

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



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- 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
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**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 Charlie Speicher's 2025-2026 teaching contract. Charlie has completed the educational requirements to move from an MA to an MA+10 on the 2025-2026 Certified Salary Schedule.

Now	Was
MA+10/17; \$87,325.00	MA/17; \$83,238.00

**Financial Impact: \$4,087.00**

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

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**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 **Charlie Speicher** (“Employee”) and the Board of Trustees, Glacier County School District No. 9, Browning, Montana (“School District”).

The Employee’s salary is incremented as follows:

	<b>Salary</b>	<b>Experience</b>
Was	\$83,238.00	MA/17
Now	\$87,325.00	MA+10/17

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 9<sup>th</sup> 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