

Browning Public Schools  
**Board Agenda Request**  
Meeting to Be Held: 5/31/23



---

**Recognition:**    Students                       Staff                       Parents  
**Information:**    Building Report                       Old Business                       Superintendent's Report  
**Action:**    Resignation                       Hiring                       Contract Service Agreements  
                     Travel Out-of-State                      Travel In State                       Approvals  
                     Termination                       Legal Matters                       Other:  
This action request pertains to  Elementary (only)                       High School/District Wide

---

**Date:**    5/23/2023

**To:**        School board Members

**From:**    Corrina Guardipee-Hall ED.S.  
**Title:**     Superintendent

**Subject:** Request to Waive the 8% Penalty for Early Release from Contract 2022-2023

**Description:** I am requesting that the board waive the 8% for the early liquidated damages for early retirement for Ronald Tucker. Mr. Tucker has retired early due to medical reasons; he provided the district with his medical documentation.

**Financial Impact:** \$5,506.72 (8% of \$68,834.00)

**Funding Source (Budget/grant, etc.):** Salaries, benefits, and payroll costs to be charged against budgets for respective building/department/program/grant as applicable.

**Attachment(s):** Letter of Request

**Approval:** Superintendent's Office/Finance/Personnel as applicable (Initial) \_\_\_\_\_

**Comments:** \_\_\_\_\_

---

**Board Action:**    N/A (Info)     Approved     Denied     Tabled to: \_\_\_\_\_

Ronald Dale Tucker  
P.O. Box 2006  
Browning, MT 59417

Corrina Guardipee-Hall  
Superintendent  
Browning Public Schools  
Browning, MT 59417

Dear Superintendent:

Per our discussion regarding the medical condition I found myself with and the concern I had regarding the students in my classroom, I chose one of the options we talked about, which was early retirement based on your statement that you would recommend that the School Board waive the early retirement penalty.

In this letter, I am asking that you and the school board waive the financial penalty for early retirement as an act of good faith for 25 years of service I gave to the members of this community and the school district. My decision to retire early was based on a statement from one of my students to my wife and the discussions I had with you, as Superintendent of the school, and Mr. Salois, as Personnel Director. To begin with, the symptoms I suffered during a class caused me enough anxiety to leave the classroom and ask the front office to find a replacement because I felt I was suffering a medical emergency. I went immediately to the ER, where they assumed I was having a heart attack based on the symptoms I had. After administering medication and performing other tests, a heart attack was ruled out. Thus, began a weeks-and months-long road to trying to determine what was causing my symptoms. I was unable to talk without feeling winded for almost 2 ½ months. To this day, I am still going through medical examinations by specialists to pinpoint the cause of my affliction.

During the time I was absent from the classroom, I had great concern about the academic growth of my students. My decision to retire was impacted by a student comment to my wife. A student came to her, in her classroom, and asked when I was coming back. Then, the student said, "We really need a teacher in that classroom to help us." That led me to the discussions I mentioned with yourself and Mr. Salois. It was from those discussions that I based my decision to retire early. After talking with the two of you, separately, I was under the impression that the only way to get a qualified person in the classroom with my students was for me to officially leave the classroom. I could do that through placement in another position or to retire early. When I asked Mr. Salois if I could be placed in another position that didn't require a lot talking, he said, "We don't have a position like that." After hearing that, I talked with you about the options I was considering and you stated that, "if [I] chose to retire early you would recommend that the School Board waive the penalty because of my medical condition."

I'm asking you and School Board to waive that penalty to ease the financial burden I've been placed under from the medical condition I've suffered through. I've given the district 25 years of service and that should be worthy of consideration for my request.

Respectfully,

Ronald D. Tucker