

Regular Board Minutes (Draft)

Tuesday, June 13, 2023 @ 5:00 p.m. Child Nutrition/Maintenance
Administration Conference Room 5:00 p.m.

Present: Brian Gallup-Chair, Steve Conway, Michael Hoyt, James RunningFisher, James Evans. Absent: Lockley Bremner, Rae TallWhiteman, Donna YellowOwl.

Mr. Gallup called the noon meeting to order at 12:11 p.m.

Approval of Minutes: Motion by Ms. Yellow Owl to approve the Regular Board Minutes of 5/31/23 and Special Board Minutes of 6/6/23 with no changes. Second by Mr. Evans. Motion passed with Brian Gallup, Steve Conway, Michael Hoyt, James Evans voting for.

Approval of Agenda: Motion by Mr. Conway to approve the agenda with the following change: move the Budget Update by Gwyn Andersen to June 28, 2023 board meeting. Second by Mr. Evans. Motion passed with Brian Gallup, Steve Conway, Michael Hoyt, Donna YellowOwl, James Evans voting for.

Maintenance Recognitions: Reid Reagan recognized Maintenance staff Richard Sanchez, Kyle Coursey, Loren Croff, Francis LazyBoy, Roland Riley for all their hard work year-round. Staff were commended for being up at 6 am in winter months plowing and getting roads ready for each day and for always being available to help in buildings when needed.

Maintenance Presentation: Mr. Reagan presented a slide show of the High School Sportsplex and the current work taking place on the new building that will house Child Nutrition/Warehouse, BNAS offices and Technology.

James Evans left meeting at 12.22 p.m.

Staff Recognition: Lynne Keenan recognized Raynell CreeMedicine, Ken King, Darren Wing, Bonnie McKenny, George GrandChamp and Tom McKay for working as a team every day. They work long hours and support one another to get things done in a timely manner.

Recess at 12:32 pm

Mr. Gallup convened the meeting to order at 5:04 p.m.

Present: Brian Gallup-Chair, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman (5:13 p.m.). Absent: Donna YellowOwl. James RunningFisher, James Evans.

Staff Recognition: Robert Hall recognized Kayla Jeckyll for implementing BNAS material into her classroom learning every day. Ms. Jeckyll takes the initiative to create special teaching techniques. Mr. Hall stated that it is great to see someone come to Browning and integrate and embrace teaching BNAS into her daily classroom curriculum. Mr. Gallup stated that Ms. Jeckyll's class sang in Blackfeet to the school board during the noon meeting at BES and it was great and commended Ms. Jeckyll for working with BNAS to revive the indigenous language. Ms. Jeckyll stated that students thrive learning their language and history.

Jennifer LaFromboise-Wagner recognized Abigail (Bigga) Marshall for the tree planting project in June at the Browning High School. Abigail attended the training and applied for a grant that she was awarded for trees and irrigation to plant the trees for landscaping. She started working with the reservation and other entities who would allow students to attend their trainings for horticulture native science, environment, etc. Abigail worked with district staff and Greg Klauk and students to plant trees that are native to the reservation. There were many volunteers from the community who gathered and dug more than 100 holes to plant and dedicate a tree to loved ones or others in the community who passed. Ms. Wagner hopes everyone will help the school take care of the trees. The DNRC documented all student dedications and plaques were ordered in remembrance of their loved

ones who passed on. The landscaping and irrigating is at no cost to the district and summer school and Conservation Corp will help water.

Public Comment: None.

ITEMS OF INFORMATION

Building Reports: Mr. Gallup acknowledged the following building reports: KW Vina Elementary School - Toni Tatsey; Browning Elementary School - Sheila Hall; Napi Elementary School - Sicily Bird; Browning Middle School - Angela Heavy Runner; Browning High School - Jennifer LaFromboise-Wagner; Babb Elementary - Dennis Juneau; Big Sky-Glendale Colonies - Rebecca Rappold; Special Education Department - Rebecca Rappold and Buffalo Hide Academy - Matthew Johnson. *Discussion:* Jennifer LaFromboise-Wagner reported on May events at BHS. The year ended with 60.9% students and seniors 70%. BHS was busy with many senior events, year-end incentives, checkout, awards day, BCC graduation, senior trip, worked with students and parents and athletes to get grades up. Next year will be working with Brad Hall to renew dual enrollment with BCC and Flathead; planning innovative scheduling for Fridays in tutoring; work on having more communication with students and parents. work with athletes to get grades up; working on enhancement activities; archery; tournaments; pep rallies, etc. Staff is working on SLT, scheduling, wellness, scholarship awards, and more. The student council/student body has been active and vocal. SATs, ACTs, etc. have increased numbers and scores since 2020; math, English, writing scores have risen every year since Covid. Board members reviewed graphs from each school. Toni Tatsey reviewed graphs in her report on literacy and noted that the tiers are almost flipped (tier 3 was 63% and now 43%). First grade did not make great gains. The national average gain for this group was 57 points compared to the average of 18 points observed. Mr. Bremner asked why BPS is coming in so low compared to the national average. Rebecca Rappold stated it is all are language based, great than and less than etc. The basic language concepts impact all students. Mr. Bremner stated we will always be lower compared to the national average and asked if attendance is similar to the national average. Superintendent Hall stated she will bring that information back to the board. Mr. Conway stated that he feels BPS has more absenteeism than the national average but our attendance is getting better and also stated that he feels the lunches and meals help with attendance. Ms. TallWhiteman stated that she does not feel it is fair to hold the graphs against anyone and at end of day they should hold it against Superintendent Hall and also stated that some things are not measurable; BPS is never going to line up with the national average. Browning kids can't compete with private schools. Should show empathy towards people with these scores, it relates to the way we talk to our children in the home and see the effects of boarding schools and historical trauma. Ms. TallWhiteman stated it is tough to get kids back into school from covid. Mr. Gallup stated these scores show BPS has great gains. Ms. TallWhiteman stated if we measured against other native schools we would be on top. Superintendent Hall stated that she can do that. Mr. Conway stated he sees a lot of growth in all the BPS schools and gave a shout out to staff and to Rebecca Rappold for keeping BPS in compliance with Special Education and Curriculum. Sheila Hall stated that they are just meeting kids where they are at. The diagnostic data shows how the kids are mastering phonics, skills, and reading and we can see the heavy lifting that is happening and how we are building grade after grade; we are taking kids and getting them where they need to be. They determined that tier one is the problem and they need to find how to fix the problem. Staff are excited for the fall. Teachers are realizing how important this is and already started the writing for speaking, listening, writing. Sicily Bird stated that Napi increased their writing time and plan to increase more; BES is doing the same; writing is the real deficit. It is getting easier and there is a lot of work to do and they have those educational gaps to be tackled. The leaders know how hard staff and students are working to make gains and staff must stay positive so kids don't feel it. Sixth grade did not perform well on SBAC tests and they will start doing SBAC interims that are needed to get them through the curriculum. Angela Heavy Runner stated that BMS did make gains from fall into winter and staff has implemented systems and it is working. BMS offered a lot of incentives. Worked with consultants on their feedback consistently throughout all schools and took a huge step back; huge regression. Staff worked on communication throughout school building and did not work for all. BMS is working with Ms. Rappold and focused on academic vocabulary and implement more. Mr. Bremner stated he has a 6th grade student who had Friday advisory classes and she did not want to go to school on Fridays. Ms. Heavy Runner stated they are focused on project-based learning and refining it for next year.

Superintendent Report

Teacher Vacancies/Transfer Update: Superintendent Hall reviewed status of teacher openings. 1 possibly 2 positions at VC; Napi 0 openings; BMS 8, maybe 5; BHS 6; BHA one transferred; 1 interview with total of 16 positions open. The Glendale reduced to 12 students next year and need only one teacher; Big Sky has 24 and two returning teachers. Mr. Conway asked if they have TAs and Specials. Ms. Rappold stated, yes, they have library and counseling and lost the counselor; need one TA at Babb. Ms. Rappold stated she is working on a contract with BPS Retired Teacher Services. Superintendent Hall stated the 37 positions open included iTutors, and emergency teachers and they will continue to look for teachers to come into the district in place of iTutors. Mr. Conway asked if BPS is still short English/math teachers. Superintendent Hall stated yes, last year we did have some positions we could not fill and increased the iTutors and they are doing really well. If BPS cannot find teachers, we will continue with iTutors. Last year they could not fill the counselor position at KW Vina; BES was filled with a transfer; all positions are open until filled and Math is a hard to fill position. Mr. Bremner stated that head coaches are underpaid compared to Polson; some positions out there are almost double what BPS pays. Mr. Salois stated that they did look at that a couple years ago and agrees that some of those positions should be increased. Tony Wagner stated it has been 20 years since these positions were increased and the athletic budget is at \$1.6 million. Mr. Salois stated there are 52 English vacancies and over 50 math vacancies in Montana and BPS is hurting for teacher assistants. Mr. Bremner asked what classified pay is compared to other places. Mr. Salois stated that OPI requires the TAs have to take a test and pass, have earned 60 college credits, or have an AA.

Schedule Date/Time for Board Policy Review: Mr. Gallup stated the board will discuss a policy review tomorrow during training with MTSBA.

Resignations: Superintendent Hall accepted the following resignations: Larry BearMedicine, Custodian, Browning Middle School, Effective 6-15-2023; Samantha Devereaux, Teacher Assistant, Browning Elementary, Effective 6-2-2023; Aspen ManyHides, Elementary Teacher-BES Effective- 6-8-2023 and Leo Bird Jr, NAS Studies, Browning High School, Effective 6-8-2023.

ITEMS OF ACTION

Hiring: Motion by Mr. Bremner to approve the following hires pending successful background checks/drug tests: LaShawna Melchor, Teacher Assistant-KW Vina; Christy CalfBossRibs, Elementary Teacher, Renewal-NonRenewal-Napi 2023-2024; Jade Guardipee, Elementary Teacher, Renewal-NonRenewal-Napi 2023-2024 and Beth Augare, Napi Athletic Coordinator 2023-2024 (\$6,120.00). Second by Mr. Conway. *Board discussion:* Mr. Conway stated he went to a basketball game and feels that kids are not learning the basics, they need referees who can control the crowd even though there is no score and kids are wearing sweatshirts with BB jersey and a cap. Mr. Conway felt that this should not be allowed and also felt that the coaches can do a better job teaching fundamentals of the game. The crowd gets involved and they control the referee and they should not be able to do this. Tony Wagner stated they are working on summer staff camps this week and head coaches are required to bring in the lower-level coaches and work on the fundamentals. Mr. Wagner stated he has been communicating with Alvin YellowOwl on refereeing and he did a referee camp in Fairfield and wants to do one for BPS; they would invite high school kids to come and help with the officiating. Sicily Bird stated they do not have the people interested in supporting elementary sports and they struggle to get referees and have had volunteers from the crowd that they could talk into doing it and agreed that they should not have to do this. Kids are practicing for 90 minutes which is too long for them. Everyone needs to understand that BPS has kids that are affected by trauma and administrations has to support them even when they are playing athletics; accommodations have to be made. Also, the Napi Athletic Coordinator is a first- year coordinator. Mr. Conway stated if the crowd and the referee start fighting when does BPS stop it. Ms. Bird stated they don't get security or crowd control and the administrators have to step in and do this and it is dangerous for them. Mr. Wagner stated that they pay for security and he will talk to the coordinator about having this. Ms. Bird stated on the coordinators that behalf it comes down to people not being available to be hired and asked if they should cancel games because the referees can't keep the game under control. Ms. Bird stated that this has been addressed before; Mr. Conway stated then postpone it. In response to other questions, Ms. Bird stated that 4th and 5th grade play East Glacier, Heart Butte,

and Babb, not Cut Bank as their leagues are not the same. *No further discussion.* Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve the following hires pending successful background checks/drug tests: Douglas Blackman, BMS Athletic Coordinator 2023-2024 (\$8,160.00); BMS Football Coaches 2023-2024 (\$2,777.00); BMS Boys Basketball Coaches 2023-2024 (\$6,594.00); BMS Cross Country Coaches 2023-2024 (\$1,935.00); BMS Girls Basketball Coaches 2023-2024 (\$6,750.00); BMS Golf Coaches 2023-2024 (\$1,823.00); BMS Softball Coaches 2023-2024 (\$1,788.00); BMS Track Coaches 2023-2024 (\$2,674.00); BMS Volleyball Coaches 2023-2024 (\$4,385.00) and BMS Wrestling Coaches 2023-2024 (\$2,898.00). Second by Mr. Hoyt. *Board discussion:* Ms. TallWhiteman asked if her dad, William Whitegrass, was advertised for the middle school GBB coach. It was noted that he was not advertised and will need to be removed. Ms. TallWhiteman stated she has concerns for middle school athletics and stated that she understands there are coaches going to BMS from BHS and this does not give them the right to have a tirade against BMS staff; the kids don't deserve that and it should not happen in public. Also, Ms. TallWhiteman is hoping they can get help for the volleyball coaches. They have had coaches not showing up at the middle school and their needs to be some support for those coaches. Ms. TallWhiteman is hearing from the community about uniforms and people saying they don't look like a team. Mr. Bremner stated there are too many on the volleyball teams; coaches do rotate them in and out, but they could do better if they had another team. Mr. Salois stated that a lot of the coaches are hired in June each year and they have resigned by the time the seasons start; staff does step-up when this happens. Mr. Bremner asked if they should be hired so soon. Mr. Salois and Mr. Wagner stated they do keep in contact with the coaches and ask if they are coming back and they usually say yes. Mr. Wagner will be bringing forward Napi coaches at the end of June. *No further discussion.* Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for all except removing William Whitegrass from BMS girls Basketball.

Motion by Mr. Conway to approve the following hires pending successful background checks/drug tests: Jace Racine, BHS Head Cheer Coach 2023-2024 (\$3,158.00); Robert Miller, BHS Head Track Coach 2023-2024 (\$4,334.00); Zachary Wagner, BHS Boys Head Tennis Coach 2023-2024 (\$3,158.00); Tony Wagner, BHS Girls Head Tennis Coach 2023-2024 (\$3,096.00) and BHS GBB Assistant Coaches 2023-2024 (\$8,236.00). Second by Ms. TallWhiteman. *Board discussion:* Mr. Conway asked if there will be a new tennis coach. Mr. Wagner stated the position was advertised from last June and he has been talking to and encouraging several people but no one applied. When tennis started, he stepped in as the head coach. There has been no interest. Mr. Wagner stated the girls had a great season; they did very well and there was one home match. He is still trying to recruit a coach for next year. Mr. Hoyt asked if Tony is salaried. Superintendent Hall stated that he is, but he is under a separate contract to coach. Mr. Wagner stated if the position is not filled, he will request to be rehired at that time. Mr. Bremner asked if anyone placed at State in track and field. Mr. Wagner stated yes, they had unified track and Willie Potts medaled in the 800; he is our state champ. Ms. TallWhiteman asked if the coaches are getting training in Trauma Informed. Mr. Wagner stated that he schedules it if there is a new coach. Ms. TallWhiteman stated she wants them to take Trauma Informed training every year because of the way they talk to people and they need to learn to control their emotions and how will they control emotions with kids. Coaches need to show the utmost respect to our students and to parents. Mr. Wagner will get the trainings setup for the summer. *No further discussion.* Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for all except removing William Whitegrass from BMS girls Basketball to be advertised and brought back to be approved at the 6/28/23 board meeting.

Motion by Mr. Conway to approve the following hires pending successful background checks/drug tests: Christy Madsen, OT-PT Student Support-Professional Technical-SpEd 2023-2024 (\$35,000.00) and William Kennedy, Director of Technology, Professional Technical 2023-2024 (\$77,250.00). Second by Mr. Hoyt. *No public participation. No board discussion.* Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Contract Service Agreements: Motion by Ms. TallWhiteman to approve a contract service agreement for Richard Hagberg, Summer Program Instructional Leader-WBHA 2022-2023 (\$1,777.36) pending successful background checks/drug tests. Second by Mr. Conway. *Board discussion:* Following discussion, Mr. Salois stated

he was not advertised. Ms. TallWhiteman removed her motion and Mr. Conway removed his second. Richard Hagberg will be advertised and brought back to be approved at the 6/28/23 board meeting.

Motion by Ms. TallWhiteman to approve the following contract service agreements pending successful background checks: Athletic Department Summer Camp-Summer Camp 2023-2024 (\$2,706.00); Barbara Finnell, SpeechLanguage Pathology Services 2023-2024 (\$87,748.40); Carol E. Neumann, Speech/Language Pathology Services 2023-2024 (\$87,748.40); Cheryl Lock, Speech/Language Pathologist Services 2023-2024 (\$40,788.00); Elaine Camps Del Toro, Speech/Language Pathologist Services 2023-2024 (\$84,748.00); Mission Therapy, Provide Lead Speech/Language Pathologist: K. Kuka 2023-2024 (\$107,120.00); A.W.A.R.E, Inc. (Children Developmental Disabilities) 2023-2024 (\$36,250.80); Clarrisa Shaffer, MANDT Training - SpEd 2022-2023 (\$1,153.06); Mariah Gladstone, Presentation on Indigenouos Foods Preparation 2022-2023 (\$500.00) and Gwyn Andersen, Assist Finance Director with Monthly Reconciliation-Budget- Training 2023-2024 (\$27,200.00). *Board discussion.* Board members asked about Cheryl Lock's wages. Ms. Rappold stated that she serves Babb, Rural Schools, Head Start and is parttime and also noted that the Speech Pathologists listed have all previously worked in the district; they are contracted and do not receive any benefits, however BPS does take taxes. Motion passed with Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for all except Gwyn Andersen, Assist Finance Director with Monthly Reconciliation-Budget-Training who will be advertised and brought back to be approved at the 6/28/23 board meeting.

Out of State Travel: None

In State Travel: Motion by Ms. TallWhiteman to approve the following in state travel: Matthew Johnson, MBI-OPI Summer Institute 2023 in Bozeman, MT (\$1,958.77) and Teri DeRoche, E-Grants Tour Training in Kalispell, MT 2023-2024 (\$500.69). Second by Mr. Bremner. *No public participation. No board discussion.* Motion passed with Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve Extended Contracts-Sydney St. Goddard, Elementary (K-8) Summer School, Session 2 2023-2024 (\$2,740.00). Second by Mr. Hoyt. *No public participation. No board discussion.* Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve the following items: Extended Contracts-BHA Summer Instruction 2023-2024 (\$6,502.00); Extended Contracts-BHA Summer Program Instruction 2022-2023 (\$8,678.00); Extended Contracts-BHA Summer Instruction 2023-2024 (\$6,502.00); Extended Contract-Travis Blue, Build/Set-Up Obstacle Courses for Wellness Committee 2023-2024 (\$2,795.00); Extended Contracts-Dawn Marxer, Special Services IEP Writing 2023-2024 (\$840.00); Extended Contract-Ginny Crawford, Special Services Student Evaluations-Child Find 2022-2023 & 2023-2024; Extended Contract-Rebecca Rappold, Special Education Director Duties 2022-2023 (\$2,256.00); Extended Contracts-Instructional Coach Training 2022-2023 (\$8,678.00); Extended Contracts-Standards Based Education 2022-2023 (\$10,236.00); Extended Contract-Robert Miller, Plan & Prepare Goals, Objectives, Activities, Calendar for Staff & Students 2023-2024 (\$8,702.00); Linda Baker, Human Resources Administrative Assistant-Confidential Secretary 2022-2023 (\$3,846.00); Linda Baker, Human Resources Administrative Assistant-Confidential Secretary 2023-2024 (\$51,500.00) and iTutor Contracts, Teacher Positions & SpEd Teacher Positions 2023-2024 (\$144,000.00). Second by Ms. TallWhiteman. *Board discussion:* Mr. Conway asked if Linda Baker is moving permanently. Mr. Salois stated that she has a contract for the remainder of this year and a contract for next year 2023-2024. Mr. Conway asked if she is getting training. Mr. Salois stated he is helping and Sherie Blue will be helping. Mr. Salois stated the curriculum director interviews with the iTutors and there are two that are being rehired because the building administrators have asked them to come back this year. Ms. Rappold stated SpEd positions are hard to fill and they have to have the correct certification and iTutors are required to be certified in Montana. The iTutors are serving our students very well and are a good fit for an alternate option. They work through google meet with students and coordinate their time to not interfere with teachers. *No further discussion.* Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Bremner to approve Contract Between Montana Medical Billing Svcs & Browning Public Schools 2023- 2024 and Renew MQEC Membership 2023-2024. Second by Mr. Conway. *No public participation. No board discussion.* Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Bremner to approve to Open Surplus Bids from Transportation 2022-2023. Second by Ms. TallWhiteman. Bid Opening: Mario McCullough, 1998 Blue Ford Explorer \$1,000.00 and Mario McCullough, 2000 Red Ford Expedition \$2,000.00. Cohrie Lorenzo, 1998 GMS Red Jimmy \$300.00. Items not bid for: 1997 GMS Truck, 2000 Ford 1 Ton Truck, 2005 Ford Truck. *Board members agreed the items will go to the highest bidder.* Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve District Claims Check #95194-95191 & #438580-#4386340 (\$897,988.68); Student Activity Claims #705430 (-\$48.00) #705440 - 705463 (\$6117.78) and Additional Pays/Payroll. Second by Mr. Bremner. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

There were no Personnel or Legal Issues.

Motion by Mr. Bremner to adjourn at 6:56 pm. Second by Michael Hoyt. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Crystal Tailfeathers, District Clerk