

**Regular Board Minutes (Draft)**  
Wednesday, August 30, 2023 @ 5:00 p.m.  
Administration Conference Room

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

Mr. Gallup called the meeting to order at 5:00 p.m. and noted that the Nafis meeting schedule for September 15 is in the packet. Brian Gallup-Chair, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman. Via Internet: James.

**Board Minutes:** Motion by Ms. YellowOwl to approve the Regular Board Minutes of 8/8/23 with no changes. Second by Mr. Bremner. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

Motion by Mr. Conway to approve the Special Board Minutes of 8/10/23, 8/17/23 and 8/21/23 with no changes. Second by Mr. Bremner. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

**Board Agenda:** Motion by Mr. Evans to approve the board agenda with no changes. Second by Ms. YellowOwl. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following reports: Child Nutrition-Copy Center-Warehouse; Curriculum and Instruction - Rebecca Rappold; Parent, Community Outreach, FIT - Irene Augare; Childcare Department-Rose Racine; Blackfeet Language-Native American Studies - Robert Hall; Spookinapi (Good Health) Project - Cinnamon Salway; Student Activities Program - Heidi Bullcalf; Athletics Department - Tony Wagner; Transportation - Francis Bullcalf; Maintenance/Facilities/Security/Construction - Reid Reagan. *Board discussion:* Ms. YellowOwl asked about the process of students getting on and off the buses and if there is a checklist. Superintendent Hall state the little kids have a lanyard that says where they are supposed to be. An adult is assigned to every classroom; some teachers have to walk the students out and bring lanyards back. The process is difficult, the district is short staffed. Staff are stretched in all areas and if the list is out early it is hard if you don't know the routes, and the kids, and where they go.

Dalaina Grant was introduced as the new Food Service Director. Ms. Grant stated that she went to work on Monday right away helping cook in the buildings. Ms. Grant stated that there is some work needed in certain areas and she hopes to be fully staffed soon; she would like to incorporate cultural foods. Ms. Grant thanked everyone for their help in feeding the students.

**Superintendent Report**

**BPS Strategic Plan 2022-2025:** Superintendent Hall stated that the Strategic Plan is in the board packet for the administrators and school board review. Superintendent Hall stated there are 4 goals and the district framework; culture matters, Graduation, safety, attendance. Communication is key in all areas. Ms. YellowOwl asked that the high school bring in the student council members to attend the board meetings.

**Residency Program:** Superintendent Hall stated the program will continue this year. There were five from last year and they are all doing well and in their own classrooms.

**Kids in Need Donation-BES:** Jennifer Wagner, High School Principal, stated she is just notifying the school board of the donation.

**Impact Aide Set-aside Report:** Gwyn Andersen stated the Setaside Policy was adopted by the school board in 1999. Elementary shows basic support from IA each year and the next column is the 15% set-aside from year to year through the 2022 SY. The bottom of the report is construction projects done with set-aside: Napi, Babb, general obligation bonds with total spent of \$20 million. There is \$3.4 million for elementary and will not use for high school side. High School has same data and more construction projects, and is overspent; construction projects were brought to the board for approval. High school is over spent/exceeded by \$12 million. The final payment was made on the bonds and BPS did refinance GO Bonds. Mr. Bremner asked how the district can be \$12 million in the hole. Ms. Andersen stated it is only 15% and 85% is used for operating and the money is available to tap into be used for construction; the district has \$24 million invested and the bulk is IA. Impact Aide is \$13 or 14 million per year. Ms. Andersen stated that anytime the board considers using reserves, they should approve to use the funds. Mr. Gallup stated the district overspent to get the the sports complex and no the baseball field. Mr. Conway stated that the 15% is setaside only for new construction and maintenance was supposed to have \$7 million of their own but the district has grown a lot and so has the upkeep; the maintenance yard has to be repaved; the drainage has to be fixed. Superintendent Hall stated when she started thee was a lot more at the time and BPS couldn't get grants and to start spending the money; the district went from \$8 million to a \$34 million budget. Ms. YellowOwl stated that the board that created the bond procedure, was one of the very first schools and they had to go to the state to get the change made. Mr. Gallup stated that new construction is over but it has to be finished and the board and administration need to go back into the schools and follow their priority lists. Ms. YellowOwl suggested to consider the resolution that Ms. Andersen is talking about so that money is approved to be spent by the board. Ms. Andersen stated she can write it up for the next meeting. Mr. Conway noted that he tried to get information on the setaside and couldn't and it is in bad shape now.

**ESSER Update:** Sandra Rivas gave an overview of the ESSER expenditures; there are a lot of moving pieces and she is not sure what type of detail the board wants to see. She will be closing out ESSER 2 next month, \$8 million of the \$10 million is used for construction. Ms. TallWhiteman stated that KWV was under construction, all heating, and it is getting close to spending the funds out, and wants to be sure to cover what is needed and not use the reserves; also, what is left for the extra positions that were hired. The board needs to think about what to do when ESSER is gone; how many positions that are listed under ESSER and how much money is left. Superintendent Hall stated that the nurses are gone; there is no student support service; no facilities person; one (1) behavior support specialist is left and one is in the negotiated agreement. The wellness coaches, wellness coordinator is in ESSER; most have been taken out of ESSER. Ms. TallWhiteman asked for an updated report to the school board. Mr. Conway stated some of ESSER was for construction and asked if it was OPI approved before spending. Superintendent stated it all had to be approved. Sandra Rivas's position is still under ESSER. Ms. Andersen stated she plans to prepare a budget that the board will be able to see and spend it out; she will bring it to a board meeting. Ms. TallWhiteman asked for BMS gym for heating issue. Reid Reagan is still waiting on mechanical, airhandler, for the gym. Superintendent Hall stated it is already approved and it will be done next summer (9-months out); she called them today but has not heard anything.

**HR Status Report:** Beverly hiring and still have more to do. Kwv 2 vacancies teachers; TA Kindergarten. BES 3 teachers (music, 3<sup>rd</sup>, tech) and 5 TA positions. Napi 1 teacher (music), PCA (1), TAs (3) Custodian (1). Have one from napi wants to move from fulltime to flex. BMS 1 Counselor, 5 Teachers (8<sup>th</sup> science, reading, 2-JR Academy, 1-SpEd, 4 TAs), BHS 6 teachers will be filled with iTutors and a drivers Ed teacher, 2 TAs). BHA good. Babb 2 TAs; 1 PCA. PCOP FIT, HiSet, YHDP. Colonies iTutor for SpEd. Administration Assistant Fiancne, 2-Tech. had 2 interviews. BNAS good. Gearup Good. Food Service 2 Assist Cooks BES, parttime Assist Flex, parttime head cook and assistant for Napi and 2 other assistants. Spokinapi good. Maintenance need electrician. SpEd Sp. TA, OT. Transportation 1 mechanic, 4 drivers.

**Coaching Status Update:** Tony Wagner stated there are no coaching applications for BHS Football; BMS has 2 FB coaches and 1 needs background check, Napi has 3 for next agenda and 2 took other jobs. There are 4 volleyball applicants to interview, 2 x-cross country and 1 Babb VB will be filled at next board meeting. Superintendent Hall stated that there are positions filled by iTutors; interviewed 8<sup>th</sup> grade science and have a TA on the agenda; need SpEd self-contained that was filled with an iTutor and starts Tuesday and 7<sup>th</sup> grade math has 120 kids with a TA and it is working. Mr. Bremner asked what BPS can do to get teachers in the classrooms. Mr. Gallup stated there is a statewide shortage of teachers. Superintendent Hall stated BPS is advertising on Facebook, OPI, teacherteacher.com. Mr. Bremner suggested to get some teacher housing for hard to fill positions, offer bonuses. Beverly Sinclair stated she would like to do some focus groups with teachers in the district and find out what is great about working here, what is not so great, and get information around about what would make a person want to teach in Browning; housing is an issue and possibly salary. Ms. TallWhiteman asked when a coach position is hired at a lower-level, who has the authority to move a coach to another position. Superintendent Hall stated that the person has to come back to the board to be hired for another position; nothing says that the BHS coach supercedes who the board hires; the coach is saying they are getting bullied out of their position. Ms. TallWhiteman stated that if a coach is hired for specific position, then that is the position they should get; the coach wants a specific position. Superintendent Hall stated she will follow-up on this. Tonia Tatsey asked if the TA test is expensive to take. Rebecca Rappold stated that ESSER funds can be used for a period of time to pay for the tests; cost is a barrier and can be used out of learning loss. Board members agree to use ESSER funds.

**Resignations:** The following resignations were accepted by the superintendent: Michael ComesAtNight, Assistant Principal-BHS, Effective 7-28-2023; Hillary Gilham, Radio Operator-Transportation, Effective 8-11-2023; Shainell BirdRattler, Personal Care Attendant-BHS, Effective 8-16-2023; Arlan Edwards, Girls Basketball Coach-BMS, Effective 8-22-2023; Kolby Kittson, Electrician-Maintenance, Effective 8-22-2023; Marci Burd, Cross Country Coach-BHS, Effective 8-22-2023; Ross DeRoche, Boys Basketball Coach-BMS, Effective 8-22-2023; Suzy Michael, Girls Basketball-BMS Effective 8-22-2023; Raymond DayRider, Custodian-BMS Effective 8-23-2023 and Jill MadMan, Hi-Set Tutor-Parent & Outreach, Effective 8-25-2023.

### **ITEMS OF ACTION**

**Hiring:** Motion by Ms. YellowOwl to approve the following hiring pending successful background checks/drug tests: Molly Gallagher-Horn, Teacher Assistant-KW Vina; Lynette Raining Bird, Teacher Assistant-BES; Shaleigh Tailfeathers, Teacher Assistant-BES; Tennial Connelly, Teacher Assistant-Napi; Cara Guardipee, BMS 7th Grade Girls Basketball Coach 2023-2024 (\$1,032.00); Courtney Spotted Eagle, Teacher Assistant-BMS; Rebecca Crawford, Special Education TA-BMS and Mary Racine, Gear Up Student Achievement Specialist-BMS Prof-Tech (\$38,768.00). second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

Motion by Mr. Bremner to approve the following hires pending successful background checks/drug tests: Brenbyn Running Crane, Assistant Cook-BHS; Taraceda Gallagher, Assistant Cook-BHS and Isaiah Crawford, Special Services Teacher Assistant-BHS. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

Motion by Ms. TallWhiteman to approve hiring Isaiah Crawford, Special Services Teacher Assistant-BHS. Second by Ms. YellowOwl. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for. Lockley Bremner abstained from vote.

Motion by Mr. Evans to approve the following hires pending successful background checks/drug tests: Michelle Matt, Child Care Aide 1; Ashlynn Marasco, McKenny Vento Liaison-Professional Technical 2023-2024 (\$39,999.00 prorated); Charlie Oldchief, Bus Driver-Transportation; Nathaniel BirdRattler, Bus Driver-Transportation; Summer Kennerly, Bus Driver-Transportation; Jonathon Cadotte, Site Supervisor-Professional

Technical 2023-2024 (\$35,827.00) and Lynette Keenan, Consumer Science Teacher 2023-2024 (\$49,595.88 prorated). No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

**Contract Service Agreements:** Motion by Mr. Conway to approve the following contract service agreements pending successful background checks: Ann Magee, DeLaSalle Tutor 2023-2024 (\$30,240.00) and Colleen Wilson, Tier 3 ELA & Math Tutor-KW Vina 2023-2024 (\$18,645.00). Second by Ms. TallWhiteman. *Board discussion:* Mr. Conway asked why BPS is paying a DeLaSalle Tutor. Rebecca Rappold stated that DeLaSalle gets a federal stipend per pupil that has to filter through BPS and is not money from BPS. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

Motion by Mr. Bremner to approve the following contract service agreements pending successful background checks: Colleen Wilson, Community Facilitator 2023-2024 (\$5,000.00); Building/Department Mentors 2023-2024 (\$28,500.00); Student Employment Program 2023-2024 and Rodolfo Rivas, Web Page-Social Media Maintenance 2023-2024 (\$5,000.00). Second by Ms. YellowOwl. *Board discussion:* Mr. Bremner asked if Rodolfo Rivas has already been hired for the Website. Superintendent Hall stated that he was contracted to help with technology and also hired to clean-up and bring the school website current. This contract is for Mr. Rivas to maintain the website throughout 2023-2024. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, Lockley Bremner, James Evans, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for. Lockley Bremner abstained from vote for Taylor Crawford and Whitney Lucke and Donna YellowOwl abstained from vote for Kaelyn Coursey.

**Out of State Travel:** Motion by Ms. YellowOwl to approve out of state travel for Francis Bullcalf, National Transportation in Indian Country conference 2023-2024 (\$1,018.00). Second by Ms. TallWhiteman. *Discussion:* Mr. Bullcalf stated BPS is the only native school in the US that is 100% route propane and he has been asked to sit on a discussion panel for this. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

**In State Travel:** None.

**Approvals:** Motion by Ms. TallWhiteman to approve Extended Contract: Certified Teachers to Setup Classrooms-KW Vina 2023-2024 (\$5,565.00) and Teacher Residency Program-Elementary 2023-2024 (\$45,000.00). *Board discussion:* Mr. Conway asked by the difference in contract amounts. Rebecca Rappold stated the request is based on the teachers' daily rate of pay. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for all except James RunningFisher abstained from vote for Amy DeRoche, Setup classroom/KW Vina.

Motion by Mr. Conway to approve the following items: Contract Amendment: Ronnel Goss-BHS 2023-2024 (\$1,749.00); Extended Contract-Abigail Marshall, Develop Science Curriculum Session 1, 2023- 2024 (\$1,330.00); Extended Contract-Sonya Gobert, Develop Science Curriculum Session 1, 2023-2024 (\$2,437.00); Extended Contract-Sonya Gobert, Develop Science Curriculum-2, 2023-2024 (\$1,624.00); Extended Contract-Cinnamon Salway, Additional Director Duties for Staff and Student Wellness 2023-2024 (\$3,420.00) and Extended Contract-Nicholas Rink, Assist with Curriculum & Planning-BHA 2023- 2024 (\$1,532.00). Second by Mr. RunningFisher. *Board discussion:* Mr. Bremner asked why BPS is paying consultants \$2,500.00 per day when there is nothing that they have to be accountable for; we just hand them the money to walk around in our buildings and not show any results and they are not doing anything at KW or BES. Rebecca Rapold stated that the consultants and daily rate of pay are part of the grant requirements and are Montana approved. Mr. Bremner asked if BPS uses the same people. Ms. Rappold stated that each building gets to select their consultant. Curriculum has been purchased out of the Literacy grant which gives the district k-12 across the district curriculum; BPS is getting closer to getting out of the bottom 5% which has taken years. The data shows BPS has come a long way

and has amazing staff of educators, principals and administrators. Ms. Rappold also noted that the district will not pursue another Literacy grant after this year and stated that the knowledge BPS has is going to sustain the school district. Ms. Rappold repeated that BPS is required to pay the rate of \$2,500 per day and the amount is set by OPI. Tonia Tatsey stated that she does not want to give 100% credit to the consultants for BPS doing better and felt that it is because of staff, team leaders and instructional leaders. The consultants are a requirement of the Literacy grant and BPS did not have a voice in this. Ms. Tatsey felt that BPS has the same skill set or better and BPS is always recognized. Mr. Gallup stated the grant says we have to pay the consultants a specific amount and the grant is \$3 million over 4-years. Mr. Bremner asked why they are on the agenda if it is a requirement of the grant to have to pay them. Ms. Rappold stated it is policy. Mr. Conway asked about the cost for the Verkada Cameras. Superintendent Hall stated these cameras will save time on searching for employees, theft, missing kids, etc. Mr. Bremner felt that this is a lot of money that could be spent on other things and asked if these will last 10 years. Ms. TallWhiteman stated we threw out the \$80,000 camera system and hoped in a year, administration is not going to say they need another new camera system. Mr. Bremner noted that facial recognition cameras can be used against employers too. Mr. Gallup stated that administration needs to pay closer attention as the district moves forward in the IT department. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for all except Lockley Bremner voted opposed to Coach Up Consulting Agreement (\$30,000.00); Strive Consulting Agreement (\$60,000.00) and Bytespeed-Phase 3 Verkada Camera Upgrades (\$307,708.00).

There were no Personnel or Legal Issues.

Motion by Mr. Evans to adjourn at 6:15 pm Second by Mr. Conway. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, Michael Hoyt, James RunningFisher, Rae TallWhiteman, James Evans voting for.

Respectfully submitted:

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

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

\_\_\_\_\_ Crystal Tailfeathers, District Clerk