

**Regular Board Minutes (Draft)**  
Tuesday, August 10, 2021 @ 5:00 p.m.  
Administration Conference Room

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

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

**Approval of Minutes:** Motion by Ms. Yellow Owl to approve the Regular Board Minutes of 7/28/21 with no changes. Second by Ms. Croff. Motion passed.

**Approval of Agenda:** Motion by Ms. Croff to approve the agenda removing the following: Ashly Clasby, Napi Volleyball Coach 2021-2022; Britney Racine, Napi Volleyball Coach 2021-2022; Domaneek Cross Guns, Napi Volleyball Coach 2021-2022; Erica Mad Plume, Napi Girls Basketball Coach 2021-2022; Arthur West Wolf, BMS Girls Basketball Coach 2021-2022; Jordan Morris, BMS Girls Basketball Coach 2021-2022; Milyn Lazy Boy, BMS Girls Basketball Coach 2021-2022; Morgan Kujala, BMS Volleyball Coach 2021-2022; Ashly Clasby, BMS Volleyball Coach 2020-2021; Britney Racine, BMS Volleyball Coach 2021-2022; Domaneek Cross Guns, BMS Volleyball Coach 2021-2022; Jaysen Tall Whiteman, BHS Assistant Track Coach 2021-2022. Second by Ms. Yellow Owl. Motion passed.

**Recognitions:** Tonia Tatsey recognized KW Vina custodial staff: Raymond Day Rider, Darren Magee, Francis Vielle, Lauren Monroe, Sr., for working hard, cleaning the KW and Vina buildings and following all CDC guidelines, serving lunches, and many other things to keep the campus up and running. Ms. Tatsey stated that this is an amazing crew and she is very grateful for the KW Vina custodial KW Vina team.

Tonia Tatsey recognized Memory Tatsey and Rose Birdrattler for always being available to meet and greet parents. Ms. Tatsey stated that every child's record that enters the school district is input into Infinite Campus by Rose Tailfeathers and this takes a lot of time and requires very detailed information. Both of these secretaries are always on the frontline at KW Vina.

Tonia Tatsey recognized Harold Madplume for being the all-around support person and thanked him for helping with summer work in the district; Mr. Madplume always steps up.

John Salois recognized Sherie Blue, Teresa Roland, Jeri Lee Boggs for always going above and beyond. Mr. Salois stated that most times the administration building only hears of mistakes and they don't hear the good things that go on in a department. Ms. Roland is on the frontline every day and she has taken on a lot of extra-duties that go above and beyond the receptionist duties, such as: preparing and handling applications, calling and arranging interviews, drug testing and scheduling, and fingerprinting and scheduling, substitute eligibility list, all are duties not within her job description. Ms. Boggs transferred from food service and has learned a lot of new procedures with insurance and payroll support, and she is still learning, and also still helps with food service duties. Ms. Blue is still doing a lot of work for the HR department, i.e. activities hiring and training a new HR Secretary and also learning her new position in the Business Office. Ms. Blue has a vast amount of knowledge in HR and is doing the jobs of two people. Mr. Salois stated that without each of these people, the HR would not be operating.

**Public Comment:** Mr. Gallup stated that this meeting is subject to provisions of the Montana open meeting law MCA 2-3-103 and school board policy #1441 for public participation at board meetings. Kirsten Boyd stated that her daughter will be entering kindergarten this year at Babb Elementary and stated that she feels strongly about the issue of students being required to wear masks when school starts. Ms. Boyd stated that she understands the board voted to implement recommendations from CDC and noted that CDC is a component of health and human services and is not a lawmaking authority. Ms. Boyd stated she does not agree with the mandated mask policy being implemented and felt that this decision should be left to the families to determine. Also, Ms. Boyd offered

information on studies and reports that cover the negative effects of long-term mask wearing and asked the school board to please consider making masks optional rather than a mandated.

### **ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following building reports: KW/Vina, Browning Elementary, Napi Elementary, Browning Middle School, Browning High School, Babb Elementary, Big Sky/Glendale Colonies, and Buffalo Hide Academy. *No discussion.*

### **Superintendent's Report**

**Elmentary/Secondary Emergency Relief Fund Open Forum 2021-2022:** Superintendent Hall stated that the district is required to have committee meetings regarding the emergency relief fund and is considering this to be the first meeting and will also meet with the council tomorrow and the forum. HS and elementary both receive 20% for learning loss for being one year on pandemic and not in person; BPS 269 lost students during this time and teachers will be teaching both last years' curriculum and this years' together. The administration is working with OPI Curriculum Department on this and the percentages are set by OPI. Superintendent Hall stated that fringe benefits and salaries approved for ESSER II will continue into ESSER III. Following this meeting, BPS will go out community wide and ask for solutions; building principals will be working with Rebecca Rappold on curriculum needs. The labor contracts with classified and certified are both approved and there is \$325,000.00 increase. Superintendent Hall stated that the RFP is on this agenda for the breezeway at KW Vina for the A&E to get started; all HVAC systems in district are budgeted at \$400,000 and the district will use ESSER II funds; maintenance will be replacing all doors and windows at KW Vina, administration, and transportation, repair Babb roof and tie into the HVAC system. Ms. Rappold stated that KW Vina purchased curriculum from the 95% group for the phonics replacement program and all staff and paraprofessionals in classrooms will receive training, ongoing program support will be offered, and will have a lot of follow-up training on programs to feel proficient in teaching these. Buildings are implementing DECCA system to support students in need of additional support. Superintendent Hall will submit capital expenditure approval form to OPI for infrastructure needs by 8/23/21. Mr. Gallup stated that there should be a sincere thought process on infrastructure, curriculum, etc. to spend these funds. Superintendent Hall stated that the district can do an amendment if necessary, up to 2024. Ms. Rappold stated there are four data points, and she will do gap analysis on what data says BPs needs. The data points will drive the funding for instruction, attendance, etc. from year prior to COVID to last year during remote learning, teacher retention; there are a lot of empty positions after last year. Superintendent Hall stated she wants to see something done with food service and maintenance locations, and transportation and noted that this has been discussed at the facilities meeting. Ms. RidesAtTheDoor stated that all other projects need to be completed as well. Superintendent Hall stated that the district will work to get everything done that can be done but noted BPS does not have control over HVAC. Superintendent Hall noted for the record that OPI requires BPS to conduct this Forum meeting and have all board participate.

**Cultural Wellness Committee Update:** Robert Miller, Cinnamon Crawford and Sherie Show are working on memberships with the committee and working on district policy for staff and student wellness. Committee staff and students is responsibility. The committee has purchased a lot of equipment for wellness, i.e. treadmills and bikes for 12 locations and there will be wellness coaches throughout the district in all buildings. Mr. Miller stated that a lot of staff are interested in hiking, fishing, etc. and they will work on this component. Ms. Crawford stated that there will be a social/emotional component with support groups and counseling services for students; minimal for staff. Cinnamon not just physical but has social/emotional component, have support groups and counseling services for students but is minimal for staff and need help with burnout. Coach can reach out to individuals and be go to person. There will be a family/social/society part, i.e. Family literacy night, Eekahkiimaht activities (family oriented), and fitness buddies. The committee has talked about an arbor and sweat lodges, cultural component, nutrition, fitness, mindfulness, wellness, etc. wellness is the mind and spirit, and tap into culture. They are identifying who wants to be a wellness coach and have 1/2 in each building; provide incentives for staff, help staff find balance within the working framework, help people with how to deal with stress, have smudge boxes available to staff and students Superintendent Hall stated that this all comes from the strategic plan on cultural life-skills. Rae stated she wants to push 60 minutes on social emotional; focus on students to meet social emotional needs and cultural awareness which ties into meeting their basic needs and teaching them to be proud

of who they are. Tonia Tatsey stated that she purchased smudge boxes for KW Vina staff and some families do not honor this because families have not accepted the cultural piece. Robert Miller stated that the committee will not force this, but through teaching they will learn it and get buy-in. Superintendent Hall stated that there are staff with allergies and all need to be mindful of this.

**Browning Public Schools Return to School Information 2021-2022:** A return to school flyer will be in the paper, district Facebook, and robocall to all parents. Superintendent Hall stated that the flyer includes information that the district is purchasing all school supplies. Superintendent Hall thanked Rose Racine for starting this program and noted that there are enough supplies for 1000 students and they are working to get more. The supplies will be given on the first day of school when the student registers. Ms. RidesAtTheDoor asked if parents can have options for their student to go back to school, i.e. medical 504 issues, remote learning, etc. Superintendent Hall stated that they must have medical documentation for the 504 because BPS wants to keep all kids in school.

Superintendent Hall noted that orientation will change due to the delta variant and will change to have 2 sessions on orientation day. All presentations will be conducted 2 times starting at 8:30 August 17 and 18. The technology sessions have been cancelled. All information will be sent out tomorrow. Superintendent Hall asked administration and school board to wear ribbon skirt or shirt during orientation to honor Mary Belcourt.

**HR Status Update 8/3/21:** Mr. Salois stated that KW Vina assist principal has an applicant pool and the family engagement coordinator has 1 interview, and the guidance counselor has 0 applicants. BES has 2 vacancies and may have student teachers transferring. BMS selected Wilma Madplume as dean of students which is a certified position. BHS English/language arts have no applicants. Mr. Salois stated that he has met with the BHS principal on options and will try to fill within the district and continue to advertise. Whitney Lucke is on the agenda to be hired as BHS math teacher and Daniella Rinehart will be transferred to the school based therapist position at BHS. Elva Dorsey is recommended for HR secretary position. Lynne Keenan will have interviews for department secretary position. BPS is having a hard time finding cooks, there is only 1 applicant. Have a couple candidates for the school psychologist position. Transportation is full and there are no vacancies. Mr. Salois thanked the principals for stepping up and helping get setup and interviewing for positions. Ms. Croff asked about the two ELA positions at BHS. Mr. Salois stated that both resigned late in the school year and are hard to fill positions.

**Coaching Season Update 2021-2022:** Mr. Salois stated that all changes have been made from last meeting and noted that the 2+2 program at BCC is saving the district; also noted is that BPS is asking for a lot of emergency certification. Superintendent stated that BCC has been approved for another grant for 2 years to grow new teachers.

**Resignations:** Resignations were accepted from Dee Dee Peterson, 5th Grade Elementary Teacher-Napi, Effective 6-4-021 and Lyle Omeasoo, Skilled Technician-Maintenance, Effective 7-30-2021.

### **ITEMS OF ACTION**

**Hiring:** Motion by Ms. Yellow Owl to approve hiring Kami Wellman, Elementary Teacher, BMS 2021-2022 (\$39,773.00) pending successful background check/drug test. Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve hiring Mariah Stiffarm, BHS Assistant Volleyball Coach 2021-2022 (\$2,064.00); Morgan Kujala, BHS Assistant Volleyball Coach 2021-2022 (\$2,105.00); Whitney Lucke, Math Teacher-BHS 2021-2022 (\$43,068 pro-rated) pending successful background checks/drug tests. Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve hiring Elva Dorsey, Administrative Assistant-Confidential Secretary Human Resources 2021-2022 (\$40,000 pro-rated). Second by Ms. Croff. No public participation. No board

discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting for.

**Contract Service Agreements:** Motion by Ms. Croff to approve the following contract service agreements pending successful background checks: Colleen Wilson, Community Mentor Program Coordinator 2021-2022 (\$4,400.00); Colleen Wilson, Substitute Teaching Workshop 2021-2022 (\$210.00); Colleen Wilson, District Wide Project Success Training 2021-2022 (\$2,000.00); Carol E. Neumann, Speech-Language Pathology Services 2021-2022 (\$82,280.00); Cheryl Rah Lock, Speech-Language Pathology Services 2021-2022 (\$26,100.00); Elaine Camps Del Toro, Speech-Language Pathology Services 2021-2022 (\$82,280.00) and New Teacher Orientation Stipend 2021-2022 (\$4,000.00). Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting for.

**Out of State Travel:** Motion by Ms. Yellow Owl to approve out of state travel for: Maureen Stott, 2022 National ESEA Conference, New Orleans, LA (\$3,447.63) and Board of Trustees, Corrina Guardipee-Hall, Fall Conference 2021 (\$4,088.88). Second by Ms. Croff. No public participation. *Board discussion:* Mr. Gallup stated that two can register for the in-house conference at Hyatt. Others can go to zoom conference which is held in two separate areas. BPS will do the Friday meetings if the meetings can be setup; Daines yes, Tester not sure, Rosendale yes. Mr. Gallup felt it is important to talk to the congressional people. Brian Gallup and Mistee RidesAtTeDoor will attend. Mr. Gallup feels that the Finance Director/District Clerk should attend FISEF in Las Vegas. Ms. TallWhiteman asked if the board can go zoom with Tester and Daines. Superintendent Hall stated that they can try. Motion passed with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting for.

**In State Travel:** None.

**Approvals:** Motion by Ms. Yellow Owl to approve the following items: RFP for A&E Services for KW Vina Connecting Corridor-Secure Entrance; Strive Instructional Consultant-Napi 2021-2022 (\$25,000.00); 2021-2022 Napi Student/Parent Handbook; Extended Contracts-Certified Staff, PD for ALEKS Math 2021-2022 (\$506.00); Extended Contracts-Certified Staff, PD for Amplify Science 2021-2022 (\$7,647.00); Extended Contracts-Certified Staff, PD for REVEAL Math 2021-2022 (\$988.00); Extended Contracts-Certified Staff, PD for Social Studies 2021-2022 (\$635.00); Extended Contract-Morgan Kajala, Leadership Program-Napi 2021-2022 (\$1,055.00); Extended Contract-Aspen Many Hides, Leadership Program-BMS 2021-2022 (\$1,097.00); Extended Contract: JoAnn Powell, ELA Curriculum Planning and Mapping 2021- 2022 (\$1,207.00); Extended Contract: Marti Eaglefeathers, ELA Curriculum Planning and Mapping-KW Vina 2021-2022 (\$638.00); Extended Contract-Mary Suzanne Augare, ELA Curriculum Planning and Mapping2021-2022 (\$658.00). No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting for.

Motion by Ms. Croff to approve the following items: Extended Contract: Jack Parrent, Jr., Oversee BHS Student Mentor Program 2021- 2022 (\$7,591.00; Rodeo Club/Sponsor: Jimi Champ 2021-2022 (\$516.00); Student Attendance Agreement-Boulder High School 2021-2022 and Sletten Construction-Change Order #6, Sports Plex for Throwing Events, SoftballPark (\$621,943.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting for.

Motion by Ms. TallWhiteman to approve the following items: Waive 8% Penalty Fee for Early Resignation-Jenna Skunkcap 2021-2022 (\$3,532.24); Extended Contract: Irene Augare, Professional Technical Salary Increase 2021-2022 (\$1,747.00); Extended Contracts-Instructional Coaches 2021-2022 (\$17,553.00); Extended Contracts-Certified Staff, PD for SAVVAS Social Studies 2021-2022 (\$12,979.00); Create New Position: Temporary Systems Navigator 2021-2022; Create Activities Assistant Position; Amend 2021-2022 Academic Calendar; Beyond the Chalk, Staff Development-Orientation 2021-2022 (\$18,900.00); Amend Temporary Employment Compensation Schedule 8-10-2021; Jigsaw Consulting, PD for Administration Staff & Teachers 2021-2022

(\$8,097.00); Conscious Discipline PD Presentation, PIR 2021-2022 (\$3,970.00); Ratify Certified Labor Agreement 2021-2024; MOU Between BPS and Montana Job Corp 2021-2022; Elementary and High School Adopted Budget 2021-2022; Trustees Financial Summary 2019-2020; NAB Check Signers and Account Access 2021-2022; 2021 MTSBA Membership Electronic Ballot; Declare Property as Surplus 2021-2022; Bid Opening for New Cameras and Camera Replacement at Transportation 2021-2022; District Claims Check #433377 - #433445 (\$63,835.85); Student Activities Claims Check #704638-704639 (\$255.00) and Additional Pays/Payroll. No public participation. *Board discussion:* Ms. TallWhiteman felt that the fees for early resignation should not be approved as it is a loss to the school district and the employee chose to resign and take a position at another school. Certified Agreement, Superintendent stated that the changes include: 1) employee transfers/moves will be agreed upon by the building administrator and the employee; 2) The board shall notify teacher of their impending layoff no later than sixty (60) days prior to such layoff; 3) Credits beyond a BA must be in a master's program or for certification in an additional endorsement or if beyond MA, in a school/education related course approved by the superintendent or designee. Ms. Yellow Owl asked if the community calendar will reflect the approved changes. Mr. Salois stated yes. Superintendent Hall stated that Teresa is still waiting for information on games and locations so that she can send the calendar to print. Crystal Tailfeathers stated that each year the board is required to answer MTSBA membership questions for the June 10, 2021 meeting. Board members voted for 1) Dues and Fees @ \$14,000.00 fy23, 2) Scott Walter, 3) Tom Billteen. Bids for transportation cameras: REI \$74,170.00; ProVision \$80,916.00; Safe Fleet Solutions \$105,100.00; Angel Tracks \$75,213.09. Following review of these bids, the recommendation will be brought back by Transportation Director on the 8/25/21 agenda for approval. Superintendent Hall noted that sub-pay is being increased in the Temporary Employment Compensation Schedule to \$14.00. Ms. TallWhiteman asked to review an increase for security. Mr. Salois stated that cooks need to be included and noted that in order to fill teacher vacancies the substitute teacher wage needed to be increased. Also, Mr. Salois noted that BPS is competitive with other school. No further discussion. Motion passed for all but one (1) item with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting for; Motion failed to approve to Waive 8% Penalty Fee for Early Resignation-Jenna Skunkcap 2021-2022 (\$3,532.24) with Brian Gallup, Mistee RidesAtTheDoor Donna Yellow Owl, Brenda Croff, Rae TallWhiteman voting opposed.

There were no Personnel or Legal Issues.

Motion by Ms. Yellow Owl to adjourn at 6:46 p.m. Second by Ms. RidesAtTheDoor. Motion passed.

Respectfully submitted:

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Carlene Adamson, Board Secretary

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Brian Gallup, Board Chairperson

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Crystal Tailfeathers, District Clerk