

**Regular Board Minutes (Draft)**  
Tuesday, January 11, 2022 @ 5:00 p.m.  
Administration Conference Room

**Present:** Mistee RidesAtTheDoor-Acting Chair, James Evans, Steve Conway. **Virtual:** Brian Gallup, Brenda Croff, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman (5:10 p.m.).

Ms. RidesAtTheDoor called the meeting to order at 5:03 p.m.

**Approval of Minutes:** Motion by Mr. Evans to approve the Regular Board Minutes of 12/14/21, Special Board Minutes of 12/16/21 and Special Board Minutes of 12/20/21 with no changes. Second by Ms. Bullshoe. Motion passed.

**Approval of Agenda:** Motion by Mr. Conway to approve the agenda with no changes. Second by Mr. Evans.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Ms. RidesAtTheDoor acknowledged the following building reports: KW Vina Elementary-Tonia Tatsey; Browning Elementary-Sheila Hall; Napi Elementary-Sicily Bird; Browning Middle School-William Huesbch; Browning High School-Jennifer Wagner; Babb Elementary-Dennis Juneau; Big Sky-Glendale Colonies-Rebecca Rappold; Special Education Department-Maureen Stott; Buffalo Hide Academy-Matthew Johnson.

**Discussion:** Jennifer Wagner stated that the 1975 BHS Cross Country Athletes were inducted into the Montana Indian Athletic Hall of Fame on December 2020. The team received a plaque to honor the team for scoring highest points of 16 in Cross Country. Team members: Merlin Running Wolf, Harold St. Goddard, George WestWolf, Gayle Doore, Alan Laplant, Les Doore, Harley After Buffalo and Coach Don Wetzel, Sr. The plaque will be at BHS. Tony Wagner gave step by step account of wrestling team and basketball team returning from Libby during storm. Mr. Wagner stated that he monitored the weather until 8 pm and road reports were for scattered snow and ice. At 8:37 p.m. he texted the wrestling coach and they were at East Glacier. Shortly after the road updates changed to severe driving conditions in East Glacier area. Mr. Wagner did discuss the weather with the coaches and arranged accommodations for basketball to stay in Kalispell and wrestling to stay in East Glacier. Mr. Wagner contacted the fire department who was working with DOT regarding road conditions; he was told the roads were not closed and when the wrestling bus got to East Glacier they said it was not blowing and road was not closed. The wrestling coach and bus driver felt it was safe to continue on to Browning. When arriving in Browning they made sure all kids were picked up. Mr. Wagner stated he is thankful the bus driver is professional and made the decision based on his skill. Mr. Wagner noted that he worked through national weather report, MDOT, and with a resident above East Glacier, and fire department; all reports received from these sources is that the road was passable. Ms. Yellow Owl stated that we are not weather people and things in our area come up all of sudden and she appreciated all that was done; however, she stated concern that when the school is closed for education, she doesn't agree with sending sports out on the road. Ms. Yellow Owl felt that the board needs to be more involved in these decisions and stated she is not micromanaging but she got several calls about the danger and don't know what to tell the parents. Ms. Yellow Owl stated she knows Mr. Wagner is not a weather man and is not saying anything about that, but feel the board needs to look at this in future. Ms. TallWhiteman stated they need to error on side of students and going to push to bring the kids home; the last message she got is that the kids were to stay in East Glacier. Some parents were trying to pick-up their kids up and some were trying to find them rides. Mr. Wagner stated his concerns with the officiating in Libby during basketball game which was very bad. Our kids were faced with racial stuff and the officials at Libby game were asked to take control of these things and it didn't happen. Our fan base was frustrated; fouls against Browning were over bearing; kids and coaches were frustrated. Mr. Wagner stated he met with 2 Libby officials to discuss the situation (AD and Activities) and at the end Superintendent Hall was going to report the issue to MHSA. Mr. Wagner felt we were not heard and we were looking forward to this game, but when treated this way by officials it needs to be addressed. Mr. Wagner will setup a meeting with MHSA, school board and school leaders and will meet with Beckman, Dennis Juneau

and Jennifer Wagner and discuss this ongoing issue. Ms. TallWhiteman stated this is a long time coming and is tired of BPS being the bigger people; we're not going to stand back and let our kids be the bigger people; it is only getting bigger, i.e. prejudice, racially defined. Mr. Wagner stated he will ask for a meeting in Browning. Ms. RidesAtTheDoor stated the conversation needs to happen even in a middle area. Mr. Conway stated he supports Mr. Wagner and felt we need to have a case and proof of the officiating. Mr. Conway stated last week when Browning played Cut Bank, spectators felt that they came out on the short end with the officiating. BPS needs to take control of this and have something to present. Superintendent Hall will provide a video for Mr. Wagner. Ms. Bullshoe stated it is heartbreaking to watch our student athletes receive that kind of treatment and be the bigger person and felt it is very demeaning to watch as a parent and board member. Ms. RidesAtTheDoor stated that Mr. Wagner will have the support of the board moving forward. Mr. Wagner reviewed what is going on with COVID and game schedule changes and stated unfortunately our athletes are going through this right now. Same is happening in other schools. Havre games have been changed, i.e. swimming, wrestling, cheer, etc. and the Libby wrestling team had COVID this weekend and we are monitoring our athletes now. The rock mountain classics will not make a decision until Thursday, Spokane and Great Falls are not attending. Whitefish speech and debate is still on and Polson is still on. Mr. Wagner stated if necessary, we will cancel nonconference games and attend only conference games; before we will forfeit, he will look at rescheduling. Matthew Johnson stated that BPS is almost 100% vaccinated in sports.

### **Superintendent Report**

**COVID Update/Plan:** Matthew Johnson stated that BPS and our community is ahead of all in the state with vaccinations and COVID protocols. Mr. Johnson stated the Omicron 2022 data shows it is more transmissible, less severe/milder symptoms, quicker 3-5 days incubation as opposed to 10-14 days, and it does not replicate or attach in the lungs. The vaccinations are working and most hardly feel symptoms. Mr. Johnson stated the state tests are more reliable and accurate back to 90 days and should not be used when retesting. BPS uses BinaxNOW rapid test and it is proven to be very consistent with state tests. Mr. Johnson stated BPS has a great team led by Cinnamon Crawford and work with State, IHS, Tribal Health; BPS data is shared with all. At this time, BPS has 17 students and 9 staff with COVID and expects it to peak in 2-3 weeks. Mr. Johnson recommends to stay with 10 days quarantine although CDC recommends 5 days. Our kids/staff need to feel supported and celebrate successes; hearing negatives is a burn out. The athletic coaches are all student supportive and the principals do not want to shut the schools down. Social media and Facebook rumors are challenging and do not help; people are ostracized and blamed. Mr. Johnson and Ms. Crawford have tested at DeLaSalle, East Glacier, Tribal Incident Command and families for IHS. Ms. Yellow Owl stated that the information on the dashboard does not seem accurate and was informed the information all comes from IHS. Mr. Johnson stated the information also comes from BPS. Ms. Crawford stated that cases are not listed until they are confirmed from the state and the tribe does not present their information until morning and their information has not been available for 2 days; cases are added and removed daily so the numbers always change. Ms. Yellow Owl asked if quarantined staff are charged leave while they are out. Superintendent Hall stated yes, they are required to take sick leave, personal leave, or annual leave, the same as if they had pneumonia, flu, cancer. Staff are not allowed to work remotely unless it is necessary; there were too many who took advantage of the COVID situation prior and they were not sick. Ms. RidesAtTheDoor asked about replacing the division guards on buses when needed. Mr. Evans stated they are dangerous. Mr. Johnson stated it is better to have open windows for ventilation; COVID cannot survive in the air; everyone should wear masks and ventilation. Superintendent Hall reviewed instruction hours and noted the district closures are at 39 hours taken from pupil instruction time, i.e. wellness, mental health days, closure due to weather; grades Pre-k, 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> require 720 instruction hours per year; grades 4-12 1,080 instruction hours. Hours available: Prek-1<sup>st</sup> has 126 hours left; grade 2-3 has 348 hours left, grades 4-5 has 21 hours left; grades 6-8 has 9 hours; grades 9-12 has 96 hours; Big Sky grades 1-3 has 321 hours and grade 4-8 has 141 hours left, Babb grades k-3 has 351 hours and grades 4-6 has 36 hours left. Certified staff work 187 days; there is a one-day leeway and we will have to makeup time and the State only allows 1 day. BMS was -75 hours that will be changed for second semester. Mr. Wagner stated that Napi athletics will be held off for a month due to COVID. There are issues with EMS and not sure what will happen yet. Superintendent Hall stated all spectators, everyone will wear masks and social distance; at the games, there will be a distinct visitor section and our fans will not be allowed to sit in those areas so as not to not cross contaminate. Mr. Wagner reviewed BPS requirements with Polson and they know they will have to wear

masks. Ms. Yellow Owl asked who is cleaning the gym after each game and stated the gym was dirty when she attended a game. Jennifer Wagner stated BHS is short one custodian and she has rearranged schedules but still need assistance. Ms. Bullshoe asked if utilizing the other gyms. Mr. Wagner stated he has games scheduled at BES (Fr/Jv) and Fr/V at BHS. Mr. Evans asked if students have been asked to help clean and be paid. Ms. Wagner stated she will can ask them. Mr. Johnson suggested make it a Senior work-study program and make it \$10-\$15 per hour. Ms. Yellow Owl stated that kids have to have be a certain age and have the proper training, i.e. right to know, bloodborne pathogens, etc. Mr. Conway stated they could be trained. Superintendent Hall asked to acknowledge Corrina Kennedy for going above and beyond, working every weekend in the district and helping clean; she has made a big difference. Mr. Conway suggested asking the announcer at the games to ask the people to pick-up their trash and put it in the garbage; make the crowd aware of the problem and help. Mike ComesAtNight stated that cleanliness is a big problem and it is the whole school; it is about a lack of custodians; the fans/students leave their areas a mess-our own people, and this needs to be addressed, everyone needs to help clean and pick-up after themselves. Mr. Wagner stated there is no game Friday he will try to have gym setup afterschool and have it sprayed before and after games with electrostatic and cut down on concessions and only do hot dogs, hamburgers, items that can be kept in warmers and prepackaged items.

**Donation to Student Lunches 2021-2022:** Kathee Carlson and Gary Olson were thanked for their donation to school lunches.

**HR Status Update 1/11/22:** No discussion.

**Coaching Season Worksheet 2021-2022:** No discussion.

**Resignations:** The following resignations were accepted from MaryBeth LazyBoy, Teacher Assistant-BHS, Effective 08-20-2021 and Wendy Felese, Social Studies Teacher-BHS, Effective 12-16-2021.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Conway to hire the following pending successful background checks/drug tests: Domaneek Crossguns, Personal Care Assistant-BES; Felecia MadPlume, Personal Care Assistant-BMS; Fonatee M. Burlingame, ELA Teacher-BMS 2021-2022 (\$25,237.00 pro-rated). No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve hiring Abigail Marshall, Science Teacher-BHS 2021-2022 (\$19,568.00) pending successful background check/drug test. Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve hiring Charmaine Arcand, Assistant Secretary, Human Resources/Finance pending successful background check/drug test. Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

**Contract Service Agreements:** Motion by Mr. Conway to approve the following contract service agreements pending successful background checks: Leo Bird, Jr., Certified Tutor During Holiday Break-BHS 2021-2022 (\$840.00); and Melanie Magee, Non-certified Tutor During Holiday Break-BHS 2021-2022 (\$520.00). Second by Mr. Evans. No public participation. *Board discussion:* Mr. Conway asked why the wages are different. Superintendent Hall stated that one tutor is a certified teacher and the other is not. Motion passed with Brian Gallup, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for. Mistee RidesAtTheDoor abstained from vote for Leo Bird, Jr., Certified Tutor.

Motion by Mr. Evans to approve the following contract service agreements pending successful background checks: Melinda Juneau, Community Mentor 2021-2022 (\$1,800.00); Milyn Lazy Boy, Eekahkimaht Afterschool Coordinator 2021-2022 (\$12,390.00); Eekahkimaht Student Workers Afterschool Program 2021-2022 (\$7,000.00); Everett Holm, Assist Finance Director with Monthly Reconciliations 2021-2022 (\$8,841.60) and Barbara Dee Ann Kipp, Emergency Preparedness 2021-2022 (\$3,300.00). Second by Mr. Conway. No public participation. *Board discussion:* Mr. Evans noted that the students working for Eekahkimaht program are being paid \$8.75 and the minimum wage has changed to \$9.20. Mr. Conway asked if the background checks are being completed. Superintendent Hall stated yes, however students are only drug tested. It was noted that these contracts will be approved with change. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

**Out of State Travel:** Motion by Mr. Evans to approve out of state travel for the Board of Trustees and Corrina Guardipee-Hall, NAFIS Spring Conference in Washington, DC 2021-2022(\$4,158.64). Second by Mr. Conway. No public participation. *Board discussion:* Mr. Gallup noted that he was not able to travel the NAFIS Spring Board of Directors Meeting however he is attending virtually. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

**In State Travel:** Motion by Mr. Conway to approve the following in state travel for Jennifer Wagner, Speech & Debate Divisional Tournament in Frenchtown, MT (\$614.36); Jennifer Wagner, Speech & Debate State Tournament in Corvallis, MT (\$663.64) and Tony Wagner, Dennis Juneau, MHSA Annual Meeting in Butte, MT 2021-2022(\$334.16). Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve the following in state travel for Corrina Guardipee Hall-K12 Vision Committee Meeting in Helena, MT (\$358.04). Second by Mr. Conway. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

**Approvals:** Motion by Ms. Yellow Owl to approve Extended Contract: Dana Bremner, LTRS Curriculum PD 2021-2022 (\$1,756.00); Extra Duty Supervisory Assignment: Nancy Light, Big Sky Colony 2021-2022 (\$4,646.00) and Create 8-Napi Elementary Coach Positions 4-BBB; 4-GBB (\$4,800.00). Second by Ms. Bullshoe. Mr. Conway asked about Ms. Light doing extra duty supervisor at the colony. Superintendent Hall stated Ms. Light will be paid her hourly rate of pay at an additional 4 hours per week and noted that the district has not been able to hire a second teacher. Mr. Conway asked about hiring a colony person as a teacher assistant for additional support. Superintendent Hall stated that the board would need to waive policy requiring a GED in order to be a TA. No further discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve High School Student Attendance Agreements (2) – Billings. Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve the following item: Extended Contract: Cinnamon Crawford, COVID Testing & Monitoring 2021-2022 (\$3,617.00); Extended Contract: Matthew Johnson, COVID Testing & Monitoring 2021-2022(\$5,272.00); Substitute Eligibility Roster 2021-2022; Approve Calamity Pay for December 30, 2021 and 2 Hours January 6, 2022; Amend Policy #4220 Student Religious Activity; Amend Travel Policy #7336 (*No changes made*); Tahnee Armstrong-Drug Testing Procedures 2022; Purchases Over \$10,000.00; District Claims, Check #434324 - #434507 (\$566,953.49); Student Activities Claims, Check #704743 - #704785 (\$11,111.19) and Additional Pays/Payroll. Second by Mr. Evans. No public participation. *Board discussion:* Ms.

Yellow Owl asked if staff have been notified that due to the payroll person being out sick, there will only be a normal payroll and any additional pays/changes will be made in the next payroll of January 4. Superintendent Hall stated that she did inform staff members that anything turned in late will be paid next payroll. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, James Evans, Steve Conway, Brenda Croff. Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

**Personnel:** None.

**Legal Issues:** None.

Mr. Gallup asked the secretary to post and send out an email that the Superintendent evaluation will be January 19, 2022 @ 5:00 p.m.

Motion by Mr. Conway to adjourn at 7:50 p.m. Second by Mr. Gallup. Motion passed.

Respectfully submitted:

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

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

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