



Harlem School District # 12

"We are here to Provide a Learning Environment that encourages Excellence."



2nd Impact Aid Meeting for SY 2018-2019
Responses to Questions from 1st Impact Aid Meeting

January 2019

There was some conversation about the Impact Aid application process and IPPs (Indian Policies and Procedures). Some community members wondered about Hays and Dodson and which process they follow: IPP Meetings or the Waiver signed by the Ft. Belknap Tribal Council?

Mr. Bach, superintendent from Hays, told me that they go through the IPP procedure even though they also qualify for the waiver process. I have not heard back from the Dodson superintendent.

Is there a Jr. Tribal Council Club?

There is not currently a Jr. Tribal Council Club. However, members of the Leadership Club do attend some Tribal Council Meetings.

Does the Superintendent attend the monthly Tribal Council Meetings?

The Superintendent attends the Ft. Belknap Indian Community's regular Education Committee Meetings along with Principals from each building. Attending Tribal Council Meetings will be added to the superintendent's calendar starting 02.04.2019.

Are shoes optional for volleyball athletes?

The volleyball athletes are provided an opportunity to purchase shoes through the Universal Athletics program. This results in great savings for families. It is not mandatory that the athletes purchase these shoes and families may purchase any appropriate volleyball shoes they wish. Unfortunately, due to MHSAA rules, it is cost prohibitive for the District to purchase shoes for the athletes.

Is Harlem School District a member of the Indian School Board Caucus?

Harlem is a member of the Indian Impact Schools of Montana (IISM). Lynda Brannon leads this organization and Dawn Bishop-Moore is an officer for this organization. Harlem School District is also a member of the National Association of Federally Impacted Schools (NAFIS). The following people are scheduled to attend the Spring NAFIS Conference: Mr. Johnathan Walker, Ms. Kathleen Adams, Mr. Dean Doney, Mrs. Lori Owens, and Ms. Doreen Warren.

How will Band work for students for the SY 2019-2020?

Jr. High students will have one semester of Band and one quarter of Music during SY 2019-2020.

Are Jr/Sr High schedules set for SY 2019-2020?

Yes. However, there were some modest schedule changes at the start of the 2nd Semester due to the arrival of our new Agriculture teacher, Ms. Lisa Hamilton. This gave students another elective to choose from.

How is Harlem School District responding to the nationwide teacher shortage?

Harlem School District has just completed negotiations with both the Certified Union and the Classified Union. These negotiations have resulted in three year contracts with both unions- - which will provide stability to our community. Both contracts have generous and higher-than-average annual salary increases (5%, 4%, and 4%). Additionally, there will be first-time signing bonuses for new teachers with moving expenses as well. Lastly, the District will start providing longevity bonuses for returning teachers. We have already started advertising for SY 2019-20 and have already received applications for teaching positions. Three of our current Emergency Licensure teachers will be ready to student teach next school year. One of our current Emergency Licensure teachers may qualify for a Provisional License from OPI (Office of Public Instruction) for next school year.