

**Regular Board Minutes (Draft)**  
Wednesday, April 29, 2020 @ 5:00 p.m.  
Administration Conference Room

**Present:** Donna Yellow Owl-Chair, Kristy Bullshoe. Teleconference/Googlemet: Wendy Bremner, James Evans, Rae TallWhiteman, Brian Gallup, Brenda Croff. Absent: Jess Edwards.

Ms. Yellow Owl called the meeting to order at 5:00 p.m.

**Approval of Minutes:** Motion by Mr. Evans to approve the Regular Board Minutes of 4/14/20 with no changes. Second by Ms. Bullshoe. All in favor/Motion passed.

**Approval of Agenda:** Motion by Ms. Bullshoe to approve the agenda with no changes. Second by Ms. TallWhiteman. All in favor/Motion passed.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Ms. Yellow Owl acknowledged the following building reports: Child Nutrition/Warehouse/Copy Center-Lynne Keenan, Parent Community Outreach/Childcare/FIT-Nikki Hannon, Spookinaapi (Good Health) Project-Cinnamon Crawford, Blackfeet Language/NAS-Robert hall, Gear Up-Melanie Magee, Activities Department-Everett Armstrong, 21st Century-Heidi Bullcalf, Technology-Everett Holm, Transportation-Teri DeRoche and Maintenance/Facilities/ Security/Construction-Reid Reagan. *Discussion:* Ms. Yellow Owl asked for a presentation on replacing the high school gym floor. Everett Armstrong stated that he is only able to get the sanding and painting done on May 6 or August 10; it was noted that August 10 is too late in the year. Mr. Armstrong proposed 3 samples to the board with the straight-up warbonnet and wording “Runnin’ Indians and Lady Indians”. Ms. Bremner suggested to remove the teepee, add the warbonnet and Runnin’ Indians and lady Indians. Mr. Armstrong stated that he wants to keep the free throw lines. Ms. Yellow Owl asked if the Blackfeet flag and eagle staff are needed. Ms. Bremner stated that if the tribe does not contribute delete the flag. Mr. Armstrong stated that the District owns the rights to use the straight up warbonnet. Ms. Yellow Owl asked the board for a decision, by consensus, to move forward with the date of May 6 and approval on May 12 agenda. Mr. Evans asked to see a drawing of the finished product before final approval on May 12. Donna Yellow Owl, Kristy Bullshoe, Wendy Bremner, James Evans and Rae TallWhiteman agreed by consensus for Western Sports Floors to sand and paint gym floor (\$44,850.00) on May 6 and bring to the May 12 board meeting for approval.

**Superintendent’s Report**

**Superintendent Update:** Superintendent Hall reviewed information that will be on school website. Also reviewed is percentage of homework returned by grade level preK-20%, k-19%, grade 1-29%, grade 2-27%, grade 3-32%, grade 4-23%, grade 5-13%, grade 6-23%, grades 7/8-48%, grades 9-12-34% online and 5% paper packets equaling 26.8%. Also: Babb-89%, Glendale 100%, Big Sky-100%. Mr. Evans asked if student will be held back for not doing the homework. Superintendent Hall stated that grades 1-8 will not be held back; the high school will depend on school work completion and work turned in. High school students will be given their midterm grades and all work completed after that will increase their grades. Mr. Evans asked if there are repercussions for tier 3 students and if BPS provides them with service can they be turned into the court for not doing the work. Superintendent Hall stated yes, it is called educational neglect. Teachers are using GoogleMeet all across the district. Ms. Bremner felt the National Guidance on Grading during COVID is not a trauma informed approach and felt that everyone is doing their best and the district should not be punitive toward anybody; all board members agreed. Jennifer Wagner stated concern that some students are at-risk and not getting their packets; some are homeless and don’t have any place to be and asked how the district is to reach out to those students because we have an obligation to make sure they are all getting what they need. Ms. Bremner stated that parents are not able to help their students with their homework and do not know where to get the help they need; she has heard that teachers have told students “you have a B so don’t worry about it” and felt that this should not

be happening; if students/parents need help, then they need more resources. Ms. TallWhiteman stated that the high school needs to make sure students are getting work for core requirements they need so they are not struggling; there are kids who are still confused about how everything is going. Ms. Bullshoe agreed that the process for grading is not trauma informed and felt that staff should not call law enforcement to get kids to the school to get packets. Ms. Bullshoe stated that she met with the tribe and discussed what the school is dealing with and parents and kids are not worried about the homework, they are worried about money, food, etc. Board members agreed that no one should be turned into law enforcement; the COVID issue is too stressful. Ms. Yellow Owl stated that all teachers should be communicating to parents and working with students if they don't understand the work.

**Building Native American Education For a Better Future Foundation:** Stacy Edwards stated that since 2012 the tax exempt status was revoked and cannot be reinstated. The Foundation will have to be recreated. New members: Corrina Guardipee-Hall, Wendy Bremner, Jim McNeely, Judy Smith, and Junie Powell have all agreed and will meet to see who the officers will be.

**Browning Public Schools FY19 Audit Report:** Stacy Edwards stated that the district had 8 findings, some are repeats and she will send in corrective action plans for each finding. Page 80: 1) Food Service Inventory - repeat finding which is required by the auditor only; OPI does not feel it is a finding; 2) Meal Count – repeat finding, count did not match; with the current staff at the food service, this can improve; 3) Enrollment - repeat finding, the MaeFairs upload had errors; 4) Student Activity Deposits-deposits are not being done timely; Business office will be working on this; 5) HS-IA Revenue Bond payment - District has inadequate procedures to monitor US Bank accounts; posting is done at year end. Ms. Edwards will monitor monthly statements to make sure payments are taken out regularly; 6) Monitoring Warrants - over a year old; District does not have procedure to monitor outstanding warrants. 7) Inadequate Level of Pledged Securities at Native American Bank and US Bank - district did not request pledged security agreements; 8) Title I Private/Homeschool Communication Internal Control-district recordkeeping inadequate; supporting documentation not available for 10 of 11 elementary schools and 6 of 7 HS private/home schools. Auditor wants list of private/homeschools, certified letters and signature cards. Ms. Bremner asked if any of the findings are related to the disputed amounts with the County. Stacy Edwards stated no, if there are any, it will fall into June 2020 year end.

**Budget Update-Adopted Budget, Grant Budgets Elem-High School 01/01/20 - 03/31/20:** Stacy Edwards stated that no budgets are over spent; all spending going well. Next quarter will be different as April is the last month to spend. The Adopted budget not overspent and Grants are not overspent. Some Grants run July 1 through Sept 30 and the district is still drawing funds every month for grants. Ms. Croff asked if it is normal for the adopted budget to be spent only at 50%. Ms. Edwards stated, yes; most of budget will be spent with the end of year payroll. Ms. Bremner asked if staff know what is left in their budgets. Ms. Edwards stated the administrator does know. Superintendent Hall stated that all travel funds will go back into district reserves.

**Hiring Status Update:** John Salois stated that the number of hours worked by staff during COVID is 5000 hours and transportation accounts for over 2100 of those hours; for drivers and those riding the buses and handing out meals. Mr. Salois stated that he was verbally told there may be one or two more who resign. Because of layoffs in Alaska, Mr. Salois will do advertising there.

**Coaching Season Update:** Mr. Salois stated that there is some hiring renewed for next year and some new advertisements for positions. There will be changes next year with Napi and middle school; Napi will work out with and participate in middle school activities next year because of the 6<sup>th</sup> grade move. Ms. Yellow Owl asked if the coaching contracts address not being able to finish season. Mr. Salois stated, not with finishing season; this will have to be addressed with board as it will be a board decision; the district has right to pay for time worked. Everett Armstrong stated that some schools are paying coaches full stipends; those that did not start their sport seasons will not be paid. Mr. Salois will work with Everett Armstrong on compensation for number of days worked on the contracts. Ms. Bremner suggested that if the coach did not resign, they could work on a plan for programs and summer plans in exchange for their contract payment. Mr. Armstrong agreed and stated that other

schools are doing this and taking free online courses. Board members support this suggestion. Superintendent Hall stated that she will get with Matthew Johnson to setup training for the certified staff who are coaches on youth mental health, bullying; this plan will be put together by Everett Armstrong and Matthew Johnson and a list of requirements for full stipend will be given to HR Department to be paid for coaching season.

**Employee Benefits:** Board members voiced concerns with the plan in place now with the number of hours being earned. John Salois stated that there are 5000 classified hours earned and 2100 are from transportation and suggested an option to offer bonus pay of 5% instead of personal leave. Ms. Bremner stated that this needs to be addressed because people will have too much leave time earned and the district will not be able to find enough subs for these people to take time off. Superintendent Hall suggested looking at essential workers again (food service, transportation) who cannot get help now, and also suggested that custodians could start doing spring cleaning now, and because they are listed as essential, if they are not available, they can take leave. Ms. Yellow Owl agreed with giving 5% on hours worked and custodians can come in and deep clean. Ms. Yellow Owl asked administration to bring back a list showing the cost with the 5% added so the board can make a decision. Ms. Bremner asked to know if they will work one day or every day and Ms. Yellow Owl asked if they have to work a certain number of hours to get 5%. Superintendent Hall stated she will provide leave information from when it started until the board makes the decision to change. Ms. Yellow Owl asked John Salois and Stacy Edwards if a special meeting is scheduled right away, will they have enough time to prepare the information. Mr. Salois stated that the numbers will vary based on who comes in. Ms. Bremner stated that to be fair list the essential jobs and rotate staff to come to work; lunch does not have to be just cooks and those who are handing out meals can rotate. Superintendent Hall stated that administration has offered subs to come in to work those areas. Ms. Yellow Owl suggested scheduling a special meeting for Monday at noon.

**Resignations:** Resignations were accepted from Willie A. Sharp, Big Sky Colony Teacher, Effective 4-9-2020; George Sharbono, Elementary Teacher-KW Vina, Effective 6-3-2020; Patrick Armstrong, 5th Grade Immersion Teacher-Napi, Effective 6-3-2020 and Gaylene Henderson, Elementary Teacher-BES Effective 6-4-2020.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Evans to approve the following hiring pending successful background check/drug tests: Raquel Little Plume, Science Teacher-BMS 2020-2021 and Sierra Matt, Health, PE Teacher-BMS 2020-2021. Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Kristy Bullshoe, Wendy Bremner, James Evans, Rae TallWhiteman voting for.

Motion by Ms. Croff to approve hiring Lester Johnson, III, Family Consumer Science Teacher-BHS 2020-2021. Second by Mr. Evans. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Kristy Bullshoe, Wendy Bremner, James Evans, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following hiring pending successful background check/drug tests: Robin Bird-England, K-12 Behavior Intervention Specialist 2020-2021 (\$46,000.00); Colleen Nolan, Administrative Assistant-Special Education 2020-2021 and Dennis Juneau, Assistant Superintendent-Director of Instruction 2020-2021 (\$102,000.00). Second by Ms. Croff. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Kristy Bullshoe, Wendy Bremner, James Evans, Rae TallWhiteman voting for.

**Contract Service Agreements:** Motion by Mr. Evans to approve the following contract service agreements pending successful background checks: Rebecca Rappold, Grant Writer for Montana Comprehensive Literacy State Development Program (\$2,160.00); Alida Wright, Speech, Language Pathologist 2020-2021 (\$50,600.00); Gregory Logan, Speech, Language Pathologist 2020-2021 (\$70,400.00); Katie Barcus-Kuka, Speech, Language Pathologist 2020-2021 (\$82,280.00) and A.W.A.R.E, Inc. (Children Developmental Disabilities) 2020-2021 (\$31,350.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Kristy Bullshoe, Wendy Bremner, James Evans, Rae TallWhiteman voting for.

**Out of State Travel:** None.

**In State Travel:** None.

**Approvals:** Motion by Ms. Bullshoe to approve Amended Contract for Alicia Running Bird, Elementary Teacher 2020-2021 (\$7,546.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Kristy Bullshoe, Wendy Bremner, James Evans, Rae TallWhiteman voting for.

Motion by Ms. Bremner to approve Create New Physical Education/Health Position for Browning High School 2020- 2021. Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Kristy Bullshoe, Wendy Bremner, James Evans, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Create New Physical Education/Health Position for Browning High School 2020- 2021 and Create New Teacher on Assignment-Instructional Coach for IEFA/BNAS Position 2020-2021; Alternative Grading Plan During COVID-19. Second by Ms. Bremner. *Public participation/Board discussion:* To determine an alternative grading plan, Jennifer Wagner stated that she reviewed grading and has determined that the cutoff will be Midterm which is March 27; Midterm grades are the cutoff point (March 27); AP Calc Exam May 12; Senior Final Exams are cancelled (must turn in all work); Senior Awards and Banquet date tbd; Final Grades for Seniors due May 21 4:00pm; final list for Graduation ready May 22 3:00pm; Graduation is May 26 11:00am; Underclassmen final exams cancelled (must turn in all work); final grades for underclassmen June 1; Awards day June 2 (check in all iPads and books); Last day of school June 3. Student's work can be turned in without being penalized; students will not be negatively affected, and any work after March 27 is extra credit. As discussed in previous board meeting, the high school will support 20 graduation credits which are required by the State, no portfolio and no community service. Ms. Wagner stated that there were 300 Fs from the midterm and noted that not all teachers have turned in gradebooks to reflect changes, so it could look like they are failing. Dual enrollment must be finished based on college requirements; AP Calc must finish for exams; Advisory grade can be made through daily phone contacts. To be eligible for fall sports, the student must have earned 2 credits; MHSA will allow incompletes. If teacher permits, the Senior portfolio can account for some of grade. Ms. Croff asked why they are not doing incompletes. Ms. Wagner stated that it is part of the turnaround and getting information to the parents; staff felt should not do. When giving a grade for semester the board can give a full credit for a quarter being in school. Ms. Wagner stated that she needs final decision from board on giving grades or can give all an "A" or do a pass/fail, but will need guidelines for this. Ms. Bremner stated that the district is not actually providing instruction to students; the grades listed may not reflect actual grade. Ms. Wagner stated that she is not getting a lot of response to fix grades; she has a lot of kids failing. When senior grades were changed to reflect 20 credits to graduate, had 80 ready and 40 who still need work completed; teachers are contacting parents and students now, and encouraging students to keep learning. Ms. Wagner asked for final decision from board so can share with everyone and make grade book reflect what needs to be. The graduation proposal is for May 24 at 1:00 p.m. and the agenda will have pomp and circumstance and welcome addresses. Graduates will line up on marble road in alphabetical order; each graduate will have one car with family members; go through athletic parking lot; will have Facebook live, videoing, megatron screen. Staff will park in back; cars can be decorated. There will be two special guests who will receive gifts; Valedictorian and Salutatorian will speak on video and schoolboard will be at main entrance (masked) to hand graduate their diploma and student will turn tassel and have pictures then. All will exit from the parking lot. Ms. Wagner stated that if it rains they can stay in their cars but will continue with slide show and a tarp or tent will be setup for schoolboard and pictures. Ms. Wagner will get all specifics to newspaper and radio and will also continue to encourage families to get pictures to be posted on Facebook. Ms. Wagner will present for approval to the Blackfeet incident command to proceed with this Friday morning at 8:30 a.m. Ms. Wagner and DeeAnn Kipp are working on a process for students who may not have a vehicle. The Senior banquet and National Honor Society information will be sent out to public. All board agreed. Superintendent Hall asked middle school administration if they are okay to proceed with pass/fail grading. Raquel LittlePlume stated that they will go with what Napi is doing.

Motion by Mr. Evans to approve the following items: Standards Based Education Summer Committee (SBE) 2020 (\$87,814.80); Leavitt Group Health Insurance Proposal for 2020-2021 (\$5,147,320.00); Contract Between

Montana Medical Billing, LLC and Browning Public Schools 2020-2021; Consent to Representation of NMTC Financing and Building Native American Education for a Better Future Foundation, Inc; Purchases Over \$10,000.00; District Claims Check #430573 - #430681 (\$1,293,769.74); Student Activities Claims Check #704339 - #704348 (\$4771.13); Additional Pays-Payroll. Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 4-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Rae TallWhiteman voting for. (Kristy Bullshoe left meeting during vote @ 6:35 p.m. and returned at 6:36 p.m. following vote).

**Personnel Issues:** None.

**Legal Issues Update:** Closed session at 6:36 p.m.

**Present:** Donna Yellow Owl-Chair, Kristy Bullshoe. Teleconference/Googlemmeet: Wendy Bremner, James Evans, Rae TallWhiteman, Brian Gallup, Brenda Croff. Absent: Jess Edwards.

Motion by Ms. Bullshoe to adjourn the meeting at 6:40 p.m. Second by Ms. Croff. Motion passed.

Respectfully submitted:

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

\_\_\_\_\_ Donna Yellow Owl, Board Chairperson

\_\_\_\_\_ Stacy Edwards, District Clerk