

Regular Board Minutes

Wednesday, January 27, 2021 @ 5:00 p.m.
Administration Conference Room (Hosted by BES)

Present: Donna Yellow Owl-Chair, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe (5:15 p.m.). Virtual Attendance: Wendy Bremner, Brian Gallup, Rae TallWhiteman.

Ms. Yellow Owl called the meeting to order at 5:00 p.m.

Ms. Yellow Owl reminded board members to call the board secretary if they are interested in registering to attend the “Virtual” Spring NAFIS Conference March 14 – 16, 2021.

Approval of Minutes: Motion by Ms. RidesAtTheDoor to approve Special Board Minutes of 1/7/21 and the Regular Board Minutes of 1/12/21. Second by Mr. Evans. Motion passed.

Approval of Agenda: Motion by Mr. Evans to approve the agenda with no changes. Second by Ms. RidesAtTheDoor. Motion passed.

Public Comment: None.

BUILDING REPORTS: Sheila Hall, BES, presented videos on teaching in a remote setting; focus on technology; collaboration and making resources reach children; and a video from staff creating lessons behind the scenes and their everyday life as a teacher. Cinnamon Crawford updated trustees on data collected from the tribe and her work with Indian health service collecting reservation wide data. School nurses work with the sports teams and do rapid tests on site. Ms. Crawford reported that as of 1/25/21, there are 28 active cases on the reservation (age 5-17 has 4 active cases and age 18-29 has 6 active cases that are all currently quarantined; testing availability is daily at Indian Health Service, School Based Health Clinic and Blackfeet Public Health Center and the current turnaround for COVID test result is 2-3 days for the state test. Rapid tests are available for symptomatic individuals and contract tracing/case investigation is immediate through Indian Health Service CHN’s or Blackfeet Tribal CHNs. Suicide data: from October 2019 - December 2020 there was a total 325 Suicide attempts for the Blackfeet Reservation population and in the last 3 months we had 99 suicide attempts which includes adults and minors (October 2020 - 26 attempts; November 2020 - 35 attempts; December 2020 - 38 attempts); on the Blackfeet reservation we have had 3 completions. The police department is not able to share data, and Ms. Crawford suggested a data bank to the tribal council with data hosed by the tribe; at this time there is no security and no administrator. Ms. Crawford stated that testing numbers have gone down. IHS and Health Based Clinic are receiving 100 vaccines per week. Ms. Crawford asked for personal testimonies that would be a helpful to push people to take the vaccine; some have 1-2 days of side effects and the Phizer vaccine is 78% effective against the new strains of COVID; Moderna vaccine is 98% effective however there is no cold storage to keep this vaccine on the reservation. Ms. Bremner requested historical data on suicide if available. Ms. Yellow Owl requested board members be invited to attend Trauma trainings. Ms. Yellow Owl stated she is getting a lot of questions on the camera connection for the NFHS Sports Network and asked Mr. Holm who operates this. Mr. Holm stated that it is up to the Activities Director to log-in and program the games and if this is not done, there is no game and if the wrong times are put in, there is no game. There have been times when the wrong time has been logged in and so there were no games. Mr. Holm stated connectivity is up to the company. Ms. Yellow Owl asked about the blue UV lighting. Reid Reagan stated that he has installed lights for UV lamps to the air handlers at BHS, BMS, BES, Napi with the first shipment; the second shipment arrived and all were broken, and a new shipment will not be in until March 11 and he still needs UV lights in part of Napi, KW, BMS, BHS A/B/C wings, and Buffalo Hide. When installed the UV lights will cover the whole building/s and noted that he has purchased 15 Hepa Filters for offices that are in use now. Ms. Yellow Owl acknowledged the following building reports: Childcare/Copy Center & Warehouse-Lynne Keenan, Curriculum & Instruction-Billie Jo Juneau, Parent/Community Outreach/Childcare/FIT-Nikki Hannon, Blackfeet Language/Native American Studies-Robert

Hall, Spokinapi (Good Health) Project-Cinnamon Crawford, GEAR UP-Melanie Magee, 21st Century Tutoring Program-Heidi Bullcalf, Activities Department-Everett Armstrong, Technology Department-Everett Holm, Transportation Department-Teri DeRoche and Maintenance/ Facilities/ Construction/Security-Reid Reagan. *Discussion:* Ms. Bremner asked to have one report in the local paper from every board meeting and/or put on the school website. Superintendent Hall will follow-up.

Superintendent Reports

Superintendent Update: Superintendent Hall reviewed the Wellness Committee recommendation to purchase and install a treadmill, a bike, elliptical walker for every building in district following their feasibility study. All principals and directors have been contacted and have a location in their buildings for equipment to be used by staff only. Bobby Miller will bring a CSA to the next board agenda for setup and installation at each site. Matthew Johnson continues to work with counselors on trauma and they are helping students after hours connecting them to places for support. The ESSER Report shows what BPS does for social/emotional health for students; the District will get more ESSER funds through 2023. Administration will do a survey and get more involved in community events. Hope to have construction complete by 2/1/21; the gym floor had to be redone at BMS and completed by 2/14/21, at the companies cost. The sportsplex will be completed after the middle school is ready, i.e. frame and install grandstand, re-sand and fix outdoor volleyball courts. Superintendent Hall commended BPS nurses and Cinnamon Crawford for helping with vaccinations and COVID testing for students.

MTSBA Policy Review: Superintendent Hall reviewed policies for MTSBA and BPS and noted the differences. MTSBA will make necessary changes and recommendations for all BPS policy. The following policies are attached for board review: MTSBA #3310 Student Discipline and BPS Policy #3200-3200R Student Discipline; MTSBA #4315 Visitor/Spectator Conduct and BPS Policy #6001 Visitor/Spectator; It was noted that MTSBA #4332 Conduct on School Property and BPS Policy #6032 Conduct on School Property which are the same policies and MTSBA #5223. The following drug policies must be changed to include marijuana in accordance with the new marijuana laws recently passed and will be brought to the next meeting to approve changes: #5150 Professional Conduct; #5110 Drug Free Workplace and #5227 Alcohol/Drug Use/Abuse.

Instruction Report: Dennis Juneau reviewed the blended learning schedule and noted that students are held accountable for 5 days not just 2 in building. Mr. Juneau gave a shout out to transportation staff for pickups and drop offs. The Attendance Committee created checklist, and implementing court referral checklist. BPS scenario 2 plan will be fully implemented with fidelity for 3rd quarter. Each campus has a minute by minute daily schedule 9-3. Assessment plans are complete in all buildings. Emergency plans are complete. Superintendent is working with administrative team on communications for the district Facebook page.

Court Referral Checklist: Mr. Juneau is working with the court. All the information is in infinite campus and the court is familiar with program; the school's information is monitored.

Tribe Resolution #942015: Ms. Yellow Owl stated the Tribes Resolution extends the students to age 18 and requires them to be in school and the school can use the court for support. Mr. Juneau stated that the attendance committee is supporting families and students who need assistance to get them into school.

Business Office Report: Crystal Tailfeathers stated that the business office staff is learning more from Blackmountain on tools that can assist their departments. Finance meetings are held weekly to discuss updates, concerns that affect finances, working on grants, and amendments, e-grants, and working on the business office being more user friendly. Ms. Tailfeathers will meet monthly with principals/directors and secretaries. The revenue has been received from the county. New ESSER funds will have stricter guidelines. Ms. Tailfeathers gave a Shout Out to business office staff.

Budget Reports-General Fund EL/HS; Impact Aid EL/HS; Grants EL/HS; ESSER/Cares Act: Ms. Tailfeathers explained that the percentages of money spent is where it should be, with the general fund at 25%.

When payment is made for certified staff at the end of the school year, this fund will be depleted. Have received some Impact Aid payments. 56% of ESSER is committed and can be used until the end of September. Ms. Croff felt that the percentage of the general funds at 26% is too low. Ms. Tailfeather stated that teacher salaries at the end of the school year will use most of the general fund. Ms. Croff requested these reports be on the board agenda for review monthly.

Vaccination Update: Mr. Salois stated that Southern Piegan had 100 doses of the vaccine and he did get them a list of staff working daily who have direct contact with students. Cinnamon Crawford will setup appointments for next vaccine and will call and remind people about appointments. Some staff have contacted Mr. Salois and let him know they have already received their vaccine.

HR Status Update: Have advertised positions at BES and will hire for BHS at next meeting. The Youth Case Manager is recommended on this agenda.

Coaching Season Update: Mr. Salois stated that the two new hires on the agenda tonight will be added to the next report.

Resignations: None.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Isaac Wippert, BHS Assistant Wrestling Coach 2020-2021 (\$2,064.00) and Carson Bryant, BHS Assistant Softball Coach 2020-2021 (\$2,064.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Donna Yellow Owl, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting for.

Motion by Ms. Bullshoe to approve hiring Irene Augare, YHDP Case Manager-Professional Technical 2020-2021 (\$17,976.00 pro-rated) pending successful background check/drug test. Second by Ms. Croff. No public participation. No board discussion. Motion passed with Donna Yellow Owl, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting for.

Contract Service Agreement: None.

Out of State Travel: None.

In State Travel: None.

Approvals: Motion by Mr. Evans to approve Contract Amendment for Daniel Connelly, Internship-BMS 2020-2021 (\$8,102.00) and Student Attendance Agreements-Elementary 2020-2021. Second by Ms. Croff. No public participation. No board discussion. Motion passed with Donna Yellow Owl, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Student Attendance Agreements-High School 2020-2021. Second by Ms. Bremner. No public participation. No board discussion. Motion passed with Donna Yellow Owl, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting for.

Motion by Ms. RidesAtTheDoor to approve Spectator Numbers at HS Games and CDC Guidelines for 10-Day Quarantine. Second by Ms. Bullshoe. *Public participation/Board discussion:* Matthew Johnson reported that CDC guidelines requires only 10 days quarantine and asked the board to amend BPS requirements to reflect this change. Cinnamon Crawford stated that tribal guidelines state 14 days but it is ultimately school's decision if they

want to change to 10 days. Ms. Yellow Owl felt the school should stay at 14 days. Mr. Evans supported CDC guidelines. Ms. Bremner stated that her family had symptoms longer than 10 days. Ms. Croff felt that the days are in the winter sports plan and felt the medical professionals should decide. Superintendent Hall stated that the board approved only seniors to have two spectators at home games and no outside guests to attend. Ms. Croff stated that she asked to bring this back for discussion to add two spectators per athlete. Ms. RidesAtTheDoor stated that right now there are more than just senior athlete parents at the games and felt that each athlete should have the support of family, for their own mental health, and the board should allow each team member two people per game. Ms. RidesAtTheDoor stated that the BPS gym is big enough and is also bigger than most gyms they have played in. Mr. Gallup did not agree and stated that COVID numbers are going up. Ms. Yellow Owl felt that the board should remain with only seniors having two guests at the games. Mr. Gallup felt that the school should take care of the issue of people sneaking into the games. Everett Armstrong stated that he has a person at the front door taking temperatures and asking questions and sometimes during down times they are not at the door. Ms. Yellow Owl stated that each senior is allowed only two guests. Mr. Armstrong stated that some people are getting in through practices and there is someone at the door and security. Ms. Yellow Owl asked why these people are not being removed. Mr. Armstrong stated he will make certain that they are removed now. Ms. Yellow Owl stated that the school board only approved each senior to have two guests and everyone else should be removed; Ms. Yellow Owl asked if the coaches are bringing in guests too and noted that this was never approved. Ms. Croff stated that she thought coaches were allowed one guest, but that is up to the school board. Ms. RidesAtTheDoor stated that this is not just about basketball and felt that each wrestler should be allowed two guests per wrestler and include cheerleaders too. Ms. RidesAtTheDoor stated that this process should be fair across the board. Mr. Evans stated that everywhere they travel to games, they allow two spectators per player and 4 outside spectators and all locals and it works wells. Mr. Evans felt that 122 in the gym that sits 5000 is not a problem. Cinnamon stated the cohort is 25. Superintendent Hall stated that COVID numbers are down with only 28 active cases. Ms. TallWhiteman stated that fall sports did not get any guests and did not finish their season; be fair as possible, all seniors get the same. Ms. TallWhiteman stated that people should say what they want and not nitpick and tattle and if a board member wants to go to the games, just say it; is there proof that people are sneaking in. Ms. TallWhiteman felt that everyone is getting the same amount, and it's been very fair and also felt that things should be kept where it is at right now; have sign in sheets and temperature checks. Ms. TallWhiteman felt that people are beating a dead horse. Ms. Croff state that she is a coach's wife and thought that coaches got to have one guest. Ms. Croff stated that she did not see anyone at the game that should not be there and there was someone at the door at all times. Ms. Bullshoe stated that she has seen people at the games that should not have been there and she will call it BS when needs to call it. Ms. Bullshoe felt that all should be treated fair, not just certain people and their families. Ms. RidesAtTheDoor stated that she saw the pictures and she has the proof of people that were at the game and felt that all should be treated with fairness and kids should be able to have the support they need and felt that every player/athlete should be allowed to have 2 spectators. Ms. RidesAtTheDoor stated that this is not just about basketball. Ms. Bremner asked for the plan to accommodate extra guests. Ms. Yellow Owl stated that the senior players were approved two spectators and the Tribe does not have plans that change this; Ms. Yellow Owl felt that the school is not ready to open up more. Ms. Croff asked if this includes coaches. Ms. Yellow Owl stated that there is no problem with the coach's spouse going; they are senior/varsity. Ms. Yellow Owl stated that the school has been following tribal guidelines and do not have a plan with changes and asked the board members vote to continue to stay same and not to change. Ms. RidesAtTheDoor stated that it is a recommendation by the tribe but the school can do what they determine. Ms. Crawford confirmed that it is up to the Board. Ms. Yellow Owl called for the vote. Motion passed not to change numbers of spectators at high school games and to stay with 14-day quarantine with Donna Yellow Owl, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting for.

Motion by Ms. RidesAtTheDoor to approve Staff Hybrid Model and Blended/Distance Learning for Students 2020-2021. Second by Mr. Evans. *Public participation/Board discussion:* Superintendent Hall suggested Scenario 1 change to 2/8/21 for staff, add tutoring, and assessments. Superintendent Hall suggested to go the staff hybrid model and start adding tier 3 students. The second vaccine for staff is estimated to complete by 2/24/21 and if all goes right all staff will be fully vaccinated by march 10; by next Friday all district will be 100% COVID ready with exception of lights; will contact another company to get individual equipment. At the 2/24/21 board meeting, administration will officially propose transition for all staff to return to work except those who choose to stay with

remote; the date will be delayed to 3/17/21 if vaccines are not complete. Billie Jo Juneau stated that the district receives a lot of funding from Title programs and the ELL Assessment deadline was extended to 2/26/21 with no flexibility and cannot be done online; the district was not able to give the ACT test last year and has juniors/seniors that need to take this now. Ms. Juneau has not heard whether ACT can be waived for college entry and it is extremely to give ISIP and AIMSweb testing on line. Superintendent Hall stated that a proctor has to be in person with the students for the WIDA test and must be done by 2/2/21 for all grades. Ms. Juneau stated that kids can be in at different times to test and will be given incentives, i.e. backpacks, bags, clothing, school supplies, etc., for incentives for “lights on for assessments”. Ms. Yellow Owl thanked all for putting a blended learning plan together but stated that she felt the district is not ready felt that they could work around testing and bring back the recommendations after the second COVID shot is done. Superintendent Hall stated that staff need childcare and BPS is licensed to have 22 children and has 14 requests for these services. Nikki Hannon stated that childcare is for teen parents and will not be able to serve but only half of the numbers. Ms. Hannon stated she is trying to reach out to teen parents now and it is hard to set the roster; there are 4 infant spots and 8 staff spots; they will have to reduce enrollment; all will follow CDC guidelines and have an intense COVID policy in place. They have a lot of training for prevention. Will have to rely on families to do what they have to do outside of childcare. The process will be challenging but possible. Teresa Roland stated that it looks like school will start later than proposed and asked if childcare could be open because there are essential staff that need childcare services and she will not be able to be at work without childcare. Ms. Roland asked if the district could look at opening sooner for staff until school opens and if/when school reopens, then give the slots to the teen parent/s. Ms. Hannon stated that all staff are essential, and childcare is not ready to open; she is waiting for ionizer to be installed and will only be serving 12 people and there are a lot of staff needing childcare. The childcare only has 3 staff to supervise. Superintendent Hall stated that the district cannot plan for every single thing but have very good plans in place to start; no one could know what vaccine schedule would be or that the lights would be broke when they got here. All teachers care about our kids and want best education for them. The president has a proclamation that he wants kids in school and all to work together to provide best education for kids. Ms. Croff stated that she wants to review the plans again and if wait until 2/24/21 they will know more about the vaccinations and teachers coming back. Mr. Evans, childcare could be open tomorrow from what was stated 2 weeks ago and if school were to open what would we do for childcare. Ms. Yellow Owl stated she is not comfortable bringing anyone back until all staff get vaccinated; she is reading more where younger students are getting COVID and there is no vaccine for kids. Ms. Yellow Owl felt that people are getting familiar with distance learning and more staff are getting involved with it; the teachers need to call those parents. Ms. Yellow Owl asked about tables/desk shields. Superintendent Hall stated that k-5 have these in place with hand sanitizer stations outside of classrooms but CDC does not recommend the same for middle or high school. Ms. Yellow Owl stated that she is not comfortable opening schools and suggested to bring back the request at the end of March and maybe childcare will be ready. Ms. Bremner stated that she feels it is not safe to open; staff need to be vaccinated and there is a crisis in getting vaccines done. Ms. Bremner stated that she does not like the vague comments that have been made; the teachers don’t give the assessments, they are given by a trained person, coaches or other staff and does not feel there is justification for bringing others back to give the tests; there needs to be a plan of what tests need to be done with a proctor or trained person. The priority is to keep families of our students and the students safe. Ms. TallWhiteman stated that administration needs to know who would come back and who would want to be in the buildings; the information is misconstrued that the board is making everyone come back to work. Ms. TallWhiteman felt that the school is not ready to be open and asked if every class is partitioned and can they be 6’ apart and suggested waiting until the end of February to review. Ms. RidesAtTheDoor stated everything needs to be in place and make sure students and staff, are safe, and stated concern that students are not getting online yet. Ms. Bullshoe stated she is researching, reading, and educating herself, and hears concerns from staff and feels that the school should not open until everything is ready and vaccinations are all complete. Ms. Yellow Owl stated that if all board have agreed to remain with distance learning, the board can bring this item back on 2/24/21. Ms. Juneau asked if students will be allowed to come to school and test. Ms. Yellow Owl stated that if this needs to be done the administration can bring in small groups and work with principals and proctors, and test coordinators in each building. Ms. Bremner asked administration to reach out to the State and ask for accommodations for testing and make effort to do through distance learning. Superintendent Hall stated that she did request this and testing was moved from November to February. Ms. Bremner asked to have this done again and to contact Iris Begay. June Matt stated that the superintendent of public instruction is trying to postpone

testing and asked why it wouldn't apply to BPS. Superintendent Hall will check into this. Shanna Little Dog asked what parents with 4 & 5-year old children are to do when they work fulltime. Ms. Yellow Owl stated that it is the parent's decision what to do with them. Ms. Little Dog stated that it would be good to have them in school all day because both parents are working fulltime and stated "she has a 4 & 5-year old and wants to know what they are learning online when the parents cannot be online with them because they work fulltime and have no childcare". Ms. Little Dog asked, "is this not a public school and is the school supposed to be there for the kids and not for themselves and their families but be there for all kids". Ms. Little Dog stated that she does not accept the boards comments. Unknown parent: Wondering if parents have option to keep kids at home. Superintendent Hall stated if the school goes to blended learning the parent or student will have the option to continue with distance learn or stay with blended learning. Ms. Yellow Owl called for a vote to approve Staff Hybrid Model and Blended/Distance Learning for Students 2020-2021. Motion failed 5-3 with Donna Yellow Owl, Brenda Croff, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting opposed. James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe voting for.

Motion by Mr. Evans to leave the COVID-19 Stipend Pay as is. Second by Ms. Bullshoe. No public participation. *Board discussion:* Superintendent Hall asked if the board wants to continue with the staff bonus pay, or explore other options. Ms. Croff asked if the district pays temporary positions bonus pay. Superintendent Hall stated that only essential staff and administration have been paid since march 2020; bonuses have been paid from ESSER funds. The district will receive another \$4 million for elementary and \$1.5 million high school. Mr. Evans asked if any other entity is giving bonus pay. Superintendent Hall stated that the tribe stopped but IHS still gives hazard pay; there are other districts that paid stipends. Ms. TallWhiteman suggested to change the bonus pay; up the hours to 30 hours or more, than cut out those only working 10-15 hours. All other board members agreed to continue with bonus pay as is. Motion passed with Donna Yellow Owl, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting to continue COVID-19 Stipend Pay.

Motion by Ms. RidesAtTheDoor to approve the following items: Create 20 Temporary Part-time Bus Monitor Positions & 8 Temporary Part-time Custodial Positions 2020-2021 (\$65,760.00); Substitute Eligibility Roster 2020-2021; Blackfeet Native American Consultant List 2020-2021; AASA Nat'l Superintendent Certification Program 2022 (\$6,000.00); Universal Athletics Wellness Equipment Quote (\$75,587.76); Revise Current Commercial Lease with Southern Peigan Health Center; MTSBA Membership Renewal 2021-2022 (\$13,776.00). Second by Mr. Evans. No public participation. No board discussion. Motion passed with Donna Yellow Owl, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting for.

Motion by Ms. Croff to approve District Claims Report; Student Activities Claims Report; and Additional Pays/Payroll. Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with Donna Yellow Owl, Brenda Croff, James Evans, Mistee RidesAtTheDoor, Kristy Bullshoe, Wendy Bremner, Brian Gallup, Rae TallWhiteman voting for.

There were no Personnel or Legal Issues.

Motion by Ms. RidesAtTheDoor to adjourn at 8:15 p.m. Second by Ms. Croff. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Donna Yellow Owl, Board Chairperson

_____ Crystal Tailfeathers, District Clerk