

Browning Public Schools
Board Agenda Request
Meeting To Be Held: August 26, 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: 08/19/25

To: Rebecca Rappold
 Superintendent of Schools

From: Bev Sinclair
Title: Director of Human Resources

Subject: Hiring: Blackfeet Junior Academy-BMS 2025-2026

Description: John Salois is recommending the following hire. **Pending successful completion of the pre-hire process:**

🚩 Tristan Smith; Blackfeet Junior Academy; BMS (BA/2) \$48,859.00

Financial Impact: BA/2; \$48,859.00 -- prorated for late start: $\$48,859.00 \div 187 \text{ days} = \$261.28/\text{day}$
x 180 days = \$47,030.40

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

Attachment(s): Hiring Selection Report

Superintendent Action: ☐ Approved ☐ Denied ☐ Deferred Initial & date: _____

Comments: _____

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

Browning Public Schools Hiring Selection Report

Position Teacher; BJA		Applicant Recommended Tristan Smith	
Department/Location BMS		Supervisor John Salois	
Type of Position Certified	Starting Date 08/27/25	Term 180 days (prorated from 187 days)	

Recruiting.	Date Posted 05/26/25	Re-advertised:	Closing Date:
Comments:			

No.	Applicants Name (Alphabetical by Last Name)	Date Application Received	Minimum Requirements Met?	Date Interviewed
	Tristan Smith	06/24/25	Yes	08/12/25

Interview Committee	Title	Name	Title
John Salois	Principal		
Robert Hall	Director		
Shaundel CalfBossRibs	Head Secretary		

Recommendation: Tristan has experience working with Native Students in Alaska and at BIE School in AZ. His interview showed he has teaching knowledge and philosophy that fits the building and classroom.

Pre-Employment Requirements	Date Initiated	Completed? (Y)es (N)o	Results Received (Negative = OK)
Drug Test	Scheduling	NO	PENDING
State & Federal Criminal background check	Scheduled	NO	PENDING
Tribal Background check	Scheduled	NO	PENDING

Salary: \$47,030.40 (prorated from \$48,859.00)	Placement: BA/2	Contract Days: 180
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Prepared by: Bev Sinclair Date 08/19/25 Approved by: _____ Date: _____