Browning Public Schools
Board Agenda Request
Meeting to Be Held: September 9, 2025

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: 09/02/25

To: Rebecca Rappold
Superintendent

From: Bev Sinclair
Title: HR Director

Subject: Contract Modification: Salary Change 2025-2026

Description: Recommend modification to Kevin Kickingwoman's 2025-2026 teaching contract. Kevin has completed the educational requirements to move from an MA to an MA+10 on the 2025-2026 Certified Salary Schedule.

Now	**Was**
MA+10/13; $84,716.00	MA/13; $80,690.00

Financial Impact: **$4,026.00**

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

Attachment(s): Contract Modification

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

Comments: _____

_____

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

Browning Public Schools
SCHOOL DISTRICT NO. 9

MODIFICATION
EMPLOYMENT CONTRACT (2025-2026)
(Salary)

THIS MODIFICATION is incorporated by this reference into that certain Employment Contract dated March 25, 2025 between **Kevin Kickingwoman (**"Employee") and the Board of Trustees, Glacier County School District No. 9, Browning, Montana ("School District").

The Employee's salary is incremented as follows:

	Salary	**Experience**
Was	$80,690.00	MA/13
Now	$84,716.00	MA+10/13

All other terms, conditions, and provisions of the 2025-2026 Employment Contract remain unchanged.

IN WITNESS WHEREOF, the parties hereto cause this agreement to be duly signed in original and copy this 9th day of September, 2025.

EMPLOYEE   **SCHOOL DISTRICT NO. 9**

By:_____   By:_____
                                                                    Chair, Board of Trustees

Address: _____   **ATTEST:**

                                                              By:_____
                                                                    District Clerk
                                                                    P. O. Box 610
                                                                    129 First Avenue S. E.
                                                                    Browning, MT 59417
                                                                    Tel: 406-338-2715/FAX: 406-338-3200