

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



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


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

Recruiting.	Date Posted:	Re-advertised:	Closing Date:
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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
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Prepared by: Bev Sinclair Date 01/20/26 Approved by: _____ Date: _____