

Regular Board Minutes (Draft)
Tuesday, September 14, 2021 @ 5:00 p.m.
Administration Conference Room

Present: Brian Gallup-Chair, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, James Evans (via Telephone). **Absent:** Kristy Bullshoe.

Mr. Gallup called the meeting to order at 5:03 p.m.

Approval of Minutes: Motion by Ms. Yellow Owl to approve the Regular Board Minutes of 8/25/21. Second by Mr. Conway. All in favor/Motion passed.

Motion by Ms. Croff to approve the Special Board Minutes of 8/1/21. Second by Mr. Conway. All in favor/Motion passed.

Motion by Ms. Yellow Owl to approve the Special Board Minutes of 9/3/21. Second by Ms. RidesAtTheDoor. All in favor/Motion passed.

Approval of Agenda: Motion by Ms. Yellow Owl to approve the agenda with the following change: remove Taylen Edwards, EEkahkanmaht Evening Work 2021-2022 (\$690.00) due to lack of pre-hiring paperwork. Second by Ms. RidesAtTheDoor. All in favor/Motion passed.

Public Comment: None.

ITEMS OF INFORMATION

Building Reports: Mr. Gallup acknowledged reports from KW/Vina-Tonia Tatsey, Browning Elementary-Sheila Hall, Napi Elementary-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 stated that the building reports show the number of students attending then gives a number that should be attending and asked if those are registered students or not. Jennifer Wagner stated that it is the average daily attendance enrollment and the average ADA for the month; it shows the number coming to school by percentage; some do not show because of drops. Ms. Croff asked under the disclosure parent consent form who are the students referred to. Tonia Tatsey stated if the teacher has concern or sees student in any distress daily, the counselor and teacher will meet and reach out to parent/s, and they sign counseling form to approve meeting with the child. This is not an outside referral, it is only on campus. Ms. Tatsey stated her buildings have 9 students remote according to 504 plans. Sheila Hall stated this year they had a lot of students not enrolled; the first and second week of school BES had big influx of students registered. Parents have been calling and their concern is about the numbers of students and they have been reassured about the process; communicating helped and more kids are showing up, they want to be in school but parents are worried. Ms. Yellow Owl asked about the IDEA criteria letter of determination. Superintendent Hall stated that the letters show that BPS met all requirements. Maureen Stott stated Special Education has to meet standards/criteria through the state on students with disabilities. The levels of determination say what is determined and we meet it. Ms. Stott stated that there were a lot of students identified for language intervention that will start immediately. Ms. Croff thanked Rebecca Rappold for her work with the Colonies and stated that it feels organized, and like things are happening. Ms. Croff requested student numbers from each building that are on distance learning and also for actual student enrollment numbers so she can see the increase in numbers. Matthew Johnson gave an update on COVID numbers as of last week. This week BPS has 9 staff, and some are back this week; there are 13 students COVID positive and 3 will be off tomorrow.

Quarantined 36 students which means someone was in contact with them. If 12 and above they do not have to quarantine if A symptomatic. If have to be around person every day, they have to quarantine. Lot of people who have tested positive, nature of virus, we have more breakthrough cases; looking for young unvaccinated or those

vaccinated. Have too high of amount of half vacs who had first shot only; they do not have good immunity. Have 36 students and 5 staff quarantined today. Receive info from IHS every day. 4 kids on positive that never started school; people are scared to start due to covid. We provide covid support. Gt falls, rocky boy have shut down, mostly due to staff related covid. even if unvaccinated out 14 days. Bad flu/head cold right now and 95% are negative to covid. Constantly up against, real anxiety and people ask why haven't shut down due to numbers with covid; if all wearing mask, and no close contacts, will still test an entire classroom or team. Work with IHS and Tribe and know it is unvac adults passing covid onto the kids. our numbers are not as bad as what is on facebook. All buildings doing incredible job with masks and social distancing. Every school has doors open, and called state fire marshall, and he allowing outside doors to be open for ventilation if all staff are inserviced. when covid moves it loses its efficacy. Mistee thanked all for their help and information and for helping all. Matthew goal is to be safe. Bps is hiring a couple of people to help in this area so all will be moving faster. Rae before thinking of shut downs the percentage for 2000 kids is .65 and .1 for staff; should hit certain threshold and not panic and close because there are many kids who are panicked that we will shut down. Matthew cdc has a graph chart on school shut downs and it increases covid because kids do gather in small areas; does not stop the spread in communities unless the whole community is locked down. Delta is hitting the younger people. Numbers have plateaued right now, not rising. Steve air handlers, bring in warm air from one section and mix with 35% from another. Have to check with j&j on bringing in fresh air. They don't recirculate the fresh air. Set up so they bring in more fresh air and mixing with less recycled air in buildings. Utility bills will go up. dyo also installed blue lights that are supposed to help with virus; opening outside doors helps but with the blue lights it is supposed to help. Brian this virus is so short the movement of air is helping. Corrina need to do same for BHS. Will check into the lights and keeping doors opened. Rae update every other day with how district is effected, communication to community will alleviate the questions. Matthew will have dashboard running by end of week.

Review Policy #3525 Mandatory Random Drug/Alcohol Testing: Superintendent Hall read lline 20, page 2 that states: "Random testing will be conducted during the various activity seasons throughout the school year. Students will be selected for random testing by a computer-generated process. Selection for testing will be made from one (1) "pool" consisting of the student activity participants for each given "season", as applicable. In order to preserve the integrity of the random test, parents will not be notified prior to a random test. All testing will be conducted by appropriately trained school personnel or by an independent testing agent selected by Brownning Public Schools". Ms. Yellow Owl asked where the generated list comes from. Superintendent Hall stated that the list is created by activities and given to the drug testing company. The drug testing company uses a program to randomly select student names. Ms. Yellow Owl asked how many students are selected. Superintendent Hall stated that it was 10 % of the students for each season. Ms. Yellow Owl stated that 10% should be listed in the policy. Mr. Gallup stated that it should be the same every time. Ms. TallWhiteman stated that administration is forcing people to follow policy that is not in the policy and it does not say what we say it says and it is the board's fault. Ms. TallWhiteman stated that when we get randoms, it does not say that in the policy and we are forcing people to follow policy that is not in the policy, the policy does not say what we say it says and it is boards fault. When we get randoms, it does not say that in the policy and some harbor bad feelings and have bad feelings with the one person who is head of this. Superintendent Hall stated that the percentage was a discussion she held with the administration in a meeting. Ms. TallWhiteman stated, but this is not in the policy and she is getting angry at the the wrong people and stated this needed to be changed. Superintendent stated that the policy says "random selection" and it says a "pool of students for each given season". Ms. TallWhiteman stated that we are dictating that, and we are changing that, not anyone else is. Mr. Gallup stated, this is not true. Ms. TallWhiteman stated the integrity of the tests stay in tact if these people do the compilation of the name and we say it doesn't come from there and it comes from another place. Ms. TallWhiteman stated that she knows this. Superintendent Hall stated that this would go into personnel issues and she is not going there. Ms. Yellow Owl agreed with Ms. TallWhiteman and stated your saying it says 10% and it does not say that. Ms. Yellow Owl asked if royalty is a sport or a club. Superintendent Hall stated they are an extracurricular activity and they are are on the drug testing list. Ms. TallWhiteman says it is in the handbook. Ms. Yellow Owl stated that the handbook and the policy need to correlate and if not then go to policy. Ms. TallWhiteman stated this is the 3rd time she has asked for policy to reflect 10%. Mr. Gallup asked, is that what it should be. Ms. TallWhiteman stated she disagrees and felt it should be up to the drug testing policy and we shouldn't be telling them that. Mr. Conway asked if they have always

decided this. Ms. TallWhiteman stated no. Mr. Gallup stated that this needs to be discussed and clarified. Ms. Yellow Owl asked for a policy meeting. Ms. Croff stated that the loopholes need to be fixed. Ms. TallWhiteman asked why changes were made and stated that it made their lives harder and they should be involved in this. Superintendent Hall stated that it was students that brought this forward that is why the board changed it. Mr. Conway stated that the drug testing company has always done the drug testing and the computerized random selection list; it was not done by BPS. Mr. Conway stated that this covered all activity clubs in the past too. Mr. Gallup requested information from MTSBA on this. Superintendent Hall will have Debra Silk discuss this with the board. Ms. TallWhiteman stated that if there is testing all of the cohort tests, it is not 10%. Mr. Gallup stated that they will clean it up and all need to follow the policy; it is good to have the policy but they need to follow it. Ms. TallWhiteman stated that Harry Scheff came in the past and review the handbook with all the coaches and this has not happened for a long time. Mr. Gallup reminded all that the policy supercedes the handbook. Ms. Croff asked why we have handbooks if policy supercedes and stated that there is confusion on this. Mr. Gallup stated that policy is what BPS has to do and the handbooks are more detailed and must match the board policy. Ms. Croff stated that the handbooks do not match board policy; some have extra in them. Mr. Conway stated when it is the kids first offense on activity suspension for 15 days, and a week before tournament, boards have bent backwards on the policy. The board talks about the law but we need to know does the coaches have choice of not having a student on the team; the Board has changed this before too. Mr. Conway felt that coaches need to have say in the policy and about students too. Mr. Gallup stated that there were students and coaches attend the last discussion on policy. Board members suggested having a separate/special meeting to discuss this policy. Mr. Gallup asked that the trustees send him emails on recommended days to have a meeting and also stated that all board should be in attendance. Mr. Gallup stated he will be back from DC on 9/22/21 and 9/23/21 would work for him.

Napi Football: Everett Armstrong stated that he spoke with Earl Tail, Sicily Bird, Jessica Racine and Matthew Johnson and they made the decision to postpone fall Napi football program until next spring due to not having any coaches. The positions have been posted for months and no applicants have applied. Mr. Armstrong stated that the nation is feeling the lack of help in schools. Matthew Johnson suggested waiting until spring due to COVID and possibly having vaccinations, for this age, in the spring. Superintendent Hall stated that Activities will be requesting 2 more girl coaches and 2 more boys' coaches for Napi.

MTSBA-Demonstration of Support, Unity, Courage, and Focus During Polarized Times: Superintendent Hall stated that this is a good article from Lance Melton, MTSBA. Mr. Gallup stated that he read more on the Website and noted the hard decisions that are laid on average people and commended all board for the hard work they do.

HR Status Update 9/8/21: John Salois stated there is a candidate for Assistant Principal at KW/Vina that will be on next board agenda, the Family Engagement Coordinator is on the agenda for tonight; there are more classified resignations, i.e. Transportation; all new hires are listed.

Coaching Season Update: No discussion.

Resignations: The following resignations were accepted by the Superintendent: Hailey Bullshoe, BPS Childcare, Effective 8-17-2021; Allison Windy Boy, Elementary Teacher, KW-VINA Effective 8-17-2021; Shonda Marceau, SPED TA-BMS, Effective 8-25-2021; Nicklo M. CrossGuns, Bus Driver-Transportation, Effective 9-2-2021 and Renee Potts, BNAS Assistant, Instruction, Effective 9/10/2021.

ITEMS OF ACTION

Hiring: Motion by Ms. TallWhiteman to approve the following hiring pending successful background checks/drug tests: Natalie Malaterre, Family Engagement Coordinator-KW Vina 2021-2022 (\$31,257.00) and Paula Maldonado, KW Bergan Student Tutor. Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, James Evans voting for.

Motion by Ms. Yellow Owl to approve the following hiring pending successful background checks/drug tests: Francine DeRoche, Community Health COVID 19 Support Specialist 2021-2022 (\$26,791.00) and Kylie Rutherford, Community Health COVID 19 Support Specialist 2021-2022(\$30,364.00). Second by Ms. Croff. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, James Evans voting for.

Contract Service Agreements: Motion by Ms. Croff to approve a contract service agreement for Colleen Wilson, Tier 3 ELA/Math Tutor-KW Vina 2021-2022 (\$8,935.50) pending successful background check. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup-Chair, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, James Evans voting for.

Motion by Ms. Croff to approve the following contract service agreements pending successful background checks for Heidi Bullcalf, Classified Tutor Supervisor-Title 1 Tutoring Program 2020-2021(\$28,000.00); Mabel Running Fisher, Community Mentor Program 2021-2022 (\$3,600.00); Building Mentors 2021-2022 (\$19,000.00); Jaysen TallWhiteman, Eekahkimaht, Evening Work 2021-2022 (\$690.00); Edward Running Rabbit, Eekahkimaht, Evening Work 2021-2022 (\$690.00) and Roy McNabb, Eekahkimaht, Evening Work 2021-2022 (\$690.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, James Evans voting for. Ms. TallWhiteman abstained from approving Jaysen TallWhieman, Eekahkimaht.

Out of State Travel: None.

In State Travel: Motion by Ms. RidesAtTheDoor to approve in state travel for Jennifer Wagner, Golf Divisional Tournament in Hamilton, MT (\$479.24). Second by Ms. Croff. No public participation. *Board discussion:* Ms. Yellow Owl asked if Ms. Wagner is back fulltime and if she needed a doctor's release to return. Superintendent Hall stated part-time. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, James Evans voting for.

Approvals: Motion by Mr. Evans to approve the following: Extended Contract-Rolfe Schwartzkopf, ELA Curriculum Planning and Mapping 2021-2022 (\$257.00) and Big Sky-Glendale Colony Agreements 2021-2022. Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, James Evans voting for.

Motion by Ms. RidesAtTheDoor to approve the following: Buffalo Hide Academy, 19+ Year Old Student 2021-2022 SY; Student Attendance Agreement-Valier HS 2021-2022 and MOA with Montana State University Northern for Dual Enrollment 2021-2022. Second by Ms. Croff. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, James Evans voting for.

Motion by Ms. Croff to approve the following: Extended Contracts: Certified Teachers, SAVVAS Curriculum Planning & Mapping 2021-2022 (4,549.00); Extended Contract: Charlie Speicher, Trauma Informed Presenter 2021-2022(\$375.00); Blackfeet Native American Consultants List for 2021-2022; Colleen Wilson, 6+1 Traits of Writing Agreement 2021-2022 (\$500.00); Create Six (6) Wellness Coach Positions 2021-2022 (\$12,000.00); Create Occupational Therapist Position 2021-2022; Create Physical Therapist Position 2021-2022; Amend Temporary Compensation Schedule (approved changing custodian substitutes to \$14.00/hr); New Board Policies (Final Reading): #2170P Digital Academy Classes, 2600 Work Based Learning Experience Policy, 2600F Work Based Learning Agreement, 2600P Work-Based Learning Experience, 3121 Enrollment and Attendance Records, 3150 Part-Time Attendance, 3233 Student Use of Buildings-Equal Access, 3311 Firearms and Weapons, 3510 School Sponsored Student Activities, 3550 Student Clubs, 3550F Student Club or Group form, 4331 Use of

School Property for Posting Notices; ProVision Camera Bid-Transportation (\$80,916.00); L'Heureux, Page, Werner, A&E Services for KW/Vina Addition; Purchases Over \$10,000.00; District Claims Check #433593 - #433697 (\$177,874.39); Student Activities Claims Check #704644 - #704661 (\$4,672.77) and Additional Pays-Payroll. *Public participation; Board discussion:* Mr. Conway asked for the costs for A&E Services. Dixie Guardipee explained that this is only for the RFP and costs will be brought forward at another meeting to be approved. Ms. Yellow Owl asked why the district is approving policy #4211 regarding others using BPS School Name, Logo, Imagery, etc. Superintendent Hall stated that this policy was not supposed to be approved and the board can vote against approving it. Ms. TallWhiteman referencing policy #3510, if in a regular school/year, social events must have prior approval; all should be given adequate time, 7 business days, so it goes through the whole process. Ms. TallWhiteman stated always operating at the last hour, and the board says it's not discussed or whatever, needs to through the proper channels; if having a dance, it needs the principal's signature. Dixie Guardipee stated they need to give the business office time to get things done and noted that it is on the shoulder of whoever is going to sponsor whatever it is. Ms. TallWhiteman stated, put it on the adult shoulders. Superintendent Hall stated she is good with the 7 days and it needs to be followed. Ms. TallWhiteman stated if you have to have the conversation with the administrators, then have it or put it in policy and suggested to change it to 5 days. Mr. Salois stated that there are procedures that are required to be filled out 2-weeks in advance by the club advisor and signed by the Activities Director. Ms. Croff asked what SAVVAS is. Rebecca Rappold stated it is k-5 social studies curriculum and a high school science program; staff are training to use the curriculum. Ms. Yellow Owl asked the superintendent to review the amendments for the Temporary Compensation Schedule. Superintendent Hall stated she is asking that all sub wages be changed to \$13/hr, i.e. TA/Aide, drivers, maintenance, cooks, secretary, PCAs, non-certified tutors, (security and teacher subs were changed in previous meetings). Ms. TallWhiteman asked what the security rate is for school events. Superintendent Hall stated it is the same for subs. Highly skilled moved to \$15 and non-certified tutors moved to \$13. Student tutors will stay at minimum wage. Certified Site Supervisor (extra-curricular) moved to \$21 and cultural consultants move to \$25. Also, Technology and Wellness coaches were added with a \$2,000 annual stipend. Superintendent Hall stated that the tech mentors are in the buildings doing the overflow of work that Mr. Holm and William Kennedy can't get to. William Kennedy stated that tech mentors are teachers who setaside time in the mornings and at the end of every day to help staff and students with technology that need to be done, i.e. now they are setting up iPads, assigning to students and making sure all is working. Mr. Salois noted that at \$2000 annually it equals \$11.00/day. Robert Miller works with the wellness coaches on incentives and activities for staff and students. Ms. TallWhiteman stated that the concession cook is only at \$13.00. Ms. RidesAtTheDoor stated that the cooks are already there and it also says other on the schedule. Mr. Salois noted that the concession cook is under activities/extracurricular schedule. Ms. TallWhiteman stated that if the payroll receives the paperwork with \$14 the amount is changed back if not approved. Superintendent Hall stated that the security was changed to \$14 for buildings. Mr. Salois noted that the event security is on the extra-curricular salary schedule and can be reviewed when the board reviews policy #3525. Ms. Yellow Owl asked where advisory sits on this. Superintendent Hall stated that an advisor or class sponsor are volunteer and is separate from advisory classes; the negotiated agreement was approved for certified teachers where they have to volunteer to do two 2 activities. Mr. Salois stated at other schools the high school advisors take the majority of activities with classes and they get a stipend for being lead advisor, 3-4 per class \$500 per year and \$250 for the others. Everett Armstrong stated that he has lost help during the last couple games and some won't work for the amount of money BPS pays and requested the process to change security for home events soon as they are paid \$10.50/hr. and stated that concessions is hectic and not worth the amount of money they are paid. Ms. Yellow Owl asked to add these to be approved tonight. Mr. Gallup stated the Extra-Curricular Salaries are not on this agenda; a special meeting can be scheduled for this. Ms. TallWhiteman felt the pay should be retroed for this. Mr. Gallup stated he is back 9/23 and a special meeting can be setup, there are only a few games until then and we can retro if the board agrees. Dixie Guardipee stated that the custodians are getting crap and they have to make sure that everything is clean and disinfected for everyone. Mr. Gallup stated that they got raises and asked where is the money for these changes, we need to make sure we have it and how are we going to continue paying for it. Ms. TallWhiteman stated the work falls on the same people, the same person always in charge of same things and they don't see any increase in pay and felt that they should get extra stipend if they are getting the job done. Ms. TallWhitema also suggested adding other positions too and agreed that custodians should have \$1.00 more for subs. Mr. Salois stated this schedule is during the

regular work day; if at night subs are expected to be on duty. Board agreed to change to \$14 for subs. William Kennedy asked the board to give tech mentors at least \$3,000 stipend annually for all the work they do for the district. Mr. Gallup stated that if the stipends are raised others will want it. Mr. Conway suggested to find out how it affects the budget and asked who assigns the tech mentors. William Kennedy stated they are assigned by the building principals Crystal Tailfeathers stated that any proposal for pay need to have the amount on the agenda and they need to know what it will cost; can't just say "this is what I want". *No further discussion.* Motion passed with Brian Gallup-Chair, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, James Evans voting for.

Motion by Ms. RidesAtTheDoor to adjourn at 6:40 p.m. Second by Ms. Croff. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Crystal Tailfeathers, District Clerk