

Regular Board Minutes (Draft)
Wednesday, August 25, 2021 @ 5:00 p.m.
Administration Conference Room

Present: Brian Gallup-Chair, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway (via telephone), James Evans (via telephone), Mistee RidesAtTheDoor (5:40 p.m.), Rae TallWhiteman (via telephone 5:40 p.m.).

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

Approval of Minutes: Motion by Ms. Yellow Owl to approve Regular Board Minutes of 8/10/21 and Special Board Minutes of 8/12/21 with no changes. Second by Ms. Bullshoe. Motion passed.

Approval of Agenda: Motion by Ms. Yellow Owl to approve the agenda with no changes. Second by Ms. Croff. Motion passed.

Recognitions: Corrina Guardipee-Hall recognized counselors for making a difference in the lives of kids: Sheila Rutherford, Arlan Edwards, Dana Surechief, Sienna Speicher, Lynell Bullshoe, Jack Parrent. Ms. Hall stated that there is not enough that can be said for all the hours the counselors spend working with and going above and beyond for all kids (Not pictured: Tammy Hall-Reagan, Dawn Magee-Cobell, Jason Andreas, John Parente, Charlie Speicher, Chris Lewis).

Corrina Guardipee-Hall thanked Matthew Johnson and Cinnamon Crawford for doing more than what their job description says. At this time both are working through this evening to revamp Scenario 3 for the BPS. Ms. Crawford is the Director for Student Support Services and Matthew is the Director for Alternative Student Services and both are contract tracers for the school district. They are working with BCC and Tribal IC coordinating to get students vaccinated and much more.

Corrina Guardipee-Hall recognized William Kennedy and stated that she appreciates his hard work in the technology department.

Corrina Guardipee-Hall stated that our district would not operate as well as it does without our Human Resource Director, John Salois. Mr. Salois has brought a lot of knowledge to the district being HR Director. Board members commend Mr. Salois for all that he is doing.

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. Jennifer Wagner stated she received email from a parent commending coaches for helping his son during an incident at football practice. Tim Gordon praised and supported the coaches for all that they did.

ITEMS OF INFORMATION

Building Reports: Mr. Gallup acknowledged the following building reports: Child Nutrition/Copy Center/Warehouse-Lynne Keenan; Curriculum and Instruction-Rebecca Rappold; Activities Department-Everett Armstrong; Transportation- Teri DeRoche; Maintenance/Facilities/Security/Construction-Reid Reagan. *Discussion:* Ms. Yellow Owl asked about the delivery of meals to students and to DaLaSalle. Superintendent Hall stated that they are social distancing in the school cafeterias splitting equal numbers staying in and odd number going out; BMS is eating in the cafeteria following split numbers, BHS is only grab and go. BHS will go to open campus on Monday because too many are eating there, also, there are not enough cooks in the buildings. DeLaSalle is delivered from VC by warehouse staff for breakfast and lunch is at 11:30 a.m. KW delivers childcare breakfast and lunch. Kristy Bullshoe asked to improve distribution of meals and asked what kind of recruitment is being taken to replace cooks. Dixie Guardipee is calling substitutes daily and out of 5 on the list, not one was available. Most are already working in the school or out of state or riding buses but nobody wants to work right now.

Ms. Yellow Owl stated that there are no loading/unloading signs and parents at BMS are parking in those areas. Dixie Guardipee stated that she already let the construction people know this and they will be working on it. Ms. Croff asked what Mapping is; Rebecca Rappold stated that it is critical in designing daily instruction and across the year is used to look at curriculum and availability of instructional time; and match with instructional days; plan across the course of year from beginning to end to project to cover content of curriculum; when planned across year, week, day, you know and can project when finish units and standards. Guidelines: Ms. Rappold stated you use content standards to teach the required course and have indicator of days to complete and whether they understand the topic or have to reteach. Mr. Salois stated the problem is not just finding substitutes but it is hiring fulltime cooks, and the positions are advertised and staff are contacting people; Mr. Salois is still working at this but is not sure what to do right now. Ms. Bullshoe stated that they have a problem at transportation with filling positions too. Mr. Salois stated that all bus positions are filled at this time, but finding substitutes is a problem. The Transportation Director has not brought this to HR as a problem however Mr. Salois stated that he will contact her and see what is needed. *No further discussion.*

Superintendent's Report

Superintendent Update: Superintendent Hall stated that start times for all buildings are listed; each building is following CDC guidelines and are wearing masks throughout the district. Principals have 504 information and Dennis Juneau is available to help with this. Ms. Bullshoe asked if students on remote learning status receive meals. Superintendent Hall stated that she will check into this and develop a schedule. At this time the district is only at 6-% of students and plan to work on specific issues such as this following Labor Day. Ms. Croff stated that she has heard that there are problems with COVID in a building. Superintendent Hall stated there is none in the buildings at this time but the school has had some students call in and state they have COVID. Ms. Croff stated there are two cases of COVID at Boarding School. Superintendent Hall stated the school will let Boarding Dorm know if there are any student cases. Dennis Juneau stated there is a parent that has COVID and their student was in contact with them. Superintendent Hall stated that the board will have the information as soon as she has it; but the information will be after the fact because it goes to the COVID Committee first. Ms. Croff stated that she is very glad that students are in school because that is where they need to be. Matthew Johnson and Cinnamon are working on feedback from the first 2 days of school.

New Board Policies 2nd Reading, #2170P, #2600, #2600F, #2600P, #3121, #3150, #3233, #3311, #3510, #3550, #3550F, #4211, #4331: *No discussion.*

HR status Update 8/20/21: John Salois stated that the hiring process for substitutes is changed so that we are able to get more to apply and have them approved right away; they take the substitute workshop following being hired. There is one more resignation, Haley Bullshoe; there are 5 cook vacancies and will be re-advertising for all classified positions due to new wages and also the information will be on Facebook. Mr. Gallup stated that East Glacier school also has problems getting substitutes and they are looking at signing bonuses for hard to fill positions. Superintendent Hall stated that Classified was given a signing bonus of \$835.00. Mr. Salois stated he is looking at the Culinary Art school graduates; there may be some possibilities; the only qualification of cooks is to be a high school graduate or equivalent and to be able to lift 40 pounds. Mr. Salois is waiting to hear back on KW Assistant Principal; he is from out of state. There are a lot of 2+2 teachers hired over the past couple weeks and he will be working on emergency authorization from the state; same happening with BES, there are some working with district from last-year and this year they are doing student teaching which hurt the SpEd department who is struggling to fill positions. The BMS dean of students filled by Wilma Madplume and BMS needs 6th grade teachers. Mr. Huesbch is working with his staff reassigning some duties with teachers and still needs two more. BHS is working to get people in to make sure language arts is covered, but they don't have subs for this building. Mr. Salois stated that he may need a special meeting early next week to hire substitutes. Mr. Gallup stated that he will approve a special meeting to be scheduled on Wednesday at 5 pm. Mr. Salois stated that the district lost their electrician and there are no applicants applying for this position. Mr. Salois noted that this is a big job and it is very hard to fill. Transportation is full, and Mr. Salois stated he has not heard of problems with substitutes but will contact the Transportation Director on this. There are still some key positions that need to be filled in the district.

Coaching Season Report: Mr. Salois stated there are not a lot of updates but many of the positions are filled. They still need some in middle school for spring sports, and volleyball in January, and wrestling February, and they are still short in football. Mr. Salois stated that he may volunteer to help if needed in football if needed and stated that Mr. Juneau is working with staff at Babb on a team concept to help.

Resignations: Resignations were accepted from Jennifer Reed, Babb Elementary Teacher Assistant, Effective 8/17/21 and Kristen M. Krupa, Gear Up Specialist-BHS, Effective 9/3/21.

ITEMS OF ACTION

Hiring: Motion by Ms. RidesAtTheDoor to approve the following hires pending successful background checks/drug tests: Tristan BirdRattler, Elementary Teacher-KW Vina 2021-2022 (\$38,497.00); Amy Grant, BES Teacher Assistant; Masala Prellwitz, Elementary Teacher-BES 2021-2022 (\$38,497.00); MiShayla CalfBossRibs, Elementary Teacher-BES 2021-2022 (\$39,773.00 to be pro-rated); Jackie Conway, Library Media Services-Colonies 2021-2022 (\$9,590.00); Arthur Westwolf, BMS Girls Basketball Coach 2021-2022 (\$1,032.00); Steven Gallineaux, BMS Football Coach 2021-2022 (\$877.00); Morgan Kujala, BMS Volleyball Coach 2021-2022 (\$860.00). Second by Ms. Yellow Owl. No public participation. *Board discussion:* Mr. Salois stated that the Telehealth proposal was approved at the last board meeting and Kathy Broere has a caseload to work with through telephone or video conferencing once the contract is approved. Ms. Broere will work with the school and counselors. The contract is for 5 students per week, and 20 per month @ \$2,000.00. Ms. RidesAtTheDoor stated that kids won't feel comfortable discussing things on the phone. Superintendent Hall stated that Ms. Broere has good rapport with our student and they are okay working by phone with her. Ms. Bullshoe asked if Jason Krane's contract is duplicating Cinnamon Crawford's services. Superintendent Hall state no Mr. Krane and Mr. Miller are working on data analysis for different funding across the district. Rebecca Rappold stated that they will do data analysis for student, academic, teacher retention, attendance, etc. for ESSER fund support; their work is ongoing to drive instructional decisions and focus where funds need to be, i.e. at-risk students mostly and last year they worked to provide data for the school's Scenario plans. Ms. Croff asked about the Mindfulness plan at BHS. Jennifer Wagner stated that the staff had training last year and put in for a MSCDLP grant; the purpose is to stop self during busy times and remind self to create calm in classrooms; teachers were given time to go in and set up their classrooms for this and each submit their plan to her. Ms. Wagner stated that the grant was written to hit the social emotional side of teaching and she had a lot of teachers who submitted plans. Ms. Croff asked to see sample of the plans in the next board meeting. Ms. Wagner stated that an example is the ISS room which is now a student wellness room and noted that this is a great step for social emotional learning and trauma informed. No further discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for all except Mr. Conway abstained from voting to hire Jackie Conway, Library Media Services/Colonies 2021-2022.

Motion by Ms. Yellow Owl to approve the following hires pending successful background checks/drug tests: Jaysen Tall Whiteman, BHS Assistant Track Coach 2021-2022 (\$2,105.00); Dr. Wendy Felese, BHS Social Studies Teacher 2021-2022 (\$57,711.00) and Sonya Gobert, High School Math Teacher, for the 2021-2022. Second by Ms. Croff. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for all except Ms. TallWhiteman abstained from voting to hire Jaysen Tall Whiteman, BHS Assistant Track Coach 2021-2022.

Motion by Ms. Croff to approve hiring Renee Potts, BNAS Assistant 2021-2022 (\$4,624.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for.

Contract Service Agreements: Motion by Ms. RidesAtTheDoor to approve the following contract Service Agreements for Kathy Broere, Tele-Mental Health Services 2021-2022 (\$24,000.00); Myranda Sinclair, School Nurse 2021-2022 (\$48,004.00); ProCare Therapy, School Psychologist Services 2021-2022 (\$97,841.40);

Certified Staff Stipend, Create Mindfulness Plan 2021-2022 (\$3,100.00); Travis Miller, District COVID-19 Plan, Data Collection, Plan Development 2021-2022 (\$7,135.00) and Jason Krane, District COVID-19 Plan, Data Collection, Plan Development 2021-2022 (\$6,323.00). Second by Ms. Croff. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for.

Out of State Travel: Motion by Ms. Croff to approve out of state travel for Corrina Guardipee-Hall Women in School Leadership (AASA) in Alexandria, VA (\$4,161.49) and Board of Trustees, Corrina Hall, Crystal Tailfeathers, 2021 NIISA Annual Conference in Las Vegas, NV (\$1,747.24 ea). Second by Ms. RidesAtTheDoor. No public participation. *Board discussion:* Ms. Yellow Owl noted that mileage needs to be changed on the travel for AASA Conferent to .56 and the location of travel is to Alexandria, VA. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for.

In State Travel: Motion by Ms. Yellow Owl to approve in state travel for Maureen Stott, Special Olympics State Basketball Tournament in Butte, MT (\$555.76) and Tonia Tatsey, Rebecca Rappold, William Huesbch, Sheila Hall, Kari McKay, Dennis, Juneau, Big Sky Literacy Summit in Big Sky, MT (\$1,465.78 ea). Second by Ms. Croff. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for.

Approvals: Motion by Ms. Croff to approve the following items: Contract Amendment: Wendy Madplume 2021-2022 (-\$12,236.00); Extended Contract: Adriane Tailfeathers, ALEKS Math Curriculum Planning-Mapping 2021-2022 (\$110.00); Extended Contract: Elizabeth Coleman, ALEKS Math Curriculum Planning-Mapping 2021-2022 (\$173.00); Extended Contract: Angela Archuleta, ELA Curriculum Planning, Mapping 2021-2022 (\$295.00); Extended Contract: Sarah Flammond, ELA Curriculum Planning, Mapping 2021-2022 (\$213.00); Extended Contract: Carol Grant, SAVVAS Curriculum Planning, Mapping 2021-2022 (\$201.00); Extended Contract: Tommy Heavy Runner, SAVVAS Curriculum Planning, Mapping 2021-2022 (\$114.00); Extended Contract: Tommy Heavy Runner, Amplify Science Curriculum Planning-Mapping 2021-2022 (\$114.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve the following items: Extended Contract: Glenn Castle, Social Studies Curriculum Planning-Mapping 2021-2022 (\$190.92); Extended Contract: Leo Bullchild, Social Studies Curriculum Planning-Mapping 2021-2022 (\$159.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve the following items: Salary Increase: William Kennedy, Technology Assistant 2021-2022 (\$7,000.00); Salary Increase: Cinnamon Crawford, Spookinapi Prevention Coordinator 2021-2022 (\$7,000.00); Create Maintenance Position 2021-2022; Surplus List 2021-2022; NEW Board Policies Final Reading: #3110, #5230, #8129, #8131, #8302, #8303, #8411, #8421; MASBO Agreement to Provide Training for Finance Director 2021-2022; Billman's Quote: Contract, Remove Tile and Replace Flooring- BES (\$9,610.00); Purchases Over \$10,000.00; District Claims Check #433446 - #433592 (\$901,559.99); Student Activities Claims Report Check #704640 (\$1,831.26) and Additional Pays/Payroll. Second by Ms. Croff. No public participation. *Board discussion:* Ms. Croff expressed concern that the MASBO Trainer for the Business Office does not have the # of hours being contracted or traveling here. Superintendent Hall stated that she is not sure how much time will be needed for Crystal Tailfeathers on this contract. Steve Hamel has submitted an Interim Service Training Request for \$50.00 per hour for services and training and \$30.00 for travel time. Ms. Croff stated concern that the contract is left blank and prefers to know what this will cost before approving it and suggested that the contract not exceed the hours and driving time submitted in the email to Superintendent Hall for \$1,780.00, and bring the contract back if more is needed. Also, Ms. Croff stated that Billmans started flooring work on 8/16/21 and there is

asbestos under the tiles with an estimated 90 days to complete. Ms. Croff was concerned that the work will go into the school year and students are attending school now. Superintendent Hall stated that the work has been completed. Ms. Croff asked how the superintendent arrived at the amount for pay increases. Superintendent Hall stated that Ms. Crawford has master's degree; and the amount for both is comparable to what others in their same positions are getting in the state. Mr. Gallup stated that if these individuals leave these positions, he cautions the administration to be aware that the amount of duties of these two individuals may not fit another person coming in. No further discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman voting for.

There were no Personnel or Legal Issues.

Motion by Ms. RidesAtTheDoor to adjourn at 6:16 p.m. Second by Ms. Croff. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Crystal Tailfeathers, District Clerk