

Regular Board Minutes (Draft)

Wednesday, September 29, 2021 @ 5:00 p.m.
Administration Conference Room

Present: Brian Gallup-Chair, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TawllWhiteman, Kristy Bullshoe, James Evans.

Mr. Gallup called the meeting to order at 5:02 p.m.

Approval of Agenda: Motion by Ms. Croff to approve the agenda removing from approvals: Contract with iTutor to Provide Online Instruction-Napi 2021-2022 (\$66,665.60+) and Contract with iTutor to Provide Online Instruction-BMS 2021-2022 (\$66,665.60+). Second by Ms. Yellow Owl. All in favor/Motion passed.

Approval of Minutes: Motion by Mr. Conway to approve the 9/14/21 board minutes. Second by Ms. Yellow Owl. *Discussion:* Ms. Yellow Owl asked if the board meetings are recorded; it was noted that they are not. Ms. Yellow Owl stated that the wording in the minutes regarding discussion of policy 3525 are not correct and stated that she asked where the list for drug testing comes from and Superintendent Hall stated the drug tester provides the list; in the minutes, it states different. Ms. Yellow felt that the minutes should be recorded. Carlene Adamson, secretary, stated that the minutes were recorded in the past, however the board stated that they did not want the minutes recorded anymore. Ms. Yellow Owl asked to discuss this. Mr. Gallup stated that recording the minutes can be on the next agenda to discuss. Ms. TallWhiteman stated that she agreed with Ms. Yellow Owl on the minutes. All in favor/Motion passed.

Student Recognition: Jennifer Wagner recognized students Justice Johnson, Landar Loring, Ty Old Chief for helping a family whose house was on fire. Ms. Wagner and commended each student stating that this was an amazing feat; on 9/15/21, these students saw a house on fire and they ran to put the fire out.

Public Comment: None.

ITEMS OF INFORMATION

Building Reports: Mr. Gallup acknowledged the following reports: Child Nutrition-Copy Center-Warehouse - Lynne Keenan; Curriculum and Instruction - Rebecca Rappold; Parent, Community Outreach, Childcare, FIT - Nikki Hannon; Blackfeet Language-Native American Studies - Robert Hall; Spookinaapi (Good Health) Project - Cinnamon Crawford; Gear Up Program - Melanie Magee; Technology Department - Everett Holm; Transportation Department - Teri DeRoche and Maintenance, Facilities/Security/Construction - Reid Reagan. *Discussion:* Ms. RidesAtTheDoor asked about getting iPad cases for BES. William Kennedy stated that more will be here in about 3-4 weeks. Ms. RidesAtTheDoor stated that students should get the hard copies of their school work so they don't get behind. Mr. Kennedy stated that all students have iPads and it is up to the building to hand these out with/without cases; Mr. Kennedy state he is not aware of students not having cases. Mr. Kennedy noted that there will be breakage from year to year but there is nothing from any buildings saying they need a lot of cases and stated he will get cases to them asap if he knows they need them. Ms. TallWhiteman stated she wants to make sure food service is getting age appropriate food to the babies as they cannot eat some things. If they are giving outside entities food then they should have the same in the district and stated that she has heard that this is happening. Mr. Evans thanked maintenance for the inspection reports. Mr. Conway stated he has never seen the schools look this good. Also, Mr. Conway stated that Transportation should go through facilities for compressor, high lifts, equipment, tools, etc. and noted that some of this equipment needs to be replaced as they are very old and only last so long. Mr. Gallup felt the board should invite transportation director to a meeting and find out. Mr. Conway also noted that some of the computers are very old and need to be replaced at the transportation and other places as well.

Babb Elementary Recognitions/Video Presentations: Babb students presented on "Kindness", be kind to others. Babb has 24 students. Dennis Juneaus stated that the kids are getting better in reading and math. Ms. Croff

asked if the test results presented are normal for Babb students after COVID. Mr. Juneau stated this is data from this fall and noted that the younger students are more impacted from not being in the classroom. Mr. Juneau will present test scores again at Christmas and in the spring.

Recognitions: Mr. Juneau recognized parents for getting their students to school on time every day and for keeping in contact with and supporting the teachers: Namfon Loehndorf, Jason & Kara Reid, Georgia Burns, Dan & AnnaMcFadyean, Carolyn Gray, Joann Powell, Suzanne Augare, MaryAnn Flamand,

Mr. Juneau recognized JoAnn Powell and Suzanne Augare for school leadership, and stated each put in a lot of work on a daily basis, and provide leadership.

Mary Ann Flamand is key in the summer school program; she wears lot of hats and is a great support person.

Samantha Devereaux takes care of the FIT program and food pantry at Babb and is always ready to help; she is a hard worker.

Student Recognitions: Mr. Juneau recognized the following students: Delcena Reid, Kylie Loehndorf, Ariel McFadyean, Daniel McFadecan, AmberWalker, Lillie Juneau and commended each for showing up all the time and having good attendance, and completing all their work.

Superintendent's Report

NAFIS Update: Mr. Gallup stated that he met with the congressional people. There is \$410 million on the senate and it won't go back to the house, and there will be more for education in the final bill; the Montana delegation supports IA. Mr. Gallup felt that the meetings were very successful.

COVID Update: Cinamon Crawford presented on Covid numbers: 5 positive students; 10 students in quarantine; 5 positive staff; BPS has conducted 210 tests. New staff are Kylie Rutherford and Francine DeRoche and will cover BES, Napi, KW Vina. They are testing daily. Ms. Croff asked, what is rapid testing and how long. Ms. Crawford stated they can test on day 3-5, and it takes 15 minutes; they need to develop the symptoms in order for the test to work then it is sent to the State. There have been no false positives; every positive rapid test will automatically go to the State and if the parent is with the student when tested, the parents are tested too. Ms. Crawford works with contact tracing daily. They have not had to test any classrooms and Ms. Crawford noted that ventilation in the classrooms is very important. She checks with teachers daily and follows student for 5 days and if they develop symptoms they are isolated, do a rapid, then the test is sent to the State. There are certain criteria to meet for IHS and State; a letter sent to school, positive, close contact, quarantine, pending state test which is 5 days out, than stay home and wait for state results which comes from the clinic and tribal. Ms. TallWhiteman stated parents want to know how to get the rapid test and are being told they cannot be tested right now. Noted: the contact information is on the Dashboard who to contact for rapid tests. Ms. TallWhiteman stated that parents are getting threatening letters and if they are dropped or quarantined they are getting grades that went from an A to an F, and stated the school needs to work with the parents and asked how this is handled. Mr. Conway felt the administration, Superintendent Hall and Mr. Juneau should work with these parents. Ms. RidesAtTheDoor stated this happened to her daughter and she was failing but contacted the teacher and she knew what to do and the school worked directly with her daughter. Mr. Juneau stated the letter should be marked with SE or Spec or MA; parents should communicate with their teacher and they will work on the absence and take care of everything. Mr. Juneau stated the only ones having problems are the ones that have not contacted the school. Ms. TallWhiteman stated that only those with positives get medical absence. Mr. Juneau stated if quarantine they get special circumstance and/or medical absence and it is not counted against them. Ms. TallWhiteman stated there is a student out of school that got a threatening letter. Ms. RidesAtTheDoor asked if there is a concern with limited rapid tests. Ms. Crawford stated that if everyone gets a rapid test, they will not go and get a State test and they do need a State test to get 100% confirmation. There are 4 boxes of rapid tests still available and a new order will be placed in November. Ms. Crawford state there are some who want to test every Monday and the district must have some for those who practice. If a student is sent home they will help them to be academically engaged. There are

\$25 gas cards for random testing for all students/staff; the district provides resources/support to entire families and want the schools to be safe.

Counseling Update: Matthew Johnson stated there are stressed out students, parents, and staff from employment, grief, anxiety, COVID, etc. ESSER resources help all. Counselors are creating grief, suicide and support networks and working with Blackfeet law and the tribe. Kids do feel supported and loved, and they have options. Mr. Johnson stated that everybody needs to treat all with grace and respect; there are programs k-12 for this. Mr. Johnson stated that he is honored that Superintendent Hall is allowing him to do this and wants to unveil a suicide prevention program; take what they do at WBH and standardize it throughout.

Job Description Changes-Activities Director and Director of Student Activities: Superintendent Hall stated she has changed one position into two; Athletic Director and Student Activities Director. Ms. Yellow Owl asked why are these being brought forward. Superintendent Hall stated she is just informing the board. Ms. Yellow Owl stated since this is on the agenda, she wants the policy brought to the board meeting, and stated that she feels the Superintendent has too much power in transferring people. Mr. Gallup stated this is the standing policy now and they can bring it back to discuss. Ms. Yellow Owl asked when. Mr. Gallup stated that he will expect the board to take part when scheduled. Ms. TallWhiteman suggested to have that discussion now, then make this decision. Mr. Gallup stated that the policy is not on for discussion, it is only referenced. Ms. Yellow Owl stated that it is on the agenda and they should be able to talk about it. No further discussion.

Budgets: Crystal Tailfeathers stated the numbers provided in the budget will change daily and noted she recently submitted reports to the state and miscellaneous grants that will change. Ms. Tailfeathers is still inputting the ESSER 2 and 3 grants into black mountain as well as Impact Aid and submitted the Trustee Financial Report (TFS) to the State. Ms. Tailfeathers stated that Darryl Omsberg and John Marts both assisted and have been very helpful. The TFS report is a summary which, is the breakdown of all funds, and it coincides with the budget but does not include miscellaneous and IA. Ms. Yellow Owl asked if putting ESSER funds into the system and if classified can receive their money now. Ms. Tailfeathers stated she spoke with the payroll clerk and she will run the payroll then submit the ESSER payment for classified and certified. Ms. Yellow Owl asked if this is districtwide and the checks will be run separate from the regular payroll. Superintendent stated they will send out notice to all staff. Ms. Yellow Owl stated she is glad to see staff getting this and asked if this is a one-time payment for classified or 3 payments. Ms. Tailfeathers stated it is paid over 3 years. Ms. Yellow Owl stated that classified should have been treated the same as certified as it is more fair. Mr. Gallup stated that the board needs to go over ESSER funds and where it is being spent.

HR Status Report 9/23/21: Mr. Salois stated the board is hiring the KW Vina Assistant Principal in a special meeting tomorrow (9/30/21) and we will need 100% of the board in attendance. Family Engagement person submitted a resignation; a Sped teacher transferred; KW needs a Custodian and Napi needs 2 TAs; 2 Community Health COVID Specialists were hired. Sped teacher from BHS will be transferred to Babb/Colonies, on line. 1-PCA transferred to BHS. A student activities director was transferred to teacher position and activities director. Jared Bullshoe transferred to Sped TA.

Coaching Season Update: Received resignation from T. Connelly high school BB assistant coach. Mr. Conway asked if there are enough teachers for the number of the elementary students BPS has. Mr. Salois stated that the district meets state standards and it is up to principals to determine. Mr. Salois stated he is trying to find creative ways to get staff hired: Rebecca Rappold is online with iTuto, who has teachers too, but they will have to meet with the Union to provide those services; they are working on the language. There are no teachers/no applicants on the website. Mr. Salois uses the nationwide website, OPI, UofM, MSU, Cycle Handshake, etc. and noted there are several hundred vacancies in the state right now. The 2+2 program at BCC has saved BPS, we filled 8 positions/growing our own. Ms. Yellow Owl stated on the hiring selection form there are preemployment requirements, the date initiated is listed in respect to background checks/drug testing but only ever see that these are on file. Mr. Salois stated that if they were on the previous substitute list or worked within the past year they

are complete. Ms. Yellow Owl asked why it should not be listed for all. John on file means completed and already for subbing or other position. No further discussion.

Resignations: Resignation accepted by the Superintendent for Earl Tail, Assistant Golf Coach-BHS, Effective 9-13-2021 and Ora Running Wolf, Personal Care Attendant-BHS Effective 9-25-2021.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans motioned to approve the following hires pending successful background checks/drug tests: David OldChief, Custodian-KW Vina; Mariliza Woodward, Assistant Cook-Napi; Myranda Sinclair, School Nurse, Napi .5FTE / BMS .5FTE 2021-2022 (\$40,303.00 pro-rated) and Edward Running Rabbit, 6th Grade Girls Basketball Coach-BMS 2021-2022 (\$1,032.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

Motion by Ms. Yellow Owl to approve hiring Travis Blue, Assistant Golf Coach-BHS 2021-2022 (\$2,064.00) pending successful background check/drug test. Second by Ms. Croff. No public participation. *Board discussion:* Mr. Evans asked why we are just now hiring for this position; the season is over. It was noted that Mr. Blue has worked most of the season. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

Motion by Ms. RidesAtTheDoor to approve hiring Kiana McClure Youth Prevention Mental Health Specialist 2021-2022 (\$35,037.00) pending successful background check/drug test. Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

Contract Service Agreements: Motion by Ms. Croff to approve a contract service agreement for Francis Fanning, Provide Psychologist Services 2021-2022 (\$81,120.00) pending successful background check. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

Out of State Travel: Motion by Ms. RidesAtTheDoor to approve out of state travel for Andrea Sangray, AASL National Conference in Salt Lake City, Utah (\$1,781.68). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

In State Travel: Motion by Ms. Yellow Owl to approve in state travel for Jennifer Wagner, CTE Professional Hybrid Workshop 2021 in Bozeman, MT (\$430.72); Kari McKay, Divisional Volleyball Tournament in Ronan, MT (\$478.36) and Kari McKay, State Volleyball Tournament in Bozeman, MT (\$606.04). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

Approvals: Motion by Mr. Evans to approve Lane Change: Anna Armstrong, Certified Teacher 2021-2022. Second by Ms. Yellow Owl. No public participation. *Board discussion:* Board members asked why this was not done sooner if all documents were submitted prior to April 1 and if this will be retro. Mr. Salois explained that notice of intent to move is made prior to April 1 in the preceding school year and verification of credits must be on file within 60-days of the start of school. The salary is effective the first day of the school year but the salary is delayed until verification of credits earned is on file; the pay is retroactive. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

Motion by Mr. Evans to approve the following items: Extended Contract-Brian Harrell, Night School-Credit Recovery 2021-2022 (\$5,916.00); Extended Contract-Glenn Castle, BHS Night School-Credit Recovery 2021-2022 (\$5,728.00); Extended Contract-Lynell Bullshoe, BHS Night School-Credit Recovery 2021-2022 (\$12,254.00); Extended Contract-Lester Johnson IV, REVEAL Math Curriculum Planning-Mapping 2021-2022 (\$239.00); Extended Contract-Lucy Muragin, REVEAL Math Curriculum Planning-Mapping 2021-2022 (\$265.00); Extended Contract-Randall Rivas, REVEAL Math Curriculum Planning-Mapping 2021-2022 (\$239.00); Extended Contract-Sonya Gobert, REVEAL Math Curriculum Planning-Mapping 2021-2022 (\$284.00); Extended Contract-Whitney Lucke, REVEAL Math Curriculum Planning-Mapping 2021-2022 (\$238.00). Second by Ms. RidesAtTheDoor. No public participation. *Board discussion:* Mr. Conway asked about the difference in pay. Mr. Salois stated pay is based on their hourly rates. Ms. TallWhiteman asked by Brian Harrell is receiving \$45,916 and the agenda request says \$5,916. It was noted that the correct amount is \$5,916 and the 4 is a typo from the dollar amount on the keyboard. Mr. Gallup stated that the motion will include the changes to \$5,916. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

Motion by Mr. Evans to approve the following items: Extended Contract: Angela Archuleta, Writing Assessment Scorers 2021-2022 (\$1,032.00); Extended Contracts: Dawn Marxer, Writing Assessment Scorers 2021-2022 (\$915.00); Extended Contracts: Gail Hoyt, Writing Assessment Scorer 2021-2022 (\$1,478.00); Extended Contracts: Greg Klauk, Writing Assessment Scorer 2021-2022 (\$1,408.00); Extended Contracts: Louise Giebel, Writing Assessment Scorer 2021-2022 (\$867.00); Extended Contracts: Masala Prellwitz, Writing Assessment Scorer 2021-2022 (\$744.00); Extended Contracts: McKenzie Augare, Writing Assessment Scorer 2021-2022 (\$775.00); Extended Contract-Shaylea Tatsey, Complete Work for BNAS Grant 2021-2022 (\$1,517.00); Substitute Eligibility Roster 2021-2022; District Committee List 2021-2022 (\$44,262.00); Create Occupational/Physical Therapy Student Support Technician Position 2021-2022; University of Montana Research Subaward Agreement 2021-2022; Interquest Detection Canines Agreement 2021-2022 (\$4,050.00); Bid Openings-Surplus Property; Southern Peigan Health Center Lease Agreement 2021-2022; Approve MSEC Quote to Install Playground Equipment-KW Vina 2021-2022(\$11,000.00); Maddox Roofing and Construction Proposal for Roof Maintenance & Inspection 2021-2022 (\$9,240.00); Purchases Over \$10,000.00; District Claims Check #433698 - #433776 (\$612,656.14); Student Activities Claims Check #704662 - #704678 (\$3,474.95); Additional Pays-Payroll. Second by Ms. Yellow Owl. *Public participation/Board discussion:* Ms. Yellow Owl asked if there is only 1 substitute list; is there extracurricular. Mr. Salois stated that the description lists what the substitute chooses to sub for. Ms. TallWhiteman stated that all her family was drug tested again and also stated that Lucky is her uncle, not her father; Karleen is her 1st cousin. Ms. TallWhiteman stated that she does not feel that drug testing her son the day before payday is right; he worked the day before than gets a call. Ms. TallWhiteman stated uncle, cousin, nieces are the same and she has this conversation with the board. Her family has to follow different rules; 1st degree is by blood. Mr. Salois stated that the drug test has nothing to do with the UA, it is for pre-hiring and stated that all subs are drug tested every year. Ms. TallWhiteman stated that her family has worked years before and they have to and if they have to everyone should. Mr. Gallup asked Ms. TallWhiteman to show where the rules are not being followed. Ms. TallWhiteman stated the school notified her son the night before and they should give adequate notice and not the night before. Ms. Yellow Owl stated that one individual she spoke of, Ms. TallWhiteman's son, his name was brought forward as track-coach and the form says "on file" and is not dated. Mr. Salois stated that he can put the dates on the form and he will check into the date of the last drug test and if they completed the pre-hiring process. Ms. Yellow Owl stated he was just hired 2 weeks ago. Mr. Gallup stated if it was done incorrectly, fix it. Ms. TallWhiteman stated if it was not done correctly then the school is in violation of equal opportunity and Title IX and she does not feel this is fair. High bids for Transportation items: Joe Bullshoe - Auger, \$150.00, 200 Gallon fuel tank \$50.50; Brett Wagner & Brenda Guardipee tie bid on the 1998 Red 1-ton Truck @ (\$300.00 ea (Winning bid to be determined following day of the board meeting); Brenda Guardipee - Chevy 1-ton (\$300.00); Chevy ½ ton Silverado (\$300.00); Nathaniel - 2000 Ford P/U box (\$101.00); Maggie - ½ ton Chevy P/U (\$250.00); Francis Lazy Boy – White Chevy Blazer (\$450.50),. Mr. Gallup stated the board will accept the high bid on all bids. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Rae TallWhiteman, Kristy Bullshoe, James Evans voting for.

Recess at 6:30 p.m.
Reconvene at 7:00 p.m.

Present: Brian Gallup-Chair, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, James Evans. **Absent:** Rae TallWhiteman.

Also Present: Josephine Wagner, Karleen Whitegrass, John Salois, Carlene Adamson-Secretary.

Termination Hearing: Due to the absence of Desirae Flammond, Mr. Gallup closed the hearing at 7:01 p.m. in accordance with MCA 2-3-203, The presiding officer of any meeting may close the meeting during the time the discussion relates to a matter of individual privacy and if the presiding officer determines that the demands of individual privacy clearly exceed the merits of public disclosure.

Convene to open session at 7:10 p.m. with Motion by Mr. Gallup to uphold the superintendent's recommendation for termination. Second by Ms. RidesAtTheDoor. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Brenda Croff, Kristy Bullshoe, James Evans voting for.

Recess at 7:10 p.m.
Reconvene at 7:15 p.m.

Closed session at 7:16 pm: Evaluation Follow-Up

Reconvene at 8:21 p.m. with motion by Mr. Evans to adjourn meeting. Second by Ms. RidesAtTheDoor. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Crystal Tailfeathers, District Clerk