

**Regular Board Minutes (Draft)**  
Wednesday, September 27, 2023  
@ 12:00 p.m. hosted by BNAS  
(Reconvene at 5:00 p.m. Administration Conference Room)

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

Ms. YellowOwl called the meeting to order at 12:14 p.m.

**Approval of Minutes:** Motion by Mr. Bremner to approve the Regular Board Minutes of 9/12/23 with no changes. Second by Mr. Evans. *Discussion:* Mr. Evans noted that he did not agree to paying the waiver fee. Motion passed with Donna YellowOwl-Vice Chair, Steve Conway, James Evans, Michael Hoyt, Lockley Bremner voting for.

**Approval of Agenda:** Motion by Mr. Evans to approve the 10/10/23 board agenda removing the Legal Update. Second by Mr. Conway. *No discussion.* Motion passed with Donna YellowOwl-Vice Chair, Steve Conway, James Evans, Michael Hoyt, Lockley Bremner voting for.

**Babb Elementary Recognitions/Presentations:** John Salois recognized Kirsten Boyd, Volunteer, for all she does for fun hands-on student activities. Ms. Boyd also reads to the students and works one-on-one when needed. Hyrum BraveRock was recognized for making sure his student gets to school every day, on time. Mr. BraveRock is available every day whenever needed.

JoAnn Powell and Suzanne Augare's classrooms gave verbal presentations on their kindness posters and each received certificates for what they are most recognized in doing in the classroom and for their fellow students every day: Aubrey Blackman, Lillian Evans, Aurora Flamand, Rylynn Gopher, Allric Stringer, Fayja Blackbird, Ty Boyd, Talon Fitzgerald, Finley Wagner, Allissandra BlackBird, Evelyn body, Hadlee Fitzgerald, Marcellina Gopher, Oceanna Gopher, Kelli quenelle, Chase Chandler, Jaycee flamand, Ashlynn Johnson, Mia Potts, Delcena Reid, Lilli BraveRock, Chaz Burns, Amber Walker, Katie Palacio-Leadford.

John Salois presented on social-emotional learning and how to implement in the classrooms. Babb Elementary needs budgets for Parent Involvement, food/crafts, maintenance, i.e. replacing blinds in classrooms, window repair, fencing playground, weed spraying; knapweed, thistle, etc. needed repairs in the kitchen; ceiling tile, valve, hole in sink area and roof and Boiler. Superintendent will take care of the schools needs asap.

Meeting recessed at 12:55 P.M.

Mr. Gallup reconvened the meeting at 5:00 p.m.

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

Ms. YellowOwl noted that she attended the Senior Student meeting today and was asked to be on the Senior Graduation Committee.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following building reports: Child Nutrition-Copy Center-Warehouse; Curriculum and Instruction-Dalaina Grant; Parent, Community Outreach/ FIT-Irene Augare; Childcare Department-Rose Racine; Blackfeet Language-Native American Studies-Robert Hall; GEAR UP Report-Melanie Magee; Spokinapi (Good Health) Project-Cinnamon Salway; Athletic Department-Tony Wagner;

Student Activities-Heidi Bullcalf; Transportation Department-Francis Bullcalf and Maintenance/Facilities/Security Construction-Reid Reagan. *Discussion:* Ms. YellowOwl stated that she visited Babb Elementary for the noon meeting and discussed several issues of concern and asked to have the items on the facilities agenda for discussion. Superintendent Hall stated that she sent an email out to the departments that needed to respond to their requests.

### **Superintendent Report**

**Superintendent's Update:** Superintendent Hall reported on the Strategic plan, BNAS Committee, Wellness Committee, Trauma Invested, Community Involvement, Student Leadership (held meeting 9/13/23), and Parent Engagement (held meeting 9/26/23). BNAS is requesting spring and fall powwows and have presented a proposal for spray painting at the skateboard park and Wellness Committee is requesting 10/27/23 as a wellness day. Matthew Johnson reported on trauma and restorative practices and stated that this is the best BNAS has ever been. Mr. Johnson hosts BNAS and kids and is working with Robert, Dennis, and Cinnamon about relationships, holding grudges, fight and not forgiving due to restorative practices. Mr. Johnson had the board do a quiz on "How Restorative am I" and stated the answers are all around us if you stop dictating to others. Robert Miller, Wellness, handed out a draft the logo. BPS is partnering with IHS. October will be a wellness day and invited the school board. The Wellness committee is invited to collaborate with BCC and is working to get better at the mental health component. BHS has 4 sweat lodges, 3 for staff and 1 for students. Wellness days are collaborated with all of community and businesses. Babb school recognized the Wellness Program at their meeting and is doing wellness for staff and students. Mr. Miller stated they created an EOP logo and had over 300 in their race; the plan is to host a run next year and they hope to get some grants to help sustain the program.

**2023-2024 Nafis Update:** Board members will discuss at 10/10/23 meeting.

**Student Recognition:** Jack Parrent honored Katie Palacio-Leadford, who excelled in summer school; she was there all day, every day, was very positive and had great work ethics. Mr. Parrent stated that BHS is very proud of her.

**BNAS and MTDA (Montana Digital Academy) Presentation:** Working with mt digital academy for assessment. Lea wrote native language grant; had one with covid, etc. got 1 year extension to offer bnas immersion and specials teachers to get professional development. Other part was to do an assessment for these and these have not been done before. Lea attended class 7 workshop and met Anna East with mt digital academy and they showed how they buildt classes for cree language and is online. Handed a copy of the assessment out. did put the assessment online and have classroom rosters ready to send and do test. Data is accumulated in program. Immersion classrooms have 2 parts and teacher has to listen to their responses. Anna East assessment was setup real well and she digitized for BNAS and showed online sample. Robert thanked Ms. East for her help and support and patience. The assessment can be done in the classroom or outside of the classroom. Important for teachers to use the writing format that BNAS is putting out there. Robert 2 minute long videos and can attach more than one. Will not be telling the students they can do more than one video, but ask the student to do one. This will help the teachers with grading.

**BNAS Discussion on elementary School Name Change:** Robert gave presentation on name for Bullshoe elementary name Stum with audio clips William big bull and Dwayne, jonathan red gun. Academic breakdown on saying bullshoe. Stomach is spelled: stami and shoe as stkin. Recommends using Stam for grants. Molly Bullshoe video stating the word and spelling stamiksiitsiikin. Thanked board for asking bnas to be involved in the spelling of this word. Tonia tasey agrees with whatever Molly Bullshoe said. Robert reached out to members of each band of the confederacy. Board thanked Robert.

**HR Status Report 9/27/23:** Beverly Sinclair reported on status of BPS positions open in the district: KW Vina 1<sup>st</sup> grade teacher, Sped TA; Tutor position open 1<sup>st</sup> grade; BES 3<sup>rd</sup> grade teacher (do have lead on a person as of today); looking for BES Music teacher and a teacher; custodian interviews tomorrow, 3 PCA positions open; 2 TA position. Need Napi music teacher, teacher, 1 PCA needed. BMS needs 1 counselor (will be interviewing);

need 1 reading teacher, 2 jr. academy teachers; 1 Sped resource teacher, 1 custodian, 2 TAs, 1 BNAS teacher. 1 BHS teacher, 1 Bs. Ed. Teacher (may have one), 1 ELA opening, 1 ELA/reading teacher, will transfer a teacher from BMS to BHS for science, have 2 math and social studies openings, need 2 TAs, need 1 PCA, 1 drivers ed. BHA is good. Babb needs ½ time TA and 1 Sped TA. Childcare none. PCOP has FIT/Hi-Set tutor opening, YDHP youth case open. # Tech staff on agenda to hire tonight. A/C payable is advertised. Not filling ESSER position. Food Service none. Maintenance needs 1 electrician. Transportation needs 1 radio operator, 1 mechanic, 2 bus drivers. Tony Wagner BHS & BMS spring sports open. Clubs will be updated after the board approves tonight. Mr. Bremner asked if there is a previous employee can that person be put in a different color if they are still with district (transfers). Ms. Sinclair stated that she doesn't feel she has enough time to devote to the recruiting function; her and Linda Baker are working late hours, until 8 and 9 daily to stay on top of the work. Ms. Sinclair felt that if they are both here that much, there needs to be another person in the HR department and stated she wants to develop time with colleges, recruiting fairs, advertising, redoing applications, redo interview questions and the entire process. Ms. Sinclair wants to work with someone to look into ways to entice people to come to Browning Montana to teach. The community is sorely lacking teacher housing, which is one thing that she feels is holding BPS back. Ms. Sinclair stated she cannot devote enough time to hiring and does not have enough time to really work on this and feels there is enough work for 3 people; she needs time to devote to recruiting, complaints, and investigations but she is getting bogged down in the administrative process. Mr. Gallup stated that as BPS grows bigger, we need a trade out. Ms. YellowOwl state she hears that human resources does need this person so the director can focus on more director duties and asked Ms. Sinclair to draft it up and take a look at it. Ms. YellowOwl stated that housing has always been a long-time problem and there have been many ideas that take money to do.

**Coaching Worksheet Update 9/27/23:** No discussion.

**Resignations:** Resignations were accepted by the Superintendent from Cohrie Lorenzo Bus Driver-Transportation, Effective 9-7-2023; Lynnette Keenan, Consumer Science Teacher-BMS, Effective 9-8-23; Amari CalfRobe, Student Worker, Effective 9-14-2023 and Alaina SpoonHunter, Student Worker, Effective 9-15-2023.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Bremner to approve the following hiring pending successful background checks/drug tests: Sulee Blackman, Elementary Teacher-BES 2023-2024 (\$36,651.00); Francine DeRoche, Consumer Science Teacher-BMS 2023-2024 (\$38,331.38); Lori Vaile, Teacher Assistant-BES; Tomasa Rattler, Personal Care Attendant; Azurdee Aimsback, Napi Volleyball Coach 2023-2024 (\$600.00); Lisa Aimsback, Napi Volleyball Coach 2023-2024 (\$600.00); Sissy Wells, Napi Volleyball Coach 2023-2024 (\$600.00); Justine Steward, Napi Football Coach 2023-2024 (\$600.00); David Old Chief, Napi Football Coach 2023-2024 (\$660.00); Ashley Bullcalf, Napi Cross-Country Coach 2023-2024 (\$600.00); Delora Bearchild, Napi Cross-Country Coach 2023-2024 (\$600.00); Marietta Stringer, Babb Boys Basketball Coach 2023-2024 (\$600.00); Marietta Stringer, Babb Gilrs Basketball Coach 2023-2024 (\$600.00) and Marietta Stringer, Babb Volleyball Coach 2023-2024 (\$600.00). Second by Mr. Hoyt. *Board discussion:* Mr. Evans asked why Roy Crawford's position is temporary. Superintendent Hall stated that this position was a temporary position approved by the board and is funded by ESSER. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

Motion by Ms. YellowOwl to approve the following hiring pending successful background checks/drug tests: Heidi Crawford, Computer Technician-Professional Technical 2023-2024 (\$37,885.07 (Prorated)); Roy Crawford, Temporary Computer Technician-Professional Technical 2023-2024 (\$34,853.24 prorated) and John LongTimeSleeping, Technology Director 2023-2024 (\$62,510.07 prorated). Second by Mr. Evans. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

**Contract Service Agreements:** Motion by Mr. Evans to approve the following contract service agreements pending successful background checks: Carina Stoves, Building-Department Mentor-BES 2023-2024 (\$1,500.00

not to exceed); Tommy HeavyRunner, Setup Systems for Mental Health Activities for Students-Napi 2023-2024 (\$525.00). Second by Mr. Hoyt. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

Motion by Ms. Yellow Owl to approve Brenda Guardipee, First Aid CPR Class for Transportation 2023-2024 (\$560.00) and remove Mabel RunningFisher, Community Mentor 2023-2024 (\$5,000.00) as there is not 100% board attendance. Second by Mr. Bremner. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

**Out of State Travel:** Motion by Mr. Evans to approve out of state travel for Dana Bremner, AFT NAIFT Task Force Meeting & NIEA Conference 2023 (School Related Leave Only). Second by Ms. YellowOwl. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for. Lockley Bremner, abstained.

**In State Travel:** Motion by Ms. Yellow Owl to approve in state travel for Cinnamon Salway-Matthew Johnson, Guest Lecture Invite for Public Health Class Seminar Series 2023-2024 (\$1,103.14) and Robert Hall, Guest Lecture at UofM Blackfeet Language Class & Lecture of Indigenous Author 2023-2024 (\$602.57). Second by Mr. Bremner. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

**Approvals:** Student Attendance Agreement, Cut Bank Elementary 2023-2024; BES Club, Sponsors, Goals & Objectives for 2023-2024 (\$2,332.00); Napi Clubs, Sponsors, Goals & Objectives 2023-2024 (\$1,698.00); BMS Club, Sponsors, Goals & Objectives for 2023-2024 (\$1,981.00); Extended Contract-Certified Elementary Teachers, MYACCESS Curriculum Training 2023-2024 (\$1,133.00); Extended Contract-Sarah Flammond, LETRS Module 2023-2024 (\$2,444.00). *Board discussion:* Mr. Bremner asked about the student attending school in Cut Bank. Superintendent Hall stated those students will get tuition paid by BPS, but the district can levy for the tuition. Mr. Bremner stated that District 9 is on the north side of Cut Bank and those students have never come to school in Browning and now BPS is going to pay for them to attend school in Cut Bank. Superintendent Hall stated that she will look into this. Mr. Evans asked what would happen if the board says no, we want the students to come to Browning. Superintendent Hall stated that the law does not allow schools to keep the students from attending the school of their choice. Mr. Gallup stated that the boards do need to acknowledge and agree to this but it is basically a wash; it's the same as the East Glacier Elementary. Mr. Bremner stated that those students that live past Meriweather are in our district and don't attend BPS and Cut Bank kids don't come here. Mr. Gallup stated that Superintendent Hall will check on this but the biggest thing here is student count, ANB. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

Motion by Ms. YellowOwl to approve the following items: Extended Contract-Abigail Marshal, LETRS Module 2023-2024 (\$2,661.00); BHS Club, Sponsors, Goals & Objectives for 2023-2024 (\$11,712.00); NEW BHS Club, Sponsors, Goals & Objectives for 2023-2024 (\$1,548.00); Extended Contract-Natasha Siliezar, Provide Special Education Student Support 2023-2024 (\$569.00). Second by Mr. Hoyt. No public participation. No board discussion. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

Motion by Ms. YellowOwl to approve the following items: Extended Contract-Kylie Rutherford, Nursing Duties for Special Olympics Team 2023-2024 \$1,377.00); Extended Contract-Wendy Madplume, IEP Writing for Unassigned Caseload 2023- 2024 (\$634.00); Extended Contract-Travis Miller, Information Technology (IT) Support 2023-2024 (\$9,727.00); Soliant: Montana Certified School Psychologist-Amber Hinthier 2023-2024 (\$62,510.07); Wage Modification-John Cadotte, Site Supervisor-Food Service 2023-2024 (\$1,731.00); Waiver of

5% Penalty Fee for Early Resignation-Lynne Keenan 2023-2024 (\$3,899.86); BPS District Committees 2023-2024 SY (\$30,355.00); Substitute Eligibility Roster 9/27/23; Amend Policy #2336 Significant Writing; Ellevation, Digital Platform to Monitor ELL Students 2023-2026 (\$52,440.48); Professional Development Days-October 2023 (\$23,500.00); Professional Development-Project Success 2023; District Claims Check #94648-94671; 439305-439379 (\$693,862.01); Student Activities Check #705498-#705525 (\$11,807.06) and Additional Pays/Payroll. Second by Mr. Evans. *Board discussion:* Mr. Bremner asked why Travis Miller is on the agenda to be again. Superintendent Hall stated that Mr. Miller agreed to continue to help the new IT person through the end of October. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

**Personnel** None.

**Legal Update:** Mr. Gallup noted that the Legal Update was removed from the agenda per BPS legal counsel recommendation and noted that there are a couple things that are going on, but they are not legal.

Motion by Ms. YellowOwl to adjourn at 6:34 p.m. Second by Mr. Evans. Motion passed with Brian Gallup, Donna Yellow Owl, Lockley Bremner, James RunningFisher, Michael Hoyt, Rae TallWhiteman, James Evans, Steve Conway voting for.

Respectfully submitted:

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

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

\_\_\_\_\_ Gwyn Andersen, District Clerk