

**Regular Board Minutes (Draft)**  
Wednesday, June 29, 2022  
Administration Conference Room

**Present:** Brian Gallup-Chair, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans.

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 6/14/22 and Special Board Minutes of 6/20/22 with no changes. Second by Ms. Bullshoe. All in favor/Motion passed.

**Approval of Agenda:** Motion by Mr. Conway to approve the agenda changing Carla Whitegrass-Trombley to work Summer School Session 1 as well as Session 2 and change the amount to be paid to \$1,500.00. Second by Mr. Evans. Motion passed.

**Public Comment:** None

**ITEMS OF INFORMATION**

**Building Reports:** **Mr. Gallup acknowledged the following building reports:** Child Nutrition/Copy Center/Warehouse - Lynne Keenan; Parent, Community Outreach, Childcare, FIT - Nikki Hannon; Blackfeet Language-Native American Studies - Robert Hall; 21st Century Tutoring Program - Heidi Bullcalf (No report submitted); Technology Department - Everett Holm; Athletic Program - Tony Wagner (Verbal); Activities Department - Everett Armstrong; Transportation Department - Frances Bullcalf and Maintenance-Facilities-Security & Construction - Reid Reagan. *Discussion:* Tony Wagner reported on Activities that summer camp coordinators have been working on with summer starting. Camp schedule includes: Cross Country, Cheer, BBB/GBB, Tennis, Wrestling, Golf Camp, Baseball, Soccer, Volleyball, Football, speech/Debate, Rodeo Club, Track, etc. Mr. Wagner is working on inventory and plans to finish next week. Reclassification was discussed at the summer meeting for 2023-2024 school year. It will be hard to travel to far east schools with gas and food prices increasing; There are 13 teams west and 11 east. Fall will include Golf, X-Country, Volleyball, Football, Soccer, Speech, Fall Cheer; Winter includes BBB, GBB, BW, GW, Winter Cheer; Spring includes: Track, Softball, Tennis, Baseball. 8<sup>th</sup> graders will be allowed to compete at the high school level and will present Recommendations for 8<sup>th</sup> grade participation; a policy will be developed prior to the school year starting. to school board for approval prior to year starting as there are regulations regarding transfers, etc. Mr. Conway asked where 8<sup>th</sup> graders will be needed. Mr. Conway stated BHS only had 5 freshman girls this year and the same last year and they could possibly use 8<sup>th</sup> graders as well as in soccer; When the door is open for 8<sup>th</sup> grade, the door is open for everyone and there needs to be guidelines in place. Mr. Wagner stated there are some coaches that feel they should use on an as needed basis; there is also an age requirement of 15 years old before August 31 of the school year, then if go up will have to follow HS rules and regulations. Ms. RidesAtTheDoor stated that HS still needs coaches for BB. Mr. Wagner stated that he did not know why there is 4 BB coaches and noted there is no status on these positions. The focus for the coach will be developing the programs.

Ms. TallWhiteman entered meeting at 5:16 p.m.

Mr. Wagner stated there is interest from HS students to add E-Sports and he is researching what it will take to develop a program and costs. Shot clocks and Softball score board will be here in August. Mr. Wagner stated he is working on finalizing the schedules and budget and will setup a time to meet with the board to discuss the budget due to increased costs and expenditures; lodging has gone up to \$300 & \$400 per night and the new costs added to policy will increase travel costs as well as transportation costs may double. The gym and weight room doors open at 8 am until 4:30 pm, Monday through Friday and there is an average of 50-60 kids attending gym/weight each day and 20-30 VB girls daily and same for GBB/BBB. Mr. Wagner is now ordering supplies and looking at ordering from new sources due to not receiving good service with old suppliers.

**Rodeo Equipment Donation:** Superintendent Hall stated that BHS received a bronc/bull riding device for BMS and BHS rodeo clubs. Mr. Conway asked about the rodeo equipment that is missing. Reid Reagan stated that there are 3 high school bucking shoots in the barn at Smith Ranch and 3 outside. Mr. Conway stated that the school bought \$20,000 supplies for rodeo including shoots, barriers, panels; everything. Dixie Guardipee stated that 2 shoots were taken Smiths and BPS has tried to get some people to haul them back to the high school but without luck. Mr. Conway stated that BPS has loaders and asked why they were not used. Mr. Reagan stated that there are still some high school students using the equipment at Smiths. Ms. Yellow Owl felt that the Rodeo Club Sponsor should be involved in discussion on this. Board members agreed to have further discussion on rodeo club.

**HR Status Update 6-29-22:** Ms. Yellow Owl asked if Immersion will be moving in to 7<sup>th</sup> and 8<sup>th</sup> grade. Superintendent Hall will follow-up with this. Mr. Salois stated that there are a lot of changes, transfers, and hiring due to the number of retirees. There are 3 teachers applying for emergency certification and OPI procedures are not available until July 1. Mr. Conway asked if the district did pre-registration for students and the schools know how many students are coming in and how many teachers they need. Rebecca Rappold stated she did evaluation work from March to May and student enrollment is still down and just graduated a very large senior class and noted there won't be any classes near that size and so there is flexibility to move teachers around based on student enrollment this spring. Ms. Rappold will meet with administration and work on this. Superintendent Hall stated the district may only need 7 teachers for 2022-2023. Mr. Salois stated he is working with a teacher coming in from the Philippines and is working to get a visa now, and BPS also has iTutor. The district does not have to pay iTutor teachers until they are working. Mr. Conway asked if the plan includes larger class sizes. Superintendent Hall stated that OPI did not change the class sizes. Ms. Rappold stated that BPS classes are under by 2-3 students per class according to OPI standards the ratio of 1:13 which is smaller than accreditation standards. Ms. Rappold stated last year, BPS went months without hiring and had there were no long-term subs; and noted it is better to shift class sizes up than not having a teacher. Recently the teacher residency program which will be at KW Vina, attended the OPI training in Bozeman; these teachers will be working in a teacher setting and will receive a stipend from BPS and U of Western; BPS cannot use the new teachers as emergency hires. Ms. RidesAtTheDoor asked about retaining teachers we have and suggested benefits after so many months, more bonuses, etc., so they stay with our district. Mr. Salois stated he is looking at different things, increased base pay over 3 years; Sped teachers get a \$3000/year stipend, have wellness days, wellness committee, insurance benefits, and the approved contract with American fidelity provides a supplemental package. Mr. Salois noted that the teachers that have left the district are teachers with 20+years and the 2+2 teachers are younger and have done a good job of retaining our local teachers. Ms. TallWhiteman asked what the base pay is for a first-year teacher. Mr. Salois stated \$40,996.00. Ms. TallWhiteman stated that some of classified staff make as much as a first-year teacher and this is after their probation, and asked that this issue be looked into; the district insurance program is good but with rising costs, Ms. TallWhiteman felt that they need to look at doing more for the teachers. Mr. Gallup stated this is in the negotiation process. Ms. Rappold stated that Mr. Conway's idea of looking at retired teachers that may want to come back on a parttime basis and may be viable at to come back at the MS or HS to work 1 or 2 classes per day; this is a great opportunity. Also noted is that there is a lot of discussion across nation to do 90-day and a lot of retired teachers that want to work halftime. Mr. Salois stated that BPS has done this before and it worked but still had some that did not want to work. Ms. RidesAtTheDoor asked if there is a way to do CPR classes and stated that they had trouble getting certified this year in the health field. Mr. Salois stated that BPS offered CPR classes through PE and they did receive their cards. Ms. RidesAtTheDoor felt that this is a great idea and suggested offering Divers Education too. Superintendent Hall stated we have been advertising for drivers' education but has not found a teacher yet.

**Coaching Season Update:** Mr. Salois stated they are waiting for applications and noted that there are a lot of renewals on this agenda.

**Resignations:** Superintendent Hall accepted the following resignations: Ettore Whitford, Personal Care Attendant-BHS, Effective 05-24-2022; Betty Loya, Bus Driver-Transportation, Effective 06-01-2022; Nicole Whitney, Elementary Teacher-KW Vina, Effective 6-17-2022; Brenda Johnston, Secondary Teacher, Browning High School, Effective 06-21-2022; Josephine Brown, Home School Coordinator-BMS, Effective 06-30-2022;

Merlin Bird Rattler, Mechanic-Shop Foreman, Transportation, Effective 06-30-2022 and Ruth Shea, Early Kindergarten Teacher, KW Vina, Effective 06-20-2022.

### **ITEMS OF ACTION**

**Hiring:** Motion by Ms. RidesAtTheDoor to approve the following hires pending successful background checks/drug tests: Anita Crowshoe, BNAS Teacher-KW Vina 2022-2023 (\$44,360.00) and Nathan DeRoche, Family Engagement Coordinator-KW Vina 2022-2023 (\$35,000.00). Second by Mr. Evans. No public participation. *Board discussion:* Mr. Conway asked if all pre-hire process has been completed. Mr. Salois stated yes. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans voting for.

Motion by Mr. Evans to approve the following hires pending successful background checks/drug tests: Jim Vaile, BHS Head Softball Coach 2022-2023 (\$3,963.00); Carter Gallineaux, BHS Assistant Softball Coach 2022-2023 (\$2,105.00); Robert Miller, BHS Head Track Coach 2022-2023 (\$4,334.00); Roy McNabb, BHS Assistant Track Coach 2022-2023 (\$2,208.00); Leo Bullchild, BHS Assistant Track Coach 2022-2023 (\$2,353.00) and Shance Hall, BHS Head Football Coach 2022-2023 (\$3,096.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans voting for.

Motion by Mr. Conway to approve the following hires pending successful background checks/drug tests: Blake Boushie, Bus Driver-Transportation and Monica Boggs, Child Nutrition Department Secretary. Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans voting for.

**Contract Service Agreements:** Motion by Ms. Yellow Owl to approve the following hires pending successful background checks/drug tests: EekahKiiMaht Student Summer Workers 2021-2022 & 2022-2023 (\$2,355.00); JonGlen Augare, Eekahkimaht Adult Summer Program 2021-2022 & 2022-2023 (\$3,328.00); Lacey Salois, 21st Century Summer Tutor Program 2021-2022 & 2022-2023 (\$1,658.00); Shaun Still Smoking, 21st Century Summer Tutor Program 2021-2022 & 2022-2023 (\$1,658.00) and Rock Creek Teletherapy, Occupational Therapy (OT) and Physical Therapy (PT) Svc 2022-2023 (\$67,057.28). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans voting for.

**Out of State Travel:** None.

**In State Travel:** Motion by Ms. RidesAtTheDoor to approve Tonia Tatsey, 2022 Library Tri-Conference in Missoula MT (\$554.80). Second by Mr. Conway. No public participation. *Board discussion:* Ms. RidesAtTheDoor asked if this training will benefit the whole school or just KW Vina. Superintendent Hall stated that Ms. Tatsey is being recognized by the Library Organization as Principal of the Year. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans voting for.

**Approvals:** Motion by Ms. Yellow Owl to approve the following items: Extended Contract-Earl Tail, Napi Summer School Lead Teacher, Session 2, 2022- 2023 (\$375.00); Extended Contract-Carla Whitegrass-Trombley, Elementary Summer School Lead Teacher, Session 2, 2022-2023 (\$750.00); Extended Contract-Sarah Flamond, Summer School Teacher, Session 2, 2022-2023 (\$2,393.00); Extended Contracts-BMS Teachers, Inventory Technology-Student iPads 2022-2023 (\$4,350.00); Extended Contracts-BMS Counselors, Scheduling, Locker Assignments 2022-2023 (\$3,990.00); Extended Contracts: BMS Science Teachers, Organize and Inventory Science Lab 2022-2023 (\$1,554.00); Extended Contract: Melanie Magee, SLT Committee Member-BMS 2021-2022 (\$324.00); Request Early School Admittance-KW Vina 2022-2023 and Transformative Reading Teacher Consultant for BES, Kim Penn 2022-2023 (\$17,500.00). Second by Mr. Evans. No public participation. No board

discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans voting for.

Motion by Mr. Conway to approve the following items: Early Graduation Request: M. ArrowTopKnot-BHS 2022-2023; Early Graduation Request: R. Connelly, BHS 2022-2023; Mountain View Glass Proposal to Repair BHS Windows 2022-2023 (\$25,736.00) and Extended Contract: BHS Counselors, Registration & Scheduling 2021-2022 (\$6,694.00). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans voting for.

Motion by Ms. Yellow Owl to approve the following items: Extended Teacher Contracts, Create Assessment Tool for Immersion Classes-BNAS 2022-2023 (\$10,099.00); Extended Contract-Shalea Tatsey, BNAS Blackfoot Language Summer Session 2022-2023 (\$1,348.00); Extended Contracts-Shaylea Tatsey, SBE Committee, Curriculum Planning and Preparation 2021-2022 (\$1,348.00); Extended Contract-Leo Bird, Blackfeet Architecture; Setting Up Lodges, Field Trips 2022-2023 (\$1,325.00); Student Attendance Agreements-Cut Bank 2022-2023; MSGIA Property and Liability Insurance 2022-2023 (\$450,600.00); Renew Commercial Lease with Southern Peigan Health Center (\$5,400.00); FICO, Proposal for Controls Transition (\$21,950.00); Purchases Over \$10,000.00; District Claims #435617 - #435833 (\$469,065.54); Student Activities Claims #704962 (\$480.00) and Additional Pays/Payroll. Second by Mr. Conway. *Public participation/Board discussion:* Mr. Evans asked about the FICO proposal and stated the facilities committee had concerns and wanted a proposal brought to the committee but it has gone to the board for approvals. Reid Reagan stated training has been added to this contract and there is no added expense for Napi. Mr. Gallup stated that Mr. Reagan and Kyle Coursey are working on this. Mr. Conway stated that boilers went out a few years ago and all boilers were replaced and sked where the controls are for maintenance under this contract; Mr. Conway state concern of the high cost for the controls and also asked what is being upgraded. FICO stated this is a hardware upgrade and is a preliminary head start on the aging system which makes the periodic upgrades easier. The newest boilers are installed and Maintenance can access controls from anywhere and future upgrades will be cheaper; all will be tied into the cell phones and can be accessed from Mr. Reagans phone at anytime, anywhere. Napi is the only building left to transition and Babb has been transitioned but had programming issues that were taken care of remotely. FICO stated all parts are through Schneider who has the software. Training is included at no cost. Superintendent Hall asked to update the board members on MSGIA Property and Liability Insurance and noted that the business office did try to obtain another bid however they were not able to get a bid completed in time and this has to be approved by June 30 or lose our insurance. The FY22 premium was \$421,000 and increased to \$450,601. There was a 6.4% adjustment that was not on the schedule last year; added sportsplex and contents, added 6-new vehicles, etc. *No further discussion.* Motion passed with Brian Gallup, Steve Conway, Kristy Bullshoe, Donna Yellow Owl, James Running Fisher, Rae TallWhiteman, James Evans voting for. Ms. RidesAtTheDoor voted for all and abstained from voting for Extended Contracts-Shaylea Tatsey, SBE Committee, Curriculum Planning and Preparation and Extended Contract-Leo Bird, Blackfeet Architecture; Setting Up Lodges, Field Trips. There were no Personnel or Legal Issues.

Motion by Ms. RidesAtTheDoor to adjourn at 6:05 p.m. Second by Mr. Conway. Motion passed.

Respectfully submitted:

\_\_\_\_\_Carlene Adamson, Board Secretary

\_\_\_\_\_Brian Gallup, Board Chairperson

\_\_\_\_\_Crystal Tailfeathers, District Clerk