

**Regular Board Minutes (Draft)**  
Wednesday, April 24, 2024 @ 12:00PM  
Transportation Department  
(Reconvene @ 5:00PM Administration Conference Room)

**Present:** Donna YellowOwl-Acting Chair, Steve Conway, James Evans, James RunningFisher, Lockley Bremner.  
**Absent:** Rae TallWhiteman, Michael Hoyt, Brian Galliu.

Ms. YellowOwl called the meeting to order at 12:00PM

**Approval of Minutes:** Motion to approve the Regular Board Minutes of 4/9/24 with no changes. Second by Mr. Bremner. Motion passed with Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner voting for.

**Approval of Agenda:** Motion by Mr. Evans to approve agenda changing approval of Staff Appreciation amount to \$27,169.62. Second by Mr. Conway. Motion passed with Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner voting for all except Mr. Conway opposed the amount of money for Staff Appreciation changing to \$27,169.62 and Mr. RunningFisher abstained from voting for Staff Appreciation change. Ms. YellowOwl noted that there will be more information on this item at the 5:00PM Meeting.

**Staff Recognition/Presentations:** Francis Bullcalf thanked each driver for the many positions they work, for making sure all students get to school safely every day, and for their team work. Iris Begay, Nathaniel Birdrattler, Jamie Bullcalf, Lisa Bullcalf, Joseph Bullshoe, Edward Burke, Brenda Guardipee, Margurite Higgins, Philip Higgins, Summer Kennerly, Charlie OldChief, Bryan Potts, Gayle RidesAtTheDoor, Judy Smith, Crystal Upham, Ella Wall, Wesley Wells, Roland Kennerly, Gayle Skunkcap.

**Presentations:** Mr. Bullcalf reviewed student discipline; Activity trips; Vehicle/Fleet care/misuse/cleanliness; Propane bus savings; GPS program and Roof repairs.

Motion by Mr. Bremner to recess at 12:41PM. Second by Mr. Conway. Motion passed.  
Reconvene at 5:00PM. Mr. Gallup started the meeting with Action Items first.

**Present:** Brian Gallu-Chair, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt. Virtual: Rae TallWhiteman.

**Public Comment:** None.

**ITEMS OF ACTION**

**Hiring:** Motion by Ms. YellowOwl to approve hiring the following Administrators 2024-2025: Sicily Bird, Sheila Hall, Angela HeavyRunner, William Huebsch, Dennis Juneau, Jennifer LaFromboise-Wagner, Raquel LittlePlume, Kari McKay, Jessica Racine, John Salois and Tonia Tatsey. Second by Mr. RunningFisher. *Board discussion:* Mr. Bremner asked why the principals are listed as Administrators. Superintendent Hall stated they are all administrators. Motion passed with Brian Gallu, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Ms. YellowOwl to approve hiring the following 2024-2025 Directors/Coordinators 1-12: Francis BullCalf, Heidi BullCalf, Robert Hall, Matthew Johnson, Reid Reagan, Sandra Rivas, Beverly Sinclair, Tony Wagner, Dalaina Grant, Cinnamon Salway, Irene Augare, and Rosalyn Racine. Second by Mr. Conway. *Board discussion:* Mr. Hoyt asked if they could have discussion on #5, Reid Reagan because of a complaint. Mr. Gallu stated no. Mr. Hoyt asked to table #5, Reid Reagan. Mr. Gallu called for a motion. Motion passed with Brian Gallu, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for all except motion failed 4-4 with Mr. Conway, Ms. YellowOwl, Mr. RunningFisher Mr. Hoyt opposed hiring Tony Wagner. Mr. Hoyt opposed hiring Reid Reagan, motion passed.

Motion by Ms. YellowOwl to approve hiring the following 2024-2025 Professional Technical staff: Carlene Adamson, Linda Baker, Jonathan Cadotte, Sasheen Campbell, Heidi Crawford, Roy Crawford, Nathan DeRoche, Gina Dosch, Arlan Edwards, Tamara Guardipee, Christy Mai, Colleen Nolan, Gerald Parrent, Kylie Rutherford, Juliana Salois, and Leslie Wolverine. Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Ms. TallWhiteman to approve hiring Babb Election Judges 2023-2024 pending successful background checks/drug tests: Marla Jo Billedeaux and Dona Rutherford. Second by Mr. Conway. *Board discussion:* Mr. Bremner stated that the directions were unclear on the absentee ballots; the ballot directions were correct but the other directions say to fill in the oval and do not use an X and do not put in any marks and fill in the oval. Sandra Rivas stated she did handle this issue today and noted that the instructions were electronic and dealt with through the county. If anyone followed the instructions on the ballot it is fine as long as you did not vote for more than 3; all ballots will be counted. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

**Contracts Service Agreements:** Motion by Ms. TallWhiteman to approve the following contract service agreements pending successful background checks: Tyrell Fenner, Assist BHS Science Students to Build Wind Fence 2023-2024 (\$1,800.00) and Robin BearChild, Edgenuity Platform Training 2023-2024 (\$84.00). Second by Ms. YellowOwl. *Board discussion:* Jennifer Wagner stated that the project is funded through Tyrell Fenner, science teacher, who along with the students, will determine where to build the fence. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Ms. YellowOwl to approve a contract service agreement for Montana Music Vault, Filming-Music Videos for Blackfoot Children Songs 2023- 2024 (\$5,000.00) pending successful background check. Second by Mr. Bremner. No discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

**Out of State Travel:** Motion by Mr. Conway to approve out of state travel for Kevin KickingWoman, National Teacher of the Year Program in Washington, DC 2023-2024 (\$4,775.18). Second by Ms. YellowOwl. No Public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

**In State Travel:** Motion by Mr. Bremner to approve in state travel for Jennifer Wagner, State Track Tournament in Billings, MT 2023-2024 (\$1,207.08). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Conway to approve Board of Trustees, Rebecca Rappold, IISM Meeting in Fairmont Hot Springs, MT (\$669.02). Second by Mr. Hoyt. *Board discussion:* Mr. Gallup stated that Superintendent is the current president and will step down in June 2024. Browning Schools should be represented on the IISM board; the regular meeting is June 6&7; they will have the board election following that. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

**Approvals:** Motion by Ms. YellowOwl to approve the following: Laura Bush Foundation for America's Libraries Grant 2024-2025 & Wage Modification-Monique Rivas, Early Childcare 2023-2024. Second by Mr. Conway. No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Mr. Bremner to approve the following items: Contract Modification, Francis LazyBoy, Head Baseball Coach 2024-2025 (\$1,032.00); Extended Contracts: Certified Teachers, Edgenuity Training 2023-2024 (\$174.00) and Extended Contracts-Certified Teachers June Leadership Week 2023-2024 (\$8,919.00). Second by Mr. Hoyt.

No public participation. No board discussion. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Motion by Ms. YellowOwl to approve the following items: Substitute Eligibility Roster 2023-2024; Waive 5% Penalty Fee Request for Early Resignation-Ronnel Goss 2023-2024 (\$1,081.87); Interquest Detection Canines of Montana 2024-2025 (\$700.00); American Garage Door Estimate, Replace Garage Doors-Transportation 2023-2024 & 2024-2025 (\$65,598.00); Frontline Education Renewal 2024-2025 (\$23,047.67); MSGIA Actual Cash Value Hail Repair Estimate Payment; Staff Appreciation Purchases 2023-2024 (\$27,169.62); Purchases Over \$10,000 4/24/24; District Claims #93763-#93784 & #440591-#440705 (\$560,938.76); Student Activities Claims #705862-#705874 (\$6,651.81) and Additional Pays/Payroll. Second by Mr. Conway. *Board discussion:* Ms. YellowOwl asked if there were any questions on staff appreciation. Mr. Gallup stated the budget was approved at \$20,000. Ms. YellowOwl stated that the cost is up over the last two years. Superintendent Hall stated that our auditors are not supporting the purchase of gift cards and we will have to do something other than that and suggested to shop locally. Ms. YellowOwl stated that the gifts are from WalMart but they started doing gift cards for gas or their own items. Superintendent Hall stated the auditor is say not to operate that way. Ms. YellowOwl stated they can look at this and change it around. The staff appreciation day is Friday, May 10 at BMS from 2:00-4:00PM. Mr. Gallup stated that there is a modification to the money amount to approve staff appreciation for \$27,169.62. Mr. Bremner asked about replacing the garage doors at transportation. Mr. Conway stated they want to replace the doors due to safety issues and put the old doors on surplus. Mr. Conway asked if BPS has a trained maintenance person to work on the doors and do preventive maintenance on them. Superintendent Hall stated that we can send someone to get training for this. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for all except Mr. Conway voted opposed to changing the amount of staff appreciation to \$27,269.62.

### **ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following building reports: Child Nutrition-Copy Center-Warehouse - Dalaina Grant; Curriculum and Instruction - Rebecca Rappold; Blackfeet Language-Native American Studies - Robert Hall; Parent, Community Outreach, FIT - Irene Augare; Childcare Program - Rose Racine; Gear Up Program - Melanie Magee; Spookinapi (Good Health) Project - Cinnamon Salway; Student Activities - Heidi Bullcalf; Athletics Department - Tony Wagner; Technology Department - Travis Miller; Transportation - Francis Bullcalf; Maintenance and Facilities, Security, Construction - Reid Reagan. *Board discussion:* Mr. Conway stated that the school trailer court is in very poor shape with trash, several cars on the lot, falling down fences and a skeleton trailer that should have been taken care of by now. Mr. Conway stated that the trailer court needs to be brought back-up and gotten into shape; clean up the facility. Mr. Gallup stated that this issue can be discussed further in facilities tomorrow.

### **Superintendent Report**

**Health Insurance Update 2024-2025:** Superintendent Hall stated that the district would get a 10% increase if they go with the insurance company, MUST. At this time, BPS is self-funding which means we pay our own insurance and a company pays all of our bills. The cost is \$1,356 per employee per month and renewal is a 10% increase from this year to next year; Accurisk quoted \$1,674 and Blue Cross \$1,189. Current plan is \$1,792 per employee; \$1,000 out of pocket. Projected renewal is 10% increase at \$340,372.12. This is the current amount if BPS stays with Joint Powers Trust. MUST is a fully insured plan. BPS stop loss payment has been in the millions; when we hit \$95,000 our stop loss kicks in. BPS medical rates are up and we have numbers of employees, spouses, and children with very high rates; BPS paid in, did not save any money. If we don't use it, next year, the money will go back. BPS has been footing the bill. MUST is fully insured based out of Bluecross/Blueshield. Their increase is 5.33% with deductible \$1000, and \$2000 family, the same as EBMS with \$35 copay. Prescription drugs are waived. Specialty drugs could have a \$250 copay. There are 5 out of 154 that have insurance and cannot use IHS. EBMS does not have disability under the self-insurance plan. MUST automatically includes disability and it is big savings. Life Insurance now is \$10,000 and MUST offers \$15,000. Jim Mepham is will work with MUST to help things go smoothly. If we go with MUST, we have 2 bills we will cover \$300,000 for transition and if we have a year with no claims, we get money back and if fully funded under MUST the money would go back to the MUST pool. Superintendent Hall stated if going to MUST, it is \$150,000 savings. Superintendent Hall stated that every year that we have been self-insured, it has increased. Sandra Rivas stated

BPS would go from self-funded to fully funded. Rebecca Rappold stated it is \$300,000 but if we don't go with MUST the increase is 10% and if we go with MUST it is 5%. Superintendent Hall stated they will have insurance committee meeting and will bring for approval when finalized; the committee is still negotiating.

**Update on Certified and Classified Negotiations:** Superintendent Hall stated that Classified is finished reviewing the language and is working on insurance and salaries, they asked for 2-2-2. Gwyn Andersen stated the district can do this but will have to RIF people. Certified is doing good with the language; they asked for 8-5-5 and the district cannot do that. Administration will come back with numbers and the very highest is 2-2. BPS has been good at improving and increasing the base pay and giving certified/prof. technical/directors a good percentage. Mr. Bremner stated BPS has spent \$600,000 on extended contracts. Ms. Rappold stated that all have come out of ESSER learning loss over the last 3 years and some out of the federal title funds. Very few are out of other monies. Ms. Rappold will let the board know where the money is coming from for extended contracts. Negotiation schedule: Certified negotiations is May 6; Classified is April 30 classified.

**2<sup>nd</sup> Reading Early Literacy Targeted Intervention Policy for HB352, Required Policies:** No discussion; Early Literacy Targeted Intervention Form 2165F and Early Literacy Targeted Intervention Policy #2165.

**NSF Science Camps:** Jennifer Wagner stated that science teacher, Melody Small has been invited to help and instruct the NSF Science Camps. Science and cultural projects were held at BHS last night and they discussed food, DNA, ecosystems, and had Napi stories incorporated into the science projects.

**BHS Events Update:** Jennifer Wagner reported that seniors are finishing up portfolios tonight. May 5 is award scholarships for senior brunch. Senior awards is for all seniors. Walk through buildings in graduation gowns is May 16. A finalist list will be complete for graduates in 2 weeks. Grades are due Thursday except Core recovery. BHS students have overcome a lot of adversity. BHS will have a new Gear-Up person for next year. Statistics for BHS students: 34% live with both parents; 67% single parent or other family member; 11 students have lost a parent, 10-11 kids suffer from suicide ideation. BPS dealing with bullying which has lowered fighting. Students who are already passing will get early release; check out on 5/28 with stipulations to be passing with 3.0, zero Fs, no lower than 85% attendance, and no tardies. There is a huge detention list and if they do not serve detention and they are not eligible for this and if don't go to their finals it will count against them. It is up to the student.

**HR Status Update 4/24/24:** Bullshoe: Elem teacher gr 1; BNAS teacher gr 1. BES: Elem teacher gr 3, Library Media Spec. Napi: Music teacher, Physical Ed teacher, PCA, TA, BMS: BNAS teacher gr 6-8, Counselor, TA, BHS: Votech, Business Educ, SS teacher, ELA teacher, Math teacher-3, Drivers Educ, Instructional Coach, PCA, TA-2, PCOP, FIT, YDPH, Gear-Up Director, Gear-Up Student Achievement BHS & BMS, Flex Cook, Assistant Cook-Supper Program, Maintenance Skilled-Electrician, Facilities Secretary, Mechanic-Transportation, 9 Month Bus Driver (6). Administration is waiting to hear from Gear Up director on a grant for the Gear Up Student Achievement Specialist.

**Coaches Update 4/24/24:** 1GBB-Napi; 1Assistant SB-Napi and 2 Assistant BB-Napi.

**Resignations:** None.

Motion by Mr. Bremner to adjourn at 6:18PM. Second by Ms. YellowOwl. Motion passed with Brian Gallup, Donna YellowOwl, Steve Conway, James Evans, James RunningFisher, Lockley Bremner, Michael Hoyt, Rae TallWhiteman voting for.

Respectfully submitted:

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

\_\_\_\_\_ Brian Gallup, Board Chairperson

\_\_\_\_\_ Sandra Rivas, District Clerk