Regular Board Meeting
Wednesday, July 1, 2026 @ 5:00 PM
Administration Conference Room

Present: James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman.

Mr. Running Fisher called the meeting to order at 5:01 p.m.

IMPORTANT DATES TO REMEMBER: Regular Scheduled Board Meeting scheduled for Tuesday, June 30, 2026 rescheduled to Wednesday, July 1, 2026 Administration Conference Room; Facilities Committee Meeting scheduled for Thursday, July 9, 2026 has been rescheduled until Thursday, July 16, 2026 Administration Conference Room; Next Scheduled Board Meeting Tuesday, July 14, 2026 @ 5:00 p.m. Administration Conference Room; NAFIS 2026 Fall Conference September 20, 2026-September 22, 2026 Washington, DC.

APPROVAL OF MINUTES: Motion by Mr. Evans to approve the Regular Board Minutes 5-12-26, Special Board Minutes 6-4-26 & Regular Board Minutes 6-9-26. Second by Ms. Madman. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

STAFF RECOGNITION: by Superintendent Rappold: Dalaina Grant
Superintendent Rappold stated that Ms. Grant is a great asset to Browning Public Schools and thanked her for everything she has done for Browning Public Schools.

APPROVAL OF AGENDA: Motion by Mr. Gallup to approve the agenda with the removal of the personnel item: Consideration Regarding a 1700 Complaint. Second by Mr. Evans. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

PUBLIC COMMENT: None

Building Reports: Mr. RunningFisher acknowledged the following building reports: Child Nutrition-Copy Center-Warehouse - Dalaina Grant; Curriculum and Instruction - Rebecca Rappold; Parent, Community Outreach, FIT - Irene Augare; Blackfeet Language-Native American Studies - Robert Hall; Special Education - Stephanie Holton; Gear Up Program - Kristy CalfRobe: **Verbal;** Prevention & Wellness - Cinnamon Salway; Athletics Department - Kellen Hall; Technology Department - Travis Miller; Transportation - Francis Bullcalf; Maintenance/Facilities/Security/Construction - Reid Reagan.

Superintendent Rappold reported that Ms. CalfRobe has concluded her service as the GEAR UP Coordinator. All required reporting and reimbursement submissions have been completed. She further reported that five applications have been received for the GEAR UP Coordinator position, and interviews are expected to take place within the next week.

Assistant Superintendent LaFromboise-Wagner reported that, prior to Ms. CalfRobe's departure, the district participated in a site visit with the state GEAR UP team. The team provided several recommendations for strengthening the program moving forward, including emphasizing the director's role in overseeing grant documentation and ensuring all grant requirements are completed.

Assistant Superintendent LaFromboise-Wagner also noted that the district serves approximately 800–900 students through the GEAR UP program. She explained that a new program requirement mandates that each participating student receive a certificate. This requirement applies to all students entering seventh grade and each subsequent eligible grade level within the district. Although most certificates have been distributed, students are required to acknowledge receipt by signature. To satisfy this requirement, the certificates will be mailed to students, with the mailing serving as documentation of receipt.

She added that she will continue working with the state GEAR UP team throughout the summer to complete the remaining requirements. In addition, Assistant Finance Director Ms. Campbell will assist in ensuring that the next quarterly report is completed and submitted on time.

Superintendent Report: Superintendent Rappold presented the results of the high school graduation survey and distributed a handout summarizing the findings. She explained that, based on the required aggregate instructional hours, the graduation window falls between May 14 and May 31. May 14 would be the earliest possible graduation date if no weather days are required. However, to allow flexibility for senior requirements and potential weather-related schedule adjustments, she stated that the most practical graduation window would be May 18 through May 24. She also noted that other school events must be considered when selecting the final date.

Superintendent Rappold reviewed public feedback received through the survey. Common concerns included the heat during the ceremony and the number of honor songs performed, which interrupted the flow of the program. After discussions with the Board Chair, a plan was developed to recognize all students during the ceremony with the White Dog Victory Song, the school's honor song. She stated that this plan would be communicated publicly, with the Board Chair making an announcement during the ceremony and the high school principal reinforcing the message. Individual honor songs would be performed after the ceremony to minimize interruptions.

Survey responses indicated that the preferred times for graduation **were** Friday afternoon, Saturday afternoon, and Sunday. The handout presented three graduation date options for consideration. Superintendent Rappold noted that, under district policy, the graduation date is determined by the Superintendent and does not require formal Board approval. However, she requested the Board's consensus before making the final decision.

Following discussion, the Board reached a consensus in support of Option 3 as the graduation date.

NIISA Board of Director Mtg: Mr. Gallup reported that he attended the NIISA Board of Directors meeting in Rapid City. He stated that the U.S. Senate approved a $5 million increase in funding. As the district prepares for September, the overall funding amount has not changed and remains at $71 million. Mr. Gallup added that the meeting was successful and provided valuable updates on NIISA funding and related matters.

HR Status Report: Ms. Sinclair explained the MOU between Browning Public Schools and Tech Quest International that is included on tonight’s agenda for consideration. She stated that she has been in contact with the organization over the past several weeks regarding the recruitment of teachers from the Philippines to help fill positions that have been difficult to staff. If the MOU is approved, recommendations for hire are expected to be brought forward at the next board meeting, including three special education positions, two science positions, and one English position at the secondary level. Ms. Sinclair explained that the program is based on cultural exchange and would result in no cost to the district, as the associated expenses would be covered by the organization.

At the elementary level, the district is seeking three PCAs, two second-grade teachers, five third-grade teachers, three special education teachers, one special education teacher assistant, two regular teacher assistants, two fourth-grade teachers, one music teacher, two instructional coaches, one BNAS or shop teacher, and one dean of students.

At the secondary level, the district is seeking one ELA teacher, one ELA/Reading teacher, two science teachers, one math teacher, two special education teachers, one teacher assistant, and one attendance clerk. PCOP currently has an opening for one YHDP Manager, and the Administration Office has openings for one Benefits Clerk and one Gear Up Coordinator.

Food Service has openings for five assistant cooks and one head cook. Maintenance is seeking one skilled technician. Special Services has an opening for one physical therapist, and Transportation is seeking five 9-month bus drivers.

Ms. Sinclair added that the district has posted another advertisement for bus drivers and is now highlighting the district's bus driver training program as part of the recruitment effort.

Coaching Worksheet: *No board discussion. No public participation.*

Resignation: None

ITEMS OF ACTION

Hirings: Motion by Mr. Evans to approve the following hires pending successful background check/drug test: Jasmine Meineke, Elementary Teacher-BES 2026-2027 ($52,179.00); Marti SpottedEagle, Elementary Teacher-BES 2026-2027 ($54,029.00); Napi Spring Coaches 2026-2027 ($31,200.00); Calvin Lang, PE & Health Teacher-BMS 2026-2027 ($55,881.00); Diane Elmer, Special Education Teacher-BSE 2026-2027 ($79,764.00). Second by Ms. Bullshoe.
Ms. Yellow Owl inquired about the status of the pending background checks for prospective hires and asked whether they had been completed. Ms. Sinclair responded that all required hiring documentation has been completed and that the district is only waiting for the final background check results from the Department of Justice. *No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

Motion by Mr. Gallup to approve the following hires pending successful background check/drug test: David Ritter, Math Teacher-BHA 2026-2027($64,462.00); BHS Spring Head Coaches 2026-2027 ($15,150.00); BHS Spring Assistant Coaches 2026-2027 ($21,480.00). Second by Mr. Evans. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

Motion by Mr. Gallup to approve the following hire pending successful background check/drug test: Zita Ottersbach, Food Service Director 2026-2027 ($64,250.00). Second by Mr. Evans. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

Contract Service Agreements: Motion by Mr. Evans to approve the following contract service agreements pending successful background check: Samuel Aimsback-Ee-Kah-Ki-Maht Elementary Adult Worker, Elementary-Summer 2025-2026 ($1,120.00). Second by Ms. Bullshoe. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

Motion by Mr. Evans to approve the following hire pending successful background check/drug test: Leo

BullChild & Robert Miller-Ee-Kah-Ki-Maht Secondary Adult Workers, Summer 2025-2026 ($1,120.00); Travis Blue-Build Crow's Nest for Baseball Field ($600.00); Amber Carwright-Training Lynx Timing System & Sequence System on Laptops ($300.00). Second by Mr. Gallup.
Ms. Yellow Owl asked whether Leo BullChild and Robert Miller, Ee-Kah-Ki-Maht Secondary Adult Workers for Summer 2025–2026, would be working both summer sessions. She further inquired whether, if they were working both sessions, the listed financial impact of $1,120.00 was accurate. *No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

After discussion, the Board revisited the motion. Mr. Evans motions to approve the amended dollar amount for Leo BullChild & Robert Miller-Ee-Kah-Ki-Maht Secondary Adult Workers, Summer 2025-2026 from $1,120.00 to $2,240.00. Second by Mr. Gallup. Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Gallup, Cheryl Madman voting for.

Motion by Mr. Evans to approve the following hire pending successful background check/drug test: Jazlynd WolfTail to provide support to BNAS Curriculum ($3,365.50); Leo BullChild, Wellness Committee 2026-2027 ($5,000.00); Robert Miller, Wellness Committee 2026-2027 ($5,000.00); Rodolfo Rivas-Web Page Social Media Maintenance & District Calendar 2026-2027 SY ($9,000.00); DeeAnn Kipp, Update Emergency Preparedness School Safety Plan 2026-2027 ($5,600.00). Second by Mr. Gallup. Board had some discussion on the update emergency preparedness school safety plan.2026-2027. *No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

Out of State Travel: Motion by Mr. Evans to approve the following out of state travel: Taylee Ridesatthedoor, NCC Education Conference-Gear Up 2026-2027 Washington, DC ($4,337.55). Second by Ms. Madman. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

In State Travel: Motion by Ms. YellowOwl to approve the following in state travel: Cinnamon Salway-Identity Inc. Wellness Retreat-Emigrant, MT ($594.00). Second by Mr. Gallup. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

Approvals: Motion by Mr. Evans to approve the following: Big Sky & Glendale Colony School Agreements 2026-2027. Second by Ms. Bullshoe. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

Motion by Mr. Evans to approve the following: Ross DeRoche-Coaching Salary Modification ($4.600.00); Shylon Stewart-Coaching Salary Modification ($4,600.00); Montana InterQuest Canine Detection Contract August 2026-June 2027 ($4,000.00). Second by Mr. LaFromboise.
Mr. Evans asked what Montana InterQuest Canine Detection Contract August 2026-June 2027 ($4,000.00). Mr. Gallup explained to him that it was the K-9 dog. *No public participation.* Motion passed with James RunningFisher, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for and James Evans opposing Montana InterQuest Canine Detection Contract August 2026-June 2027 ($4,000.00).

Motion by Mr. Gallup to approve the following: Substitute Eligibility List 6-30-26; Extended Contracts-

Special Services 2025-2026 ($16,362.70); Extended Contracts-Math Planning Week 2026-2027 ($14,394.08); Extended Contracts- Leadership Week-Curriculum & Planning 2025-2026 ($25,278.80); Extended Contract-Brandy Bremner-Curriculum Department Planning 2026-2027 ($4,907.20); Extended Contract-Irene Augare, PCOP Grant Management 2025-2026 ($3,332.80); Dana Bremner, BPS District Committee Tech Mentors 2025-2026 ($1,000.00); Glacier County Transportation Committee Meeting; MOA to Move Professional-Technical Positions Under the Classified Labor Agreement. Second by Mr. Evans.

Ms. YellowOwl asked several questions regarding the Memorandum of Agreement (MOA) to move professional-technical positions under the Classified Labor Agreement. She asked whether the classified union had provided input on the agreement and whether the affected positions were considered confidential secretary positions.

Superintendent Rappold explained that the MOA was developed in collaboration with the classified union and that both the union and the district's attorney provided clarification regarding confidential secretary positions. She stated that, under Title II labor law, confidential secretary positions are limited to employees who participate in or make decisions regarding staff salary placement, employment decisions, or labor negotiations. She explained that the employees affected by the MOA do not perform those functions or participate in union negotiations. She further noted that while the Board secretary records the minutes during union negotiation meetings, the position does not participate in negotiations or decision-making and therefore is not considered a confidential secretary position. *No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Gallup, Cheryl Madman voting for.

Motion by Mr. Evans to approve the following: Motion by Mr. Evans to approve the following: MOU Between BPS and Teach Quest International 2026-2027; Student Accident Insurance Renewal; EBMS Health Insurance Renewal 2026-2027; MSGIA Work Comp Renewal 2026-2027; NIISA Membership Dues 2026-2027 ($3,000.00); Purchases Over $10,000.00; District Claims Checks #91776-#91832; #444667-#444864 ($425,644.92); Student Activities Claim Checks #706786-#706805 ($14,333.95); Additional Pays 6-30-26. Second by Ms. Bullshoe.

Mr. LaFromboise asked about the background of Tech Quest International. Superintendent Rappold explained that Tech Quest International is an organization that assists school districts in recruiting international teachers. She stated that the district has contracted with Fullmind for the past five years to provide remote teachers for six special education classrooms. While the district has had positive experiences with several remote teachers, there has been consistent feedback expressing a preference for in-person instruction whenever possible.

Superintendent Rappold stated that this partnership provides an opportunity to recruit qualified teachers from the Philippines. She noted that the district has worked with several Philippine teachers through Fullmind who have proven to be excellent educators, and bringing them on-site would better serve students. She explained that the teachers are responsible for obtaining their own Visas and must meet all Montana state licensure requirements. If hired, they would become members of the certified bargaining unit and receive the same salary and benefits as all other certified teachers.

Superintendent Rappold acknowledged that housing remains a challenge within the community and stated that several housing options are being explored and will be presented for consideration at an upcoming Facilities Committee meeting.

Mr. Gallup shared that, during the NIISA meeting, representatives from colleges and school districts across the country reported employing six to eight teachers from the Philippines to address ongoing teacher shortages. He noted that several Montana school districts have also hired Philippine teachers and stated that while hiring local applicants remains the district's priority, recruiting internationally has become a necessary solution to fill critical staffing gaps.

Assistant Superintendent LaFromboise-Wagner shared research regarding why teachers from the Philippines are interested in teaching in the United States, explaining that many seek professional growth opportunities, competitive salaries, and the chance to gain international teaching experience while supporting their families. *No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Brian Gallup, Cheryl Madman voting for and Terrance LaFromboise and Donna YellowOwl opposing MOU Between BPS and Teach Quest International 2026-2027.

Superintendent Rappold reported that one of the elementary teacher candidates previously approved by the Board for hire had been working under an emergency license during the past school year and has now successfully passed the Praxis exam and obtained full licensure. She added that two other teachers were scheduled to take their Praxis exams this month, but the district has not yet received their results. She expressed hope that they will also become fully licensed.

Personnel: Consideration Regarding a 1700 complaint was removed from the agenda.

Motion by Mr. Gallup to adjourn the meeting at 6:15 p.m. Second by Mr. LaFromboise. *No board discussion. No public participation.* Motion passed with James RunningFisher, James Evans, Kristy Bullshoe, Terrance LaFromboise, Donna YellowOwl, Brian Galllup, Cheryl Madman voting for.

Respectfully submitted:

____Melanie HeavyRunner, Board Secretary

____James RunningFisher, Board Chairperson

____Sandra Rivas, District Clerk