

## **Regular Board Agenda (Draft)**

Tuesday, February 13, 2024

Administration Conference Room

**Present:** Brian Gallup, Steve Conway, Lockley Bremner, James Evans,  
Via Telephone: Donna YellowOwl. **Absent:** Rae TallWhiteman, Michael Hoyt.

Mr. Gallup called the meeting to order at 5:03pm and noted the change on the Washington, DC meeting schedule with Representative Zinke rescheduling from 9:30am to 11:30am.

**Approval of Minutes:** Motion by Mr. Evans to approve the Regular Board Minutes of 1/31/24 and Special Board Minutes of 2/8/24. *Discussion:* Mr. Bremner stated the minutes are not representative of the conversation held on hiring; the administration did not follow policy on hiring, no interviews done for hiring and asked to make changes to the minutes. Mr. Gallup noted that the minutes are not done verbatim. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

**Approval of Agenda:** Motion by Ms. YellowOwl to approve the agenda with the following changes: move the 2024 Graduation Update to the February 28 board meeting. Second by Mr. Evans. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

**Public Comment:** Violet Boggs stated that the HS Student Council was requested to have students at this meeting and the last meeting and both meetings were represented and asked if these students are required to be here, should they be acknowledged for their presence and give the board a presentation. Mr. Gallup stated the board did have the students in the past, and they do want to hear from them and will get them a schedule. Ms. Boggs stated they were asked to be at each Tuesday meeting and noted will be a different set of students at each meeting.

## **ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following building reports: Stamiksiitsiikin (Bullshoe) Elementary-Tonia Tatsey; Browning Elementary School-Sheila Hall; Napi Elementary-Sicily Bird; Browning Middle School-Dennis Juneau; Babb Elementary-John Salois; Special Education-Rebecca Rappold; Big Sky & Glendale Colonies-Rebecca Rappold; Buffalo Hide Academy-Matthew Johnson. *Discussion:* Mr. Bremner congratulated the 4<sup>th</sup> grade for growth on Aimsweb.

## **Superintendent Report**

**BPS Policy Review, 1<sup>st</sup> Reading of Required Board Policies** (Special Education Policy #2161 and Special Education Procedures Policy #2161P): Rebecca Rappold stated that these are standard policies that are required for the district. Ms. Rappold found that the policies needed to be Board approved while preparing to submit a Special Education program narrative by the end of this school year. Mr. Conway asked if special education kids have to go to deaf and blind school and if there any compensation for parents for mileage or compensation. Ms. Rappold stated there is no support for mileage or compensation however there is for tuition costs.

**Monthly Budget Report-January 2024:** Gwyn Andersen reviewed the monthly update in the board packet and noted that the information is updated through the end of January. There is 42% of the school year remaining; transportation will need a budget amendment. Ms. Andersen stated she could not get the actual cost for them but will upload student reimbursements for the year and it will restore some of the expenditures. She will wait a while longer for the budget amendment. The next couple months will be challenging as BPS will owe all teachers 4 months of salary; in that month they will have a huge payroll expense. HS side in transportation will be ok. The Debt service has an over-expenditure due to US Bank sending notices to Crystal's email and not to Sandra Rivas. The business office continues to have ongoing issues with US Bank. When Ms. Andersen does the budget amendments, she will also do the HS Debt service so there won't be any over-expenditures showing at the end of year. Ms. Andersen noted that she may have to shift expenditures toward end of year to cover those. Mr. Bremner

asked if Ms. Andersen could have a general estimate of teacher salaries at the next board meeting so the board knows what to expect. Sandra Rivas stated there will be 3 months pay-out on the rest of teacher contracts. Mr. Evans asked if the school should have flexibility accounts. Ms. Andersen stated these accounts were created by legislature because of extra money they had and it was not to be put into the general fund and not to be spent for salaries. There have not been any more distributions since then and the account has accrued interest; when the fund is gone, they won't be restored which Ms. Andersen stated is a danger of spending down some of the accounts. Some of the camera purchasing came out of the flex fund and then cameras were approved for another \$25,000 at the last meeting so the flex fund will be used for this as well. Mr. Evans asked about self-insurance \$896,000. Ms. Andersen stated that BPS pays premiums into the account and a 3<sup>rd</sup> party administrator pays all health care costs. Also noted is the new health insurance was approved and signed and the company made more changes. The insurance claims have not been paid for several months due to no expenditures out of that fund while waiting for the insurance company to submit a new contract; they have held up the medical claims but they will be paid soon.

**HR Status Update:** Bullshoe Elem: TA, PCA, BNAS Teacher 1<sup>st</sup> grade; BES: 3<sup>rd</sup> Gr. Teacher, library-media teacher, PCA; Napi: Music teacher, TA; SpEd Teacher (iTutor); BMS: 6<sup>th</sup> grade Counselor, SpEd Self-contained Teacher (iTutor), 6-8 BNAS Teacher, SpEd Resource (1-iTutor), Custodian, TA; BHS: VoTech, 3-ELA Teachers (2-iTutors), ELA/reading Teacher, 3 math teachers (1-iTutors), SS Teacher, 2 TAs, SpEd Self-Contained, SpEd Resource Teacher (iTutor), Drivers Ed; Bus. Education; Babb: .5 SpEd Teacher (iTutor); Childcare: Aide, PCOP: McKenney Vento, FIT; GearUP: Gear-Up Coordinator, BMS Student Achievement Specialist; Child Nutrition: Warehouse Supply Clerk, Supper Program Supv, Supper Program PT Head Cook, Supper Program PT Assist Cook; Colony: Parttime SpEd Teacher (iTutor); Transportation: Mechanic w/CDL, 1-12 Mth bus drivers, 4-9 Mth bus drivers; Facilities/Maintenance: Facilities Secretary, Skilled Electrician, Security; Special Education Director.

**Coaching Update:** No discussion.

**Resignations:** The following resignations were accepted by Superintendent Hall: James Whitcomb, Student Worker, Napi TA, Effective 1-16-2024; Joseph Tatsey, Bus Driver-Transportation, Effective 1-17-24; Jason Gervais, Personal Care Attendant-Bullshoe Elementary, Effective 2-1-2024; Robert Wood, Business Education Teacher-BHS, Effective 1-29-2024; Natasha Siliezar, SPED Teacher-BHS, Effective 2-2-2024; Zachery Ireland, Warehouse-Food Service, Effective 2-5-24, Maggie Mountain Horse, Early Child Care Aid I, Effective 2-6-2024 and Molly Jo Gallagher-Horn.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Conway to approve the following hiring pending successful background checks/drug tests: Aspen ManyHides, BMS 7th Grade Math Teacher 2023-2024 (\$19,717.60 prorated); Michael ComesAtNight, 8th Grade Physical Education/Health Teacher-BMS 2023- 2024 (\$26,771.04 prorated). Second by Mr. Bremner. No public participation. No board discussion. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

Motion by Mr. Evans to approve hiring Cynovia Wing, BHS Head Softball Coach 2023-2024 (\$3,096.00) pending successful background checks/drug tests. Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

**Contract Service Agreements:** None.

**Out of State Travel:** Motion by Mr. Conway to approve out of state travel for Lea Whitford, Dana Bremner, NIEA Conference in Washington, DC 2023-2024 (School Related Leave Only). Second by Mr. Bremner. No public participation. No board discussion. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

**In State Travel:** Motion by Mr. Evans to approve in state travel for John Salois, State Class A Basketball Tournament in Butte, Montana 2023-2024 (\$898.16). Second by Mr. Bremner. *Board discussion:* It was noted that

Divisional and State Tournaments are both in Butte this year. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

Motion by Mr. Evans to approve in state travel for Cinnamon Salway, Tessa Wells, Kayla Burns, Kiana McClure, Kailey Hall, Tamarack Grief Conference 2023-2024 (\$833.24). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

**Approvals:** Motion by Mr. Evans to approve Wage Modification-Heidi DuBray, Elementary Teacher-BMS 2023-2024 (\$2,163.00). Second by Mr. Conway. *Board discussion:* Mr. Evans asked if all modifications had to be done at a certain of year. Rebecca Rappold stated that this person was inaccurately placed on the master agreement and this request is to correct and put the teacher in the correct step. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

Motion by Mr. Conway to approve Waiver of 8% Penalty Fee for Early Resignation-Natasha Siliezar 2023-2024 (\$4,860.96). Second by Mr. Evans. *Board discussion:* Board members discussed requirements to allow contracted staff to resign early and receive a waiver of the penalty fees. Mr. Bremner stated this person did give notice in her resignation letter of health issues. Mr. Conway stated that sometime the board has to stop letting this slide. Mr. Bremner asked how the school gets the penalty fee if the board votes no. Sandra Rivas stated she does calculate the cost as soon as she is notified and the individual does not get paid. In this case, BPS will owe Ms. Siliezar \$80.00 if approved and if not approved, she will owe BPS the amount of \$4,960.96 in payment for the liquidated damages. Mr. Gallup stated it will go to tribal court; the court will agree that BPS has never collected. Mr. Bremner felt that people should be encouraged to give the school some notice. Mr. Gallup stated there is 65%-70% that this has not been enforced on. Mr. Conway suggested the board start enforcing at the beginning of the new contract year July 2024. Board members agreed to review this further. Bev Sinclair suggested to re-educate, re-inform, and let employees know that moving forward the board will consistently apply this in the future. Mr. Conway stated that this is part of the Union contract and they will need to be informed as well. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

Motion by Mr. Bremner to approve the following: Waiver of 5% Penalty Fee for Early Resignation: Ashlyn Marasco 2023-2024 (\$2,163.00); Substitute Eligibility Roster 2023-2024, Water Shortage Make-up Days 3/8/24 & 5/31/24 for January 4 & 5, 2024 and MOU Between BPS & BFT Online, Hard to Fill Teacher Position 2023-2024. Second by Mr. Evans. *Board discussion:* Ms. Rappold stated there is no indication of proposing those days in the agenda request. Dana Bremner stated that she did a survey Friday and 55 out of 109 staff, based on school closure policy #4013, there were 46% who voted to extend school days by 16 instructional hours and 41% want to add the makeup days to the end of the academic calendar. Ms. Bremner stated that there are a group of staff who travel during those days and taking away the holiday days will affect their leave; people do schedule 1-year ahead for travel. Mr. Gallup felt that there needed to be more discussion on this issue and asked for a motion to table. Mr. Bremner motioned to rescind his motion. Mr. Evans removed his second and stated that he would like to hear from students on this. Motion by Ms. YellowOwl to Table Item c. Water Shortage Make-up Days 3/8/24 & 5/31/24 for January 4 & 5, 2024. Second by Mr. Evans. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

Motion by Mr. Bremner to approve Waiver of 5% Penalty Fee for Early Resignation: Ashlyn Marasco 2023-2024 (\$2,163.00) and Substitute Eligibility Roster 2023-2024. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

Motion by Mr. Evans to approve the following items: MOU Between BPS & BFT Online, Hard to Fill Teacher Position 2023-2024; MOU Between BPS & Sukapi Lodge Mental Health Center 2024-2025; Trustee Resolution Calling for an Election 2024; Resolution-Notice of Tax Impact from Non-Voted Levies; K12 Montana Quote for Vape Sensor Installation at Napi & BES 2023-2024 (\$26,650.12); District Claims Check 440242-440285

(\$358,892.63); Student Activities Check #705669-#705792 (\$22,594.40) and Additional Pays/Payroll 2/13/23. Second by Ms. YellowOwl. *Board discussion:* Mr. Bremner asked if this is the time the board would discuss mail elections. Mr. Gallup stated the proposal is to have open polls. Ms. YellowOwl stated there is a box that says polling. Mr. Bremner stated the last election was low voter turnout and felt that mail election is higher. Sandra Rivas stated that most voters are by absentee ballot and stated she will check on what she is to do. Ms. YellowOwl questioned the Tax Impact resolution asking if it is for BES or is it for both elementary and high school; the resolution states elementary. Ms. Rappold stated the elementary and high school are both listed on the same page and elementary has an amount but high school is 0; the resolution should say Browning School board. Mr. Evans asked if the district needs the Vape Detectors at Napi. Travis Miller stated that was brought forward by Superintendent Hall; she had several of the students from the student advisory committee ask for this. The detectors will be installed in all bathrooms except the teacher bathrooms. Mr. Gallup stated this idea was student driven and noted that vaping is happening in grades 3, 4, and 5 across the nation. Mr. Evans stated he has a problem with school patrolling kids vaping and asked if it should be the parents doing this. Mr. Conway stated that other schools have them in dressing rooms and other places and some kids are turning other kids in for vaping. Mr. Bremner asked if any kids have been caught vaping at Napi. Ms. Rappold noted that Principals Sicily Bird and Jessica Racine have requested to have the vape detectors at Napi. Ms. YellowOwl stated if kids are requesting this, it will help the kids. Mr. Gallup stated the vape detectors are all about deterring kids from using. Mr. Miller stated that this is a 5-year licensing fee and it is tied into the Verkada cameras and the cameras are being installed by a different installer than who did the cameras. Dana Bremner stated she has never heard of anyone using Vapes at BES and could see installing at the gyms and both lobbies but not through the whole building. Mr. Miller stated some have already been installed in BMS and BHS and they can get on the camera to see who is vaping. Mr. Miller stated the break down is by building. Mr. Bremner suggested not to do Babb if they are not on the list, don't do this until they are on the list and budgeted. Mr. Conway felt that Babb should be added. Mr. Miller stated this vape model will be the same as the new model but the new model will cost more. Mr. Juneau suggested to think about the fact that there are ways the vapes do not carry and felt it wouldn't be a deterrent and also to think about schoolwide initiatives. Mr. Gallup stated the vape sensors are deterrents but they should have the education to go with it. Mr. Conway asked who is doing this in the education system. Ms. Rappold stated this is a prevention piece and it comes from Spokinappi and the school counselors across the district. Ms. Rivas stated this was brought forward by the student body presidents at their student advisory meetings and they did talk to her directly about this. Mr. Gallup called for a vote. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

Motion by Ms. YellowOwl to adjourn at 6:00pm. Second by Mr. Conway. Motion passed with Brian Gallup, Steve Conway, Lockley Bremner, James Evans, Donna YellowOwl voting for.

Respectfully submitted:

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Carlene Adamson, Board Secretary

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Brian Gallup, Board Chairperson

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Sandra Rivas, District Clerk