

**Special Board Minutes (Draft)**

Tuesday, June 6, 2023 @ 5:00 p.m.

Administration Conference Room

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

Motion by Mr. Evans to approve the agenda with no changes. Second by Mr. Running Fisher. *No discussion.* Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman voting for.

**Staff Recognitions:** Superintendent Hall stated that Browning Schools is the first school district to start a residency program in Montana. KW Vina administration were on board leading the student teachers. Superintendent Hall recognized Tonia Tatsey, William Huesbch and Brandi Bremner for all they have done for the students, district and community.

**Teacher Leader Recognitions:** Toni Tatsey recognized the following Teacher Leaders for the Residency Program: Marci Burd, Susie Small, Angie Pepion, Amy DeRoche, Britney Shooter. Teacher leaders expressed their gratitude and support for the student teachers.

Student Teacher for Montana Residency Program: Kortni Guardipee, Jace Racine, Jasmine Meineke, Angela Tatsey-McKay, Amy Grant each stepped up in the classrooms with the students and are very compassionate about the program. Kortni Guardipee received Student Teacher of the Year

**Staff Recognition:** Superintendent Hall recognized John Salois Director of HR stating that he made a big difference in the district with his knowledge and skills as past board member, President of BCC, and HS Principal. Mr. Salois has requested a transfer to the Assistant HS Principal at BHS. Superintendent Hall stated that he is true inspiration for all and thanked him for his yeas of support.

**Public Comment:** Mr. Gallup stated that this meeting is subject to the provisions of the Montana Open Meeting Law under Section 2-3-103 and Browning School Policy #1441 for Public Participation at Board Meetings and explained the procedures: Private personnel matters, individual student matters and pending legal issues are not matters of public interest. Any person who raises any issue concerning an employee or an individual student matter or grievance or who wishes to discuss pending legal cases or issues will be ruled out of order and that person's public comment period will be ended. Mr. Gallup noted that there will be no discussion or action. Cody Henderson stated reason he is here is to thank the board for the opportunity to learn 7 grade levels in 9 years; he has been transferred that many times. Cody state he is happy about the presentation here and noted he is receiving a masters in Indian education. Cody asked board to read a letter he sent them that explains why he is resigning for next year and stated that he guarantees after this is done, he will be looking for a Board position. Cody Henderson felt that a lot of teachers were not supported and they were over-ran on different levels. Cody thanked board for training and investing in him. Cody stated he has a new job lined up and felt bad that it did not work out here. He read the letter on future hiring process. Cody Henderson stated that people are scared, chicken. This is about respect, loyalty, and giving students 100%.

Mr. Bremner asked to make Public Comment. Mr. Gallup stated that board members cannot make public comment, and noted that the public is making comment to the Board.

Mr. RunningFisher asked about the surplus bids and if they were advertised. Superintendent Hall stated she will check on this.

## ITEMS OF ACTION

**Hiring** pending successful background checks/drug tests): Motion by Mr. Evans to approve the following hires pending successful background checks/drug tests: Brittany Burns, Instructional Coach-BMS 2023-2024 (\$53,298.00) and Heidi DuBray, Instructional Coach-BMS 2023-2024 (\$56,356.00). Second by Mr. Conway. *Board discussion:* Mr. Evans asked if both are teachers. Mr. Salois stated they are under the teacher contract and both on special assignment. Superintendent Hall stated they will mentor or model for the other teachers and both are certified teachers. Mr. Evans asked if all teacher positions are filled and how many is the district short. Superintendent Hall stated she does have a list of the teachers the district is short on. Rebecca Rappold, Director of Curriculum/Instruction/Assessment, stated that the district has instructional coaches, grades k-12. There is an inequity in teacher support because of the 2+2 program candidates who need on-going support. Ms. Rappold stated that teaching is one of hardest jobs and if there is not enough leadership support in the system, we lose the educators and we cannot afford to lose any. The district has to create a system to support them by mentoring, by principal leadership and by district support. BPS has strong coaches in the district who can guide teachers in making good decisions for the students every day and BPS has lot of young inexperienced teachers who need someone with experience. Ms. TallWhiteman stated that she understands why BPS has coaches and understands getting on one playing field but there has been animosity where they are saying we are too top heavy on coaches and maybe should move back into classrooms and into teaching; should be on the same level at all schools. Ms. TallWhiteman stated there are some schools where they get a lot of coaching and then there are teachers that are struggling and asking for help and not getting it and should focus on this if we have 37 missing teachers, we should fill those first. Ms. Rappold stated that the district has had instructional coaches for a long time and many schools do not; we are fortunate to have a well-established instructional coaching program now but BPs has not always had that. The district has not always had good fits in the instructional coach positions and some have gone without in those positions because of this. The evidence behind retention of educators is not good across the nation and these 2 individuals come with skill set of high-quality instructional coaching, good communications, etc. and we do need to support teachers. Ms. Rappold stated that we have to keep those and prevent loss; we want teachers to be their best. Tonia Tatsey agreed, stating it is about building relationships as school leaders; teachers need to understand that the coaches are not the evaluators, they are colleagues to help them and make them shine when doing evaluations. Mr. Bremner stated that instructional coaches are not all going to be on the same level as others, some are excellent, and others not so much and the same with other positions. Ms. TallWhiteman stated that it is important to teachers to have feedback from someone not your superior and important to hear valid feedback and having people that know the terminology helps. *No further discussion.* Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Ms. YellowOwl to approve hiring Darryl Croff, Girls Head Basketball Coach-BHS 2023-2024 (\$3,922.00). Second by Mr. Bremner. *Board discussion:* Ms. TallWhiteman asked about the athletic coach being hired so late and they are making it sound like it is the board decision; everyone else was already hired. Tony Wagner stated there were some issues that had to be dealt with before bringing this forward. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman voting for.

Mr. Conway left meeting at 5:55 p.m.

**Contract Service Agreements** (pending successful background checks): Motion by Mr. Evans to approve a contract service agreement for Tribal Historic Preservation Department Consultants 2022-2023 (\$6,000.00). Second by Ms. YellowOwl. *Board discussion:* Ms. TallWhiteman asked who the consultants are. Superintendent Hall stated the presentors were contracted through Tribal department. Angie Heavy Runner stated that the consultants were hired through the tribal program to present to staff and students and it was a very successful day with putting up and taking down lodges, tying knots, traditional games, making berry soup, land and culture, storytelling, arts, pikuni flag history and there were 13 presenters. Ms. TallWhiteman asked if this is how we will always do this. Superintendent Hall stated that each principal has different ways and different consultants. Ms. TallWhiteman asked if the wage was the school rate or the tribal program rate. Angie HeavyRunner stated each have

a W9, business license, and a contract with the tribal program that the district is paying and they will pay the consultants. Some teachers have asked to have this event take place again next year 3-4 days. Ms. TallWhiteman stated we pull this off like we don't have a name and there is a generic CSA there will be questions and asked if the school followed their wage scale; this starts when you put this on and follow what is in place and make a new form or way to do things. Superintendent Hall stated these consultants were contracted through tipa rates. Ms. TallWhiteman asked if there is some sort of criteria across the board. Mr. Salois stated when we approve consultants, we use the approved rates. Superintendent Hall stated the district brings consultants from other places and our locals are paid lower rates. *No further discussion.* Motion passed with Brian Gallup, Donna YellowOwl, James Evans, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following contract service agreements: Earl Tail, Eekahkimaht Assistant Coordinator Summer Program 2022-2023 & 2023- 2024 (\$4,704.00); Melody Cobell, Eekahkimaht Assistant Coordinator Summer Program 2022-2023 & 2023-2024 (\$3,584.00); Ee-Kah-Ki-Maht Summer Students 2022-2023 (\$20,061.00); 21st Century Summer Learning Program-Student Assistants 2022-2023 (\$1,910.00); Ashley Bullcalf, 21st Century Tutoring Summer Learning Plan 2022-2023 (\$2,016.00); BPS Athletic Department Summer Camp-Student Assistant 2022-2023 (\$2,388.00); Edward RunningRabbit, Summer Camp Coordinator-BPS Athletic Department 2022-2023 (\$1,920.00); Javier Bustos, Summer Camp Coordinator-BPS Athletic Department 2022- 2023 (\$1,920.00); Monte Lucke, Summer Camp Coordinator-BPS Athletic Department 2022-2023 (\$1,920.00); Zachary Wagner, Summer Camp Coordinator-BPS Athletic Department 2022- 2023 (\$1,920.00); 21st Century Summer Learning Program-Student Workers 2023-2024 (\$2,548.00); Ashley Bullcalf, 21st Century Tutoring, Summer Learning Plan 2023-2024 (\$2,688.00); Douglas Blackman, Summer Camp Coordinator 2023-2024 (\$2,856.00); Edward RunningRabbit, Summer Camp Coordinators-BPS Athletic Department 2023-2024 (\$2,176.00); Javier Bustos, Summer Camp Coordinator-BPS Athletic Department 2023-2024 (\$2,176.00); Monte Lucke, Summer Camp Coordinator-BPS Athletic Department 2023- 2024 (\$2,176.00) and Zachary Wagner, Summer Camp Coordinator-BPS Athletic Department 2023- 2024 (\$2,176.00). Second by Ms. YellowOwl. *Board discussion:* Ms. YellowOwl asked why items 1 and b are paid different rates. Mr. Salois stated one is Certified teacher rate and the other is Classified staff rate. Ms. TallWhiteman asked if all positions were advertised and interviewed. Mr. Salois stated that all were advertised but there were not enough to interview; same with student positions. Mr. Bremner stated EeKahKiMaht had 21 people hired and there are more girls than guys and asked why. Mr. Salois stated these are the ones that applied. The director and other staff went out and beat the bush to get the applications we have. Ms. TallWhiteman asked how many summer camp coordinators were hired. Tony Wagner stated there are 4 for June and 5 for July; they will be doing open gym and weight room 8-5 daily and next week they will plan out the summer camp schedules with head coaches; information will then be sent out to the public. They will work with all head/district coaches including Napi and BMS in camp so they all know what they want taught at each level; there will be other coaches on the next agenda. Staff will help with inventory and items that need to be ordered; EeKahKiMaht and head coaches will be doing evening stuff. Each program will submit a schedule to Mr. Wagner; they will do deep cleaning. Mr. Wagner stated he gave out 8 applications and only 2 applied. Ms. TallWhiteman stated that she does not want coaches telling student, if you don't come in, you won't make the team; encourage all and make it a safe place and not only for certain kids. Mr. Wagner stated they are opening for freshman and there will be a schedule out next week. Ms. TallWhiteman asked if all coaches have trauma and CPR/1<sup>st</sup> Aid training. Mr. Wagner stated they all have trauma and will schedule CPR with Heidi's schedule and also take a course on MHS requirements. Mr. Wagner stated the coaches have done this twice last year. *No further discussion.* Motion passed with Brian Gallup, Donna YellowOwl, James Evans, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman voting for.

**In State Travel:** Motion by Ms. TallWhiteman to approve in state travel for Crystal Tailfeathers, MASBO Summer Conference, Fairmont Hot Springs, MT 2022- 2023 (\$1,100.81). Second by Mr. Hoyt. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, James Evans, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman voting for.

**Approvals:** Motion by Mr. Evans to approve the following items: MTSBA - Boardmanship Training 2023-2024 (\$1,500.00+) and Purchases Over \$10,000.00. Second by Mr. Hoyt. *Board discussion:* Mr. Bremner stated Debra

Silk is rude and hung up on him during a phone call and sent out rude emails and feels her direction to the board is not beneficial and the board needs to find someone else for training. Mr. Gallup stated she is a MTSBA Association member. Mr. Bremner stated this is local control and she is not the right person. Mr. Gallup stated bps does not have to believe MTSBA and we can quit paying dues. Mr. Bremner said to find someone else who can do the training and stated this is local controlled and she is not the right person. Mr. Gallup stated this is the Montana schools' legal. Ms. YellowOwl stated the training is needed but understands what Mr. Bremner is saying. Mr. Bremner stated that Heart Butte used Todd Hanson. Superintendent Hall suggested to approve the training and if TonyK cannot do the training she will let Debra Silk know the boards concerns about being rude. Ms. TallWhiteman stated this is not one isolated incident; she has been rude to her and the board deserves to all feel validated and respect all. She has sent her questions before and never gets back to her. Ms. TallWhiteman stated she has given bad advice and we need to be serious about seeing the whole picture; she could use some training. Superintendent Hall stated she will see if another person can do the training. Ms. TallWhiteman state he is not very knowledgeable either. Mr. Bremner suggested to have training and legal separate. Mr. RunningFisher stated he has had training with Debra Silk twice and feels the new board members should take this training with her and learn the do's and don't's according to state law; there are things on this board that we can and can't do. Ms. YellowOwl stated she understands training is necessary but Debra is not professional. Ms. TallWhiteman stated you can go on to the site and read it on your own. Mr. Gallup stated there is new board training in Helena too but no board member is taking it. Ms. YellowOwl stated she likes the new board training. Mr. Evans stated he likes it when they are here too; vote for MTSBA to do training and the superintendent will check to see who else may be available. Ms. YellowOwl suggested to let Lance Melton know what the board feels. Mr. Gallup stated she is MTSBA and the trainer. Mr. Bremner stated is it independent or government. Mr. Gallup stated that all schools in Montana pay these people and we can quit paying and don't have to be a member of MTSBA. Superintendent Hall will express the board's feelings to Debra. Mr. RunningFisher suggested that the Board tell her when she is here how each feels. *No further discussion.* Motion passed with Brian Gallup, Donna YellowOwl, James Evans, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman voting for.

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

Respectfully submitted:

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

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

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