

Browning Public Schools  
**Board Agenda Request**  
Meeting To Be Held: November 12, 2019



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**Recognition:**     Students                       Staff                       Parents  
**Information:**    Building Report             Old Business             Superintendent's Report  
**Action:**         Resignations                       Hiring                       Contract Service Agreements  
                     Travel Out-of-State             Travel In State             Approvals  
                     Termination                       Legal Matters             Other:  
                    This action request pertains to  Elementary (only)     High School/District Wide

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**Date:**        November 5, 2019

**To:**            Corrina Guardipee-Hall  
                    Superintendent of Schools

**From:**        John Salois  
**Title:**        Director of Human Resources

**Subject: Hiring: Napi 4<sup>th</sup> Grade Teacher 2019-2020**

**Description:** Sicily Bird is recommending the following for hire for the 2019-2020 SY:

✚ Alannah Blackgoat, Napi 4<sup>th</sup> Grade Teacher

**Financial Impact:** Per Certified Salary Schedule BA/0 \$37,136.00 (**\$25,618.00 pro-rated amount or late start**)

**Funding Source (Budget/grant, etc.):** Salaries, benefits, and payroll costs to be charged against budget for respective building/department/program/grant as applicable.

**Attachment(s):** Hiring Selection Report

**Superintendent Action:**    Approved  Denied     Deferred    Initial & date: \_\_\_\_\_

**Comments:** \_\_\_\_\_

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**Board Action:**    N/A (Info)     Approved     Denied     Tabled to:



## Browning Public Schools Hiring Selection Report

Position <b>Teacher</b>		Applicant Recommended <b>Alannah Blackgoat</b>	
Department/Location <b>Napi Elementary</b>		Supervisor <b>Sicily Bird</b>	
Type of Position <b>Certified</b>	Starting Date <b>November 13, 2019</b>	Term <b>187 Days</b>	

**Recruiting.** Date Posted: 4/25/19 Re-advertised: N/A Closing Date: Open Until Filled

Comments: Per Board Policy 5120 Recruitment and Selection: Exemptions: the competitive process may be unnecessary in the following circumstance, B. Only one applicant is qualified and meets eligibility requirements and further recruiting is impractical. There are 2 positions open and we have not had any qualified applicants. Alannah is a member of the 2+2 Teacher Program and has been granted emergency certification for this position.

No.	Applicants Name (Alphabetical by Last Name)	Date Application Received	Minimum Requirements Met?	Date Interviewed
1	Alannah Blackgoat		Yes	N/A

Interview Committee	Title	Name	Title
Sicily Bird	Napi Principal		

**Recommendation:** Ms. Blackgoat is currently fulfilling the duties of an Elementary Teacher at Napi Elementary School since August 28, 2019. Ms. Blackgoat's professional duties include: 1) designing creative lessons plans that support the Montana Content Standards; 2) Instructing lessons to over 35 students daily; 3) implementing school-wide classroom management practices; 4) implementing guided learning instructional frameworks in ELA and Math; 5) implementing the Gradual Release of Responsibility instructional framework in Science, Social Studies, and Writing; and 6) effectively communicating with colleagues and parents students instructional and social emotional needs.

Pre-Employment Requirements	Date Initiated	Completed? (Y)es (N)o	Results Received (Negative = OK)
Drug test	8/28/19	Yes	Negative
State & Federal Criminal background check	10/7/19	Yes	Negative
Tribal Background check	9/23/19	Yes	Negative

Salary: \$25,618.00 Placement: BA/0 Contract Days: 187 Day

Prepared by: John E. Salois Date 11/5/19 Approved by: \_\_\_\_\_ Date: \_\_\_\_\_