

**Regular Board Minutes (Draft)**  
Wednesday, July 29, 2020 @ 5:00 p.m.  
Administration Conference Room

**Present:** Donna Yellow Owl-Chairperson. Virtual/Teleconference: Wendy Bremner, Brenda Croff, Mistee RidesAtThe Door, James Evans, Rae TallWhiteman, Kristy Bullshoe, Brian Gallup.

Ms. Yellow Owl called the meeting to order at 5:06 p.m.

Ms. Yellow Owl noted that the next regular meeting is August 11 @ 5:00 p.m.

**Approval of Minutes:** Motion by Ms. RidesAtTheDoor to approve the regular board minutes of 7/14/20 with no changes. Second by Ms. Croff. All in favor/Motion passed.

**Approval of Agenda:** Motion by Mr. Evans to approve the agenda changing the contract amount for Daryl Croff, BHS Head GBB Coach 2020-2021 to \$3,578.00. Second by Ms. TallWhiteman. All in favor/Motion passed.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Ms. Yellow Owl acknowledged the following building reports: Child Nutrition/Warehouse/Copy Center-Lynne Keenan; Curriculum & Instruction-Billie Jo Juneau; Gear Up-Melanie Magee, Activities Department-Everett Armstrong, Technology Department-Everett Holm, Transportation Department-Teri DeRoche and Maintenance/Facilities/Security/Construction-Reid Reagan. No discussion.

**Superintendent's Report**

**Draft Proposal for School Year 2020-2021:** Superintendent Hall stated that the CDC guidelines recommend that our kids be back in school; the American center for pediatrics recommends same but it is ultimately up to the board to give the administration direction. The education plan for Browning Schools will be presented to staff and both Unions pending possible board approval at the August 11 board meeting. Jason Krane presented survey results from students, staff and community and building and program plans to implement distance learning for first quarter and guidelines for possible blended learning and possible reopening. Survey results: 1) majority of parents felt satisfied with the communications with the schools and teachers; Internet access was good; 57% of respondents were neutral; access to school counselors 55%, neutral response. Surveys commended Lynne Keenan on food distribution and Teri DeRoche for transportation support. 2) Student Surveys had 60 responses with 38% fulltime regular/blended/virtual. 3) There were 111 responses from staff survey. Mr. Evans asked how many total staff; Superintendent Hall stated 420 with 25% response. Ms. Bremner asked when the survey was sent out: Dennis Juneau stated July 16. 4) Community survey 68% with high results for distance learning. Superintendent Hall stated that the administration recommends Distance Learning for the first quarter of school. By the end of each quarter they will determine what type of learning will be recommended: 1-distance learning; 2-blended learning; 3-traditional learning. The decision will be based on all governmental agency mandates, COVID outbreaks and rate of transmission and school board decision. Ms. Bremner stated that the survey question regarding athletics is misleading and felt that it should not be encouraged and the question should not have been asked. Ms. RidesAtTheDoor felt that all students should know that there are stipulations for being in sports if a student transfers; the family must move to that district or guardianship must be fore 1-year; a student can't just go to another school. Each building principal presented plans for their buildings based on scenario 1, distance learning; scenario 2, blended learning and scenario 3, traditional school setting, and also on safety and health requirements required by CDC and the Blackfeet Tribal Resolution. Superintendent Hall stated staff will create social skill lessons for students at school and at home. The Special Education Department must follow all State requirements. Childcare sent out a survey for their department but must follow all State, CDC, IHS, Glacier County Health Department requirements in order to maintain State license. The survey had 29 responses from district staff and 17 need childcare services. The HiSet program will follow building plans, closed to public. Will

ask principals to help identify students for FIT program. BNAS will provide curriculum for grades 1-12, 2 lessons per month. Staff will meet virtually once per week. Staff will oversee language classes digitally. Everett Holm stated that technology is a big concern for internet access; if staff in buildings there is no problem; kids will be provided jetpacks. Three Rivers is offering internet at ½ the cost; board will make decision if the district pays the cost. Jetpacks cost \$40 per month. Superintendent Hall stated that the school will provide information on who needs assistance and will reach out to the tribe. Everett Holm stated that there are some families who live outside of 3 rivers accessibility and those students will need packets; students who have not used technology, iPads, will need some type of professional development and he may need small group training for this. A new phone system will be installed that will help secretaries in contacting students easier; counselors have an App on their smart phones that facilitates texting; kids can sync iPads to school access by parking next to buildings; iPads support all Google sources. Superintendent Hall stated that Browning Schools is one of the top schools in the State in technology because of Everett Holm. Everett Armstrong reviewed activities plan that will follow the building plans with social distancing practices, wearing masks, temperature checks before and during practice, sanitizing and keeping uniforms clean. A questionnaire will be available asking where the student has been, etc. There will be virtual club options. Mr. Armstrong reviewed activity plans if sports is allowed. Ms. Yellow Owl stated that the district is following the stay at home order issued from the Tribe and suggested having more discussion regarding sports following the Tribes plans. Superintendent Hall stated that she doesn't feel the district can lose kids by not allowing sports and suggested that they say no spectators and allow sports. Ms. Bremner suggested that activities be taken out of this discussion until the board hears from the council and suggested a special meeting to discuss further. Ms. Bremner stated that the board is for sports but is also for keeping our kids alive. Board members agreed to schedule a special meeting following the tribes meeting. Lynne Keenan stated that food service has been going for 4 months, without a break, and following all safety and health protocols, HACEP and food handling requirements; Head Start will be feeding all the students too; staffing is the challenge and asked that the district put out an AD for sub cooks. The food service provides hot lunches and suppers every day and is transported by transportation department. Teri DeRoche stated that drivers wipe down all buses and deep clean every day, they wear masks, gloves, time in the breakroom is limited, and they practice social distancing. Drivers will not go off the route to deliver meals throughout community and classified staff help handout backpack meals. Reid Reagan stated that the district is closed to public, safe guards were installed at secretary offices, they are checking into installing infrared thermometers at buildings, and supplying personal protective equip and adequate cleaning supplies. Buildings are cleaned, social distancing is practiced, they are wearing masks, removing drinking fountains, setting up portable handwashing stations in kitchens and installing HEPA filters. Ms. Yellow Owl stated that she has heard concerns from staff about coming in to work. Superintendent Hall stated that she will follow the negotiated agreement and meet with each to discuss any changes that affect the agreement; if teaching is online, and the stay at home order is in process, teachers have to provide online learning for the student and they will have to take leave when they cannot be available. Ms. Bremner felt that it is unfair to put staff at risk during the pandemic and stated that there is a stay at home order by the tribe that needs to be honored as well as the local governance orders. Ms. Bremner felt that should continue distance learning until end of October and staff work from home as much as possible. Ms. Yellow Owl stated that for months, BPS has asked certain staff to come in and feed kids, transport meals, clean the buildings, etc. and finds it upsetting because their safety and well-being is just as important as anyone else in the district. Ms. Yellow Owl stated that she feels bad that these groups have to work extremely hard and put themselves out there every day and wishes BPS could accommodate them. Mr. Evans stated that Superintendent Hall is saying the district is recommending distance learning and that the teacher can do this at home, but if they are not available for any of this, they will take leave. Superintendent Hall stated that classified staff cannot do their work from home and the district needs the TAs to help with food, buses, etc. and, maintenance and custodians ask that they stay at home and work in evenings and have a different schedule; secretaries have to be in the buildings to register students and take care of other student requests. BPS will work with them and if the district goes to phase II they will have a lot to get done. Ms. TallWhiteman asked about district getting their own rapid tester. Ms. Yellow Owl stated she did not hear a plan from the nurses and would like to hear from them. Ms. Yellow Owl stated that the district will have to check with legal about the rapid tests and asked that this be checked on. Ms. TallWhiteman stated the schools should make the decision of whether staff should work from home or not because they know their employees better than anyone else and if they need staff to distribute food and they are essential, it should go to disciplinary measures if they are not at work. Ms.

TallWhiteman asked if there is no childcare for staff do they need to take leave if they cannot be at work; childcare is covered in COVID. Superintendent Hall stated that if BPS goes with the hybrid model, the district can accommodate staff with childcare and staff with an alternate schedule; staff with legitimate health concerns can bring their doctors notes to their principals. Ms. TallWhiteman stated that she would like to see students able to have contact with individual teachers on Fridays for support. Superintendent Hall stated that they can log on to technology and get help with school work. Dennis Juneau stated that phase 1 allows small groups to be in the buildings; phase 0, no one is allowed in buildings. Superintendent Hall will work with the unions and bring MOU to the board; some staff may not support this due to health or other reasons. Lynne Keenan stated that directors and their staff are working every day and other staff do not come in to work but they are being paid; some departments have to take on a lot of extra work. Ms. Keenan stated that she works over 10 hours a day, every day and people won't talk about this but, they feel it is not fair and they are scared and stressed but want our kids to be fed too. Ms. Keenan stated that they do not understand teachers can't be working or certain staff are not working at the administration every day; they all have their own offices. Ms. Keenan stated that everyone feels this same way and she is speaking for all of them. Mr. Gallup stated that nobody is home and not working because they can be fire. Ms. Bremner stated that she appreciates food service and transportation staff and they are not expendable but the board did say that anyone with health risks should stay at home and we will find someone to do their work; all staff at work are receiving a bonus. Ms. Bremner stated that the COVID affects peoples' health and felt they should stay home if they have kids or health risks and are concerned. Superintendent Hall stated there are some that cannot do their work from home and will have to have subs in those areas and those subs do get the bonus if at work. Ms. Bullshoe stated that she is a public servant and being out there she sees the affects the COVID has on the community and asked that the district keep in mind that there are a lot of our students being raised by grandparents. The district and board know that we cannot have large gatherings, and activities should be the least of our concerns right now. Ms. Bullshoe stated that the BPS proposal are only on for presentation and to give the administration direction to go forward with their plans; principals will work on the model for first quarter and administration will meet with the unions. Ms. Bremner agreed and stated that if there is no school, we should not have childcare. All board agreed by consensus to do distance learning.

**Telephone Update:** Everett Holm will present at the next meeting.

**Review 5000 Series Policies:** Policies will be moved to the next board meeting.

**BPS Survey Newsletter:** Newsletter is on the agenda for board to review.

**Review 2020-2021 Budgets:** Stacy Edwards reviewed the budget recommendation for 2020-2021: IA will stay the same with addition for the Assistant Superintendent, Human Resources, and Frontline. IA is calculated at 85% Lot, Elementary \$7,969,053 and HS \$3,418,855. The adopted budget is Elementary \$8,871,282 and HS \$4,224,442. The adopted budget is over budget in elementary and high school and will have to move PCSs and SpEd TAs to Impact Aid. The general fund is generated from student count. Because of overbudgeting, Ms. Edwards recommends that no more positions be created and remove positions that are vacated. There are no grant figures until October. A final budget recommendation will be on the 8/11 agenda for approval.

**Hiring Status Update:** Ms. Croff stated that when transferring a teacher into an immersion classroom, it needs to be a tribal member in those classes because it is not just language but also culture. Superintendent Hall stated that it is a Napi, 5<sup>th</sup> grade teacher transferring and they are waiting pending certification. Ms. Croff stated that Class 7 certification was setup to help our people to get certified. Ms. Yellow Owl asked stated that the district cannot discriminate against anyone. Ms. Croff state that it is best for our culture if the person has knowledge of the Blackfeet culture and language. Superintendent Hall stated that she discussed this with BNAS Director, Robert Hall, on language and culture and this teachers' students did very well in both; this teacher is doing more in language and culture than other immersion classes. Also, Superintendent Hall stated that if class 7 is not an option that person would not be in that position.

**Coaching Season Update:** No discussion.

**Resignations:** The following resignations were accepted by the superintendent:

**ITEMS OF ACTION**

**Hiring:** Motion by Ms. Croff to approve the following hires pending successful background check/drug tests: Vanessa Garfield, Certified Teacher/BES 2020-2021 (\$37,879.00); Earl Tail, Napi Music Teacher 2020-2021 (\$37,879.00) and Daniel Connelly, Physical Education & Health Teacher/BMS 2020-2021 (\$29,777.00 prorated). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brenda Croff, Mistee RidesAtThe Door, James Evans, Rae TallWhiteman, Kristy Bullshoe, Brian Gallup voting for.

Motion by Ms. RidesAtTheDoor to approve the following hires pending successful background check/drug tests: Danielle Augare, BHS Assistant Track Coach 2020-2021 (\$2,105.00) and Daryl Croff, BHS Head Girls Basketball Coach 2020-2021 (\$3,578.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Mistee RidesAtThe Door, James Evans, Rae TallWhiteman, Kristy Bullshoe, Brian Gallup voting for. Brenda Croff abstained from voting for Danielle Augare and Daryl Croff.

Motion by Ms. Croff to approve the following contract service agreements pending successful background checks: Colleen Wilson, Substitute Workshop Training 2020-2021 (\$210.00) and Mabel Running Fisher, Substitute Workshop Training 2020-2021 (\$210.00). Second by Ms. RidesAtTheDoor. No public participation. No board Discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brenda Croff, Mistee RidesAtTheDoor, James Evans, Rae TallWhiteman, Kristy Bullshoe, Brian Gallup voting for.

Motion by Ms. Croff to approve the following contract service agreements pending successful background checks: Stipends for Browning Schools Athletic Coaching Clinic 2020-2021 and Jason Crane, Collect Data, Plan Development for District COVID 19 Plan 2020-2021 (\$1,984.00). Second by Ms. Bullshoe. No public participation. No board Discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brenda Croff, Mistee RidesAtTheDoor, James Evans, Rae TallWhiteman, Kristy Bullshoe, Brian Gallup voting for.

**Out of State Travel:** None.

**In State Travel:** None.

**Approvals:** Motion by Ms. Bremner to approve the following items: Extended Contract: Dawn Magee Cobell, Student Rosters/BES 2020-2021 (\$1,658.00); Extended Contract: Rodolpho Rivas, Inventory Technology & Prepare iPads/BMS 2020-2021 (\$1,843.00); Extended Contract: Julie Hayes, Inventory Technology & Prepare iPads/BMS 2020-2021 (\$1,971.00); Extended Contracts: Leadersip week and Instructional Planning 2020-2021 (\$4,972.00); Wage Modification: Racquel LittlePlume, Lane Change/BMS 2020-2021 (\$2,249.00); Side by Side Consulting, Professional Development to Comply With MCLSDP Grant/KW Vina 2020-2021 (\$17,500.00); Transformative Reading Teacher Group, Provide Professional Development to Comply With MCLSDP Grant/BES 2020-2021 (\$17,500.00); Strive Consulting, LLC, Professional Development to Comply With MCLSDP Grant/Napi 2020-2021 (\$52,500.00); DA Davidson: BPS School District Bonds 2020 (\$55,370.00) and Dorsey-Whitney Bond Counsel 2020 (\$55,000.00). No public participation. No board Discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brenda Croff, Mistee RidesAtTheDoor, James Evans, Rae TallWhiteman, Kristy Bullshoe, Brian Gallup voting for.

Motion by Ms. RidesAtTheDoor to approve Extended Contract: Matthew Johnson, Academic Planning 2020-2021 (\$2,067.00) and Coach Up! Consultant/BHS 2020-2021 (\$17,500.00). Second by Ms. Croff. No public participation. No board Discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brenda Croff, Mistee RidesAtTheDoor, James Evans, Rae TallWhiteman, Kristy Bullshoe, Brian Gallup voting for.

Motion by Mr. Gallup to approve the following items: Extended Contracts for Instructional Coaches Leadership Instructional Planning 2020-2021 (\$25,348.80); Extended Contracts for SBE-IEFA Summer Committee Work 2020-2021 (\$14,214.37); Substitute Eligibility List 2020-2021; Student/Parent & Staff Handbooks and Addendums 2020-2021; Revise School Board Calendar 2020-2021; Purchases Over \$10,000.00; District Claims Checks #4314-#431150 (\$391,049.15); Student Activities Claims Check #704374 (\$4,500.00) and Additional Pays & Payroll. Second by Ms. TallWhiteman. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brenda Croff, Mistee RidesAtTheDoor, James Evans, Rae TallWhiteman, Kristy Bullshoe, Brian Gallup voting for.

Motion by Ms. RidesAtTheDoor to adjourn at 9:20 p.m. Second by Mr. Gallup. Motion passed.

Respectfully submitted:

\_\_\_\_\_ Carlene Adamson, Board Secretary

\_\_\_\_\_ Donna Yellow Owl, Board Chairperson

\_\_\_\_\_ Stacy Edwards, District Clerk