever. Administration and colleagues, you are appreciated.

Maintenance and security, you guys are heroes without capes. Always helping out last minute when I needed the assistance whether it was for school or sports, you are appreciated.

The students, the reason I got into teaching. They make you feel like a rock star, even if you don't feel like it, but they sure remind you of it every day. I will never forget the fun times we all had in the BES gym. Students, you are ALL appreciated.

I'll be a Browning Indian FOREVER and always be proud that I was a part of this fine town and district. I LOVE you ALL and you are appreciated.