

Regular Board Minutes (Draft)
Wednesday, July 31, 2024 @ 5:00Pm
Administration conference Room

Present: James RunningFisher-Chair, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner. Kristy Bullshoe (5:05PM)

Mr. RunningFisher called the meeting to order at 5:00PM

Approval of Minutes: Motion by Mr. Evans to approve the Special Board Minutes of 7/2/24 and Regular Board Minutes of 7/9/24 with no changes. Second by Mr. Hoyt. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Approval of Agenda: Motion by Ms. YellowOwl to approve the agend with the following changes: remove Tayler CalfBossRibs, Elementary Teacher-Napi; Change Douglas Blackman, Athletic Coordinator-BMS \$8,160; Leo Bullchild, Head Girls BB Coach \$3,440; and Rebecca Craig, Head Girls Soccer Coach-BHS \$3,158. Second by Mr. Evans. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Public Comment: None.

ITEMS OF INFORMATION

Building Reports: Mr. RunningFisher acknowledged the following reports: Child Nutrition/Copy Center/Warehouse-Dalaina Grant; Prevention & Wellness-Cinnamon Salway; Student Activities Program; Athletics Department-kellen Hall; Technology Department-Travis Miller; Transportation Department-Francis Bullcalf and Maintenance/Facilities/Security/Construction-Reid Reagan. *Discussion:* Cinnamon Salway and Garland Stiffarm reported on the events with the RIT Medical Providers who provided mental health, dental, optometry, dental and veterinarian services at the high school to the community for the past 2 weeks. BPS Transportation collaborated with tribal health to transport the group around the community and Glacier Park. The community was very grateful they to have had their services. Transportation were recognized with an award of recognition for being available and providing services at all times, Boarding School offered their facility, VA, Manpower; it was a great community effort. Ms. Salway thanked Reid Reagan for his support and commended him for all that he did. Ms. YellowOwl asked about volleyball starting August 15. Superintendent Rappold stated there are no coach applicants at this time and she and Kellen Hall are working on this.

Superintendents Report

Superintendent's Update: Superintendent Rappold reported on transfers made at employee requests for Ellen Hall and Sidney St. Goddaard; reviewed upcoming events/dates for professional development, board training with strategic planning in morning and training afternoon principals/directors Leadership Week, SBE Planning Week, Certified Negotiations, New Teacher Orientation, Emergency Operations Training, Orientation, First day of school August 22.

Orientation Schedule 2024-2025: Events begin at 8:15 am with staff opening ceremony Flag Song/Honor Song; Blackfeet Prayer by Robert Hall; Welcome and introductions. At 9:45sam there will be a tour. Ms. YellowOwl asked if the school board is cooking on Tuesday for the community picnic. Superintendent stated they are meeting to develop the plan tomorrow; there is no plan of who is cooking yet. Board members asked the administration to follow the fire restriction and noted that last year there were restrictions and they claimed BPS did not have their paperwork in.

SAMHSA Native Connections Presentation: Amber Wiliamson and Misty Newrobe asked school board to provide a place for the Blackfeet Culture and Hope Program to be located at the schools community garden lot and recommended a MOU with BPS so all will be on the same page for services provided and consistency. They are asking to lease the area at 302 or 331 1st avenue SW which is west of the Stay in School area in the

community garden as they have not been able to secure a location with the tribe. Ms. Williamson will bring information to the August 8 Facilities Committee Meeting.

ESSER Scope Update Projects and Purchases: Superintendent Rappold is working with Gwyn Andersen to maximize the ESSER dollars before closing date: HVAC includes food distribution system, cost can be under new; food distribution center has been renamed in order to use the ESSER funds and will include all food service components; the kitchen and the conference room and OPI has approved permission to apply and the funds based on implementation dates and weather dates, construction weather, and invoicing and purchasing. OPI may allow 2-8 months extension. Robert Hall has the Blackfeet word for food distribution center, "where we feed" and bring the spelling. Ms. YellowOwl asked if there is an extension does contractor know that timeframe to complete the project will stay the same. Superintendent Rappold stated that she is working with contractor and they are aware that the timeline is still 9/30. Mr. Gallup stated that the approved contract has an ending date on it, if it is extended, it will go back to the board for approval. Robert Hall asked about the arbor funding. Superintendent Rappold stated it is paid by IA.

Student Remote Learning: The student remote learning proposal is taking another shift from just including 6-12. Attendance issues keep kids from being successful in and out of school and BPS wants to eliminate attendance being a factor in remote learning; there are many reasons for this that have been very successful and they want to continue the remote learning program to allow them to be successful.

Babb Elementary School Discussion: Superintendent Rappold informed the board that the teacher that was hired for Babb resigned and Babb student enrollment has dropped from 24 to an anticipated number of 17. Superintendent Rappold and Jennifer Wagner spent the afternoon enrolling students and there were only 7 students enrolled. Andrea Hall staffing, parent and member of Babb community stated she was shocked to learn they would only have 1 teacher and 1 TA to teach a multilevel school. Mr. Evans stated that this discussion is only informational for school board and public. Ms. Hall stated that expecting a teacher to teach 5 to 6 curriculums to one classroom is unreasonable and felt that it could negatively impact quality of education and experience in the classroom. Ms. YellowOwl asked if there is anyone who can be transferred to fill the teacher position. Superintendent Rappold stated there are teachers but there are also still positions in Browning to be filled and there is no excess of teachers to be moved out to Babb; it will be dependent on the hiring process. At this time there are 4-5 k, 2 and no 3rd, 4th, 5th grade. Superintendent Rappold will be in Babb again tomorrow to hopefully register more students; there were 24 students last year. There are families at Babb that the parents work in town and because of older students going to school in town, those parents have moved their elementary students to town which moves the enrollment number to possibly 17; one teacher and one TA could support that school. Mr. Gallup felt that they need to look at the big picture and what it costs to have that school open. Superintendent Rappold stated there are small schools that operate in the capacity of a teacher providing the lesson plans and a teacher assistant providing the direct instruction. There are parents who have asked if the district could hire a teacher and two teacher assistants; parents at Babb have had input on this. Mr. Bremner asked if the board votes on losing a teacher in Babb. Superintendent Rappold stated no, it would be the same as would happen in Browning; the position would not be filled based on staffing and decision is made by the supervisor and the budget; they can look at hiring another TA and noted that Glendal has 12 students, one teacher and not TA with multigrade classroom. Mr. Gervais stated that parents at Babb are concerned about having one teacher and want to move their kids to town and the colony is very different culturally from Babb. Superintendent Rappold stated that she has had experience in the colonies and accreditation requirements still apply. Jennifer Wagner stated that BPs has posted on Facebook and spoke to families at Babb encouraging them to register so we can see if we can find a teacher to go out there. Mr. Bremner stated that if making teacher based on registration, Browning could be cutting to. Mr. Evans stated they will have people moving in at Babb because of the work coming in there, and if not, the Board does need to make a decision; it is hard for kids to be up that early and get on the bus at 6:00am, but 7 kids is financially low. Superintendent Rappold stated that some of the 24 kids who could enroll there have already been moved to town and noted that there has not been discussion with Babb leadership, or teacher, to reduce staffing or close the school; if kids enroll, we will staff it. The problem right now is that our teacher that was hired has resigned and we are struggling to fill town positions and now they will have to make some difficult decisions possibly for Babb and Browning too.

NAFIS Board of Directors: Brian Gallup hosted NIISA board of directors in July and thanked those at BPS who helped; they had great tour of BPS facilities and glacier national park. Mr. Gallup stated he attended NAFIS board of directors meeting in Rhode Island. There were concerns with impact aid, with covid monies still being applied to. BPS is in the last NAFIS newsletter. Mr. Gallup wants a good packet to present to Washington this year. Superintendent Hall and Ms. Wagner are working on the material for the packet and will have some student input on it and more updated information. When presenting in December at NIISA, they will request students that participated on pilot-based project to attend and present on this.

HR Status Report: Beverly Sinclair TAs, little learners' teacher; 3 third grade teachers, second grade, TA, attendance aide; 4th/5th grade teachers, sped teacher, music teacher, attendance aide; 6th grade SS, 8th grade Jr Academy, shop teacher, sped teacher, PCA, head secretary; Vo Tech, auto/weld, bus ed, tech teacher, science, 2 math, drivers ed, 2 sped, PCA 2 PCA; lead teacher BHA, big sky lead teacher. Reb principals back in district and attended training and have been interviewing and BES had last teacher opening today. N Ms. Williamson will bring information to the August 8 Facilities Committee Meeting. At next board meeting they will hire the emergency teachers from last year.

Coaches Update: Coaching staff needed for BHS 2024-2025: VB 1 head coach & 2 assistant coaches; FB 4 assistant coaches; Golf 1 assistant coach; BBB 1 assistant coach; GBB 2 assistant coaches; Winter Cheer 1 head coach; 1 assistant coach; SB 1 head coach, 3 assistant coaches; Baseball 1 assistant coach; Boys/Girls Tennis both need a head coach and an assistant. There are numerous coaches needed for Napi needs 3 coaches for different sport, and BMS needs 7 coaches for different sports.

Resignations: The superintendent accepted the following resignations: Kylie Rutherford, Special Education Nurse-BMS, Effective 6/15/24; Melanie Upham, SpEd Teacher Assistant-BHS, Effective 6/2024; Deanna Lahr, Custodian-BMS, Effective 7/15/24.

ITEMS OF ACTION

Hiring: Motion by Mr. Bemner to approve the following hires pending successful background checks/drug tests: Vibekke Carpenter, School Nurse-BMS 2024-2025 (\$50,927.00) and Douglas Blackman, Athletic Coordinator-BMS 2024-2025 (\$8,160.00). Second by Mr. Evans. No public participation. No Board discussion. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Motion by Ms. YellowOwl to approve the following hires pending successful background checks/drug tests: Leo Bullchild, Head Girls Basketball Coach-BHS 024-2025 (\$3,440.00); Tamara Guardipee, Assistant Girls Basketball Coach-BHS 2024-2025 (\$2,409.00) and Rebecca Craig, Head Girls Soccer Coach-BHS 2024-2025 (\$3,158.00). Second by Mr. Gallup. No public participation. No Board discussion. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Contract Service Agreements: Motion by Mr. Evans to the following contracting service agreements pending successful background checks: Southfork Construction Quote to remove old sidewalk and replace concrete sidewalk 2024-2025 (\$8,200.00) and Myranda Sinclair, provide Onboarding Assistance for BMS School Nurse 2024-2025 (\$630.00). Second by Ms. Bullshoe. No public participation. No Board discussion. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Motion by Ms. Salway Bullshoe to approve the following contract service agreements pending successful background checks for: Barbara Finnell, Speech/Language Pathology Services 2024-2025 (\$453.20); Colleen Wilson, Mentor Program Coordinator 2024-2025 (\$5,000.00) and New Teacher Orientation Stipends 2024-2025 (\$3,000.00). Second by Mr. Hoyt. No public participation. No board discussion. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Out of State Travel: None.

In State Travel: Motion by Mr. Evans to approve the following in state travel for: Travis Miller, Administrators Institute in Helena 2024-2025 (\$1,513.48); Cinnamon Salway, Safe Schools Summit in Helena, MT 2024-2025 (\$1,498.48) and Jennifer Wagner, OPI Federal Programs E-Grant Tour in Helena, MT 2024-2025 (\$283.60). Second by Ms. YellowOwl. No public participation. No board discussion. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Approvals: Motion by Mr. Evans to approve Big Sky & Glendale Colony School Agreements 2024-2025 and Extended Contracts: Middle School Counselors, Student Scheduling 2024-2025 (\$5,136.00). Second by Ms. Salway Bullshoe. Mr. Bremner stated that he was told Hidden Lake Colony has a 3-member school board and asked if they have their own board why do we have these colonies as part of District #9. Superintendent Rappold stated that these are old colonies within BPS district boundaries and some of the newer colonies have original district lots on their property and they can establish their own board, but Big Sky and Glendale cannot. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Motion by Mr. Evans to approve Extended Contracts: High School Counselors, Student Scheduling 2024-2025 (\$9,687.60). Second by Mr. Hoyt. *Board discussion:* Mr. Evans asked if these extended contracts should be negotiated into the contracts and felt that these should be added into their duties. Mr. Bremner asked what would happen if the board voted not to approve these; who would do the work. Superintendent Rappold stated that student schedules depend on the master schedule and when they are not developed in a timely manner it is hard for counselors to have the time in their regular contract days to get them scheduled. BMS and BHS are trying to be creative to increase student engagement and they end up not having time to get the schedules done then they have students in the school with no classes. Superintendent Rappold stated she is trying to refine this and have these done early enough to be at that point where they do not have extended contracts. Ms. YellowOwl stated there are a lot on the agenda for extended contracts, alone on this agenda is 146,781.46 which is a lot of money. Those people work hard but should it be part of their job duties to get this done because of the cost. Ms. YellowOwl asked the board to take strong look at this. Superintendent Rappold stated this is still learning loss funds which needs to be expended and the dollar amount is significant; additional contracts coming up are needed for on-boarding new teachers, teacher planning, grade level planning, and collaborative planning which is not contracted for them. BPS still has schools in rigorous action and these things are needed. Ms. YellowOwl stated she feels some of these things should be their job duties. Ms. Salway Bullshoe asked for reports for kids after their schedules are complete; their statuses. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Motion by Ms. YellowOwl to approve Extended Contract: Elizabeth Tailfeathers, Special Services ESY 2024-2025; Extended Contract: Wendy Madplume, Special Services Summer IEP Writing 2024-2025 (\$475.65); Extended Contracts: Instructional Coaches, Support, Planning, Assessment 2024-2025 (\$37021.44); Extended Contracts: SBE Committee 2023-2024 (\$99,159.12). Second by Mr. Evans. No public participation. No board discussion. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Motion by Mr. Bremner to table Strive Consulting: Literacy Consultants 2024-2025 (\$35,000.00) until it is put out to bid. Second by Ms. YellowOwl. Superintendent Rappold stated that this is the last year of the literacy grant and two schools have not expended all of the funds; both schools have worked with the last 3-years of this grant. With the loss of majority of their staff over 2 years, they did not have staff familiar with MTSS and the recommendation from Mr. Juneau is to reimplement it. The second one is a District Wide MTSS Handbook, each school operates under their own handbook and both have recommended this. Mr. Bremner stated the cost is \$2,500 which is derived from OPI policy, but BPs does not have to pay them that amount per day. Superintendent Rappold stated this grant requires BPS to pay \$2,500 per day and if this was BPS discretionary funds, we would negotiate the cost but the agreement does not allow BPS to do that. Ms. YellowOwl stated that our school policy has a bid policy, does it supercede our policy. Superintendent Rappold stated that the agreement was board

approved and BPS did sign and agree to the terms and conditions of that grant. If we use that grant, we are required to follow the grant. BPs does not have to use these people, but we are required to pay \$2,500 and stated it is principal's discretion to use these two individuals. Mr. Juneau asked to work with Deb Hunsaker and Terry Barclay will work with the entire district leadership team. Mr. RunningFisher called for a vote. Motion passed with James RunningFisher, James Evans, Brian Gallup, Thomas Gervais, Michael Hoyt, Kristy Bullshoe voting to approve and Donna YellowOwl, Lockley Bremner voting to table.

Motion by Mr. Evans to approve the following items: 2024-2025 Administrative SOPs; SpEd Operations Manual Procedures and Resource HB 2024-2025; Required Policy #1420 Public Meeting Recording Requirements/School board Procedure; Ratify Classified Union Labor Agreement 2024-2026; District Vehicle Surplus 2024-2025; Purchases Over 410,000; District Claims #93454-#93471; #441217-#441283 (\$844,963.17); Student Activities #705198-705945 (\$23,796.43); Cancelled Claims \$705198, 705200, 705205, 705208, 705219 and Additional Pays/Payroll. Second by Mr. Gallup. *Board discussion:* Ms. YellowOwl stated that she feels the classified union agreed and ratified this agreement so they did not have to go back to square one and does not feel the wages are fair at .75, the classified staff work hard and have to hold certain licenses for bus drivers and maintenance and cooks have to have food handlers license to do their jobs. There are secretaries that have them but may not have to but are well educated and .75 is not enough; Ms. YellowOwl asked the board to increase the amount to \$1.00 each year and stated we approve large amounts on extended contracts and classified staff do not get these opportunities. BPS pays subs more than Lane 1 and Step 1 and these are permanent employees. Mr. Gallup cautioned the board on doing this and stated tabling the Labor Agreement is fine but the classified union brought this forward to be ratified and the board is saying we don't support the union or the committee; have them re-negotiate it or board table it. Mr. Bremner stated that a 24-year person makes \$29 and 6 more years it is \$29.82 and that is not even .75. Superintendent Rappold stated that the union asked for an even distribution which is a set amount, not a percentage; Gwyn Andersen feels the district cannot support the dollar increase and staff are moving down in years of experience with some getting over \$1.00 increase. Superintendent Rappold stated this is the Unions ratified contract and the board cannot negotiate it per law. Mr. Gallup agreed stating you can take them out of it but the board cannot negotiate it. Ms. YellowOwl stated they came to the committee and they should have listened to them; paying big dollars for everyone else and .75 is a slap in the face; still adjusting to crisis to Covid and things are still sky high and they live pay check to pay check. Ms. YellowOwl stated she will continue to fight for them. Ms. Salway Bullshoe agreed and felt that the union was pushed into this agreement and the board is their voice and elected to make sure all are treated even across the district. Mr. Gallup stated the law says it is a Union Labor Agreement and the board can table it but the board cannot negotiate for them, remove the committee and board take over. Superintendent Rappold stated this is between the board and the union, it is not a negotiation between administration and union and the board has been invited to negotiate at every meeting they had and Mr. Bremner attended a meeting and they have been operating under Gwyn Andersen's guidance in terms of reasonable offer. Ms. Andersen has brought this to a budget meeting and if the board wants to increase the allocation for salaries it would have to come from the 15% Setaside and the board has not resolved what that allocation for the policy should be. The policy stands at 15% and without our budget existing Ms. Andersen is saying we cannot increase; this agreement can be tabled and has been ratified with the Union but the board cannot negotiate. Superintendent Rappold stated that she can ask the union rep what to do if the board wants to re-negotiate and follow-up would be with the board to determine what to do with the policy to find funds for the increase. Mr. Bremner asked what Ms. Andersen has to say about spending \$10,000+ for extended contracts. Superintendent Rappold stated that those contracts are all grant funds that are paid from non-renewable funds for specific allocations; the pot of money paying salaries is from general fund. Mr. Gallup stated we follow the policy there today and if want to change it, we change the policy. Mr. Evans stated that he will motion to Table Ratify Classified Union Labor Agreement 2024-2026 if Mr. Bremner removes his second. Ms. YellowOwl agreed that the administration bring back costs for all classified staff for .25 more and asked how many staff are in district. Mr. RunningFisher stated that a week ago, at .75 across the board, it was at \$576,000 and stated he agrees on changing it but asked if the school can afford this. Superintendent Rappold stated she knows how valuable the classified employees are but we need to maximize that by establishing policy to fund it too. Sandra Rivas stated it will cost another \$100,000 plus benefits to fund it. Ms. YellowOwl stated it is up to the school board but, Ms. Salway Bullshoe thanked Superintendent Rappold and stated that she knows the board was invited to the meetings, but we hired you guys to help look out for the best interest of our employees as well, that's why we placed you there, to be fair across the board to all employees. That's why your there. Superintendent Rappold

stated that is correct and the committee was operating with funding resources that we currently have available, that is what the committee was truly operating from; if the board wants to change that they can. Ms. YellowOwl stated that she would really like to see how much that it would cost. Mr. Bremner stated that he would like to get an explanation from the union president if she will answer her phone. Mr. RunningFisher suggested to just table ratifying the union contract and get the information for the next meeting. Korrina Kennedy stated that she does not get messages about the union meetings and felt the board should look at that; the administration can hire assistant after an assistant, and asked why should you need an assistant, why is payroll getting assistant if you are hired to do a job; we do a lot and we can't go out of town, food prices are expensive, who is our leader. We don't want a boss who is intimidating, a harasser, a bully, not a leader, we don't need a bully. It gets tiresome, we work and work and nobody says, oh wow you deserve a raise. Why do we need more assistants for a person who is qualified for a job. The Board looks out for district, look deeper inside of district to see whats really going on, who really needs the help, what is really going on and why do need so many assistants. *No further discussion.* Mr. Evans motioned to approve all items except to Table "item i. Ratify Classified Union Labor Agreement 2024-2026". Second by Mr. Bremner. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Motion by Mr. Evans to adjourn at 6:50pm. Second by Mr. Gallup. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Brian Gallup, Thomas Gervais, Michael Hoyt, Lockley Bremner, Kristy Bullshoe voting for.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ James RunningFisher, Board Chairperson

_____ Sandra Rivas, District Clerk