

**Regular Board Minutes (Draft)**  
Wednesday, February 28, 2024 @ 5:00 PM  
Hosted by Napi Elementary Library

**Present:** Brian Gallup-Chair, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman (5:20pm). **Absent:** Michael Hoyt.

Mr. Gallup called the meeting to order at 5:00 pm and reminded trustees to review the schedule for Washington DC, March 8 meetings.

**Approval of Minutes:** Motion by Mr. Evans to approve the Regular Board Minutes of 2/13/24 with no changes. Second by Mr. RunningFisher. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

**Approval of Agenda:** Motion by Ms. YellowOwl to approve the agenda moving recognition of Taj Wells to the March 19 board meeting. Second by Mr. Bremner. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

**Recognitions/Presentations by Sicily Bird:** Ms. Bird recognized the following community members and Napi staff for their support of all kids academically and those in athletic events. Each were commended for being patient and supporting of all kids. Carter Gallineaux, Nathan ManyHides, Lane Kennedy, Rick Hoyt, Bradley IronPipe, Genevieve Bragg, Andrea Sangray, Earl Tail, Charles Pree, Justine Steward.

Ms. Bird recognized the following students for 121 days of perfect attendance: Keegan Butterfly, Shauna Guardipee, Audriana Jordan, Emmalyn Jordan, Jordan LazyBoy, Rhiannon Marso, Emma Skunkcap, Kayson Trombley, Shakina Crossguns, Alaura YoungRunningCrane, Leyla Harwood, Misty Hoyt, Juanita Madplume, Gracelynn NewBreast, Curtis OldChief, Mariah Owens, Chaselynn Whiteman, and Michael BraveRock. Ms. Bird commended each for their hardwork and dedication.

Ms. Bird and staff presented on KaHoot; Intervention for ELA; PDSA; DESSA.

**Special Recognition by BCC:** Dee Hoyt and Robin Johnson from BCC recognized Superintendent, Corrina Guardipee-Hall for her dedication, and support of the BCC 2+2 Program which is in the process of starting the 4-year program for teachers. Ms. Hoyt stated that Superintendent Hall is the only superintendent who gave BPS full support to work with this program. There are 123 students who started with the program and BPS has 54 of those teachers, with 12 in other schools. Ms. Hoyt stated that Superintendent Hall kept her strong when tough decisions had to be made.

**Student Recognitions:** Corrina recognized Kessler Harwood, who won a world championship at the Junior World Finals held in Las Vegas. Kessler now holds the title of the 2023 Rookie Saddle Bronc Riding World Champion.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following reports: Child Nutrition/Copy Center/Warehouse-Dalaina Grant; Curriculum/Instruction/Assessment-Rebecca Rappold; Childcare Department-Rose Racine; Blackfeet Language-Native American Studies-Robert Hall; GEAR UP-Melanie Magee; Parent, Community Outreach/ FIT-Irene Augare; Spokinapi (Good Health) Project-Cinnamon Salway; Athletic Department-Tony Wagner; Student Activities-Heidi Bullcalf; Technology-Travis Miller, Transportation Department-Francis Bullcalf and Maintenance/Facilities/Security/Construction-Reid Reagan. *Discussion:* Mr. Evans commended Child Nutrition and stated he has heard good things from the high school on meals. Mr. Evans asked about the technology report regarding phase 3 on the cameras. Travis Miller stated they are in the last phase of 5 years. Mr. Conway stated this is the last year of the Spookinapi Grant which ends in September. Superintendent Hall stated that administration will not fill the positions until they have positive results on the grant that was submitted. The State put in for continuation grants for Gear Up and BPS will be in the process of hiring for those positions; administration is waiting on advertising the Coordinator position. Also noted: Spookinapi staff can apply for the counseling position with Gear-Up and positions with PCOP. Ms. YellowOwl Thanked Napi for hosting the noon board meeting and stated that the board will be discussing the funding issues while in DC. Ms. YellowOwl asked if the tuition issue will be reported on the next agenda. Superintendent Hall stated there will be a new law that says schools will pay tuition but they won't get IA for kids who are attending other school; this is state law. Mr. Bremner asked how this will affect BPS with all the kids going to Cut Bank school. Superintendent Hall stated schools will have to pay tuition and will not be able to receive IA funds for them and also stated that State law says schools cannot deny a student attending the school of their choice. Mr. Gallup stated the open enrollment law is fine, but the new tuition law is not; BPS collects IA for East Glacier students and the same with Heart Butte. Ms. Rappold stated they will present on this at the next meeting.

### **Superintendent Report**

**Superintendent Update-February:** Superintendent Hall reviewed the Advisory Student Council recommendations for their "Dream School".

Ms. TallWhiteman entered meeting at 5:20 p.m.

BHS Gymnasium floor repairs started this weekend and hope to be done by graduation. Mr. Reagan stated they are waiting for the artwork and will be here Tuesday to start putting the floor down.

**BPS Policy Review-2nd Reading of Required Special Education Policies, 2161 and 2161P:** Superintendent Hall stated the administrators were in training for SpEd and discipline this week.

**Discussion-Superintendent Search Profile and Salary Range:** Bev is working with MTSBA and noted that there is a nationwide teacher shortage as well as superintendent shortage. 25% of superintendents resigned nationwide due to explosives across schools, covid, and fallout. Montana has several schools looking for superintendents now and it will be difficult for BPS. Some schools that are BPS size are paying \$140,000+ compensation benefit packages. Hardin \$145,000; GF in 2023 \$175,000-\$185,000; Bozeman 3-year contract \$185,000. BPS is now at \$130,000. BPS needs to be as competitive; it will be tough to compete with larger and smaller schools. Ms. Sinclair felt that \$110,000 to \$140,000 is fair. Mr. Evans stated that realistically BPS has principals that make over \$100,000. Dennis Juneau is at \$110,000+. Superintendent Hall stated that BPS won't get anyone for that amount and suggested that the board be competitive whether local or not;

\$110,000 is not good. Mr. Evans suggested starting at \$125,000. Ms. YellowOwl suggested \$125,000 to \$150,000. Mr. RunningFisher suggested looking at the experience and go with \$125,000 to \$140,000+ depending on experience. Ms. Sinclair stated that the advertisement will state DOE; don't have to pay the top amount, but advertise as \$125,000 to \$150,000 and can negotiate. Ms. Sinclair asked the trustees to pick 3-questions from MTSBA questionnaire for the interview list to be sent to MTSBA.

**HR Status Update-February:** BPS open positions: 6 classroom teacher openings, elementary to high schools; 1 counselor; 3 BNAS teachers; 1-elementary librarian; 5-Tas; Napi music teacher; BHS V-Tech-Auto, Welding; 3-BHS math; 1-BHS SS; Drivers Ed; Childcare Aide; 3-PCA; FIT; YDP; GearUp Coordinator and 2-Specialists; Skilled Electrician; Transportation Mechanic; 4-bus drivers.

**Coaches Update-February 2024:** Tony Wagner stated there are no applicants and he will meet with Linda Baker in the morning on positions. Mr. Wagner stated he has talked with his head coaches who continue to verbally talk to people to apply; we may have to request a special meeting to hire if there are any applicants. Mr. Wagner stated he does have interviews for baseball coach, track coach and softball. Mr. Gallup suggested a special meeting Tuesday, March 5, at noon. Board members agreed. Mr. Bremner asked about the tennis coach. Mr. Wagner stated that he is on for rehire if there are no applicants. Mr. Bremner asked to have a different procedure and Superintendent Hall stated they can go to her. Mr. Wagner stated or to the building principal or assistant. Mr. Wagner stated that there are 7 girls signed up and he has talked to boys trying to get buy-in; Varsity tennis will move forward. Mr. Wagner has talked to the soccer coach. Mr. Bremner asked if we have soccer at BMS. Mr. Wagner stated no. Ms. YellowOwl stated that boys want volleyball. Mr. Wagner stated they have boys' volleyball in colleges but he has never heard of having it in schools before; girls have asked for girls' football. Mr. Wagner stated swimming would be good but where does he get the funding for it.

**Resignations:** The following resignations were accepted by the superintendent: Russell Gervais, Custodian-BHS, Effective 2-15-2024; Tomasa Rattler, Personal Care Attendant-BHS, Effective 2-20-2024; Warren Upham, Assistant Cook-BES, Effective 2-22-2024 and Thomas Vielle Jr, Flex Cook-Food Service, Effective 2-22-2024.

### **ITEMS OF ACTION**

**Hiring:** Motion by Ms. YellowOwl to approve the following hiring pending successful background checks/drug tests: Amanda Bower, Personal Care Attendant-Bullshoe Elementary; Felicia MadPlume, Teacher Assistant-Bullshoe Elementary; Chamisa AfterBuffalo, BES Assistant Cook and Mariah Posey, Personal Care Attendant-BMS. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve hiring Tony Wagner, BHS Girls Head Tennis Coach 2023-2024 (\$3,158.00) pending successful background check/drug test. Second by Mr. Conway. Board discussion: It was noted that there are no applicants for this position yet. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

**Contract Service Agreements:** None.

**Out of State Travel:** Motion by Mr. Conway to approve the following out of state travel: June Matt, Invitation to Perform at Carnegie Hall in NYC 2023-2024. Second by Mr. Running Fisher. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Brian Gallup, Federal Relations Outreach (FRO) in Washington, DC (\$2,320.04). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

**In State Travel:** Motion by Mr. Evans to approve the following in state travel for Matthew Johnson, IEFA Best Practices Conference in Billings, MT 2023-2024 (\$960.63); Matthew Johnson Tamarack Grief Conference in Missoula, MT 2023-2024 (\$833.24) and Bev Sinclair, University of Montana Educator's Career Fair 2023-2024 (\$689.36). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

**Approvals:** Motion by Mr. Evans to approve Bid Opening/Approval of BHS Gymnasium Floor Design (\$TBA). Second by Ms. YellowOwl. *Board discussion:* Ms. YellowOwl asked why the same artwork is not being used on the gym floor. Superintendent Hall stated that the artist does not want it used. Ms. TallWhiteman stated that she has an email where the artist signed off giving ownership of the artwork to BPS. Ms. TallWhiteman stated the arrowhead represents our school and felt it should be used along with Running Indians and Lady Indians; board members agreed. The Board and staff voted on the 5 bids submitted for the high school gym floor designed by the following artists: Charlie CalfRobe, Alden Spoon Hunter \$2000; Ron Ingraham \$400; Lyle Omeeso \$2000; Ira NoRunner \$8000. Following discussion, the board agreed to accept the floor design submitted by Lyle Omeasoo as he had the highest number of votes. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting to accept the artwork submitted from Lyle Omeasoo at \$2,000.00.

Motion by Mr. Evans to approve to Amend Extended Contract-Robert Miller, Department Planning-Health/PE 2023- 2024 (\$397.00). Second by Ms. YellowOwl. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

Motion by Mr. Evans to Approve Emergency Water Days for January 2-5, 2024. Second by Mr. Conway. *Board discussion:* Rebecca Rappold sent out a survey for 2 makeup days and the final vote is for Friday, May 31 and Monday, June 3; school will be out on June 3, 2024. There were 172 votes in the first vote and 130 the second time. Mr. Bremner noted that the academic calendar was approved with two holidays marked to be used for calamity days. Ms. Rappold noted that the district has to follow the policy and she is getting input from the Unions. Superintendent Hall noted that the change in days will cause the payroll department additional work in shifting the dates. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following items: Substitute Eligibility Roster 2023-2024; 2024-2025 Academic Calendar-Option 2; Purchase 3 Buses for BPS District #9 2023-2024 (\$475,500.00); District Claims Check #93862-#93844 (\$3,961.00) #440288-440318 (\$500,826.15); Student

Activities Check #705793-705839 (\$24,508.29) and Additional Pays/Payroll. Second by Ms. YellowOwl. Superintendent Hall stated that the calendar options were sent out districtwide and following a second vote, the staff still voted for Option 2. Mr. Evans asked if the Wellness Days were taken into account. Ms. Rappold stated yes and noted that policy does require a survey to be taken because of instructional hours and representatives from the Unions and the community are also required. Ms. TallWhiteman asked what was the consideration voted on in Option 2. Bev Sinclair stated it was spring break and shorter time. Mr. Bremner stated that following each parent teacher conference, the staff get to take those Fridays off. Ms. YellowOwl noted that Option 2 adds one additional day of school and if making up the days we may add more. Mr. Bremner asked why they got rid of checkout day. Mr. Gallup stated this is what staff wanted and the union decides. Superintendent Hall stated it is the board who approves the final calendar. Mr. Wagner stated there is no school on February 28, 2025 and yesterday Class A chose to move the divisional tournament to March 13 & 14, 2025. Mr. Gallup suggested to table the calendar approval. Superintendent Hall stated that in order for schedules to be developed in Infinite Campus and Black Mountain, we need to vote on the calendar tonight; the dates can be changed later. Mr. Bremner asked about the costs for new buses. Sandra Rivas stated the amount will be taken out of bus depreciation. Mr. Gallup stated we will go through the budget with Gwyn next month. Francis Bullcalf stated that he has to get rid of buses by a specific timeframe otherwise BPS will lose the bus depreciation money and due to rough roads, he is having a lot of trouble with all the propane buses. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

There were no Personnel or Legal Issues.

Motion by Mr. Conway to adjourn at 6:30 pm. Second by Mr. RunningFisher. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Rae TallWhiteman voting for.

Respectfully submitted:

\_\_\_\_\_ Carlene Adamson, Board Secretary

\_\_\_\_\_ Brian Gallup, Board Chairperson

\_\_\_\_\_ Sandra Rivas, District Clerk