

Browning Public Schools  
**Board Agenda Request**  
Meeting To Be Held: January 27, 2026



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

**Date:** 01/20/26

**To:** Rebecca Rappold  
Superintendent of Schools

**From:** Beverly Sinclair  
**Title:** Director of Human Resources

## **Subject: Hiring: Custodian-BHS**

**Description:** Sandi Campbell is recommending the following hire:

Carl SpottedBear, Custodian-BHS  
**Pending successful completion of pre-hire process.**

**Financial Impact: L2/S0, \$19.50 (L2/S1, \$20.12 – after successful completion of 90-working-day probationary period).**

**Funding Sources:** Salaries, benefits, and payroll costs to be charged against budgets for respective building/department/program/grant as applicable.

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

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

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

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

## Browning Public Schools Hiring Selection Report

Position <b>Custodian</b>		Applicant Recommended Carl SpottedBear	
Department/Location <b>BHS</b>		Supervisor <b>Sandi Campbell</b>	
Type of Position <b>Classified</b>	Starting Date Upon Completion of Pre-Hire Prcs.	Term <b>2025-2026 SY</b>	

<b>Recruiting.</b>	Date Posted:	Re-advertised:	Closing Date:
--------------------	--------------	----------------	---------------

Comments:
-----------

No.	Applicants Name (Alphabetical by Last Name)	Date Application Received	Minimum Requirements Met?	Date Interviewed
	Carl SpottedBear	01/08/26	Yes	01/12/26

Interview Committee	Title	Name	Title
Sandi Campbell	Principal		
Kellen Hall	Director		
George Hall	Supervisor		

**Recommendation:** Carl has subbed in the past for BPS, and he has been, recently, substituting in this position, and he has learned a lot about cleaning a gym. He does an excellent job, and we have received multiple compliments on how our gym looks since he has been in the working rotation.

Pre-Employment Requirements	Date Initiated	Completed? (Y)es (N)o	Results Received (Negative = OK)
Drug Test	06/25/25	YES	OK
State & Federal Criminal background check	11/08/24	YES	OK
Tribal Background check	07/18/25	YES	OK

Salary: \$19.50; \$20.12	Placement: L2/S0; L2/S1	Contract Days: 187 days
--------------------------	-------------------------	-------------------------

Prepared by: Bev Sinclair Date 01/20/26 Approved by: \_\_\_\_\_ Date: \_\_\_\_\_