

Regular Board Minutes (Draft)
Wednesday, April 26, 2023 @ 5:00 p.m.
Administration Conference Room

Present: Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl. **Absent:** Brian Gallup, Rae TallWhiteman, James Evans, Kristy Bullshoe.

Ms. RidesAtTheDoor called the meeting to order at 12:00 p.m.

Recognitions/Presentation: Frances Bullcalf recognized the following Transportation staff: Jamie Bullcalf, Lisa Bullcalf, Joseph Bullshoe, Ed Burke, Shelly Flamand, Kimma Flamond, Hillary Gilham, Brenda Guardipee, Carole Harwood, Marguerite Higgins, Philip Higgins, Deanna Lahr, Cohrie Lorenzo, Bryan Potts, Gayle RidesAtTheDoor, Judy Smith, Laura Trombley, Crystal Upham, Ella Wall, Wes Wells, Delphine Old Person and Thomas Kicking Woman. Each were commended for the jobs they do every day: discipline, long bus runs and trips, painting, cleaning up trash, helping at each school, secretarial work. Mr. Bullcalf noted that all bus drivers have 1st Aid/Cpr. The noon session concluded at 1:00 p.m.

Reconvene at 5:00 p.m.

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

Mr. Gallup called the meeting to order at 5:00 p.m. and congratulated Robert DesRosier for being elected to the Tribal Council.

Approval of Minutes: Mr. Gallup asked for a motion to approve the special board minutes of April 10 and to remove the regular board minutes of April 11, 2023. Motion by Mr. Conway to approve the Special Board Minutes of 4/10/23 and remove regular board minutes of April 4/11/23. Second by Mr. RunningFisher. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Approval of Agenda: Motion by Ms. TallWhiteman to approve the agenda with no changes. Second by Ms. Yellow Owl. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Recognition: Superintendent Hall recognized Rebecca Rappold for her knowledge of curriculum, and her skills, and for sharing with principals and coaches which is very beneficial to the district.

Ms. Rappold wears a lot of different hats for the district and Superintendent Hall state she will take some things off her plate. Ms. Rappold will act as Special Education Director for the remainder of this school year. Taylor Crawford was recognized for bringing back the Etumoe paper at BHS. Elva Dorsey was recognized for bringing back the high school yearbook. Superintendent Hall stated that the company the high school is working with on the yearbook allows students to send pictures in and maybe they will do last year too. Ty Running Fisher is an outstanding math teacher and there have been many positive comments from students and parents on this. Mr. Running Fisher is also a Track Coach. He will go to Bozeman for his medical degree then to Seattle to finish. Colleen Nolan has done a tremendous job in special education for monitoring. Ms. Rappold stated that Colleen has completed the timelines, documenting and review for special services department last fall and completed the timeline to complete all findings. Colleen will successfully complete the 5-year monitoring with OPI this year. She has done an excellent job.

Rebecca Rappold recognized Lisa Crawford, the iTutor for BHA. The Academy has received feedback from parents who are very happy and supportive of the work she is doing with her student. The Academy students are

asking to work with her and she communicates well with all staff. Lisa Crawford provided very good services as a teacher through iTutor.

Public Comment: None.

ITEMS OF INFORMATION

Building Reports: Child Nutrition-Copy Center-Warehouse - Lynne Keenan; Curriculum and Instruction - Rebecca Rappold; Parent, Community Outreach, FIT - Irene Augare; Childcare-Rose Racine; Blackfeet Language-Native American Studies - Robert Hall; GEAR UP Report - Melanie Magee; Spookinapi (Good Health) Project - Cinnamon Salway; Athletic Department Report - Tony Wagner; Student Activities Department - Heidi Bullcalf; Technology Department - William Kennedy; Transportation - Francis Bullcalf and Maintenance/Facilities/Security/Construction - Reid Reagan. *No discussion.*

Superintendent's Report

2023 Accreditation Status Report: Superintendent Hall stated this year the accreditation is poor due to non-licensed teachers. The 2+2 teachers had to be licensed before December 1 and they did not complete their requirements. OPI went to online services and did not open the portal in time and caused teachers with emergency certification requirements to not get finished. BPS did not recommend to rehire any emergency rehires; they have to wait 60 days for other applicants first. All of this had a bad effect on accreditation. John Salois stated there were also issues with background checks that were sent in but never did get there. All forms were mailed and had to be redone and sent by certified mail. Some were not received until after the December 1 deadline and did not get certified in time due to a new system, and not having good communication. Some people had Masters and a teaching degree but were listed as a Mentor and they were not listed as student teachers. iTutor has worked diligently to get their people certified. Ms. YellowOwl stated concern that teachers were not being properly assigned to correct areas and every BPS school has deviancies. Superintendent Hall stated the misassigned teachers are from the Academy which effects BHS. Mr. Salois stated that some people did not re-enroll into their program and did not notify BPS of this and some with Class 7 license, needs Class 2 license and turned in their paperwork late; 1 did not take their Praxis; 3 Immersion have to get their elementary certification. Mr. Salois stated BPS has until June 1 to correct the problem. Mr. Salois stated these are professional people and he can assist but if they don't do what they need to, he can't help them. Mr. Gallup stated the biggest issue is OPI, they are very overstaffed and have a new system and did not teach anyone how to run it. Superintendent Hall stated next year BPS has plan to cut off by November 1; those not accredited will not get paid until they have turned their paperwork. Ms. Yellow Owl stated some teachers are not properly assigned. Mr. Salois stated the Academy has some teachers with only elementary endorsement and are teaching secondary curriculum. He will be working with them. Those that request transfers from elementary to HS have 3 years to earn their secondary endorsement and will have class 5 license for next year. Ms. TallWhiteman stated they need to be notified early that they will not get paid; the previous superintendent made sure of this. BPS has 39 total; 31 are non-licensed, 8 are not properly assigned which was done here. Ms. TallWhiteman stated administration needs to take some of responsibility to make sure they are properly assigned if we are moving them and reminded the board that Ms. RidesAtTheDoor brought this up last fall about who was licensed and what accreditation was like and was told that this would be taken care of. Ms. RidesAtTheDoor suggested these people work on getting their paperwork done on Wednesdays as it affects our kids. Ms. TallWhiteman stated BPS is supposed to make sure they get this done because it is a requirement from the school. Mr. Gallup stated this is a requirement from OPI and State of Montana. They get that license and can take it anywhere; it does not belong to BPS and it is the professionals' responsibility to complete the work and get their license if they want to be paid. Ms. RidesAtTheDoor felt that the school should take a step further and help them get certified because of the shortage of teachers. Ms. Rappold stated that her and Mr. Salois have many items worked with teachers to help them get their emergency license; they give them the support they need at the district level when requested. Mr. Salois stated he calls them after kids leave school and during their prep to help them get it done; it is their license and they have to be the one to get it done. Ms. RidesAtTheDoor stated she has heard from different staff and they do not get any response and is concerned because it is accreditation. Mr. Salois stated these people can be hired if licensed and have the ability to get licensed and also these people are qualified and just need to finish the paperwork. Mr. Salois stated BPS takes

the extra step to give them a deadline and hold them accountable. Ms. RidesAtTheDoor suggested to set a deadline and move forward. Mr. Salois stated the administration did do this and they still did not get it done and some had lost paperwork with the Dept of Justice and BPS did not hold their checks. Mr. Gallup stated there is a lot that needs to be corrected and the board needs to be kept informed on this. Ms. Rappold asked what steps are needed and noted that Montana does not allow reciprocity; what does BPS need to do to lobby this. Superintendent Hall stated this was discussed and BPS has to keep lobbying and go to the Dept of Education. Ms. Rappold stated she wants to do this and stated that BPS has found some amazing iTutors and wants to retain them to fill many openings in the special education are.

New Board Policy #3310P1 Student Risk Assessment 2nd Reading: *No discussion.*

Student Awards Donation 2022-2023: Jennifer LaFromboise-Wagner stated this money is from an anonymous donor and per policy, she is making board aware of this.

Update on Graduation: Jennifer LaFromboise-Wagner stated BPS has 81 students and BHA has 60 potential students to graduate with possibly 121 graduates. The final marching order will be set a week before graduation and she will bring a list for the board. Save the dates have been sent out to the school. May/June is decision week; May 1 is for kids signing for sports or college. Will close the gym 5/5 through 5/22 to have senior brunch; spring concert; BCC Graduation; staff appreciation; senior awards and graduation day on May 21. There will be requirements for grades and seniors can check out early and there will be some things on attendance where they can miss 3.5 days during this time. Those that finish classes early are out on June 2. Today the juniors met with Jostens and came up with options for caps/gowns, invitations, etc. The Junior class voted on this. If ordering class ring they get cap/gown and pay through summer. Senior schedule has graduation practice 5/17 and 5/18. There are 4 valedictorians. Senior advisors are working on senior trip with Ms. Wagner and Josephine Wagner and they want to go to Silverwood. The students are very organized and putting their itinerary together. All diplomas have been ordered as well as a few blank diplomas.

Attendance Committee Update: Dennis Juneau reported they have a BPS Truancy Court checklist; they had 4 referred to truancy court and 3 will be processed. The court wants more detailed information and Mr. Juneau will work with principals on this. Mr. Juneau stated there needs to be more personal contact attempts by principals and assistants and not by Robo or the attendance clerks. Each building meets weekly. Superintendent Hall stated they will meet with the court and see if they could get the kids to summer school, and working on preventatives. Mr. Conway asked about getting a judge here to have court. Ms. RidesAtTheDoor stated they are working on a process with Mr. Juneau to get this done. Mr. Juneau stated the attendance committees are working on this for their buildings and will be enforcing policy and reentry to bring them back into school.

BPS Summer School Activities: Mr. Juneau reported there are 2 sessions, they have hired certified staff and finalizing classified staff. Summer activities: Eekahkimaht, BAWAP, etc. K-8 will be at BES, and rerouted secretaries, counselors, coordinator. They met today and will start advertising for 1 teacher and 1 TA. Students will be reviewed at registration and a decision will be made to decide their best placement. The Special Education Dept helped support this and opens summer school for this.

Budget Update: Crystal Tailfeathers reviewed the following: Elem General Fund was \$8.8 million with 60% committed and \$3.4 million left; HS was \$4.3, with 64% committed, \$1.5 available. Ms. Tailfeathers stated she met with Francis Bullcalf and let him know transportation funds are available to purchase vehicles in 110/210 budget. Elem IA was \$9.5 million with 74% committed and \$2.3 available; HS IA was \$4.5 with 58% committed and \$1.9 left and includes setaside. Setaside and can be included in this budget and any leftover will be added to the money market account at Stockmans. Mr. Conway asked when does BPS have to spend State money. Ms. Tailfeathers stated by June 30 and will meet that deadline and noted that most teachers are paid from this fund and it will take a large amount of this for the final payroll in June. Ms. RidesAtTheDoor asked if consumable supply can be taken from the food and beverage too. Ms. Tailfeathers stated no, consumable has a 610 object code and food has 612 object code and food service is 630.

HR Status Update 4/26/23: Mr. Salois explained the issue on pay periods where contracts have 26 pay periods (260) days. The payroll periods have 261 days. We were short 1 day and it has built up over the years and first pay period is July 1 and should be the end of July. If we continue with 26 pay periods we will have to skip a pay period and would go a week without a check. BPS has to go to 27 pay periods; 260-day contracts would be affected; they would get an extra pay period. If there is no salary increase and went to 27 pay periods 59, 73, 150, there will be a slight decrease per period and BPS needs to do this. This year the last pay period is 6/15 and we run the paychecks on July 1. Mr. Salois stated that pro-tech and principals don't get a step increase like teachers do and this year there is 2% and 3% listed and noted that as of November 2022 inflation was at 16.5% which increased for Montana; over last 10 years there has been 35% increase but salary our increase is 2%. Ms. TallWhiteman stated that BPS has this issue before and staff did not get a check for a month and suggested to look at the old payroll to see what they did. Mr. Salois stated that is one option, but need to go to 27 pay periods for 1 year to avoid this. Ms. TallWhiteman stated concern that BPS pays teachers before they come back for a week and when they resigned did we get the money back from those teachers; they got free paycheck and that is a concern. Need to look at these things when changes are made. We wouldn't know of these things unless someone brings the issue forward. Mr. Salois stated that payroll calendar is done by the finance department and they are working to correct this on the on the calendar.

Coaching Season Worksheet: Ms. Yellow Owl stated some sporting activities coaches were paid but there is no evaluation completion date. Mr. Salois stated head coaches are not paid until the evaluation is completed. Ms. Yellow Owl stated the head FB coach was paid 12/6/22 but no evaluation completed. Mr. Salois will review this with HR secretary. Ms. RidesAtTheDoor stated a softball coach resigned but is not on the agenda. Mr. Salois will check on this.

Resignations: Resignations were accepted for Ron Tucker, Teacher-Middle School, Effective 4-18-23; Shelly Flamand, Bus Driver 9-Month, Transportation, Effective 5-5-23; Darcy Skunkcap, Instructional Coach-BMS, Effective 6-8-23; Elizabeth Coleman, Teacher-Middle School, Effective 6-8-23; Daniella Rinehart, School Based Therapist-BHS Effective 6-8-23; Sharon Tucker, Teacher-Middle School, Effective 6-9-23; Lori LaPlante, Teacher, Middle School, Effective 6-9-23 and Ty Running Fisher, Math Teacher-BHS Effective 6-9-23.

ITEMS OF ACTION

Hiring: Motion by Mr. Conway to approve the following hires pending successful background checks/drug tests: Calvin McKay, KW Vina Custodian; Shanna Little Dog-Leon, BES Attendance Clerk; Gina Dosch, School Based Therapist-Professional Technical-BES 2023-2024; Carla White Grass, Certified Staff Renewal-BMS SpEd Teacher 2023-2024; Carolyn Zuback, Certified Staff Renewal-BNAS Teacher, Middle School 2023-2024; Verlin Whiteman, Certified Staff Renewal-BNAS Teacher, Middle School 2023-2024; Robert Bremner, Certified Staff Renewal-Shop Teacher, Middle School 2023-2024. Second by Mr. Evans. *Board discussion:* Ms. Yellow Owl asked if Gina Dosch is pro technical. Mr. Salois stated the position was created for a person who is certified and has a counselors license but readvertised and this person is does not have a certified counselor contract and is not licensed through OPI. Superintendent Hall stated they reviewed the certified payscale for professional technical; the position was advertised as pro-tech, and did have certification through the state and she did not have identified. Mr. Salois stated that Gina Dosch will be brought back for a salary increase. Mr. Conway stated that the administration needs to start getting people in the right positions. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve the following hires pending successful background checks/drug tests: Linda Baker, Facilities Secretary and Administrator-Director-Professional Technical 2022-2023; Kayla Burns, Nathan DeRoche, Kailey Hall, Monty Lucke, Kiana McClure, Kylie Rutherford, Juliana Salois, Tessa Wells, George Grandchamp, Arlan Edwards, Ronnel Goss, Melanie Magee, Rosalyn Racine, Sicily Bird, Sheila Hall, Tammy Hall-Reagan, Angela HeavyRunner, William Huebsch, Jennifer LaFromboise-Wagner, Raquel LittlePlume, Kari McKay, Jessica Racine, Tonia Tatsey, Irene Augare, Robert Hall, Cinnamon Salway, Rebecca Rappold, Matthew Johnson, Dennis Juneau, Francis Bullcalf, Heidi Bullcalf, Reid Reagan, John E Salois, Crystal Tailfeathers, Tony Wagner,

Carlene Adamson, Charmaine Arcand, Heidi Crawford, Ken King, Colleen Nolan, Gerald Parrent, Jr. Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Contract Service Agreements: Motion by Mr. Conway to approve the following contract service agreements pending successful background checks: Cheri Show, After Prom Chaperone 2022-2023 (\$157.50); Katherine SkunkCap, After Prom Chaperone 2022-2023 (\$115.50); Leslie Wolverine, After Prom Chaperone 2022-2023 (\$97.50); Yvette Jimenez, After Prom Chaperone 2022-2023 (\$97.50); Annette Burdeau, After Prom Chaperone 2022-2023 (\$71.50). Second by Mr. Running Fisher. *Board discussion:* Ms. Yellow Owl asked about paying the chaperones for pep club. Superintendent Hall stated they will be on the next agenda. Tony Wagner stated that all pep club chaperones were paid. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. RidesAtTheDoor to approve a contract service agreement for Ruth Shea, Spring Aimsweb ELA Assessment 2022-2023 (\$3,625.00) pending successful background check. Second by TallWhiteman. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Out of State Travel: None.

In State Travel: Motion by Ms. RidesAtTheDoor to approve in state travel for Angela Heavy Runner, State Gear Up Spring Planning Meeting 2022-2023 (\$251.37). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve in state travel for Kari McKay, State Gear Up Spring Planning Meeting 2022-2023 (\$85.00); Kari McKay, State Track in Laurel, MT 2022-2023 (\$579.60); Michael ComesAtNight, Track Divisional Tournaments in Corvallis, MT 2022-2023 (\$610.94); Matthew Johnson, Let's Talk Montana Conference in Polson, MT 2023 (\$549.28). Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve in state travel for Frances Bull Calf, Montana Association for Pupil Transportation Conference 2023 (\$713.81) and Reid Reagan, Operations and Maintenance Asbestos Training 2022-2023 (\$629.12). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Approvals: Contract Modification: Shawnee Momberg, Certified Teacher Lane Change 2023-2024 (\$2,848.00). Second by Mr. Conway. *Board discussion:* Mr. Conway asked if Ms. Momberg knows she is getting a lane change and stated this was a deficiency and asked if it will be corrected. Mr. Salois stated she dropped out of her internship and he was not told. She will have to have this before schools starts. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. TallWhiteman to approve High School Student Attendance Agreement-Billings 2022-2023. Second by Mr. Conway. *Board discussion:* in response to board questions, Superintendent Hall stated that per legal council it is a FERPA issue if the students' identity is listed. However, a trustee can ask her to review the documents. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. RidesAtTheDoor to approve the following items: Administrator/Director and Professional-Technical Salary Increase 2023-2024; Adoption of StudySync, 6-12 ELA Curriculum 2022-2023 (\$176,402.06); Playground Education Consulting Services 2022-2023 (\$4,750.00); New Vehicle Purchase for District Use-Transportation 2022-2023 (\$288,416.00); Vehicle Purchase for Technology Department 2022-2023 (\$69,797.00); Purchases Over \$10,000.00; District Claims #95556-#95393, #437992-#438112 (\$531,630.25); Student Activities Claims #705389 - 705399 (\$26,582.50) Cancelled Claim #705247 (\$3,342.57) and Additional Pays/Payroll. Second by Mr. Conway. *Board discussion:* Ms. Yellow Owl motioned to approve option (3%) for Administrator, Director and Prof. Technical Salary Increase. Second by Ms. TallWhiteman. Mr. Gallup stated the cost of living is up and the cost to the district is listed for each person. Mr. Evans asked if the school has the money to give 3% across the board, districtwide. Mr. Salois stated the certified staff receive 3% plus lane and step increase; classified received lane and step increases and has received more than 3% in their contract a few years ago. Mr. Gallup called for a motion for Option 1, 2%. Motion failed with Ms. RidesAtTheDoor, Ms. Yellow Owl, Ms. TallWhiteman voting for and Mr. Gallup, Mr. Conway, Mr. Evans voting opposed. Motion failed. Motion by Mr. Evans to approve Option 2 for 3%. Second by Ms. Yellow Owl. *Discussion:* Superintendent Hall stated that the directors have 260-day contracts, principals have 215-day contracts and teachers have 187-day contracts and there is a big difference in days worked. Ms. TallWhiteman stated that she has said it before, administrators and directors get thousands. Mr. Gallup suggested to keep working administrators/directors/pro-tech with no increase and hand them a certificate of award. Mr. Conway asked Ms. Tailfeathers if the money is in the budget for 3%; Ms. Tailfeathers stated yes. Mr. Evans stated if the school can afford, move on, Option 1 failed. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

There was No Personnel/No Legal.

Motion to adjourn by Ms. RidesAtTheDoor at 6:59 p.m. Second by Ms. Yellow Owl. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, James RunningFisher, Donna Yellow Owl, Rae TallWhiteman voting for.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Crystal Tailfeathers, District Clerk