

Browning Public Schools
Board Agenda Request
Meeting To Be Held: November 12, 2019



Recognition: Students Staff Parents
Information: Building Report Old Business Superintendent's Report
Action: Resignations Hiring Contract Service Agreements
 Travel Out-of-State Travel In State Approvals
 Termination Legal Matters Other:
This action request pertains to Elementary (only) High School/District Wide

Date: November 5, 2019

To: Corrina Guardipee-Hall
 Superintendent of Schools

From: John Salois
Title: Director of Human Resources

Subject: Hiring: Napi 4th Grade Teacher 2019-2020 SY

Description: Sicily Bird is recommending the following for hire for the 2019-2020 SY:

✚ DeeDee Spotted Bear, Napi 4th Grade Teacher

Financial Impact: Per Certified Salary Schedule BA/0 \$37,136.00 (**\$25,618.00 pro-rated amount or late start**)

Funding Source (Budget/grant, etc.): Salaries, benefits, and payroll costs to be charged against budget for respective building/department/program/grant as applicable.

Attachment(s): Hiring Selection Report

Superintendent Action: Approved Denied Deferred Initial & date: _____

Comments: _____

Board Action: N/A (Info) Approved Denied Tabled to: _____



Browning Public Schools Hiring Selection Report

Position Teacher		Applicant Recommended DeeDee Spotted Bear	
Department/Location Napi Elementary		Supervisor Sicity Bird	
Type of Position Certified	Starting Date November 13, 2019	Term 187 Days	

Recruiting. Date Posted: 4/25/19 Re-advertised: N/A Closing Date: Open Until Filled

Comments:
Per Board Policy #5120 Recruitment and Selection: Exemptions: the competitive process may be unnecessary in the following circumstance, B. Only one applicant is qualified and meets eligibility requirements and further recruiting is impractical. There are 2 positions open and we have not had any qualified applicants. DeeDee is a member of the 2+2 Teaching Program and has been granted emergency certification for this position.

No.	Applicants Name (Alphabetical by Last Name)	Date Application Received	Minimum Requirements Met?	Date Interviewed
	DeeDee Spotted Bear		Yes	N/A

Interview Committee	Title		Name	Title
Sicity Bird	Napi Principal			

Recommendation:
Ms. Spotted Bear is currently fulfilling the duties of an Elementary Teacher at Napi Elementary School since August 27, 2019. Ms. Spotted Bear’s professional duties include: 1) designing creative lessons plans that support the Montana Content Standards; 2) Instructing lessons to over 35 students daily; 3) implementing school-wide classroom management practices; 4) implementing guided learning instructional frameworks in ELA and Math; 5) implementing the Gradual Release of Responsibility instructional framework in Science, Social Studies, and Writing; and 6) effectively communicating with colleagues and parents students instructional and social emotional needs.

Pre-Employment Requirements	Date Initiated	Completed? (Y)es (N)o	Results Received (Negative = OK)
Drug test	8/28/19	Yes	Negative
State & Federal Criminal background check	10/7/19	Yes	Negative
Tribal Background check	9/23/19	Yes	Negative

Salary: \$25,618.00 Placement: BA/0 Contract Days: 187 Day

Prepared by: John E. Salois Date 11/5/19 Approved by: _____ Date: _____