

**Regular Board Minutes (Draft)**  
Tuesday, July 13, 2021 @ 12:00 PM  
Food Service Department (hosted by Food Service/Maintenance)

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

Mr. Gallup called the meeting to order at 12:25 p.m.

Mr. Gallup noted that the board strategic training with Virginia Tribe is scheduled Monday, July 13 from 9:00-4:00 at the casino and also the July 14, Budget Workshop will be rescheduled.

**Approval of Minutes:** Motion by Ms. Yellow Owl to approve the Regular Board Minutes of 6/30/21 with no changes. Second by Mr. Evans. All in favor/Motion passed.

**Approval of Agenda:** Motion by Mr. Evans to approve the agenda with the following changes: 1) reschedule Budget Workshop and 2) move Michael French, Investment Account Presentation to 7/28/21 board meeting. Second by Ms. Bullshoe. All in favor/Motion passed.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Lynne Keenan recognized Stephanie Blackman and Ashley Blackman for being at work every day during COVID shutdown. Both were commended for helping prepare and bagging over 1,000 lunches every day. Ms. Keenan stated that they are both amazing and always organized and prepared. Ms. Keenan thanked the warehouse crew Derek Tatsey, Jared Bullshoe, Wes Wells for doing a great job and for helping prepare the meal for the board meeting. Ms. Keenan stated that Reid Reagan was available whenever needed; he is a hard worker, and very appreciated. Board members watched a video from Reid Reagan on the construction and renovations that took place throughout the year; they worked during high winds, snow storms, pouring concrete until 3:00 a.m. Mr. Reagan recognized the following staff: Daryl Butterfly, Loren Croff, Lyle Omeasoo, Calvin Racine, Richard Sanchez for going above and beyond during a tough year; they are very appreciated. Board members commended Ms. Keenan and Mr. Reagan and staff for going above and beyond during the pandemic, serving meals, keeping the buildings in order and making available when needed. Ms. Keenan stated that it is still hard to get needed supplies and very costly. Mr. Reagan stated that he was not able to get the summer help needed but maintenance is getting the grounds work done.

**COVID 19 Updates:** Garland Stiffarm, IHS Director, stated that he will retire as of Friday, July 16. Mr. Stiffarm reported that IHS has given 11,900 vaccinations with 52% completing both. Mr. Stiffarm stated that there were many dedicated staff from IHS that stepped during COVID, working long hours and encouraged everyone to keep wearing masks, and encourage all to get their shots. Mr. Stiffarm stated that he will continue to be involved in the student project helping them to develop life skills, interviews, requiring direct deposit so they know how to check their own accounts, being to work on time, etc. Ms. Yellow Owl stated concern that the school has 2000 students and only 300 were fully vaccinated and felt that there should be a mentoring program, or using social media for youth who are vaccinated, to promote getting their shots “kids talking to kids” and offer some incentives. Mr. Stiffarm agreed and stated that the tribe and all health programs are working at this too and also noted that IHS is still giving vaccinations on Tuesdays and Thursdays.

**HR Status Update:** Mr. Salois stated the Napi attendance clerk has been hired and 3-teachers will be hired at end of July; there will be some hired with emergency authorizations and if the Certified Master Contract is approved, it will help with recruitment. Mr. Salois noted that Sherie Blue transferred to the business office; some of her duties have been designated to others until new hire process is complete.

**Coaching Season Update 2021-2022:** Mr. Salois stated that coaching positions have not been filled as nobody is applying.

**Resignations:** The following resignations were accepted by the Superintendent: Theodore Connelly, 8th Grade Middle School BBB Coach, Effective 6-20-2021 and Theodore Connelly, Assistant High School Freshman BBB Coach, Effective 6-20-2021.

**Hiring:** Motion by Mr. Evans to approve the following hiring pending successful background checks/drug tests: Daniel Connelly, BHS Head Volleyball Coach 2021-2022 (\$3,096.00); Jim Vaile, BHS Head Softball Coach 2021-2022 (\$3,808.00); Brian Harrell, BHS Assistant Softball Coach 2021-2022 (\$2,436.00); Carson Bryant, BHS Assistant Softball Coach 2021-2022 (\$2,105.00); Robert Miller, BHS Head Track Coach 2021-2022 (\$4,334.00); Leo Bullchild, BHS Assistant Track Coach 2021-2022 (\$3,808.00); Nathan Stone, BHS Assistant Track Coach 2021-2022 (\$2,105.00) and Roy McNabb, BHS Assistant Track Coach 2021-2022 (\$2,147.00). Second by Ms. Bullshoe. Motion passed by Brian Gallup-Chair, Donna Yellow Owl, Kristy Bullshoe, James Evans, Rae TallWhiteman, Brenda Croff to hire the following Brian Gallup-Chair, Donna Yellow Owl, Kristy Bullshoe, James Evans, Rae TallWhiteman, Brenda Croff to hire Daniel Connelly, BHS Head Volleyball Coach 2021-2022 (\$3,096.00); Jim Vaile, BHS Head Softball Coach 2021-2022 (\$3,808.00); Brian Harrell, BHS Assistant Softball Coach 2021-2022 (\$2,436.00); Robert Miller, BHS Head Track Coach 2021-2022 (\$4,334.00); Leo Bullchild, BHS Assistant Track Coach 2021-2022 (\$3,808.00); Nathan Stone, BHS Assistant Track Coach 2021-2022 (\$2,105.00) and Roy McNabb, BHS Assistant Track Coach 2021-2022 (\$2,147.00). No public participation. No board discussion. Motion failed 3-3 to hire Carson Bryant, BHS Assistant Softball Coach 2021-2022 (\$2,105.00) with Brian Gallup, Donna Yellow Owl, Rae TallWhiteman voting for and Kristy Bullshoe, James Evans, Brenda Croff voting opposed.

**Contract Service Agreements** (pending successful background check): Motion by Mr. Evans to approve a contract service agreement for Summer Eekahkiimaht Student Workers: Jade Wippert, Kaitlyn Miller, Tonaya Sinclair, John Birdrattler 2021-2022 (\$3,920.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Rae TallWhiteman, Kristy Bullshoe, James Evans, Brenda Croff voting for.

**Out of State Travel:** There was no out of state travel. Mr. Gallup noted that he will be attending the NIISA meeting in Couer d'Alene, as a member of the Board of Directors next week, and will bring any reimbursement items back for approval as the agenda was not finalized in time for this meeting. No discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Rae TallWhiteman, Kristy Bullshoe, James Evans, Brenda Croff voting for.

**In State Travel:** Motion by Ms. Yellow Owl to approve in state travel for Corrina Guardipee-Hall, Dennis Juneau, Rebecca Rappold, Jennifer Wagner, Kari McKay, Mike ComesAtNight, William Huesbch, Angela Heavy Runner, Sicily Bird, Jessica Racine, Sheila Hall, Racquel Little Plume, Tonia Tatsey to attend the SAM Instructional Leadership Summit in Helena, MT (\$373.80 ea). Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Rae TallWhiteman, Kristy Bullshoe, James Evans, Brenda Croff voting for.

**Approvals:** Motion by Mr. Evans to approve Extended Contract-Andrea Sangray, Prepare Napi Library & Complete Ordering 2021-2022 (\$1,834.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Rae TallWhiteman, Kristy Bullshoe, James Evans, Brenda Croff voting for.

**Motion by Ms. Yellow Owl to approve the following items:** Extended Coach Up! Consultant Agreement with Misti Woltz 2021-2022 (\$15,000.00); Extended Contract-Johanna Hellman-Johnson, SBE Committee 2020-2021 (\$1,267.00); Extended Contract-Johanna Hellman-Johnson, Summer School 2021-2022 (\$1,267.00); Extended Contract-Lester Johnson, IV, Meeting with Math Consultant 2021-2022 (\$274.00); Extended Contract-Lucy

Muragin, Meeting with Math Consultant 2021-2022 (\$306.00) and Extended Contract: Sonya Gobert, Meeting with Math Consultant 2021-2022 (\$354.00). Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Rae TallWhiteman, Kristy Bullshoe, James Evans, Brenda Croff voting for.

Motion by Mr. Evans to approve the following items: Substitute Eligibility Roster 2021-2022; TeleMental Health Proposal 2021-2022 (\$24,000.00); 2021-2022 IISM Membership Dues (\$7,500.00); Ratify Browning Federation of Teachers Master Contract 2021-2024; Audit Service for School Year 2021 (\$26,345.00); CST Capital Partners, T-Mobile Cell Tower; District Claims Check #433184 - #433322 (\$972,774.92) and Additional Pays/Payroll. Second by Ms. TallWhiteman. *Board discussion:* Ms. Croff asked the contract for audit services. Superintendent Hall stated that the RFP was sent out but only Denning/Downey answered. Crystal Tailfeathers stated that there are a lot of auditing firms that are at full capacity, and next year, the notice will go out earlier; also noted, BPS has a special audit due to all of the federal funding received. Ms. Bullshoe stated that the additional pays report continues to have a sub that is working more hours than they should. Superintendent Hall stated that she will check additional pays and see what is happening. Ms. Yellow Owl asked how BPS got approval to have a T-Mobile Cell Tower. Superintendent Hall stated the board reviewed the information and agreed to bring this forward for approval following discussion at the June 30 meeting. Superintendent Hall stated that anyone will be able to connect to this tower at less cost than Verizon. Reid Reagan stated that TMobile has said, when the antenna is up, there will be room at the top for tribal entities. Superintendent Hall explained that BFT Master Contract was approved by the members and noted the following changes: approved by the members and noted the following changes for 2021-2024: because of the 46% from ESSER Funds the insurance premium for certified and classified is \$7.39 per pay period; the committee agreed to renegotiate insurance only over next two years; committee agreed to 5, 3, 3, the base is almost \$39883.00 which helps with recruitment and retention; the committee agreed to premium stipend of \$2,500.00 as incentive for signing and teaching in person and remote (simultaneously) for upcoming school year. Board members did not agree that those who did not work in person should receive the premium stipend and felt that classified should also receive a premium stipend; it was noted that some classified staff are questioning why they are not getting the incentive as well. Superintendent Hall stated teachers to volunteer for at least 2 events during the school year which will be approved by the building administrator; volunteering will be geared toward literacy, band, choir, concerts, prom, etc. Mr. Gallup felt that the volunteer options should take place throughout the school year and not just the last month of the year. Duty free time is 45 minutes consecutive time and cannot be split; there will be a 45-minute lunch at \$25.00/hour if they work the lunch which is prorated at \$18.50 plus lunch and will be paid by building discretionary budget/s. The sick leave donation is changed to donate the amount the employee chooses to donate however the employee must keep 40 hours. Board members continued to stress that classified should get a premium stipend. Mr. Gallup reminded the board that they are approving the certified master contract; the classified was already approved. Mr. Salois noted that classified did get a large increase for next year; and those at bottom of the scale will get a bigger increase. Superintendent Hall stated that the classified staff (essential employee pay) got this stipend pay this past year and also stated that some teachers went above and beyond and worked long hours which will continue into next year for teachers.

There were no Personnel or Legal Issues.

Motion to adjourn by Mr. Evans at 1:45 p.m. Second by Ms. Yellow Owl. Motion passed.

Respectfully submitted:

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Carlene Adamson, Board Secretary

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Brian Gallup, Board Chairperson

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Crystal Tailfeathers, District Clerk