

**Regular Board Minutes (draft)**  
Wednesday, July 28, 2021 @ 5:00 p.m.  
Administration Conference Room

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

Mr. Gallup called the meeting to order at 5:13 p.m.

**Approval of Minutes:** Motion by Mr. Evans to approve the Regular Board Minutes 7/13/21 with no changes. Second by Ms. Yellow Owl All in favor/Motion passed.

**Approval of Agenda:** Motion by Ms. Yellow Owl to approve the agenda with the following changes: remove policy #3233 and 8502; Jaysen TallWhiteman, BHS Assistant Track Coach. Second by Mr. Evans. All in favor/Motion passed.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following building reports:

Child Nutrition/Copy Center/Warehouse-Lynne Keenan, Curriculum & Instruction-Rebecca Rappold, Activities Department- Everett Armstrong, Transportation Department-Teri DeRoche and Maintenance, Facilities/Construction & Security-Reid Reagan. Ms. Yellow Owl stated concern with the size of the concession stands at the high school and requested to have on the facilities agenda for discussion. Mr. Gallup stated that the issue can be discussed at the noon meeting on Friday, August 6. Ms. RidesAtTheDoor requested to update computers for the departments, i.e. transportation, food service, maintenance if needed.

**Superintendent's Report**

**Superintendent Update:** Superintendent Hall stated that the administration is continuing with the strategic planning updates and will add goals for academics to be discussed at the August 16 retreat; title changes have been made for Mathew Johnson, Director of Student Support Services and Lynne Keenan, Director of Child Nutrition; Grant updates FOR 2021-2022: Esser II, approved and waiting to get budget added into Black Mountain; Esser III has new guidelines; ESEA, Title 1, Title IA, Carl Perkins, IDEA, Homeless Grant, MCLP/MDLPSDP, Indian eEd, ANE/AI, 21<sup>st</sup> Century, YDHD, Stop Grant, SAMSA/Spookinapi. Ms. Yellow Owl asked if the district committee is working on support letters for the IEFA lawsuit. Superintendent Hall stated that BPS is following IEFA guidelines and she can check into this with IISM to see if we need to be involved. Superintendent Hall stated that BPS can lead the way and tell schools what we are doing. Ms. RidesAtTheDoor suggested working with the other schools and give them support.

**Orientation Schedule 2021-2022:** All district orientation is scheduled for Wednesday, August 18 with a light continental breakfast; the community feed is changed to Tuesday, August 17 at noon at the "New" Arrow Head Stadium and Matthew Johnson will change to 10:00 – 11:00 for trauma informed training and social emotional for whole district. The School Board will cook for the community feed.

**NAFIS-NIISA Board of Directors Updates 2021:** Mr. Gallup reported that congress has \$1 billion, Tester is cosponsor and the senate side is in Alaska. NIISA wants housing added. NAFIS President attended NIISA and hopes to have one bill, a trillion dollar infrastructure bill that may pass. \$3.2 trillion is a 21% increase across nation and this is good for Browning. Title programs will have sustainability. There is a lot of money coming for public schools. The housing issue came up but there are jobs and no place to live. NAFIS is holding the fall conference this year and will allow two (2) people per school to attend. NAFIS will stream both general sessions and is not restricting people but the Conference is. Mr. Gallup asked if any other trustees want to attend the live streaming; there is no meet and greet or breakouts and no ballroom attendance; Tuesday Montana meeting will be set up and is allowing two (2) for Browning. Mr. Conway suggested the district clerk go and meet on funding for

Impact Aid and educational. Mr. Gallup stated that Tester will not receive visitors and will not commit to September; Daines is accepting all and Rosendale will be tough to deal with. Mr. Gallup stated that Las Vegas is doing FISEF1 and 2 in December and the district clerk should attend. NIISA is asking for presenters if anyone wants to do this; BPS is at 100% lot and is asking for 100 million, a bill is out there for \$50 million. Infrastructure is there for BPS in health, safety, etc. Mr. Gallup suggested having the new entry at KW Vina. IISM board has been reactivated and there is opportunity there for BPS.

**NEW Board Policies 2<sup>nd</sup> Reading (2170 Digital Academy Classes, 2170P, 2600 Work Based Learning Experience, 2600F Work Based Learning Agreement, 2600P Work Based Learning Experience, 3121 Enrollment and Attendance Records, 3150 Part-Time Attendance, 3311 Firearms and Weapons, 3233 Student Use of Buildings-Equal Access, 3510 School Sponsored Student Activities, 3550 Student Clubs, 3550F Student Club/Group form, 4211 School Name Imagery and Colors, 4331 Use of School Property for Posting Notices):** Mr. Conway asked if the district needs these policies or are we approving them just because MTSBA says. Superintendent Hall stated that #2170 Montana Digital Academy talks about BPS charging fees to students and stated BPS can waive the fee. Ms. Yellow Owl asked how are we going to control 4211 School Name Imagery and Colors. Superintendent Hall stated that people have been selling t-shirts with our colors, logos, etc. and noted that these policies can be changed; BPS can adopt the policy and say no one else can sale products with our logo on it. There are two options to consider on second page, 2170P; item 10 should state not to charge students. Board members agreed. Jennifer Wagner stated that there is a form 2600, 2600f, 2600p worked base learning experience and that is in the BHS handbook and BHS has a program where seniors can work half days, anywhere, as long as their grades are good and they have 4 classes each day; the work experience program is more in depth for specific on the job training where we work with the employer so they can go into the work force and relationship building with those jobs; students can go right into a job after high school. There are options for workers compensation insurance and general liability insurance requirements for employee and district to pay insurance on the student, or does BPS pay, who receives credit. Ms. Wagner suggested the school go with option four (4) as BPS does on job training, i.e. vo-ag, welding, auto, industrial arts, and stated there are a lot of opportunities built in this policy. The age limit is for juniors and seniors and administration makes sure underclassman have basis for their education and noted that sometimes this is what gets kids going. In the handbook, wording can be changed to guidelines, student employment program, and they get work study credit of one quarter and one-half credit; coop programs can help students get certification when they leave high school. Ms. Yellow Owl stated that BPS staff can possibly help with plumbing, electrician, etc. Ms. Wagner stated that BPS works with Havre vo-tech curriculum and students will be certified by Northern Montana college and maybe we can work something out with them. Ms. Wagner stated they could work a program with BMS and noted that the student will get a pass/fail grade. Also, noted parents have the say and if they want their student to work, they know in advance. Superintendent Hall recommended option #3 for policy #3311 firearms and weapons.

**New Board Policies 2<sup>nd</sup> Reading (3110 Placement - Transfer, 5230 Prevention of Disease Transmission, 8129 Chemical Safety, 8131 Air Quality, 8302 Noxious Weed/Animal Control, 8303 Cleaning/Disinfecting, 8410 Operations/Maintenance of Facilities, 8411 Water Supply System, 8421 Lead Renovation):** Mr. Conway will review policy #8302 Noxious Plants/Animal Control and make a recommendation.

**Instruction Report:** Dennis Juneau reviewed plans for summer school noting each cohort has completed session 1 of summer school and are currently completing session 2 of summer school. There were over 200 students that attended session 1 and near the same amount for session 2. The students are learning through whole child, culturally responsive teaching. Whole child means, focused on everything, all subjects. Culturally responsive teaching and social emotional learning, they take a field trip every week and this has helped teachers so they can do more during school year. Mr. Juneau works closely with Rebecca Rappold on professional development planning and introduced Ms. Rappold as the new Curriculum Director who is a huge asset to the district.

**Business Office Update-June:** Crystal Tailfeathers stated that the business office is working with staff to meet deadlines so the department is more efficient and work flows smoothly. All district staff will need to be more responsible for meeting timelines and issues will need to be taken care of at their level and not at the business office level. New deadlines and procedures should deal with these problems. All staff need to communicate more by email as well. Ms. Tailfeathers stated that there will be user friendly options when there are emergencies. Ms.

Yellow Owl asked if the deadlines being put into place for staff are SOPs or something different. Ms. Tailfeathers stated once implemented the changes will be in the SOPs to be official. Ms. TallWhiteman suggested having a trial run before putting the changes into the SOPs for certain groups like athletics/activities as things could change from air quality, broken pipes, and moving a sport to a different areas and stated to not have such strict rules and not working with activities. Also, Ms. TallWhiteman noted that they could shop at Amazon and Walmart before which restricts departments from saving money. Board members agreed there should be a trial run. Ms. Tailfeathers stated that she is always open to emergencies when they arise but also stated that there needs to be deadlines set up to be more productive and agreed to a trial run.

**Budget Update:** Ms. Tailfeathers stated that by the end of June the elementary general fund was expended by 92% (district can carryover up to 10%); the high school general fund was expended by 93%. At the end of June the miscellaneous funds, which are grants, shows elementary was expended at 67%, final reports are due by September 30 and will be expended by end of August. Impact Aid elementary was expended by 48% and high school was expended by 86%. Superintendent Hall stated that Glenna Hall, finance assistant, has 13 to 16 years of experience in finance. Mr. Conway asked for yearly health insurance costs to the district.

Superintendent Hall stated the increase is 18% which is a \$400,000 increase to the district and \$350,000 was paid by ESSER funds. Mr. Salois stated that the insurance amount will be available after open enrollment. Mr. Conway stated that the budget shows the high school at \$317,000 and Votech is at \$172,000, and asked if that includes part of middle school or whole district. Ms. Tailfeathers will check into this and let Mr. Conway know. Superintendent Hall stated that Vo-tech is MSGIA, property liability insurance and not health insurance. Mr. Salois noted that all certified is the same amount regardless of location and classified pays less and the district pays more due to Obama care (Affordable Cares Act).

**HR Status Update 7/20/21:** Mr. Salois stated that it has been difficult to fill positions but there are more applying and more interviews are being held now and there will be more hires on the next agenda; by August 12 vacancies will reduce. The guidance counselor position is pending process. Shawnee moving to BES, library; Jimi Lunak is moving to Vo-Ag at BHS; Carla Whitegrass is moving to BMS and Big Sky and another TA is moving to Big Sky. Rebecca Rappold transferred to curriculum. The HR secretary recommendation is in pre-hire process. Mr. Salois stated that he appreciates Sherie Blue's support and continued assistant and will be bringing her forward for recognition. There are a lot of cook vacancies, this is a thankless job with long hours and the new salary scale will help in this area. The new payscale will be on Facebook page. Mr. Salois stated that he has been researching different ways for recruiting such as remote interviews, giving more options, and noted the OPI website shows everyone needing to fill positions; the new premium stipend for teachers will help in this area and is being paid by ESSER. Mr. Conway asked if BPs works with the teacher program at BCC. Mr. Salois stated yes and he meets with BCC weekly, but must meet OPI accreditation guidelines; it has been difficult meeting requirements and still needs teachers at BHS and BMS; smaller classrooms may help but would require hiring more staff. This problem is across the nation. Superintendent Hall stated the district lost a couple of teachers who went to districts that offered housing. Rebecca Rappold stated that KW Vina worked hard last four yers to hire 2+2 students and already lost one high quality teacher and stated that education is challenging right now, and anything that can be done to help in this area would be great. Mr. Gallup stated that all schools have same problem, they train the teacher and then lose them to the neighboring schools; some areas are doubling teacher pay. Browning is fortunate as other schools are not comparable to us. Mr. Salois stated that the HR office keeps a list of housing that is available and this helps and makes it easier for new staff. Mr. Salois stated that the board can talk to the state about regulating rental rates. Mr. Salois stated that the district has interviewed people from other countries as well but they did not take position.

**Coaching Season Update 2021-2022:** Mr. Salois stated all positions have been updated with past meeting hires.

**Resignations:** The following resignations were accepted by the superintendent: Marsha Switzer, Elementary Teacher/BES, Effective 5-28-2021; Jenna Skunkcap, Special Education Teacher-BHS Effective 7-19-2021; Linda Baker, Department Secretary-Food Services, Effective 7-16-2021 and Sandra Henderson, Special Education Speech Aide Effective 7-16-2021. Ms. Yellow Owl asked to bring the waiver request to the next board agenda.

## **ITEMS OF ACTION**

**Hiring:** Motion by Ms. Yellow Owl to approve the following hires pending successful background checks/drug checks: Marti Eagle Feathers, Kindergarten Teacher-KW Vina 2021-2022 (\$39,773.00); Sarah Billet, Kindergarten Teacher 2021-2022 (\$46,360.00); Sarah Flamond, Kindergarten Teacher-KW Vina 2021-2022 (\$39,773.00); Jessica Bustos, Napi 4th Grade Teacher 2021-2022 (\$39,773.00); Waverly Shawl, BMS Cross Country Coach 2021-2022 (\$980.00). Second by Ms. RidesAtTheDoor. *Public participation/Board discussion:* Mr. Evans asked if BPS has policy on trades and putting kids to work such as what Travis Blue, shop teacher, is working on with student building storage. Jennifer Wagner stated that this will fit into the new policy coming and noted that it will be up to the school board for approval. Also noted is that there will be certain hours and credits required. No further discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Donna Yellow Owl, Kristy Bullshoe, James Evans, Steve Conway, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve hiring Shance Hall, BHS Assistant Football Coach 2021-2022 (\$2,208.00) pending successful background check/drug test. Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Donna Yellow Owl, Kristy Bullshoe, James Evans, Steve Conway, Rae TallWhiteman voting for.

**Contract Service Agreements:** Motion by Ms. Rides to approve the following contract service agreements pending successful background checks: Amend Contract Service Agreement: Geraldine Gopher, Babb Summer School Site Supervisor 2021-2022 (\$1,440.00); Jessica Racine, Virtual AVID Digital Training Stipend 2020-2021 (\$300.00). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Donna Yellow Owl, Kristy Bullshoe, James Evans, Steve Conway, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve contract service agreements pending successful background checks: Amanda Whiteman, Adult Summer Eekahkimaht Assistant 2021-2022 (\$1,995.00); Anita Crowshoe, Adult Summer Eekahkimaht Assistant 2021-2022 (\$1,995.00); Samantha Grant, Adult Summer Eekahkimaht Assistant 2021-2022 (\$1,995.00) and Shawnee Momberg, Adult Summer Eekahkimaht Assistant 2021-2022 (\$1,995.00). No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Donna Yellow Owl, Kristy Bullshoe, James Evans, Steve Conway, Rae TallWhiteman voting for.

**Out of State Travel:** None.

**In State Travel:** Motion by Ms. RidesAtTheDoor to approve Everett Armstrong, Pick-up Equipment/Concessions Supplies in Billings, MT. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Donna Yellow Owl, Kristy Bullshoe, James Evans, Steve Conway, Rae TallWhiteman voting for.

**Approvals:** Motion by Ms. RidesAtTheDoor to approve the following items: Create School Based Therapist Position for Napi & BES 2021-2022; Extended Contracts-Leadership Committee, ELA Curriculum Planning & Mapping-BES 2021-2022 (\$16,056.00); Extended Contracts-Leadership Committee, ELA Curriculum Planning & Mapping- KW Vina 2021-2022 (\$20,255.00); Extended Contract: Rodolpho Rivas, Inventory Technology & Prepare Student iPads 2021-2022 (\$1,431.00); MOU Custom Educational Consulting ELA-BMS 2021-2022 (\$17,500.00); MOU Side by Side Consulting KW Vina 2021-2022 (\$17,500.00); MOU Transformative Reading Teacher Group-BES 2021-2022 (\$17,500.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Donna Yellow Owl, Kristy Bullshoe, James Evans, Steve Conway, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve the following items: MOU Coach Up! Consulting Agreement-Literacy-BHS 2021-2022 (\$65,000.00); Extended Contract-Travis Blue, Working with Students to Build Storage 2021-2022 (\$3,415.00); Extended Contract Jason Krane-Summer Leadership Program-BHA 2021-2022 (\$843.25); Extended Contract-Charlie Spiecher, Student Scheduling-BHA 2021-2022 (\$1,033.68); Extended Contract-Chris Lewis, Student Scheduling-BHA 2021-2022 (\$875.04); Extended Contract-Katie McDonald, Summer Leadership Program 2021-2022 (\$385.30); Extended Contract-Nicholas Rink, Summer Leadership Program-BHA 2021-2022 (\$309.50); Extended Contract-Richard Hagberg, Summer Leadership Program-BHA 2021-2022 (\$295.10);

Attendance Agreement-Valier 2021-2022. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Donna Yellow Owl, Kristy Bullshoe, James Evans, Steve Conway, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve the following items: Extended Contract: R. Potts, BNAS Assistant 2021-2022 (\$3,570.00); Extended Contract-Robert Miller, Wellness Committee, Summer Work 2021-2022(\$1,916.00); Contract Amendment-Maureen Stott, Change from 245 days to 260 days; Salary Increase-Superintendent-Administrator-Director-Prof Technical 2021-2022(\$89,263.00); Extra Work Payment 2021-2022 to 2023-2024; Substitute Eligibility Roster 2021-2022; Create Two (2) Community Health COVID 19 Support Specialist Positions 2021-2022; Create Temporary Student Support Specialist Position 2021-2022; MOU Custom Educational Consulting ELA-Math-K-12 2021-2022 (\$70,000.00); Scenario 3 – Back to School Plan 2021-2022 SY; Building and District Wide Student-Parent & Staff Handbooks 2021-2022; Final Reading Policy 3413 Student Immunization; Amend Policy 4220 Student Religious Activity at School; IISA Membership Dues 2021-2022 (\$3,000.00); Denning and Downey Cash Reconciliation/Training 2020-2021 (\$25,000.00); Purchases Over \$10,000.00; District Claims Check #433323 - #433376 (\$547,801.56); Student Activities Claims Check #704634 - #704637 (\$1,052.44) and Additional Pays/Payroll. Second by Mr. Evans. *Public participation/Board discussion:* Dennis Juneau presented the back to school options for Scenario 3 which will be the traditional learning plan for the 2020 school year with traditional classrooms, learning, etc. Monday through Thursday is the traditional schedule and Friday is project based learning day, all buses with run. Cinnamon Crawford asked if the district will still follow tribal ordinance 121 this year. Ms. Crawford stated that all are encouraged to wear masks due to high cases of delta variant; medical recommends that masks be mandatory. Vaccinations are at 66% on the reservation. The school board can make decision to stay with ordinance 121 or follow CDC guidelines. Mr. Gallup stated that the district will follow CDC on the mask guidelines. Ms. Yellow Owl stated that she supports school wearing masks, but the board did vote that it is the individual discretion to wear masks or not if they were vaccinated. Ms. Crawford recommended that the school follow CDC guidelines. Superintendent Hall stated that the school did conduct home visits with parents and it is the parents that don't want their kids vaccinated because the parent is already vaccinated; 99% people in hospital right now are not vaccinated. Ms. Crawford stated that even if you are vaccinated, you can still get the delta virus and it is hitting school age children. Board members agreed that the superintendent will send out a notice to all that masks will be required. Board members suggested giving \$100.00 certificate to students who get vaccinated; superintendent Hall stated that she did email councilmen to see if they are going to follow the same as Rocky Boy. Mr. Conway suggested that the school make all get vaccinated. Ms. Crawford stated that they can't be made to vaccinate. Mr. Salois stated that there are some laws that protect those who do not want vaccinations, i.e. medical reasons, religious, etc. and noted that there are a lot of legal issues to resolve. Ms. RidesAtTheDoor asked for a presentation at Orientation so all teachers have the same information and offer vaccinations at the Orientation. Mr. Conway asked about the training for business office at \$25,000. Superintendent Hall stated the auditor will work with/train Crystal Tailfeathers on reconciliation. Mr. Conway asked about payment for Q&R. Dixie Guardipee stated that this is for the past year open PO.

There were no Personnel or Legal Issues.

Motion by Ms. Yellow Owl to adjourn at 6:48 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