

**Regular Board Minutes**  
Wednesday, January 31, 2024 @ 5:00pm  
Administration Conference Room

**Present:** Brian Gallup-Chair, Donna YellowOwl, Steve Conway, James RunningFisher. Lockley Bremner, Rae TallWhiteman. Via Telephone: James Evans. Absent: Michael Hoyt.

Mr. Gallup called the meeting to order at 5:03 pm and reminded trustees of the upcoming Nafis Conference and the Facilities Committee Meeting scheduled for February 8 @ 5:00pm.

**Approval of Minutes:** Motion by Mr. Conway to approve the Regular Board Minutes of 1/9/2024 with no changes. Second by Mr. Evans. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

**Approval of Agenda:** Motion by Ms. YellowOwl to approve the agenda removing Wyatt Wippert from BMS Wrestling Coach hiring until paperwork is complete; staff recognition by Superintendent Hall will be moved to another meeting. Second by Mr. Bremner. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following building reports: Child Nutrition-Copy Center- Whse-Dalaina Grant; Curriculum and Instruction-Rebecca Rappold; Parent, Community Outreach, FIT - Irene Augare; Blackfeet Language-Native American Studies-Robert Hall; Childcare - Rose Racine; Gear Up Program- Melanie Magee; Spookinapi (Good Health) Project-Cinnamon Salway; Student Activities-Heidi Bullcalf; Athletic Dept-Tony Wagner; Technology Department-Travis Miller; Transportation-Francis Bullcalf and Maintenance, Facilities and Security/Construction-Reid Reagan. *Discussion:* Board members discussed female MOAs for wrestling and volleyball and GBB; it was noted that there is a local female MOA who will start refereeing soon and there are some who are willing to take the training. Leah Whitford stated Don Wetzel will be offering a training for native American women referees and coaching. Mr. Gallup stated that MHSA will have a native American seat on their board next year. Mr. Conway asked if the bus breakdown this week is the same bus as before. Frances Bullcalf stated no, they are two different buses. Mr. Bullcalf stated that he has another team bus coming from Great Falls too. Mr. Bremner stated that a local business in town talked to him about BPS not doing business with them (Napa). Mr. Bullcalf stated that transportation does still purchase some items from them bot for 6 months straight when they ordered they would always order them the wrong parts and it is easier to get the right parts from another place; there were also constant problems with the billing. Robert Hall and Leah Whitford are compiling pertinent information for the NAL grant assessment \$318,000. Ms. Whitford stated they are waiting for students to finish the assessments; because of weather closure and technology issues they could not complete all of the assessment. The majority of students are doing well in word recognition and handed out information on data from the online assessment; the younger students did not recognize letters in lower case but Immersion students did well; BHS did language assessment and specials assessment. Shawnee Momberg and Jason Krane will help compile all data which has to be done by June 2024. Mr. Hall commended Leah Whitford for all the work she has done on the survey. Ms. YellowOwl thanked BES staff and students for the amazing presentations at the BES meeting at noon.

**Superintendent Reports**

**Superintendent's Report:** Reid Reagan reported on the BHS gymnasium floor noting that the quote is on the agenda for approval (\$490,383.75). Mr. Gallup noted that the Alarm Panel quote is also on for approval (\$1,725.00). Mr. Reagan stated that if the board approves the quote/s, the gym floor work will start tomorrow. Mr. Bremner stated the cost is more than the insurance. Sandra Rivas stated that the insurance will cover all of the costs for the gymnasium floor; they are still looking at the cost for the fire alarm.

**Superintendent Position and Process for 2024-2025:** Ms. YellowOwl asked what direction the board want to go to fill the position; BPS HR department or go through MTSBA for \$7,000.00. Beverly Sinclair stated that she does have information on their process; advertising, coaching through the process, process for interviewing, advertising, background checks/drug tests, checking references and much more. MTSBA has helped in the past and they know BPS and they know the business. Ms. Sinclair felt that the rate is very good at \$7,000.00 and any staffing agency would charge the district \$30,000-\$40,000 plus and feels that MTSBA is a good direction to go as this is a long and arduous process or if the board wants, she can do this. Mr. Gallup stated that Ms. Sinclair does not have the time to do this. Mr. Bremner asked how many choices were presented at the last superintendent hire. Mr. Conway stated there were about 7 applicants and MTSBA has always conducted the school superintendent searches. Mr. Gallup noted that the board only asked to interview 3-applicants last time. Ms. YellowOwl stated that BPS has always went with MTSBA and they do whatever the board asks, ie. the board reviewed all applications, board made necessary changes to the job description, chose all interview questions, only the board interviews; the process has always been board driven. Mr. Bremner stated that he does not care for MTSBA because of their legal advice and the way they shield the superintendent and the chairman from the rest of the board. Ms. Sinclair stated they are two separate groups that do the process and the district would pay a very good price for MTSBA. Mr. RunningFisher asked Ms. Sinclair if she can handle her job and the superintendent search. Ms. Sinclair stated that she cannot do both. Mr. Bremner felt lie it is just like any other position. Ms. Sinclair stated this is a high-level position and when spending that much money to do a job on annual basis, we hire the best we can hire. It is expensive to go through the whole process and we need to get it right and we want someone who will fit the students and the community. Ms. TallWhiteman stated she thinks we will have a lot of locals apply and some are already in the system; most already have background checks and if they are out of state, they need to be exceptional. Ms. TallWhiteman stated that some board members felt slided and want a fair process across the board; if MTSBA is easiest but she doesn't feel comfortable with them and she has concerns; feels Ms. Sinclair can do this. Ms. Sinclair stated yes, she can and asked Ms. TallWhiteman if she feels comfortable with MTSBA. Ms. TallWhiteman stated MTSBA does not look out for the whole board, it is whoever gets to them first and felt that all should have an equal voice and one voice should not be heard more than anyone else. Mr. Gallup stated this process includes the whole board. Mr. RunningFisher stated if Ms. Sinclair gets behind on her work does she drop it to do one. Ms. Sinclair stated that using a 3<sup>rd</sup> party like MTSBA is better because they have a vested interest to do the best job for us; no personal agendas or close relationships and it we will get the best unbiased opinion. Mr. Gallup, Mr. Conway, Ms YellowOwl find MTSBA to be very adequate; history is best thing to look at in terms of how things will go and it sounds like we have had successes with MTSBA before. Ms. Sinclair stated she has 22 years of experience with HR, but this is not an easy task and BPS needs to get the best possible fit; this will take away from her daily work time. Ms. YellowOwl stated that the board wants to see all locals. Ms. Sinclair stated there are four consultations with MTSBA and they will help with timelines, survey community members, and have model application materials that the board can modify as well as the interview question the board can build their own. Mr. Conway stated MTSBA will give you sample questions and the board decides how many they will use and if the board only wants in state applications, they can do that; Mr. Conway felt best to go with MTSBA. Ms. YellowOwl stated the board can say only local. Ms. Sinclair stated that they need to be careful about doing that because of discrimination, and the board should want he best applicant to fill the position. Mr. Gallup stated this item is on the agenda to get the boards consensus on what process to go with and asked for a day to have a special meeting for approval. Mr. Evans stated he was involved one time and MTSBA brought 18 applications and the board picked the top five; there was never any push one way or another, they stayed neutral. Mr. Gallup asked if a special meeting is good for next week. Ms. YellowOwl asked if there will be other items on the agenda too. Mr. Bremner stated that every other staff member is as important as the superintendent and feels that Ms. Sinclair can handle it, but also stated that he will go with what the other board members decide. Board members agreed by consensus to go with MTSBA and scheduled a special meeting for Thursday, January 8 @ 5:00 and facilities immediately following.

**Nafis Winter Board of Directors Meeting in Puerto Rico:** Mr. Gallup stated there is a lot of politics; do have construction on house and senate side \$1.4 billion; Rosendale will probably run against tester; Mr. Gallup is discouraged with Nafis Director's performance and activities-she will be evaluated in July 2024; our money was

moved on the NDA bill; military received \$18 million and Indian lands received nothing. William is leaving Daines' office and moving to the Pentagon and won't be there to meet with BPS after 15 years; Danny is now chief of staff for Daines and noted that he was an education person; O'Reilly will be there; there is discouraging information with Rosendale and need to keep working on it; the push for construction will be great for Indian country; Indian housing is on the list of needs and Nafis is supporting the bill.

**Budget Update-January:** Mr. Conway noted that technology is in the red and asked if it will increase. Gwyn Andersen stated no, they will not be adding any more to that fund and the negative amount will be corrected after money is moved to fix it. Ms. Andersen noted that the budget information is not accurate as there is no payroll posted for November and December but will be updated for next month. Mr. Gallup stated that the budget is crucial to be accurate over next few months and hopes to bring Ms. Andersen in February and March to handle it. Ms. TallWhiteman stated that she is worried about how BPS is supposed to make up the couple million they are behind.

**HR Status Update-January:** Stamiitsiitsiikin Elementary: 1<sup>st</sup> grade teacher. BES: 3<sup>rd</sup> grade teacher, Library-media teacher, Personal Care Attendance. Napi: Music teacher, teacher assistant, BMS: 6<sup>th</sup> grade counselor, 8<sup>th</sup> grade PE/Health, 6-8<sup>th</sup> grade BNAS Teacher, 2 teacher assistants. BHS: Vo-Tech teacher, ELA/Reading teacher, 3-Math teachers, Social Studies teacher, 2-teacher assistants, Driver's education teacher. PCOP: McKinney Vento Liaison. Gear Up: BMS Student Achievement Specialist. Child Nutrition: Supper Program Supv., Supper Program Head Cook, Supper Program Assistant Cook. Maintenance: Skilled Electrician. Facilities Secretary. Transportation: Mechanic w/CDL, 3 bus drivers-9 month. Special Education: 6-Teacher assistants. Ms. Sinclair stated she is looking at ways to garner interest in Browning and looking at Education Week and organizations that will take advertisements; contacting practical strategies who deal with teachers in the Philippines; job fairs at MSU and U of M. Ms. TallWhiteman stated that DeLaSalle has teachers from the Philippines and the language barrier is too difficult and they are isolated in our area. Ms. Sinclair will bring this up with the company. Mr. Bremner asked what is happening with the 3<sup>rd</sup> grade teacher and she has not considered filling the position. Sheila Hall stated it is ok right now; the classrooms are not exceeding any numbers; she had one teacher come back and has a 2+2 teacher on board. Mr. Bremner asked what is happening with the 6<sup>th</sup> grade elementary Academy and stated he thought there was no longer an academy. Dennis Juneau stated it is called a wicker class now; when the quarter started, they termed Class 180 and they get Pier 1 instruction now.

**Resignation:** Mr. RunningFisher asked why Travis Blue and Emmett Augare resigned and if there is a coach for wrestling. Matthew Johnson stated yes; one is being hired and one is being removed. Mr. Juneau stated that wrestling for BMS doesn't start until February.

### **ITEMS OF ACTION**

**Hiring:** Motion by Ms. YellowOwl to approve the following hires pending successful background checks/drug tests: Beth Ann Goss, Personal Care Attendant-BES; Teresa Wood, Teacher Assistant-BMS; Warren Upham, Assistant Cook – BES; Student Workers-Elementary Teacher Assistants 2023-2024; Napi BBB Coaches 2023-2024: Nathan ManyHides and Danielle Augare, 2023-2024 Sport Season (\$600.00 ea); Casey McDonald, BMS Wrestling Coach 2023-2024 (\$980.00); Thomas Vielle, Assistant Flex Cook. Second by Mr. Evans. *Board discussion:* Mr. Bremner stated that he was told that someone put in for the wrestling job and he was told no one else put in for it, and the high school head coach wanted to do it so the applicant is withdrawing their application. Mr. Bremner asked what the process is for sports compared to regular positions; what is the policy. Mr. Conway stated that the head coach is supposed to make the decision on the lower positions. Ms. YellowOwl asked if the head coach has to apply for the middle school position. Mr. Bremner stated that the other guy applied and it seems as though he is getting blackballed. Ms. TallWhiteman stated she wants this to be fair across board; she doesn't want to police the procedures but wants to insure all get a fair opportunity. Mr. Gallup stated that one is being removed to follow the pre-hire procedures. Ms. YellowOwl asked if he did apply. Bev Sinclair stated that as far as she knows he did apply. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

Motion by Ms. TallWhiteman to approve hiring Thomas Vielle, Jr., Assistant Flex Cook pending successful background check/drug test. Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

**Contract Service Agreements:** None.

**Out of State Travel:** Motion by Ms. TallWhiteman to approve out of state travel for Irene Augare, Tamara Guardipee, Jeri Lawrence, 1st Responder-Mental Health Conference in Coeur d'alene, Idaho 2023-2024 (\$1,612.97 ea). Second by Ms. YellowOwl. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

**In State Travel:** Motion by Mr. Conway to approve the following in state travel: Tony Wagner, John Salois, Kari McKay, Western A Divisional Basketball Tournament in Butte, Montana 2023-2024 (\$2,435.32); Tony Wagner, Jennifer Wagner, Kari McKay, State Class A Basketball Tournament in Butte, Montana 2023-2024 (\$1,349.32); Tony Wagner, Jennifer LaFromboise-Wagner, Western A Divisional Wrestling Tournament in Hamilton, Montana 2023-2024 (\$1,421.48). Second by Mr. Evans. *Board discussion:* Mr. RunningFisher asked if it is a requirement that all principals leave for the basketball tournaments. Jennifer Wagner stated that they need to have a female chaperone for girls and a male chaperone for boys' basketball, pep club, band and cheer and noted that she is staying back for some and John Salois is going on the trip with the choir, but someone always will always stay. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

Motion by Ms. TallWhiteman to approve the following in state travel: Corrina Guardipee-Hall, K-12 Vision Meeting in Helena, MT 2023-2024 (\$492.92) and Corrina Guardipee-Hall, MASS Meeting in Helena, MT 2023-2024 (\$537.92). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

**Approvals:** Motion by Mr. Conway to approve Renew MOA, BECC & BPS Transition Agreement 2022-2025 and Renew MOA, BECC-BPS Special Education Services 2023-2028. Second by Mr. Bremner. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

Motion by Mr. Conway to approve the following items: BHS Pep Club, Sponsor-Brian Harrell, Goals & Objectives 2023-2024 (\$516.00); Early Graduation Request-Jadys SkunkCap 2023-2024; Early Graduation Request-Makayda SkunkCap 2023-2024; Extended Contract-Randall Rivas, Paid Prep Period for 9th Grade PBL 2023-2024 (\$919.00); Summit Fire & Security, Replace Fire Alarm Panel-BHS Gymnasium 2023-2024 (\$10,590.25) and Western Sports Floors, LLC, Quote to Remove-Dispose-Replace BHS Gym Floor 2023-2024 (\$490,383.75). Second by Mr. Bremner. *Board discussion:* Ms. YellowOwl asked if the sport floor is over quoted over the value. Sandra Rivas stated the insurance is paying 100%. The lower bid company cannot start the work until March 2024, so BPS is choosing to go with Western Sports Floors, LLC because they will start tomorrow if the bid is approved tonight. The issue with Summit Fire is that they are still investigating to get more detail of what had to be done and how the flood caused the problem. Ms. TallWhiteman asked how staff is going to ensure that this does not happen again. Reid Reagan stated that area will be closed off with expanded metal/wood barrier. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

Motion by Mr. Conway to approve the following items: Extended Contracts-Certified Teachers, BNAS Assessments-Aipo'yii Grant 2023- 2024 (\$1,724.00); BNAS Cultural Consultants 2023-2024 pending successful

Background Checks: Tyrel Fenner, Traditional Ecological Knowledge; Joyce Spoonhunter, Cultural Expert (from dance to Naming to Tribal Protocols); John Pepion, traditional art and values be approved as Cultural Consultants; Substitute Eligibility Roster 2023-2024; MOU Between BPS & BFT Online, Hard to Fill Teacher Position 2023-2024; MTSBA Labor Relations Annual Maintenance Services 2023-2024 (\$1,000.00); ByteSpeed, Installation of Verkada Cameras, Change Order #1 2023-2024 (\$9,858.00); District Claims #94012-#94026; #440067-#440154 (\$312,221.79); Student Activities Claims Check #705671-#705707 (\$20,030.81); Cancelled Check #705671 (\$35.00) and Additional Pays/Payroll. Second by Mr. Evans. *Board discussion:* Board members were concerned that they already approved the cameras and now they are asking for a change order and more money. Mr. Bremner stated he heard that the cameras pickup conversation and felt the school is sacrificing peoples' liberties for these cameras. Mr. Gallup stated he was told that they are recording the board meeting right now. It was noted that there is a notice that they are being recorded. Travis Miller stated the change order is to get the junction mount boxes because of the issue with boring large holes through the wall; Mr. Miller stated he is not excited about this, but it is the right call AND noted that the Junction boxes were not considered in the original bid, and should have been, but we can't go back and change it. Ms. TallWhiteman stated concern that the district burned through the money when we had it, no offense to Mr. Miller as he was not involved, but over-all we are done with these cameras and want them to be effective. Ms. TallWhiteman stated that things should be done before being brought to the board; BPS has been burned already with technology. Mr. Evans agreed and stated that administration has been told multiple times; this is the last time. Mr. Gallup stated that Mr. Miller stepped in to things that are half done and to not pay, we would leave the cameras in a box; this is for the installation of the cameras. Mr. Miller stated that this contractor has not been easy to work with and the boxes should have been in the original bid recommended to approve and not go with them again. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

Break at 6:30pm  
Reconvene at 6:40pm

**Personnel:** Complaint-Carole Harwood, closed session at 6:40pm

Reconvene to open session at 7:50pm

Motion by Mr. Conway to adjourn at 7:50pm. Second by Mr. Bremner. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James RunningFisher. Rae TallWhiteman, James Evans voting for.

Respectfully submitted:

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Carlene Adamson, Board Secretary

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Brian Gallup, Board Chairperson

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Sandra Rivas, District Clerk