

Regular Board Minutes (Draft)
Tuesday, June 14, 2022 @ 5:00 p.m.
Administration Conference Room

Present: James Evans-Acting Chair, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor. Absent: Brian Gallup, James Running Fisher.

Ms. RidesAtTheDoor called the meeting to order at 5:00 p.m.

Approval of Minutes: Motion by Ms. Yellow Owl to approve the Regular Board Minutes of 5/25/22 and Special Board Minutes of 6/1/22 with no change. *Discussion:* Ms. Yellow Owl stated that removed Karleen Whitegrass was removed from the previous agenda and was not brought forward for hire on this agenda and asked that she be added to the next agenda and possibly address the issue at a special board meeting. Ms. Bullshoe stated that the information has been back and forth regarding students who need to be advertised because of relation to board member/s and stated that this needs to be clarified for students and board members. Ms. Armstrong's child was not advertised but Ms. Yellow Owls granddaughter had to be advertised; the board needs clarification on this issue. Mr. Gallup stated that a special meeting can be scheduled to hire Ms. Whitegrass. Board members suggested June 20 @ 5:00 p.m. All in favor/Motion passed.

Approval of Agenda: Mr. Conway motioned to approve the agenda with the following changes: 1) remove Leo Bullchild and Roy McNabb from BHS Assistant Coach hiring until the head coach for track is hired; 2) remove Kaityns Evans and Joe Bullshoe from contract service agreements for Eekahkimaht until both are advertised for relation to board members. Second by Ms. Bullshoe. All in favor/Motion passed.

Staff Recognition: Superintendent Hall recognized Robert Hall for his commitment in building the Blackfeet language and writing program and for promoting the Blackfeet language, history and culture. Mr. Hall was commended for all that he has done; Maureen Stott personally reviewed every student IEP and put lot of effort into our students making sure all their needs were being met. Ms. Stott will be leaving the district and she will be hard to replace. Ms. Yellow Owl stated that Ms. Stott has stood out in this Special Education Director position and she is very appreciated for everything she has done. Rebecca Rappold has done an awesome job with data and instructional coaches, SBE, districtwide assessments and curriculum and has made great impact on the administrative team. Ms. Rappold was commended for all that she has done and is very appreciated by everyone.

Public Comment: None.

ITEMS OF INFORMATION

Building Reports: Mr. Evans acknowledged the following building reports: KW Vina Elementary School-Toni Tatsey; Browning Elementary School-Sheila Hall; Napi Elementary School-Sicily Bird; Browning Middle School-William Huesbch; Browning High School-Jennifer Wagner; Babb Elementary-Dennis Juneau; Big Sky-Glendale Colonies-Rebecca Rappold; Special Education Department-Maureen Stott and Buffalo Hide Academy-Matthew Johnson. *Discussion:* Ms. Yellow Owl thanked principals for all the data in their reports on writing, reading, and math noting that there is lot of improvement in all schools; Napi 5th grade writing assessment made their goal. Ms. Yellow Owl stated that Ms. Rappold has done a lot of work and made many changes that are showing progress/improvement in the district in reading, writing, and basically all curriculum district-wide. Jennifer LaFromboise-Wagner reviewed AimsWeb data and stated that the high school moved into the green triangle in ELA which is very positive for high school. KW Vina was commended for the awesome awards/presentations. BES staff worked very hard and they made 95% in science/reading. Ms. Bullshoe thanked Bill Huesbch, BMS Principal, on the number of home visits made and for touching base with students/families and bringing them back in. Dennis Juneau, verbal Babb Elementary, reported on learning project on tribes of Montana and State of Montan history; student went on a trip to Helena to the state capital and governor's mansion; Babb had track meets this spring; had tutoring every day after school; SBE planning with Rebecca has really grown; there is ownership in the instructional part of school by teachers; all buildings have high quality school leadership teams

and action plans. Mr. Juneau stated that Babb had attendance, academic, and SEL awards; Maryann Flamand is retiring and was recognized. Mr. Conway asked how many students are at Babb. Mr. Juneau stated 26 and noted there will be a class of 8 students starting kindergarten next year.

Response to Board Questions Regarding Student Positions/Drug & Background Checks: Superintendent Hall stated there has only been one time that student positions were created for BPS and it had to be done according to grant requirements. Leavitt insurance has information attached on temporary/seasonal student workers and insurance is not required for students working over 30 hours; the information on DOL regarding wages is attached and all student positions can work over 30 hours per week. Mr. Conway stated that high school age kids can work in the kitchen and other places as long as they are not around power tools or hazardous materials. This year the board changed BPS policy so students 18, and over, could be substitutes in the schools during the afternoons. Mr. Conway stated OPI has 610 teacher openings with no applications in state of Montana and asked what is BPS going to do and suggested make a plan to include retired teachers to teach in Browning. Mr. Conway asked if there is a way to get retired teachers, or shorter teaching weeks, or have two come back and share a class. Superintendent Hall stated BPS has worked with 2+2 program; met with U of Montana Western and have grown teacher retention and now KW Vina is working with six teachers coming in through the OPI pilot program "Grow Your Own". There is also a teacher coming from Philippines this year that will be at colonies. Also, the 2+2 program is working with certification for Secondary HS teachers. Superintendent Hall stated the board went on record to pay \$3,000 per special ed teacher and building retention and is the forefront in the state. Mr. Conway felt that BPS needs to focus on getting more good math/science teachers and have special activities like drama for kids through the cultural side. Superintendent Hall stated the district advertises through OPI, teacher teacher.com, and Dennis Parman head of REA; the administration is doing all that we can to increase our needs and working with the 2+2 program and getting the provisional for secondary teachers. Colleen Wilson, mentor coach, visits with our teachers; will discuss this with her. Ms. TallWhiteman state some new teachers are leaving because of the work load they carry for new teachers and suggested administration talk to these teachers about why they are leaving. Mr. Conway felt the board should be included in these discussions and stated that the board may be asking for too much. Mr. Evans suggested a 4-day week, and shorten the school year. Lynne Keenan stated kids would miss out on breakfast and lunch if they did this. Ms. Bullshoe felt there may be safety issues. Rebecca Rappold visited most of the schools that sent her invites and conducted an implementation survey and found that grants/funding for support programs add more to the plate and things are never taken off. Also, the schools she met with some issues were consistent: elective programs are not a priority of the district, i.e. PE, music, art. Common things are talking data, a lot reading, math, writing improvement and should not make this a part of the discussion every time meeting with teachers; talk about care for students, care for teachers, recognize that there are times to discuss data but give everyone room to just breath and change the perspective on data. BPS is about mental health, culture/climate of buildings; these things will make achievement and gains. Teachers want more training. The district has provided more training and will be doing follow-up training in September/November in each building as each had different needs. Ms. Rappold did do follow up meeting with each principal and they can manage and handle some of those things as well as her program. Ms. Yellow Owl felt that classified staff need the same; they do a great job, and need more training and given more opportunities too.

Coaching Season Update 2021-2022 & 2022-2023: Ms. Yellow Owl asked, when do the letters go out for substitutes and when are substitute trainings scheduled. Superintendent Hall will follow up on this. Ms. RidesAtTheDoor suggested that substitutes sign up at BCC for the 2+2 program.

Resignations: Superintendent Hall accepted a resignation from Larry BearMedicine, Custodian-BMS Effective 06-30-2022.

ITEMS OF ACTION

Hiring: Motion by Mr. Conway to approve the following hires pending successful background checks/drug tests: Monte Lucke, Special Education Teacher Assistant-KW Vina; MiShayla CalfBossRibs, Elementary Teacher-BES 2022-2023 (\$42,664.00); Sarah Flamond, Elementary Teacher-BES 2022-2023 (\$42,664.00); DeeDee Peterson, Elementary Teacher-Napi 2022-2023 (\$44,360.00); Savannah Hannon, Custodian-Babb Elementary; Napi Fall,

Winter and Spring Assistant Coaches 2022-2023 (\$10,074.00); BMS Fall, Winter and Spring Assistant Coaches 2022-2023 (\$21,737.00). Second by Ms. YellowOwl. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Motion by Ms. YellowOwl to approve the following hires pending successful background checks/drug tests: BHS Fall, Winter and Spring Assistant Coaches 2022-2023 (\$40,273.00) and Whitney Lucke, Student Government Club CoSponsor-BHS 2021-2022 (\$269.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Motion by Ms. YellowOwl to approve hiring Dawn Marxer, Special Olympics Coach 2021-2022 (\$2,040.00) pending successful background check/drug test. Second by Mr. Evans. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Contract Service Agreements: Motion by Mr. Conway to approve Contract Amendment-Angel Kennerly, BMS Softball (\$860.00) and Contract Amendment-Milyn Lazy Boy, BMS Softball (\$860.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Motion by Mr. Conway to approve the following contract service agreements pending successful background checks: Robert Miller, BHS Athletic Department Summer Sports Camp Coordinator 2021- 2022 & 2022-2023 (\$3,003.00); Calvin Lang, BHS Athletic Department Summer Sports Camp Coordinator 2021- 2022 & 2022-2023 (\$6,048.00); Dale DuCharme, BHS Athletic Department Summer Sports Camp Coordinator 2021-2022 & 2022-2023 (\$4,608.00); Leo Bullchild, BHS Athletic Department Summer Sports Camp Coordinator 2021- 2022 & 2022-2023 (\$6,048.00); Roy McNabb, BHS Athletic Department Summer Sports Camp Coordinator 2021- 2022 & 2022-2023 (\$4,608.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Motion by Ms. Yellow Owl to approve contract service agreements for 21st Century Summer Program Student Tutors 2021-2022 & 2022-2023 (\$4,416.00) and EekahKiiMaht Student Summer Workers 2021-2022 & 2022-2023 (\$11,775.00). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Out of State Travel: Motion by Ms. Conway to approve out of state travel for Brian Gallup-NIISA 2022 Summer Meeting in Sante Fe, New Mexico (\$430.83) and Brian Gallup-NAFIS 2022 Summer Directors Meeting in Chicago, Illinois (\$365.83). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

In State Travel: Motion by Ms. YellowOwl to approve in state travel for Jennifer Wagner, Kari McKay, Dual Enrollment Summit in Missoula, MT 2021-2022 (\$591.26 ea) and Matthew Johnson, State Track Meet in Butte, Montana 2021-2022 (\$707.96). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Motion by Ms. Yellow Owl to approve in state travel for Matthew Johnson, Michael ComesAtNight, Montana Summer Institute in Bozeman, MT 2021-2022 (\$2,089.15); Tonia Tatsey, Corrina Guardipee-Hall, Teacher Residency Demonstration Pilot Project in Bozeman, MT 2021-2022 (\$1,919.39 ea) and Administration/Principals,

SAM Administrators Institute 2021-2022 (\$1,137.48 ea). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Approvals: Motion by Ms. RidesAtTheDoor to approve the following items: Student attendance Agreement-East Glacier Elementary 2022-2023; Colleen Wilson, Project Success Writing Enrichment Program Proposal-BES 2021- 2022 (\$500.00); Extended Contract-Elizabeth Tailfeathers, Special Education Summer Program 2022- 2023 (\$2,272.00); Extended Contract: Elisha Davis, Elementary (K-8) Summer School, Session 1&2, 2021-2022 & 2022-2023 (\$8,933.00); Extended Contract: Michelle Harrell, Elementary (K-8) Summer School, Session 1, 2021-2022 (\$3,820.00); Extended Contracts: Earl Tail, Napi Summer School Lead Teacher, Session 2, 2022- 2023 (\$375.00); Extended Contracts: Elementary Teachers (K-8) Summer School, Session 1: Sarah Flamond, Nathalie Lopez 2021- 2022 (\$4,885.00); Extended Contract: JoAnn Powell, Lead Teacher Babb Summer School, Session 1&2, 2021-2022 & 2022-2023 (\$750.00); Contract Modification: Kimberly Tatsey-McKay, BMS Counselor 2022-2023 (\$2,469.00); Extended Contract: Kimberly Tatsey-McKay, BMS Counselor Scheduling 2021-2022 (\$1,519.00); Extended Teacher Contracts for AimsWeb Training: Brandy Bremner, Andrea Evans, Arlene Wippert, Edith Wagner, Genevieve Wilson, Darcy Skunkcap, Violet Boggs, JoAnn Powell 2021-2022 (\$2,461.00); Additional SLT Committee Members: Elisha Kennedy, Michelle Harrell, Tammy Reagan, Amber StillSmoking, Nathan Stone, Adriane Tailfeathers, Ron Tucker, Victoria McClellan 2021-2022 (\$2,592.00) and Sinclair Glass Quote for Metal Screens - BMS 2021-2022 (\$12,100.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for. Mistee RidesAtTheDoor abstained from vote for Elisha Kennedy.

Motion by Mr. Conway to approve the following items: Extended Teacher Contracts: BHA Summer Program Credit Recover: Greg Klauk, Nick Rink, Abigail Marshall 2021-2022 (\$13,269.00); Extended Contract: Melanie Magee, Gear-Up Summer Program 2021-2022 & 2022- 2023 (\$3,176.00); Extended Contract: Abigail Marshall, Clean-Out Chemistry Lab Storage and Dispose of Chemicals 2021-2022 (\$2,126.00); MHSA Annual Dues, Fees, Catastrophic & Concussion Insurance 2022-2023 (\$6,277.00). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with James Evans, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve the following items: Salary Increase: Irene Augare, YHDP Case Manager 2022-2023 (\$909.00); Change in Position Term: Jessica Rutherford, Special Education Teacher Assistant 2022-2023; Extended Teacher Contracts: SBE Committee, Curriculum Planning, Preparation: Dan Connelly, Danielle Augare, Ross DeRoche 2021-2022 (\$3,849.00); Substitute Eligibility Roster 2021-2022; MOA Between BPS & BFT, Insurance Increase 2022-2022; Teacher Residency Demonstration Pilot Project 2022-2023 (\$54,000.00); School Board Calendar 2022-2023; Discuss/Amend Travel Policy #7336 and SOPs; MSGIA Property and Liability Insurance 2022-2023 (\$450,000.00); Purchase New (Gas) Route Bus 2022-2023 (\$157,250.00); Interstate Alarm Company Services Agreement/Software License 2022-2023 (\$18,504.00); Schellinger Construction Quote: Road Base for Access Road & Lot (\$151,200.00); Purchases Over \$10,000.00; District Claims #435454 - 435590 (\$252,629.58); Student Activities Claims #704942 - #704961 (\$14,220.47) and Additional Pays/Payroll. Second by Ms. Bullshoe. Public participation/Board discussion: Ms. Yellow Owl stated there are a lot of changes to the community calendar and asked to not put sports on the calendar. Jennifer Wagner stated that they did discuss not having sports on the calendar because dates change so much. Matthew Johnson stated that the start of the season does not change much. Ms. Yellow Owl stated the community acts like the calendar is a contract and holds BPS to it. Ms. Yellow Owl asked what is the amendment on the travel policy. Superintendent Hall stated the board requested to bring the policy forward because of gas prices; when staff travels, they receive only half the mileage. The change will increase travel budgets but will give full mileage for staff to attend trainings. Ms. Yellow Owl agreed with changing the mileage and also felt since everything is going up in costs, including food, the board needed to look at meal rates too. Ms. TallWhiteman stated that coaches are using their own money to get to conferences and using their own card for incidental check in. Board agreed to bring the travel policy for further discussion to a special board meeting on June 20, 2022 at 5:00 p.m. and add Karleen Whitegrass too. Mr. Conway asked that this item be brought back and include the finance director in the discussion. Mr. Evans asked if there were

any competitive bids for property and liability insurance. Superintendent Hall stated she did receive a call from Payne West but did not get a quote. Mr. Evans felt that \$500,000 is a lot and wants to go out to bid. Superintendent Hall stated the district did have a lot of incidents and accidents this past year which caused the bill to go up and also noted that a Class C district pays \$225,000 for this. Mr. Conway suggested getting a quote from State Farm in Cut Bank too. Board agreed to go out to bid. Mr. Evans stated that the district will get a better cost for road base taking this quote because they will combine the school with other roads on the reservation. Ms. Bullshoe and Ms. Yellow Owl removed their motions; Ms. Yellow Owl motioned to approve all items except to bring the Travel Policy #7336 and SOPs and MSGIA Property/Liability Insurance 2022-2023 (\$450,000.00) back to a special board meeting on Monday, June 20, 2022 @ 5:00 p.m. Second by Ms. Bullshoe. Motion passed with James Evans, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman, Mistee RidesAtTheDoor voting for.

Motion by Ms. Yellow Owl to adjourn at 6:10 p.m. Second by Ms. Bullshoe. Motion passed.

Respectfully submitted:

Carlene Adamson, Board Secretary

Brian Gallup, Board Chairperson

Crystal Tailfeathers, District Clerk