

Regular Board Minutes (Draft)

Wednesday, January 26, 2022 @ 12:00 p.m.

Hosted by Browning Elementary School

Reconvene at 5:00 p.m. Administration Conference Room

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

Mr. Gallup noted there was no quorum at the noon session and called the meeting to order at 5:00 p.m.

BES Recognitions/Presentations: Mr. Gallup thanked the Browning Elementary administration and staff for the opening welcome from Immersion students; Parent, Student, Staff recognitions: Vernie MadPlume, Roberta Kennedy, Kailey Hall, Tressin MadPlume, Jesslynn McConnell, Naython Many Hides, Jacky Makes Cold Weather, Amy Grant, Javier Bustos, Dale Ducharme, Arlene Wippert, Dawn Magee-Cobell, Calvin Lang, Shawnee Skunkcap, and Presentation on the Science of Reading.

Approval of Minutes: Motion by Ms. Yellow Owl to approve the Regular Board Minutes of 1/11/22 with no changes. Second by Ms. Croff. All in favor/Motion passed.

Approval of Agenda: Motion by Ms. Croff to approve the agenda with no changes. Second by Mr. Conway. All in favor/Motion passed.

Staff Recognition: Corrina Guardipee-Hall and Reid Reagan recognized Mikes TalksAbout. Mike gives 110% in everything he does and was commended for doing more than he is ever asked to do without complaining.

Korrina Kennedy was recognized by administration for working very hard at several buildings as well as working at the high school after games. Korrina is an awesome worker and is greatly appreciated.

Administration recognized Sasheen Campbell for always being willing to help, she is user friendly, she never complains, or gossips.

Public Comment: None.

ITEMS OF INFORMATION

Building Report: Mr. Gallup acknowledged the following building 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; Gear Up-Melanie Magee; Spookinapi (Good Health) Project-Cinnamon Campbell; 21st Century Tutoring Program-Heidi Bullcalf; Athletic Department-Tony Wagner; Activities Department-Everett Armstrong; Technology Department-Everett Holm; Transportation Department-Teri DeRoche; Maintenance/Facilities/Security/Construction-Reid Reagan. *Discussion:* Ms. Yellow Owl stated the Good Health Program does a lot of awesome things and asked what plan is in place when the grant is completed and if BPS can compensate with funding. Superintendent Hall noted that they are in year four and the grant has 5-years and stated that they can have an additional year through ESSER III which goes until 2024. Mr. Gallup stated the increase for Title Programs is 41% increased; there will be other money labeled different and they will keep pushing mental health. Ms. Yellow Owl stated that she hoped the incident with the masked lady during the NY's Eve trip where she hit one of our students then stalked and threatened other students was followed through by the district and the parents. Ms. Yellow Owl asked about the money received from the All American Shoot Out and if it needed to be approved by the board. Ms. TallWhiteman stated it should be deposited into the 208 activities account. Athletic Director, Tony Wagner, stated the district received a \$4,300 donation that is deposited into the 208 account. These funds are given by the tournament hosts to help schools offset the cost of the trips; the trip to Billings cost over \$15,000. Mr. Wagner reported on Divisionals and State Wrestling which changes every day. The Wrestling Divisional is on 2/5/22 in

Frenchtown and is for boys only. At the next MHSA meeting they will discuss girls for next year. Ms. Croff asked why there is no girls divisional. Mr. Wagner stated this is the second year of a pilot program and the decision was made when wrestling started, last year, that they would go to state only. Next year the girls will have to qualify through divisional. Mr. Wagner stated that three groups have asked to be acknowledged; Little Guy Wrestling, Cheer Camp, Immersion Class to do prayer at events and asked the board what direction does BPS want to go with these events due to COVID. Mr. Wagner noted that Napi events were setback due to COVID. Matthew Johnson stated that Cheer Camp can all wear masks and is not a safety issue; prayer the same, practice social distancing; and stated he would like to hear more on the Little Guy wrestling, i.e. how many, etc. Ms. TallWhiteman thanked the Child Nutrition administration for having the supper club over Christmas break and Nikki's program for helping with at-risk kids, senior toy drive and the donation from the Tribe. Mr. Wagner finished the discussion held at the MHSA Meeting and stated that they are recommending to start winter sports the Monday after Thanksgiving and requiring 8 practices due to the long winter sports seasons and having two major holiday breaks; this will be voted on by Class A schools and there was discussion about bringing the tournament back to Great Falls. Mr. Wagner stated that he is not sure how this will affect the All American Shootout. Due to the split schedule, the GBB will miss 4 days of school and boys will miss 3 days. Western A Tipoff is prepared to bring BPS back next year and the JV and Fr teams would play there. BPS will lose less education time and spend less money. A proposal was made to profit share at BB state tournament where the teams will share the profit to offset costs; 8th grade rule for transfer was approved if the student is eligible to play at high school level; 4 proposals were removed from the agenda; an increase in penalties was approved if a coach or school is caught recruiting (25% increase and player ineligible first time, 50% second time for player and coach, third time, they are done for the year). The shot clock rule passed for basketball and for boys baseball. The shot clock is a big expense; Mr. Wagner stated he has been on the phone with Dacronics and with Pepsi, who BPS has contracts with through 2024 and Pepsi offered a new contract and will pay for the BMS and BHS clocks; they are waiting on a survey to implement the shot clocks. Boys Baseball will start next spring and he will need to have board discussion for schedule and season and where to practice; want to start tennis and soccer at JV level next year if BPS is bringing these on, to get kids accustomed to them; BPS does have a soccer field and can have JV games here. Jennifer Wagner stated that MHSA talked about the NHFS system being a leader in streaming live across nation; the service and maintenance is managed from Israel. There are other schools experiencing issues with NHFS. Glitching from noises in the gym and changing microphones to help with this. Mr. Conway commended Lynne Keenan and staff for cooking over 2000 meals during Christmas break with very little staff. Mr. Conway asked that the issue with the lady during NYs Eve be followed up with. Superintendent Hall stated that a parent called her and said that police were following up on the incident and also stated that the woman was getting a lot of threats. *No further discussion.*

Superintendent's Report

Superintendent Report-January: Tribal Chairman Davis signed the waiver letter for the IPPs; Superintendent Hall has contacted tribal secretary to be on the general council agendas on regular basis. The high school banners are in and a work order is in place. BNAS Wellness Committee is continuing with wellness plan, i.e. trauma informed, culture, 21st Century. The 21st Century and Eekahkimaht are working together.

Secretary Cardona Letter-COVID 19 Testing Resources: A letter from the director of DOE is attached for board review. The letter is thanking BPS for the work staff does in education and asks that we continue to have vaccination clinics, and follow CDC guidelines, etc.

2022 Nafis Winter Board of Directors Meeting: Mr. Gallup stated that Forkenbrock is the new interim director of Impact Aid until July 2022; they will continue the process of hiring to fill the position. The 2022 Nafis Conference is a go. There are week to week changes. DC went into vaccination mode. Nobody can fly without a vaccine and all conference attendees must be vaccinated; vaccinations will be checked. Indian lands are ahead of the country in vaccination rates. Nafis will be held during State BB Tournament this year. Mr. Gallup will let board know if they will meet Friday before the conference, or if the meetings will be setup Tuesday of the conference. Nafis will be asking for a \$50 million increase. Mr. Gallup stated his cohorts want to get into children with disabilities but he does not support this.

COVID Process Update: Matthew Johnson gave an update on the procedure for data collection and documentation for COVID/Omicron update. The information is entered with the state testing database daily, and shared with IHS. Mr. Johnson stated that the information cannot be shared on google drive and do not have access to state tests. Mr. Johnson noted that only 2 students were not reported during holiday; they have been told that BPS is doing more than most healthcare entities are doing because the virus is spreading too fast. BPS is low on rapid tests and as of now only test if a person is symptomatic. Cinnamon Crawford is working on getting more tests. Testing requires a lot of paperwork, letters, applications, etc. and ongoing phone calls with staff, parents, community. They are monitoring classrooms, vaccinating, doing building walkthroughs and doing staff education and support as well as doing contact tracing on positive tests. Sports teams testing is ongoing and daily phone calls, weekend testing and support phone calls. The work is being done on their own time and they are very transparent with their data. Mr. Johnson stated the COVID is doing an incredible job and kids are advocating for their own health and being honest and safe. And following CDC guidelines. COVID staff get criticize all day and being treated disrespectfully is hard on their mental and physical health. They are doing testing, contact tracing, data entry, public relations, education, PSAs, vaccine clinic organizers and these are separate jobs on top of their daily jobs. The dashboard information can only be estimated at this point. Don't believe in cancelling school things if they are not cancelling the casino or other activities in the community. Mr. Johnson noted that another virus is coming but is not a virus of concern yet; less severe and the vaccines still mitigate it but is even more transmissible and aligned with the common cold. No discussion.

Medicine Wheel Wellness Committee 2021-2022: No discussion.

Curriculum and Instruction Update: Rebecca Rappold stated k-5 adopted Eureka math and are in year 1, due to covid last year. Staff is supported by a consultant k-12. Grade 7-12 Reveal math and BMS and BHS staff participated in the initial and follow-up training. BMS and Sped also adopted Aleck math. ELA instruction was adopted at KW Vina and BES. They will have an onsite coaching visit next week to observe 2nd and 4th grade. BMS and BHS have study sync training. All schools participated in the Step-up to writing training. BHS continues with the implementation plan. BMS participated in the science training. Teachers are requesting more training and they feel more comfortable with the platform across board. Ms. Rappold stated she is looking at providing content area training at BMS and BHS. Mr. Conway asked when they will know if students are gaining. Ms. Rappold stated the schools are doing benchmarking assessments in ELA and math and will know late next month on gains from fall to winter and will use the data to adapt plans as needed and the intervention needed. School leadership teams will analyze the data. They are participating in district writing assessments next week and will report all data to the board next month. Ms. Croff stated they are not educators but today did see the 95% core phonics being used at BES and it is amazing and she can only imagine how the other programs are working. Ms. Rappold stated programs elected had real strong foundation in gradual release and real good platform and these are all good programs that teachers have taken strong interest in and applying them very well.

BPS In-Person Learning Plan: Mr. Juneau gave a summarized update to community and stake holders, and BPS is continuing with in person learning but want to add a remote learning that is an option to all BPS students.

BPS COVID-Remote Learning Update: Mr. Juneau stated they are attendance monitoring, and offer options on how to request remote learning. BPS wants to make it the best support plan for students. Attendance coding: will know if student is following remote learning plan and getting work done, or if absent without documentation which will be unexcused. Also noted is attendance is 3, 5, 7, and 10 day with more than 10 they are referred to family court and will required to follow the COVID attendance addendum from last year. There will be no letters to families and no referrals to court. By law, 10 consecutive day absences have to be dropped. Superintendent Hall will bring a policy waiver to next board meeting due to COVID a lot of kids are remote and they are getting letters when at home for this; the school district cannot adjust state law but the board can adjust our policies and follow COVID attendance addendum. A Committee will be working on the policy to go forward and will be mailed out to all families.

Budget Reports: Move to next board meeting.

HR Status Update 1/20/22: Mr. Salois stated he has listed hires last meeting in red; have transfers BMS and BHS to meet needs of student. The HR/Finance secretary was hired. There is a sub workshop on Thursday. Have 8 students from BCC who will take the sub training at BMS. Mr. Salois stated he does not know who is not returning yet and he cannot advertise the positions. Travel to Missoula Career Fair will be on the next meeting. MSU was already full however their career services website is available and he will contact those students directly. Teacher Teacher.com is now K12.com and is connected to our website and to the OPI website. Mr. Salois stated that OPI is looking to make changes that will make certification easier, streamline the process.

Coaching Season Update-January: No discussion.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve hiring Corrina Guardipee-Hall, Superintendent 2022-2023 following background check/drug test. Second by Ms. Croff. No public participation. *Board discussion:* Ms. Yellow Owl asked who on the board will be assigned to the negotiation committee. Mr. Gallup stated that the contract will not have any changes; the superintendent has agreed to the same contract and wage that was approved for July 1, 2021 for the 2021-2022. Ms. Yellow Owl stated the amount of \$127,544.00 on the attached contract is not what was approved last year. Ms. Salois stated that the superintendent's contract was approved prior to increases last year that were approved to begin July 1, 2021; all administrators and the superintendent were approved for a 2.5% increase. All contracts were amended to begin July 1 with the approved salary increase. Ms. Yellow Owl felt that the board should follow the same process as before and asked to assign a committee to negotiate the 2022-2023 contract for the superintendent and also noted that the agenda request in the packet that states "the superintendent contract is negotiated by a school board committee." Mr. Gallups stated a committee of the board would be assigned if the contract was to be changed but the superintendent is not asking for any changes or for more than her previous contract. Ms. Yellow Owl stated a committee is assigned every year whether there is a change or not. Mr. Gallup stated there will be no committee and only hiring of the superintendent is on the agenda. Ms. Yellow Owl felt that the board should follow past protocol. *No further discussion.* Motion to hire Superintendent Guardipee-Hall passed 5-3 with Brian Gallup, Brenda Croff, Kristy Bullshoe, Steve Conway, Mistee RidesAtTheDoor voting for. Rae TallWhiteman, Donna Yellow Owl, James Evans voting opposed.

Contract Service Agreement: Motion by Ms. Yellow Owl to approve a contract service agreement for Louise Giebel, Building Mentor-BMS 2021-2022 SY (\$1,000.00) pending successful background check/drug test. Second by Ms. Croff. No public participation. *Board discussion:* Mr. Evans asked what the building mentor is. Superintendent Hall stated that the building mentor supports the teacher during lunch, after school, etc., and is selected by the building principals. Mr. Conway asked if the hourly rate should be more. Superintendent Hall stated that the stipend comes from the board approved temporary compensation schedule. Mr. Conway felt that the mentor should be paid more. Superintendent Hall will review this. Motion passed with Brian Gallup, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman, Donna Yellow Owl voting for.

Motion by Ms. Yellow Owl to approve contract service agreements pending successful background checks/drug tests for Debra High, Building Mentor-BHS 2021-2022 SY (\$1,000.00) and Johanna Johnson, Building Mentor-BHS 2021-2022 SY (\$1,000.00). Second by Ms. Croff. No public participation. No board discussion. Motion passed with Brian Gallup, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman, Donna Yellow Owl voting for.

Out of State Travel: None.

In State Travel: Motion by Ms. Croff to approve in state travel for Jennifer Wagner, Wrestling Divisional Tournaments in Frenchtown, MT (\$314.68); Tony Wagner and Kari McKay, State Wrestling Tournament in Billings, MT (\$628.52 ea); Tony Wagner, Divisional Basketball Tournaments in Hamilton, MT (\$756.12) and

Tony Wagner, State Basketball Tournaments in Missoula, MT (\$834.24). Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman, Donna Yellow Owl voting for.

Approvals: Motion by Mr. Evans to approve the following items: Browning Elementary Beading Club/Sponsor, Goals & Objectives 2021-2022 (\$281.00 pro-rated); Amend SLT Committee - KW Vina 2021-2022 (\$189.00); Extended Contracts: WIDA Assessment 2021-2022 (\$1,574.00); Erin Gilham, Extended Leave of Absence, Remainder of 2021-2022 SY. Second by Ms. Yellow Owl. No public participation. *Board discussion:* Mr. Evans expressed concern whether there will be a teacher in place of the person being approved for extended leave. Superintendent Hall stated in the Certified Contract, page 11, VII. Leave of Absence, Item C1, “a teacher who has earned tenure may be granted leave of absence without pay or benefits for a period not to exceed one year, upon recommendation of the Superintendent and subject to approval of the Board”. Mr. Salois stated that he did meet with Mr. Huesbch and the teacher’s classes are covered for the remainder of the 2021-2022 school year. Motion passed with Brian Gallup, Brenda Croff, Kristy Bullshoe, Steve Conway, James Evans, Mistee RidesAtTheDoor, Rae TallWhiteman, Donna Yellow Owl voting for.

Motion by Ms. Yellow Owl to approve the following items: 5-Days COVID Leave for Documented Positive Test, 2021-2022 SY (\$451,528.00); Amend Policy 5011 Eligibility for Employment for Remainder of 2021-2022 SY; New Policy 1135 School Board Advocacy, Final Reading; MOU for Comprehensive School and Community Treatment (CSCT); 2022 Trustee Resolution Calling for Election/Election Judges; Request to Advertise for Bids for BHS Gym Cleaning Services 2021-2022; Purchases Over \$10,000.00; District Claims Check #434508 - #434585 (\$155,170.84); Student Activities Claims Check #704786 - #704809 (\$4,782.98) and Additional Pays/Payroll. Second by Mr. Evans. *Public participation/Board discussion:* Ms. Yellow Owl asked for clarification on the proposed COVID leave options noting that after 5-days they will use their own leave. Ms. Yellow Owl asked “what if you are sick and still have to work at home”. Superintendent Hall stated staff will be paid for any hours worked at home. Mr. Evans stated concern with staff who have to take days off due to family in quarantine and this already went to the union. Superintendent Hall stated that they can go back to the union if necessary and also noted that this is a lot of money the recommendation is to give 5-days COVID leave to the employee if they have COVID. Mr. Salois stated the Union did research this with OPI and other school districts and most are offering 5-days. The amount listed includes every staff, and most will not need to use it, and to be out for 5-days with documented positive COVID. Mr. Salois will receive the documentation. Option 1 is from January to the end of this school year and Option 2 is from the beginning to the end of the school year. If they had COVID, they will get their leave back but only if they have documentation of having had a positive test. Mr. Salois stated they will be able to get documentation of their positive test. Superintendent Hall stated the union has not met but the presidents and certified negotiating team have met with her. Mr. Salois stated the district won’t spend close to the amount listed, but there are first year teachers that are already out of leave. Violet Boggs stated it was the certified officers who met with the superintendent and it has not been voted on. Mr. Salois stated it was agreed on by consensus. Superintendent Hall stated if the employee is in contact tracing they will have to stay home but the employee has to test positive in order to use the leave. Mr. Conway asked if the employee has to stay home. Superintendent Hall stated it depends on the living situation, vaccinations, IHS, and state, whether the employee has to stay home. Ann Armstrong commented on the number of times she had to stay home and quarantine and had to use her own leave and was never positive. Superintendent Hall asked Ms. Armstrong if she has donated 3 days to the sick leave bank in the last 3 years; and noted that this is an option to take as she can request additional leave from other certified staff to be donated to her. No further discussion. Mr. Evans asked to include Option 2 in the motion. Motion passed with Brian Gallup, Brenda Croff, Kristy Bullshoe, Steve Conway, Donna Yellow Owl, Mistee RidesAtTheDoor, Rae TallWhiteman, voting for. James Evans voting opposed.

Personnel: None.

Legal Issues: None.

Motion by Mr. Evans to adjourn at 7:25 p.m. Second by Ms. Croff. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Crystal Tailfeathers, District Clerk