

Special Board Minutes (Draft)

Tuesday, July 2, 2024 @ 5:00PM

Administration Conference Room

Present: James RunningFisher-Chair, James Evans, Donna YellowOwl, Kristy Salway Bullshoe, Lockley Bremner, Thomas Gervais, Brian Gallup. **Absent:** Michael Hoyt.

Mr. RunningFisher called the meeting to order at 12:00PM

Approval of Agenda: Motion by Ms. Salway Bullshoe to approve the agenda with no changes. Second by Ms. YellowOwl. *No discussion.* Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Kristy Salway Bullshoe, Lockley Bremner, Thomas Gervais, Brian Gallup voting for.

Public Comment: None.

ITEMS OF ACTION

Hiring: Motion by Ms. YellowOwl to approve hiring Kellen Hall, Athletic Director 2024-2025 (\$70,000.00) pending successful background check/drug test. Second by Ms. Salway Bullshoe. *Board discussion:* Ms. YellowOwl asked how the salary was determined. Superintendent Hall stated that the salary was never advertised; the current AD salary was \$68,000.00. This position has combined duties across the district and includes Napi, BMS, and BHS. Ms. YellowOwl stated that for this position a previous AD did both and was paid lower. Superintendent Rappold stated there is certainly a difference in salary with inflation. Ms. YellowOwl stated that 4 or 5 years ago or less a previous AD did sports and activities and was paid only \$64,000.00. Superintendent Rappold stated that this salary was negotiated based on a recent AD and includes Napi and the duties are different. Ms. YellowOwl also stated that she wants to make it clear that the AD position has 6 new sports positions which makes a big difference as well and the position was not 260 days before. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Kristy Salway Bullshoe, Lockley Bremner, Thomas Gervais, Brian Gallup voting for.

Contract Service Agreement: Motion by Ms. YellowOwl to approve a contract service agreement for TalksAbout Painting pending successful background check/drug test Painting. Second by Mr. Bremner. *Board discussion:* Reid Reagan stated that the Napi gym was supposed to be completed by 7/11/24 and the facilities matrix requests 2 verbal quotes. Darryl TalksAbout provided a quote right away @ \$6,209.00 and last week a bid was received from Blue Oval Construction @ \$2,657.00. The final date to complete the painting is 7/15/24. Mr. Reagan recommended TalksAbout Painting because he has worked for BPS in the past and he knows he will get the job done right away; BPS supplies the paint and we only pay for labor. Ms. YellowOwl stated that TalksAbout Painting has a breakdown for each phase of work and the cost is outlined for each. Mr. RunningFisher stated that it is a big difference between the two quotes and the money savings is \$4,000. Ms. YellowOwl asked if she has to abstain from the vote; Mr. RunningFisher stated yes Darryl TalksAbout is Ms. YellowOwl's brother-in-law. Mr. RunningFisher recommended the lower bid; BPS has been talking about saving money, so why go with the higher quote and noted that Blue Oval has everything and says he can do the job. Mr. Bremner asked if both are professional painting companies. Mr. Reagan stated that TalksAbout Painting has done work for BPS before. Mr. Evans stated he doesn't have a preference and wants to see that the district hires someone that can get the job done. Mr. Reagan stated that TalksAbout Painting has done rush jobs for BPS before and works any hours to complete the job. Mr. Gallup felt that TalksAbout Painting is very reputable and does a good job. Mr. Bremner stated that Blue Oval has some of the same things in his quote. Mr. Gallup stated that, for him, the breakdown reflects on the quality of the quote. Mr. Reagan stated that Blue Oval Construction has not been in to look at the job, he just wrote his quote on paper and it is an incomplete bid. Ms. Salway Bullshoe stated that she would like to pay for quality work for the children and not have to go back and pay someone more for quality work. Motion passed with James RunningFisher, James Evans, Kristy Salway Bullshoe, Lockley Bremner, Thomas Gervais, Brian Gallup voting for. Donna YellowOwl abstained.

Motion by Mr. Evans to approve a contract service agreement for Barbara Finnell, Speech-Language Pathology Services Summer (ESY) 2024-2025 (\$1,416.25) pending successful background check. Second by Mr. Gallup. No public participation. No board discussion. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Kristy Salway Bullshoe, Lockley Bremner, Thomas Gervais, Brian Gallup voting for.

Approvals: Motion by Ms. YellowOwl to approve School Leadership Additional SLT Team Committee Members 2023-2024 (\$2,268.00). Second by Mr. Bremner. No public participation. No board discussion. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Kristy Salway Bullshoe, Lockley Bremner, Thomas Gervais, Brian Gallup voting for.

Motion by Mr. Bremner to approve Updated Assistant Superintendent Contract for Jennifer LaFromboise-Wagner. Second by Mr. Gallup. *Board discussion:* Ms. YellowOwl asked why this item is back on the agenda and stated that there was recommended Salary Range of \$118,000.00 - \$129,376.00 @ 260 days and the board approved \$118,000. Also, Ms. YellowOwl stated that she did not know that a position of transfer can be declined; staff have transferred in the past with no choice to not take the position. Superintendent Rappold stated that this is a decline of the salary that was offered and Chairman RunningFisher agreed to place the item on the agenda to reconsider the salary compensation. Ms. YellowOwl stated that the point is that when the board met 2 weeks ago, they made a decision on the salary and also noted that the superintendent can make the transfer. Superintendent Rappold stated that Ms. Wagner has been reassigned. Mr. Gallup stated that Ms. Wagner is asking the board to reconsider the salary approved and also noted that Ms. Wagner has the right to decline the transfer; the board does not do forced transfers. Superintendent Rappold stated there are 45 additional days with extra duties added and a HS Principal has specific rights over other principals, the same as the superintendent. Superintendent Rappold stated Mr. Gallup stated that the board should not forget that Superintendent Rappold has brought Ms. Wagner forward as part of her team. Superintendent Rappold stated that she did a comparison in reductions from last year to this year: The cost for a Director of CIA is being removed with savings of \$117,000; BHA Student Support Specialist is a savings of \$134,790 and will change to a lead teacher adding \$9,794 and 260-day Prevention & Wellness Director adding \$19,545. Total last year \$779,284 and this year \$598,739 is a savings of \$108,545. Superintendent Rappold stated that the new contract for the superintendent comes with a significant increase in duties and additional duties for the assistant superintendent. The Special Services Director is a critical position and will continue to advertise and if not filled the savings is \$297,547. The SpEd Director position is a critical position with issues that could have become lawsuits and is a position that needs supervision due to the business of the position. Mr. Bremner stated that he understands Ms. Wagner not wanting a reduction in pay but also asks the same of her if she decides she does not work out as the assistant will she go back to her current salary rate. Superintendent Rappold stated that she will have a comparable salary which is reducing the daily rate by the number of days. Ms. Salway Bullshoe stated that she supports Ms. Wagner getting an increase and want people to be paid for their services and remember the unions are in negotiations. Mr. Bremner stated there is a reduction though. Ms. YellowOwl agrees with Ms. Salway Bullshoe and stated this would have been eliminated and in the future hopes to be presented differently. Superintendent Rappold stated that in Ms. Wagner's letter she is asking for her daily rate for the increase of 45 days which is \$129,383.80. Ms. YellowOwl stated that the outgoing superintendent was \$131,000 and Ms. Wagner is asking for \$11,000 more. Mr. Gallup stated negotiations are going on now and they are asking for an increase; it was pre-covid vs. now; today there is an increase in everything. Mr. Gallup stated that things will continue to change as Superintendent Rappold moves in; the board has the right to say if something is not working, but until then, we should work with the new Superintendent on what she thinks is best for her team. Ms. Wagner stated that the certified teachers are doing their bargaining agreement and she is moving out of the union and now it is her right to negotiate and she is only asking for her daily rate of pay for the additional 45 days; it is not a raise and nothing extra, and if she goes back to a teacher position she would go back to that number of days at her daily rate. Also Ms. Wagner noted, there is a difference between elementary and high school with high school higher due to more duties. Mr. RunningFisher stated if Ms. Wagner accepts this amount the minimum savings is \$180,545 and if the SpEd Director positions is not filled the savings would be \$297,545; with all the superintendent duties and her own, if she accepts will she be able to do both jobs. Superintendent Rappold stated that if there is no applicant for this position, there are no other options and everything falls back on her to continue doing the work herself as she has been doing for quite some time. Mr.

RunningFisher asked the superintendent if they can do both other positions. Superintendent Rappold stated yes. Ms. YellowOwl stated there are lot of staff in the district and they all deserve something; BPS is paying substitute teachers more than some teachers make and a lot of classified have degrees and licenses to do their jobs. Ms.Salway Bullshoe stated that Ms. Wagner is valuable, and it is not about the individual, but about other things. Superintendent Rappold stated that it was her responsibility to give a breakdown to determine if there are funds to do this and if no one applies for the position, she is responsible to fill that role and this is a huge job and it would be nice to share the load of curriculum and SpEd with a qualified Assistant Superintendent; however, this is between the board and Ms. Wagner. Mr. Gallup stated that the special education director is crucial across the state and it is his assumption that it will continue to be open and will stay open because there are no special education directors and if so, they will come in at \$200,000 and we would be forced to hire. Mr. Gallup agrees with Mr. RunningFisher that Superintendent Rappolds duties have changed and there is more put on her if we cannot find a SpEd Director and it is all about the money. Mr. RunningFisher stated that the board does need to take into consideration negotiations because the salary for classified is really low. Mr. Bremner stated that Ms. Wagner is not getting a raise; just an increase in number of days and her duties. Motion passed with James Evans, Kristy Salway Bullshoe, Lockley Bremner, Thomas Gervais, Brian Gallup voting for. Opposed: James RunningFisher, Donna YellowOwl.

Motion by Mr. Gallup to adjourn at 12:40PM. Second by Mr. Evans. Motion passed with James RunningFisher, James Evans, Donna YellowOwl, Kristy Salway Bullshoe, Lockley Bremner, Thomas Gervais, Brian Gallup voting for.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ James RunningFisher, Board Chairperson

_____ Sandra Rivas, District Clerk